
New Hampshire Retirement System

A Fiduciary Component Unit of The State Of New Hampshire

HERE TODAY FOR



YOUR TOMORROW

**Annual Comprehensive Financial Report
For The Fiscal Year Ended
June 30, 2024**



**Our Mission: To provide secure
retirement benefits and superior service**

**UNAUDITED ANNUAL COMPREHENSIVE
FINANCIAL REPORT
FOR THE FISCAL YEAR ENDED
JUNE 30, 2024**

A Fiduciary Component Unit of the State of New Hampshire

Prepared by
New Hampshire Retirement System — Finance Department
54 Regional Drive
Concord, New Hampshire 03301-8507
www.nhrs.org

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TABLE OF CONTENTS

INTRODUCTORY SECTION

Letter From the Chair6
 Board of Trustees8
 Independent Investment Committee9
 Certificate of Achievement10
 Administrative Organization11
 Professional Managers, Advisors and Service Providers12
 Letter of Transmittal13

FINANCIAL SECTION

Independent Auditors’ Report18
 Management’s Discussion and Analysis — Required Supplementary Information21
 Basic Financial Statements:
 Combining Statements of Fiduciary Net Position — Pension and Other Postemployment Medical Plan (OPEB)26
 Combining Statements of Changes in Fiduciary Net Position — Pension and Other Postemployment Medical Plan (OPEB)27
 Notes to the Financial Statements28
 Required Supplementary Information:
 Schedule of Changes in the Employers’ Net Pension Liability and Related Ratios50
 Schedule of Employer Contributions — Pension Plan51
 Schedule of Changes in the Employers’ Net OPEB Liability and Related Ratios52
 Schedule of Employer Contributions — OPEB Plan53
 Schedule of Investment Returns54
 Notes to Required Supplementary Information — Last Ten Fiscal Years54
 Supporting Schedules:
 Investment Activity Fees and Other Investment Related Expenses56
 Interest Income56
 Dividend Income56
 Contributions57
 Benefits57
 Refunds of Contributions57
 Administrative Expenses58
 Professional Fees58

INVESTMENT SECTION

Investment Consultant’s Letter60
 Investment Reports:
 Annualized Investment Returns — Actual Versus Indices63
 Ten Year History of Time-Weighted Total NHRS Fund Annual Returns63
 Actual Asset Allocation Versus Target Asset Allocation64
 Ten Largest Stock Holdings by Fair Value65
 Ten Largest Fixed Income Holdings by Fair Value65
 Schedule of Investment Management and Service Fees66
 Schedule of Brokerage Commissions Paid66
 Net Position Restricted for Pension and OPEB Benefits67
 Summary of Investments67
 Real Estate Investments by Type and by Location68
 Alternative Investments69
 Net Appreciation (Depreciation) in Fair Value of Investments69
 Alternative Investment Income (Loss)70
 Real Estate Investments — Income and Expenses70

ACTUARIAL SECTION

Actuarial Certification72
 Summary of Actuarial Assumptions and Methods75
 Historical Membership Data — Active and Retired83
 Solvency Test87
 Analysis of Past Financial Experience89
 Schedule of Funding Progress — Pension Plan91
 Schedule of Funding Progress — OPEB Plan91
 Membership Composition92
 Summary of Principal Plan Provisions as Interpreted for Valuation Purposes93

STATISTICAL SECTION

Statistical Section Summary100
 Schedule of Changes in Net Position102
 Schedule of Benefit and Refund Deductions by Type104
 Schedule of Retired and Vested Members by Type of Benefit106
 Schedules of Average Benefit Payment Amounts110
 Principal Participating Employers120
 Listing of Participating Employers121

NEW HAMPSHIRE RETIREMENT SYSTEM

INTRODUCTORY SECTION

[CLICK HERE TO RETURN TO TABLE OF CONTENTS](#)

LETTER FROM
THE CHAIR



New Hampshire Retirement System
54 Regional Drive, Concord, NH 03301
Phone: (603) 410-3500 - Fax: (603) 410-3501
Website: www.nhrs.org - Email: info@nhrs.org



Maureen Kelliher
Chair
Board of Trustees

December 23, 2024

To the Members and Beneficiaries of the New Hampshire Retirement System:

On behalf of the Board of Trustees of the New Hampshire Retirement System (NHRS, the retirement system), I am pleased to present NHRS' Annual Comprehensive Financial Report (ACFR) for the fiscal year ended June 30, 2024. This report describes the financial condition of both the Pension Plan and the Other Post Employment Benefit (OPEB) Plan. The report also describes various changes that occurred during fiscal year (FY) 2024.

The Board has a fiduciary responsibility to ensure that the interests of members and beneficiaries are properly safeguarded. This responsibility is embodied in the law and in the New Hampshire Constitution (Part I, Article 36-a), which protects trust fund assets for the exclusive purpose of providing benefits, requires Trustees to set actuarially sound employer contribution rates, and requires employers to annually pay those rates in full.

At the close of the fiscal year, the retirement system's net position held in trust was \$12.3 billion, an increase of approximately \$831 million over the prior fiscal year.

For the first time in its 57-year history, NHRS exceeded \$1 billion in pension benefit payments in FY 2024. With close to 80% of NHRS' retirees and beneficiaries living in-state, most of these retirement benefits support local economic activity.

NHRS pursues a long-term investment strategy designed to meet its funding requirements. The goals of this approach are to reduce risk and mitigate volatility, while meeting or exceeding the long-term assumed rate of investment return of 6.75%. The Board: sets the assumed rate of return; approves an investment policy, including asset allocation; and selects an investment consultant to advise the Independent Investment Committee (IIC). The IIC works closely with the consultant and staff to review and change, as appropriate, strategies, external asset managers, and selection of specific investments.

NHRS realized a 8.8% return on investments in the fiscal year ended June 30, 2024. It is important to note that these investment returns are for a single year and need to be considered within the context of the portfolio's performance over time as compared to the assumed rate of return. The three-year, five-year, 10-year, and 25-year returns for the periods ended June 30, 2024, were 3.4%, 7.7%, 7.0%, and 6.3%, respectively. All returns are net of fees.

The Board voted unanimously in December 2023 to accept the recommendation of the IIC to modify the fund's asset allocation, reducing the allocation to global equities from 50% to 40%, increasing the allocation to private credit by 5%, and allocating 5% to private infrastructure, a new asset category for NHRS which is expected to reduce volatility and provide steady cash flows. The change was made after months of review and due diligence by NHRS investment staff, our investment consultant, and the IIC. These allocation changes are being phased in, as appropriate, over a multi-year timeframe beginning July 1, 2024.

In addition to the information on investments contained in this report, more detailed information on NHRS-specific investment activities, and the current economic and market climate is provided in the Comprehensive Annual Investment Report ("CAIR") for Fiscal Year 2024, issued separately by the IIC and available on the NHRS website (www.nhrs.org).

The retirement system continues to make meaningful progress to address its unfunded actuarial accrued liability (UAAL). This liability was created by short-sighted public policy decisions more than 30 years ago and exacerbated by global economic dips in 2001–02 and 2008–09 and the adoption of more conservative actuarial assumptions over the past 15 years. While we can't know for certain what economic and policy challenges lie ahead, there is a solid foundation in place and meaningful progress has been made to ensure the long-term viability of NHRS.

At June 30, 2024, the funded ratio of the Pension Plan stood at 68.6% and the OPEB Plan at 10.2%, versus 67.5% and 9.9% in the previous year, respectively. Funding status is measured by comparing the actuarial value of assets to the cost

of accrued benefits owed now and in the future. The OPEB plan provides a post-employment medical subsidy benefit to qualified Group I and Group II members. Because the OPEB plan is closed to new members and, as required by statute, is essentially funded on a pay-as-you-go basis, it does not, for the most part, have substantial assets set aside for future funding.

The Board in June 2024 voted to adopt revised actuarial assumptions based on the results of a four-year experience study conducted by its consulting actuary, Gabriel, Roeder, and Smith (GRS). In addition to adjustments to demographic assumptions – such as retirement and disability rates, withdrawals, merit and longevity salary increases, and mortality – the actuary recommended increasing the payroll growth assumption by 0.25% to reflect price inflation growth over the past four years. For the first time more than 20 years, the actuary did not recommend reducing the assumed rate of investment return, which is currently 6.75%. Even with the changes to actuarial assumptions approved this year, fiscal year (FY) 2026–27 employer contribution rates will decrease slightly from the current FY 2024–25 rates.

Through several recent and ongoing initiatives, NHRS has continued to strengthen its operations, efficiency, and stakeholder outreach. The major focus over the past fiscal year was the deployment of a new pension administration system (PAS) to replace the platform the retirement system has been using since the early 2000s. This project began in 2019 and went live in November 2023. Going forward, our three-year strategic plan is focused on addressing deferred initiatives and areas put on hold during the PAS implementation.

In February, I was chosen by Governor Sununu to replace former Chair Tim Lesko, who resigned after moving out of state. Having served as a public member of the Board since 2014, I saw firsthand Chair Lesko's professionalism, integrity, and commitment to fiduciary duty.

Our mission is straightforward, "To provide secure retirement benefits and superior service." The Board and staff are committed to continuously improving internal operational processes and controls, delivering timely and professional service, and implementing legislative changes in support of the sustainability and stability of NHRS and for the benefit of all members and beneficiaries.

Sincerely,

A handwritten signature in black ink, appearing to be the initials 'ML' followed by a long horizontal stroke.

BOARD OF TRUSTEES

BOARD OF TRUSTEES



Maureen Kelliher
Chair, Public Member
July 2014 to July 2025



Paul Provost
Public Member
November 2022 to August 2025

Vacant
Public Member



Robert E. Maloney
Public Member
July 2018 to July 2024



Donald M. Roy, Jr.
Employer Member
July 2011 to July 2025



Ken Merrifield
Employer Member
March 2021 to July 2025



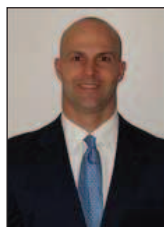
Jon Frederick
Employer Member
September 2022 to September 2025



Germano Martins
Employee Member
August 2021 to July 2024



Sue Hannan
Teacher Member
July 2018 to July 2021



Andrew Martineau
Firefighter Member
December 2020 to July 2024



Joshua Quigley
Police Officer Member
October 2022 to July 2024



Monica Mezzapelle
State Treasurer
March 2020 to January 2025
ex officio



Jason Henry
Employer Member
May 2023 to July 2025

as of 6/30/24

**INDEPENDENT
INVESTMENT
COMMITTEE**

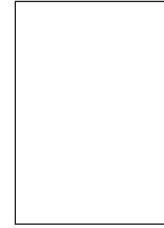
INDEPENDENT MEMBERS



Brian Bickford
June 2023 to June 2026



Christine Clinton
Chair
January 2018 to January 2027



Vacant

TRUSTEE MEMBERS



Maureen Kelliher
June 2014 to July 2025



Paul Provost
November 2022 to August 2025

ACTIVE NHRS MEMBER



Michael McMahon
February 2020 to February 2026

See page 66 for a list of investment management, service, and brokerage commissions paid.

**CERTIFICATE OF
ACHIEVEMENT**



Government Finance Officers Association

**Certificate of
Achievement
for Excellence
in Financial
Reporting**

Presented to

New Hampshire Retirement System

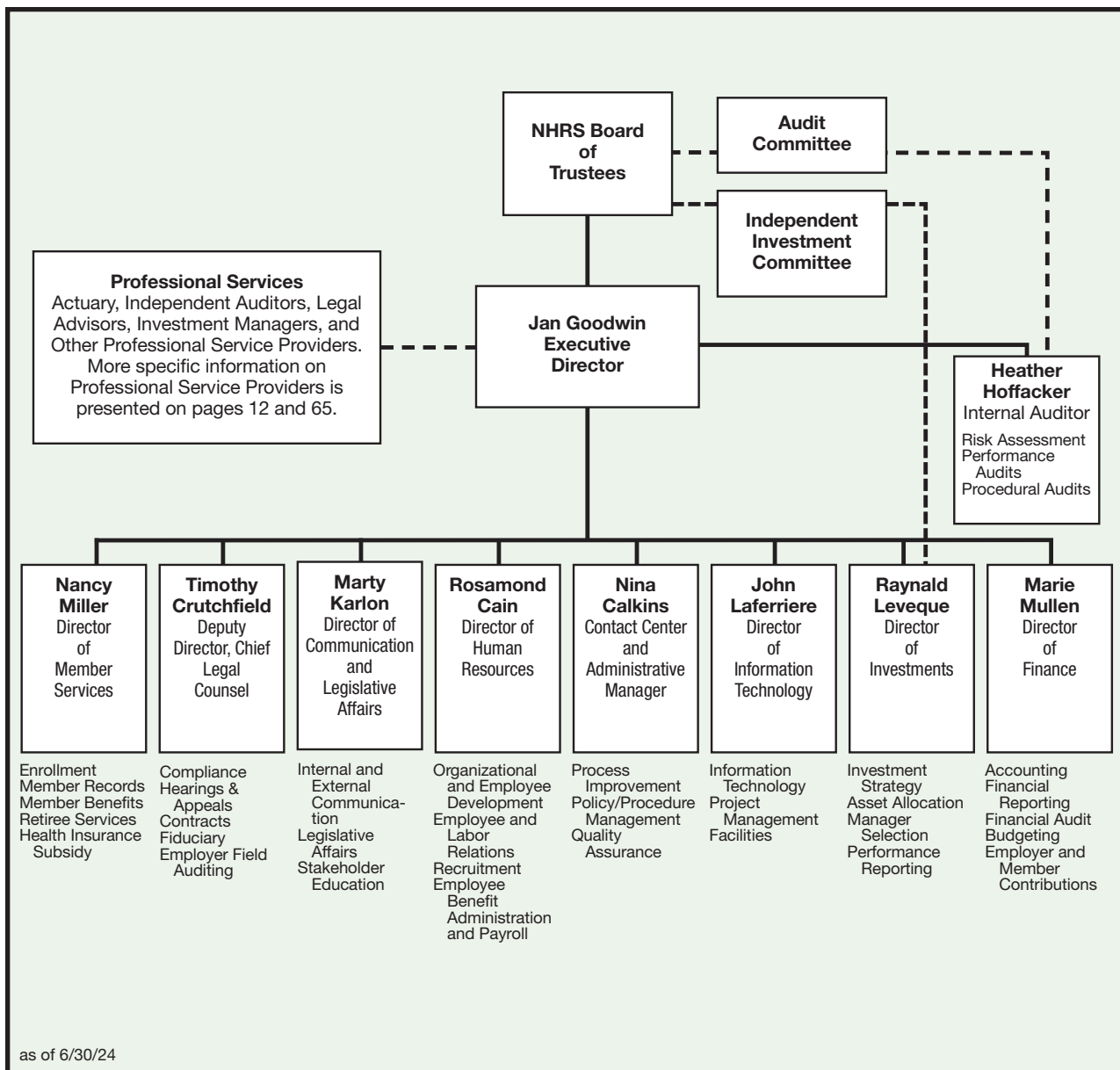
For its Annual Comprehensive
Financial Report
For the Fiscal Year Ended

June 30, 2023

Christopher P. Morrill

Executive Director/CEO

ADMINISTRATIVE ORGANIZATION



PROFESSIONAL MANAGERS, ADVISORS AND SERVICE PROVIDERS

DOMESTIC EQUITY MANAGERS

AB
BlackRock Institutional Trust
Company, N.A.
Boston Trust Walden
Segall, Bryant and Hamill
Thompson, Siegel & Walmsley LLC
Wellington Management Company,
LLP

NON-U.S. EQUITY MANAGERS

Aristotle Capital Management
Artisan Partners
BlackRock Institutional Trust
Company, N.A.
Causeway Capital Management
Lazard Asset Management LLC
Walter Scott & Partners Limited
Wellington Trust Company, N.A.

FIXED INCOME MANAGERS

BlackRock Institutional Trust
Company, N.A.
BNY Mellon
Brandywine Global Investment
Management, LLC
Fidelity Institutional Asset
Management Trust Company
Income Research &
Management
Loomis Sayles &
Company, L.P.
Manulife Asset Management

PRIVATE DEBT & EQUITY MANAGERS

Actis
Alcentra
American Industrial Partners
Apollo Global Management
Arcmont Asset Management
Ares Management Corporation
Atalaya Capital Management
Avenue Capital Group
BlackRock Institutional Trust
Company, N.A.
Carlyle Group
CarVal Investors
CCMP Capital
Clearlake Capital Partners
Coller Capital
Comvest Partners
Crescent Capital Group
Edgewater Growth Capital Partners
Gramercy
HarbourVest Partners
H.I.G. Capital
Industry Ventures
Ironwood Capital
Kayne Anderson Capital Advisors
Lexington Capital Partners
MatlinPatterson Global Advisers
Monroe Capital
NGP Energy Capital Management
Pine Brook Capital Partners
RFE Investment Partners
Riverstone Holdings
Siguler Guff & Co.
Sixth Street Partners
SL Capital Partners
Strategic Value Partners
Tennenbaum Capital Partners
Thoma Bravo
Top Tier Capital Partners
Warburg Pincus

REAL ESTATE MANAGERS

The Townsend Group
an Aon company

TRANSITION MANAGERS

Abel/Noser, LLC
BlackRock Institutional Trust
Company, N.A.
PGM Global Inc.
Russell Implementation Services
State Street Bank and Trust
Company

INDEPENDENT AUDITORS

Plante Moran

INVESTMENT ADVISOR

Callan LLC

ACTUARIAL CONSULTANT

Gabriel, Roeder, Smith & Company

LEGAL ADVISORS

Foster Garvey PC
Groom Law Group
Peter T. Foley, Esquire
Sulloway & Hollis PLLC
McLane Middleton, P.A.

CUSTODIANS

BNY Mellon
(Master Custodian)
Citizens Bank-NH
(In-state Custodian)

CORPORATE GOVERNANCE SERVICES

Institutional Shareholder Services,
Inc.

TRADING COST ADVISOR

Abel/Noser, LLC

LETTER OF
TRANSMITTAL

New Hampshire Retirement System
54 Regional Drive, Concord, NH 03301
Phone: (603) 410-3500 - Fax: (603) 410-3501
Website: www.nhrs.org - Email: info@nhrs.org



Jan Goodwin
Executive Director

December 23, 2024

Dear Citizens of the State of New Hampshire, Chair and Members of the Board of Trustees:

We are pleased to submit the Annual Comprehensive Financial Report (ACFR) of the New Hampshire Retirement System (NHRS) for the fiscal year ended June 30, 2024. This comprehensive report is designed to comply with the provisions of the Revised Statutes Annotated (RSA) 100-A :15, VI of the State of New Hampshire.

The management at NHRS is responsible for the complete and fair presentation of financial information and the accompanying disclosures in this report. This report fairly presents the combined assessment of the investment results and the financial condition of the Pension Plan and the Other Postemployment Benefit Plan (OPEB).

The Pension Plan was established in 1967 to consolidate and replace four separate pension plan systems: the New Hampshire Teachers' Retirement System, the New Hampshire State Employees Retirement System, the New Hampshire Policemen's Retirement System, and the New Hampshire Permanent Firemen's Retirement System. The Pension Plan provides

service retirement, disability retirement, early and vested retirement, and survivor benefits for all full-time state employees, public school teachers and administrators, permanent police officers, and permanent firefighters. Full-time employees of political subdivisions (such as county, municipal or school district employees) are also eligible to become members if the local governing body elects participation. At the close of the fiscal year, there were 48,989 active members and 45,330 retirees or beneficiaries.

The Pension Plan is a qualified governmental plan within the meaning of section 414(d) of the United States Internal Revenue Code and has a separately appointed governing body. Based on financial reporting guidelines, the Pension Plan is deemed to be a single pension plan. In addition, NHRS administers an OPEB Plan which provides medical benefits for qualified Group I and Group II members.

BUDGET CONTROLS AND NHRS ADMINISTRATION

The administrative budget for fiscal year 2024 was proposed by management, approved by the Board of Trustees, submitted under the budget preparation guidelines of the State of New Hampshire, and passed into law by the New Hampshire Legislature. For financial reporting purposes, NHRS is considered a fiduciary component unit of the State of New Hampshire.

NHRS is administered by a 13-member Board of Trustees, which includes the State Treasurer as an ex officio member, one employee member, one teacher member, one firefighter member, one police officer member, four public nonmembers, and four employer representatives. The Board of Trustees sets the investment policy, formulates administrative policies, and authorizes benefit payments to members and their beneficiaries. The NHRS Independent Investment Committee (IIC) is responsible for investing in accordance with policies established by the Board; selecting investment managers, agents, and custodial banks; reviewing performance; and making recommendations to the Board regarding investment consultants, asset allocation, and other investment policy matters. Administrative functions are directed by the Executive Director and are carried out by the administrative staff.

ACCOUNTING SYSTEM AND INTERNAL CONTROL

The ACFR has been prepared in conformity with U.S. generally accepted accounting principles (GAAP). The financial statements are prepared on the accrual basis of accounting. Contributions are recognized as revenue in the period when they become due pursuant to statutory requirements. Investment income is recognized as it is earned. Benefits, refunds, and investment expenses are recognized when they become due and payable. Net appreciation (depreciation) in the fair value of investments is recorded as an increase (decrease) to investment income based on the valuation of investments as of the date of the financial statements. Trade commissions and related transaction costs are netted against the fair value of investments. Capital assets are recognized in the financial statements in accordance with the NHRS established capital asset policy.

The management at NHRS is responsible for maintaining a system of internal controls which is designed to provide reasonable assurance that the assets are adequately safeguarded and the financial reports and financial statements are fairly stated. There is not an expectation from management that the internal controls will prevent or detect all errors and fraud.

A control system, no matter how well designed and operated, can provide reasonable, not absolute, assurance that the objectives of the control system are met. The concept of reasonable assurance recognizes that: (1) The cost of a control should not exceed the benefits likely to be derived; and (2) The evaluation of costs and benefits requires estimates and judgments by management. Management believes its internal control structure meets these objectives.

FINANCIAL PERFORMANCE

For the fiscal year ended June 30, 2024, plan net position increased \$831.0 million to \$12,340.5 million compared to a \$756.2 million net position increase for the prior year. NHRS has benefitted from strong equity markets driven by advancements in Artificial Intelligence, positive corporate earnings, and economic growth expectations slowing but remaining resilient as companies continued to hire at a robust pace. In addition, fixed-income investments benefited from yield curve positioning as well as active credit management during a period of easing inflation concerns in the second half of the fiscal year. A detailed discussion of investment performance, the sources of additions and deductions, and results of operations is covered in Management's Discussion and Analysis beginning on page 21.

FUNDING STATUS

To ensure that current and future retirement benefits are safeguarded and available to members at retirement, NHRS evaluates the actuarial value of the Plans' assets compared to the actuarial value of the Plans' liabilities as an indication of the extent to which the Plans are funded each year. This measure is called the plan funded ratio. Significant legislation was enacted in the 2008 and 2011 legislative sessions aimed at improving the funded ratios of the Plans.

The Pension Plan funded ratio at June 30, 2024, based on the June 30, 2024 financial schedules prepared by our actuary was 68.6%. The comparable funded ratio at June 30, 2023, based on the June 30, 2023 financial schedules prepared by our actuary and updated based on the 2019–2023 Experience Study was 67.5%. The funded ratio of the OPEB Plan at June 30, 2024, based on the June 30, 2024 financial schedules prepared by our actuary, was 10.2%. The comparable funded ratio at June 30, 2023, based on the June 30, 2023 financial schedules prepared by our actuary and updated based on the 2019–2023 Experience Study was 9.9%. The ratio of Plan net position to the Plan liability under GAAP is separately determined for both the Pension and OPEB Plans and is discussed in the financial statements. A comprehensive analysis of funding progress for the Plans is provided in the Required Supplementary Information beginning on page 50.

NHRS adopted an actuarial funding policy in FY 2014 which defines the actuarial method and assumptions used to determine the employer contribution rates necessary to fund the plan. The policy was amended in September 2018 to reflect statutory adoption of layered amortization for future asset gains or losses. For more details on NHRS' actuarial funding policy, go to www.nhrs.org/about-nhrs/policies.

NET PENSION LIABILITY

The total pension liability is the accrued liability for benefits owed now and in the future based on the Entry Age Normal actuarial funding method. The fiduciary net position is based on the fair value of assets at year end. The net pension liability is the total pension liability, less the amount of the Pension Plan's fiduciary net position. These disclosures are accounting measurements, not actuarial measurements of the funded status of the plan and are not used to develop employer contribution rates.

INVESTMENTS

RSA 100-A:15 grants the New Hampshire Retirement System Board of Trustees the authority to adopt the investment policy for NHRS. Effective January 1, 2009, the Independent Investment Committee (IIC) was established by statute granting it authority to invest and reinvest NHRS funds in accordance with the investment policy adopted by the Board of Trustees. Prior to January 1, 2009, the Board of Trustees had the authority to invest and reinvest NHRS funds.

The IIC consists of not more than five voting members, three of whom are not members of the Board of Trustees and up to two of whom are members of the Board of Trustees appointed by the chairperson of the Board of Trustees. The Trustees and IIC members are fiduciaries and discharge their duties solely in the interest of the Plans' participants and beneficiaries. In the management of the Plan's assets, the Board of Trustees and the IIC members must exercise the care, skill, and caution under the circumstances then prevailing that a prudent person acting in a like capacity would use in the conduct of an activity of like character and purpose.

The annualized total fund investment returns for the one-year, three-year, five-year, ten-year, and twenty-five year periods ended June 30, 2024, were 3.4%, 7.7%, 7.0%, and 6.3%, respectively. The current assumed rate of return is 6.75%. A

discussion about comparative annualized returns and related benchmark indices for fiscal years 2024 and 2023 is presented in the Management's Discussion and Analysis beginning on page 21.

For the fifteen years ending June 30, 2024, a period during which the IIC made the investment decisions, total fund performance was primarily in the first or second top quartile.

The outperformance of 50 basis points relative to the median of the Callan Public Fund Sponsor — Large Universe for the fifteen years ending June 30, 2024, represents approximately \$313 million in additional investment income for the pension trust.

MAJOR INITIATIVES

NHRS faces many issues common to other public employee retirement plans. As part of its proactive response to these challenges, the retirement system strives to create a culture of constant improvement. Some of the significant efforts during fiscal year (FY) 2024 were:

- Transitioned to an updated pension administration system (PAS), which replaced a 20-year-old platform.
- Exceeded \$1 billion in pension benefit payments in FY 2024 for the first time in NHRS' 57-year history. With close to 80 percent of retirees and beneficiaries living in-state, most of these retirement benefits support local economic activity.
- Modified the fund's asset allocation, reducing the allocation to global equities from 50% to 40%, increasing the allocation to private credit by 5%, allocating 5% to private infrastructure, a new asset category for NHRS that is expected to reduce volatility and provide steady cash flows. The allocation changes will be phased in, as appropriate, over a multi-year timeframe beginning July 1, 2024.
- Revamped the strategic planning process and developed a three-year strategic plan for FYs 25-27.
- Launched upgrade of NHRS' member and retiree online portal, My Account.
- Issued the June 30, 2023, GASB 68 and 75 reports with unmodified (clean) opinions.
- Recognized by the Government Finance Officers Association for excellence in financial reporting for its 2023 ACFR.
- Implemented statutory changes enacted in 2024 related to member benefits that required significant pension database modifications.
- The Board adopted a Statement of Beliefs and Guiding Principles.

INDEPENDENT AUDIT

RSA 100-A:15 VI. (a) requires the Audit Committee of the Board of Trustees to engage the services of a qualified independent auditor to perform an annual audit each fiscal year. For fiscal year 2024, the Audit Committee designated Plante Moran to conduct the annual audit. The independent auditors' report, audited financial statements, required supplementary information, and supporting schedules are included in the Financial Section of this report.

ACTUARIAL REVIEW AND VALUATION

An actuarial review, commonly called an experience study, of the mortality, service, withdrawals, and compensation experience of members is required by statute at least once during each five-year period. The last actuarial review was performed during fiscal year 2023 by NHRS' current actuary, Gabriel, Roeder, Smith and Company, and was based on actual member experience from July 1, 2019 through June 30, 2023. An actuarial valuation of the assets and liabilities is required by statute at least once during each two-year period. The June 30, 2023, actuarial valuation was used to determine employer contribution rates for fiscal years 2026 and 2027. The June 30, 2021, actuarial valuation was used to determine employer contribution rates for fiscal years 2024 and 2025. The actuarial certification and supporting statistics are included in the Actuarial and Statistical Sections of this report.

CERTIFICATE OF ACHIEVEMENT FOR EXCELLENCE IN FINANCIAL REPORTING

The NHRS Annual Comprehensive Financial Report for the fiscal year ended June 30, 2023, was awarded the Certificate of Achievement for Excellence in Financial Reporting by the Government Finance Officers Association of the United States and Canada (GFOA). The Certificate of Achievement is the highest form of recognition in the area of state and local governmental accounting and financial reporting, and attaining it represents a significant accomplishment by a government and its management. We are gratified that NHRS has received this award for 33 of the past 34 years. A copy of the fiscal year 2023 award is presented on page 10.

ACKNOWLEDGMENTS


The compilation of this report reflects the combined efforts of the NHRS administrative staff under the direction of the Board of Trustees. It is intended to provide extensive and reliable information as a basis for making management decisions,

determining compliance with legal provisions, and for determining responsible stewardship for the investment and accounting for assets of plan participants. We would like to take this opportunity to express our gratitude to the Board of Trustees for its guidance and support and to the administrative staff for their dedication and commitment to the mission, vision, and values of the New Hampshire Retirement System – “To provide secure retirement benefits and superior service.” We would also like to note our appreciation for the professional and diligent work of the Independent Investment Committee whose efforts have consistently generated superior returns in accordance with the Board’s investment policy.

Respectfully submitted,



Jan Goodwin
Executive Director



Marie Mullen
Director of Finance

NEW HAMPSHIRE RETIREMENT SYSTEM

FINANCIAL SECTION

[CLICK HERE TO RETURN TO TABLE OF CONTENTS](#)

**INDEPENDENT
AUDITORS’
REPORT**



Plante & Moran, PLLC

Suite 1250
1111 Superior Ave.
Cleveland, OH 44114
Tel: 216.523.1010
Fax: 216.523.1025
plantemoran.com

Independent Auditor’s Report

To the Board of Trustees
New Hampshire Retirement System

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS

Opinion

We have audited the financial statements of the New Hampshire Retirement System (the “System”), a fiduciary component unit of the State of New Hampshire, as of and for the year ended June 30, 2024 and the related notes to the financial statements, which collectively comprise the System’s basic financial statements, as listed in the table of contents.

In our opinion, the accompanying financial statements present fairly, in all material respects, the fiduciary net position of the New Hampshire Retirement System as of June 30, 2024 and the changes in its fiduciary net position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

BASIS FOR OPINION

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the *Auditor’s Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of the System and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

RESPONSIBILITIES OF MANAGEMENT FOR THE FINANCIAL STATEMENTS

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the System’s ability to continue as a going concern for 12 months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

AUDITOR’S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and, therefore, is not a guarantee that an audit conducted in accordance with GAAS and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of the System's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the System's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

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 identified in the table of contents, be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, which 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.

SUPPLEMENTARY INFORMATION

Our audit was conducted for the purpose of forming an opinion on the financial statements that collectively comprise the System's basic financial statements. The supporting schedules, as identified in the table of contents, are presented for the purpose of additional analysis and are not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with 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.

OTHER INFORMATION

Management is responsible for the other information included in the Annual Comprehensive Financial Report. The other information comprises the introductory, investment, actuarial, and statistical sections but does not include the basic financial statements and our auditor's report thereon. Our opinion on the basic financial statements does not cover the other information, and we do not express an opinion or any form of assurance thereon.

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

REPORT ON SUMMARIZED COMPARATIVE INFORMATION

We have previously audited the System's June 30, 2023 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated December 15, 2023. In our opinion, the summarized

comparative information presented herein as of and for the year ended June 30, 2023 is consistent, in all material respects, with the audited financial statements from which it has been derived.

OTHER REPORTING REQUIRED BY GOVERNMENT AUDITING STANDARDS

In accordance with *Government Auditing Standards*, we have also issued our report dated December 23, 2024 on our consideration of the System's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, grant agreements, and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the System's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the System's internal control over financial reporting and compliance.

Plante & Morse, PLLC

December 23, 2024

MANAGEMENT'S DISCUSSION AND ANALYSIS — REQUIRED SUPPLEMENTARY INFORMATION

This section presents management's discussion and analysis of the New Hampshire Retirement System's (NHRS) financial performance during the fiscal year ended June 30, 2024 and is presented as a narrative overview and analysis in conjunction with the Letter of Transmittal included in the Introductory Section of the System's Annual Comprehensive Financial Report. The report presents the combined assessment of the financial performance of the Pension Plan and the OPEB Plan.

The discussion and analysis is intended to serve as an introduction to the basic financial statements. These statements include the Combining Statements of Fiduciary Net Position and Changes in Fiduciary Net Position, and the related Notes to the Financial Statements for the fiscal year ended June 30, 2024, with summarized comparative information for fiscal year 2023. In addition, Required Supplementary Information is provided for the Pension and OPEB plan. The excess of assets over liabilities is reported as "Net Position Restricted for Pension and Other Post Employment Benefits (OPEB)."

FINANCIAL HIGHLIGHTS

Net position increased by \$830.9 million (7.2%) from the prior year's net position due to strong equity markets driven by advancements in Artificial Intelligence, positive corporate earnings, and economic growth expectations slowing but remaining resilient as companies continued to hire at a robust pace. In addition, fixed-income investments benefited from yield curve positioning as well as active credit management during a period of easing inflation concerns in the second half of the fiscal year. Net investment gain during fiscal year 2024 was \$993.7 million, a \$139.6 million (16.3%) increase over the prior fiscal year. The net investment gain for fiscal year 2024 reflects a time-weighted return for the total fund during the year of 8.8% compared to a time-weighted investment return of 8.2% for the fiscal year ended June 30, 2023.

The total contributions received during the fiscal year were \$917.4 million. For fiscal year 2023, total contributions received were \$953.4 million.

Employer contributions for fiscal year 2024 decreased 0.5%, to \$641.8 million, compared with employer contributions in fiscal year 2023 of \$645.0 million. The decrease in employer contributions in fiscal year 2024 was primarily due to a decrease in employer rates partially offset by increased employer wages. The decrease in other contributions in fiscal year 2024 was primarily due to the terminal funding of two changes approved by the Legislature in fiscal year 2024 and funded with General Funds from the State of New Hampshire.

Member contributions were \$268.5 million in fiscal year 2024, an increase of 5.4% over fiscal year 2023 member contributions of \$254.7 million. The increase in member contributions is primarily due to an increase in earnable compensation rates for contributing members.

Benefits paid during fiscal year 2024 were \$1,040.1 million, an increase of 2.7% over benefits paid in fiscal year 2023 of \$1,012.9 million. The increase in benefits paid in fiscal year 2024 is primarily due to an increase in the number of retirees and increased average benefit levels for those new retirees, as well as a \$500 one-time disbursement to certain retirees that met eligibility requirements.

FINANCIAL ANALYSIS

The following schedules report the Condensed Comparative Net Position Information and the Condensed Comparative Changes in Net Position Information for the NHRS for the fiscal years ended June 30, 2024 and June 30, 2023.

Condensed Comparative Fiduciary Net Position — Combined Plans (Dollar Values Expressed in Millions)

	As of June 30, 2024	As of June 30, 2023	Amount Increase (Decrease)	Percentage Increase (Decrease)
Cash	\$ 365.0	\$ 254.8	\$ 110.2	43.3%
Receivables	151.0	142.0	9.0	6.3%
Investments	11,852.2	11,146.2	706.0	6.3%
Other Assets	11.4	11.6	(0.2)	(1.7%)
Total Assets	\$12,379.6	\$11,554.6	\$ 825.0	7.1%
Other Liabilities	39.0	45.0	(6.0)	(13.3%)
Total Liabilities	\$ 39.0	\$ 45.0	\$ (6.0)	(13.3%)
Net Position Restricted for:				
Pensions	\$12,290.0	\$11,459.4	\$ 830.5	7.3%
Post Employment Benefits Other Than Pensions	50.6	50.2	0.4	0.8%
Total Restricted Net Position	\$12,340.6	\$11,509.6	\$ 830.9	7.2%

Total assets increased by \$825.0 million (7.1%) in fiscal year 2024. Cash on hand at fiscal year end was \$365.0 million (43.3%) higher than at fiscal year end 2023 reflecting higher drawdowns of liquidity reserves necessary to meet operating obligations. Receivables increased by \$9.0 million (6.3%) compared to the prior fiscal year primarily due to an increase in Interest, Dividends and from Brokers for Securities Sold. Investment values increased by \$706.0 million (6.3%) in fiscal year 2024. The increase in investments is attributable to strong equity markets driven by advancements in Artificial Intelligence, positive corporate earnings, and economic growth expectations slowing but remaining resilient as companies continued to hire at a robust pace. In addition, fixed-income investments benefited from yield curve positioning as well as active credit management during a period of easing inflation concerns in the second half of the fiscal year. Other assets decreased by \$0.2 million for fiscal year 2024 primarily due to the amortization of the building lease. Total liabilities decreased by \$6.0 million (13.3%) at the end of fiscal year 2024 primarily due to a decrease in member refunds payable.

Condensed Comparative Changes in Fiduciary Net Position – Combined Plans

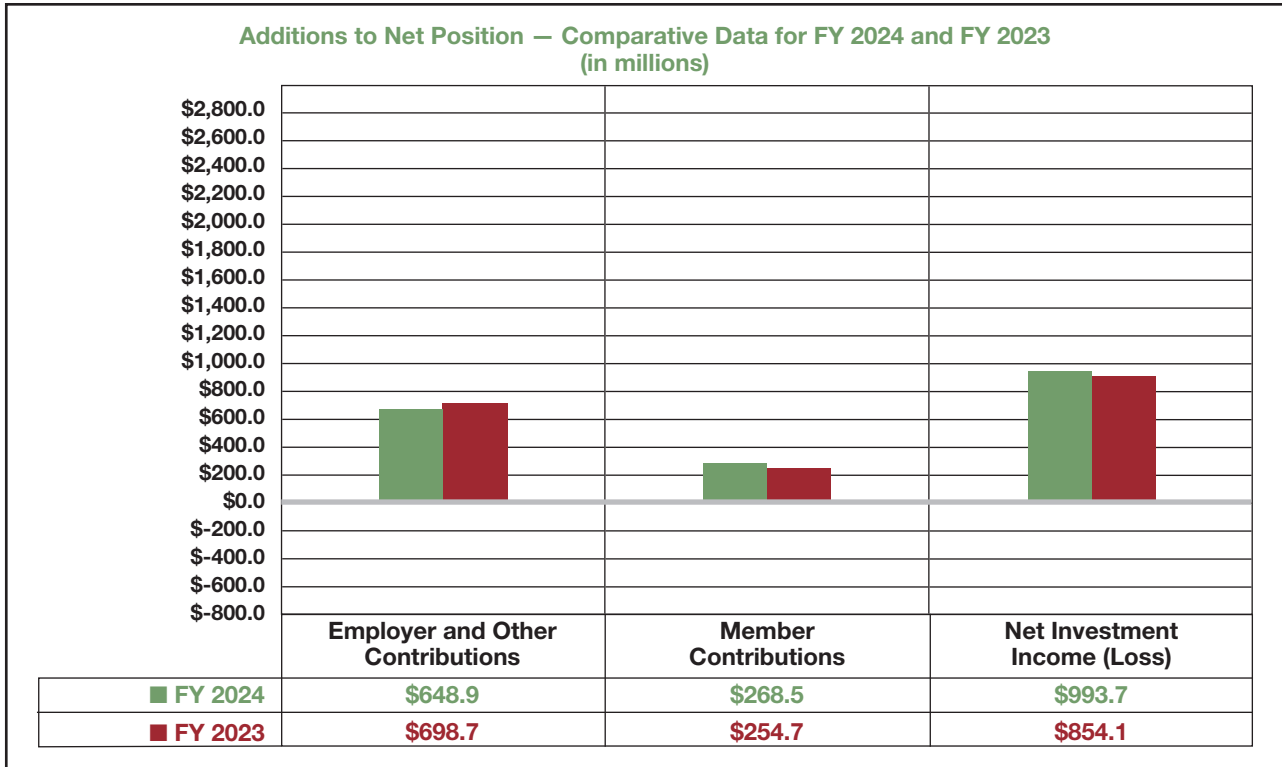
(Dollar Values Expressed in Millions)

	Year Ended June 30, 2024	Year Ended June 30, 2023	Amount Increase (Decrease)	Percentage Increase (Decrease)
ADDITIONS:				
Employer Contributions	\$ 641.8	\$ 645.0	\$ (3.2)	(0.5%)
Member Contributions	268.5	254.7	13.8	5.4%
Other Contributions	7.1	53.7	(46.6)	(86.8%)
Net Investment Income	993.7	854.1	139.6	16.3%
Total Additions to Fiduciary Net Position	\$ 1,911.1	\$ 1,807.5	\$ 103.6	5.7%
DEDUCTIONS:				
Benefits Paid	\$ 1,040.1	\$ 1,012.9	\$ 27.2	2.7%
Refunds of Contributions	25.5	27.4	(1.9)	(6.9%)
Administrative Expense	11.3	9.9	1.4	14.1%
Other Deductions	3.2	1.1	2.1	190.9%
Total Deductions from Fiduciary Net Position	\$ 1,080.1	\$ 1,051.3	\$ 28.8	2.7%
Total Changes in Fiduciary Net Position	\$ 831.0	\$ 756.2	\$ 74.8	9.9%
Ending Fiduciary Net Position	\$ 12,340.5	\$ 11,509.5	\$ 831.0	7.2%

ADDITIONS TO NET POSITION

For fiscal year 2024, the combined total of employer and member contributions increased by \$10.6 million or 1.2%. Employer contributions decreased from \$645.0 million in fiscal year 2023 to \$641.8 million or 0.5% in fiscal year 2024. The decrease in employer contributions in fiscal year 2024 was primarily due to a decrease in employer rates partially offset by increased employer wages. The decrease in other contributions is primarily due to the terminal funding of two changes approved by the Legislature in fiscal year 2024 and funded with General Funds from the State of New Hampshire. Member contributions for fiscal year 2024 were \$268.5 million, an increase of \$13.8 million or 5.4% from fiscal year 2023.

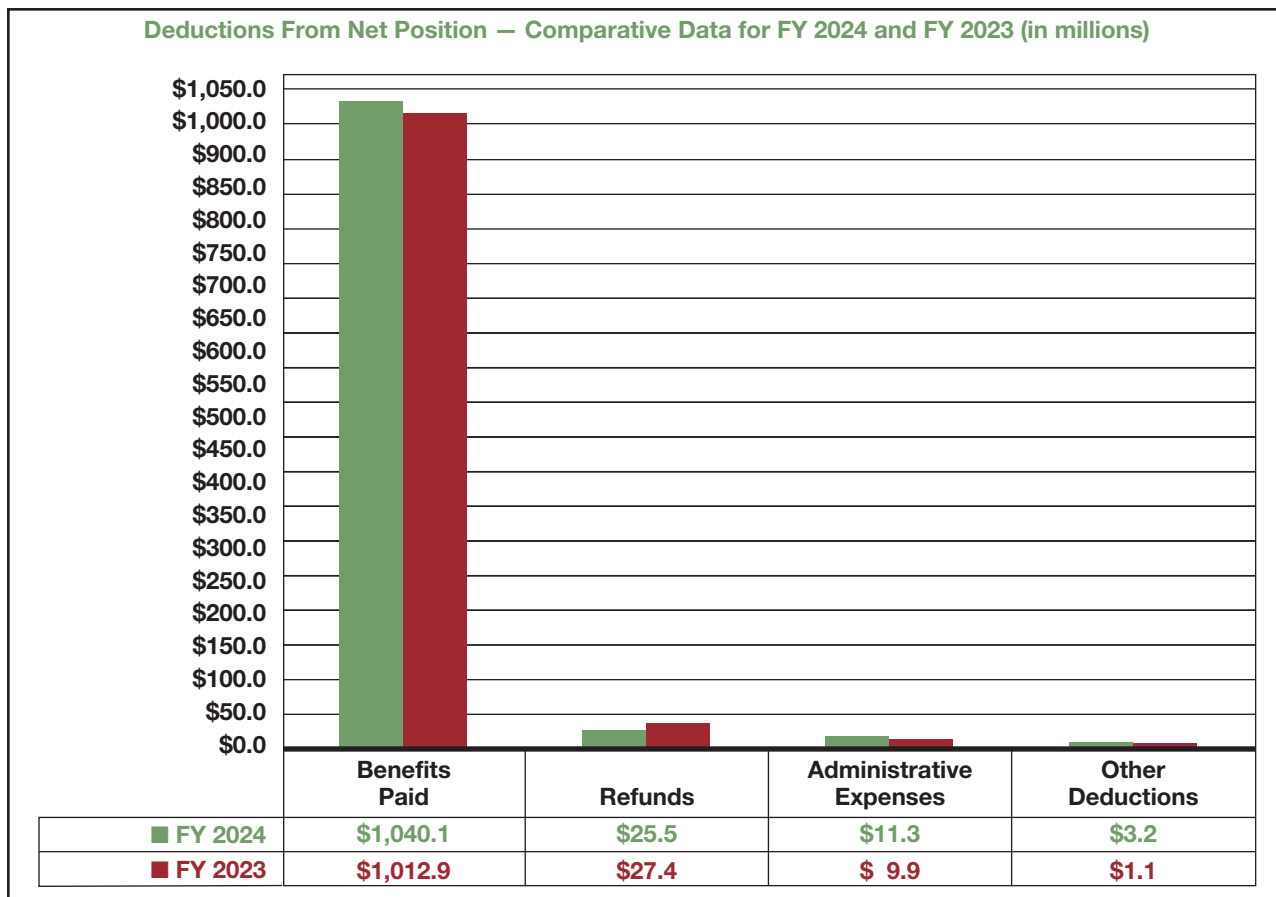
Over the long term, the Plan's investment portfolio has been a source for additions to fiduciary net position. In fiscal year 2024 there was a net investment gain of \$993.7 million compared to a net investment gain in fiscal year 2023 of \$854.1 million. The net change from year to year was \$139.6 million or 16.3%, an increase from fiscal year 2023. The increase in investment income is due to strong equity markets driven by advancements in Artificial Intelligence, positive corporate earnings, and economic growth expectations slowing but remaining resilient as companies continued to hire at a robust pace. In addition, fixed-income investments benefited from yield curve positioning as well as active credit management during a period of easing inflation concerns in the second half of the fiscal year.



DEDUCTIONS FROM NET POSITION

Total benefits paid in fiscal year 2024 were \$1040.1 million, an increase of \$27.2 million or 2.7% over the fiscal year 2023 level of \$1,012.9 million. Pension benefits paid in fiscal year 2024 were \$1,000.6 million, an increase of \$29.5 million or 3.0% compared to the pension benefits paid in fiscal year 2023 of \$971.1 million. The increase in pension benefits paid in fiscal year 2024 is due to an increase in the number of retirees and increased average benefit levels for those new retirees, as well as a \$500 one-time disbursement to certain retirees that met eligibility requirements. OPEB benefits paid in fiscal year 2024 were \$39.5 million, which was slightly lower than the benefits paid in fiscal year 2023. Future OPEB benefit payments are expected to remain flat or decrease over time because there is a very small population of active members who can still qualify for this benefit. Refunds of contributions were \$25.5 million, a decrease of \$1.9 million or -6.9% over the fiscal year 2023 level of \$27.4 million. This reflects a decrease in the number and dollar value of refund requests from terminated members in fiscal year 2024.

Administrative expenses increased by \$1.4 million or 14.1% in fiscal year 2024 to a level of \$11.3 million compared to \$9.9 million in fiscal year 2023. Administrative expenses increased primarily due to an increase in temporary staff and software implementation costs that were necessary to assist the System with completion of a multi-year pension administration system upgrade project.



PLAN FUNDING STATUS

Funded ratios are a useful measurement that can be used in conjunction with many other factors to assess the financial soundness of a pension or OPEB plan. The Pension Plan’s funded ratio is calculated by dividing the plan fiduciary net position of assets available to pay pension benefits by the total pension liability. The OPEB Plan’s funded ratio is calculated by dividing the plan fiduciary net position of assets at year-end by its total OPEB liability at year end. The liabilities that were used to determine the Plan’s net position as a percentage of the liabilities for both the Pension and OPEB plan were determined using the entry-age normal actuarial cost method for both fiscal years 2024 and 2023. The assumptions used to calculate the liabilities in fiscal year 2024 remain the same as those in place for the fiscal year 2023 calculation.

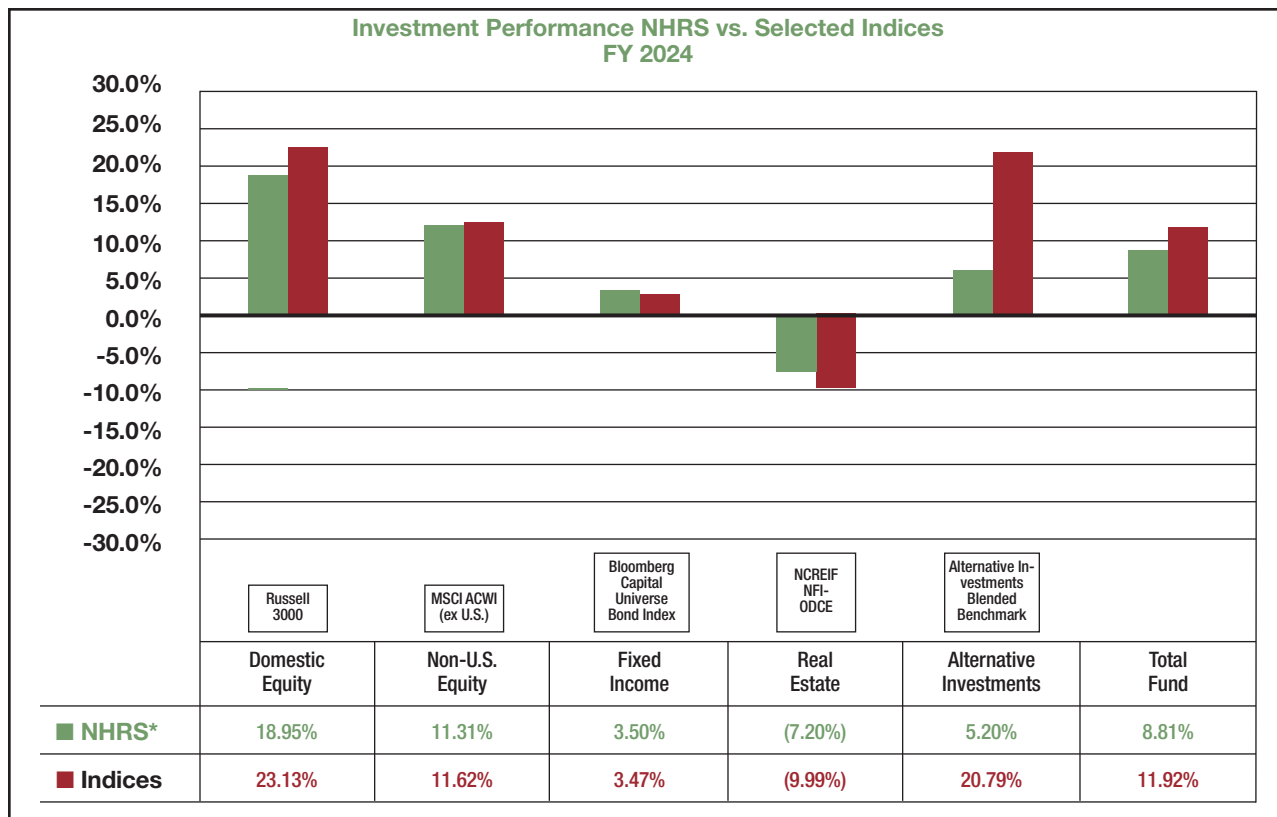
The total pension liability under GAAP at June 30, 2024, was \$17,475.4 million. The fiduciary net position available to pay pension benefits at June 30, 2024 was \$12,289.9 million, resulting in a net pension liability of \$5,185.5 million and a plan net position as a percentage of the liabilities of 70.3%. As of June 30, 2023, the total pension liability was \$17,057.7 million. The fiduciary net position available to pay pension benefits at June 30, 2023 was \$11,459.4 million, resulting in a net pension liability of \$5,598.3 million and a plan net position as a percentage of the liabilities of 67.2%.

The total OPEB liability under GAAP at June 30, 2024, was \$361.5 million. The fiduciary net position to pay post-employment medical benefits at June 30, 2024 was \$50.6 million resulting in a net OPEB liability of \$310.9 million and a total plan net position as a percentage of the total OPEB liability of 16.3% at June 30, 2024. As of June 30, 2023, the total OPEB liability was \$391.9 million. The fiduciary net position available to pay OPEB benefits at June 30, 2023 was \$50.2 million resulting in a net OPEB liability of \$341.7 million and a total plan net position as a percentage of the total OPEB liability of 12.8%.

INVESTMENT PERFORMANCE

NHRS recognizes that it operates in a dynamic economic environment. The challenges of investing the Plans’ funds strategically to achieve the actuarial rate of return while controlling risk are greater than ever. As such, NHRS has allocated assets to a broad range of asset classes.

Equity (51%), fixed income investments (19%), and cash equivalents (2%) comprise approximately 72% of invested assets at June 30, 2024. The remaining 28% of assets are invested in real estate (9%) and alternative investments (19%), which



*Performance returns are calculated on a net-of-fees time-weighted rate of return basis.

include private equity, private debt, and absolute return strategies. These illiquid assets are expected to earn enhanced returns and manage risk through further diversification.

Investment performance results are measured by the relationship of the Plans’ portfolio returns for equity and fixed income investments against widely accepted market indices. For the fiscal year ended June 30, 2024, the Plans’ total fund time weighted rate of return was 8.8% compared to 8.2% for the fiscal year ended June 30, 2023. The difference in year-over year performance was due to the strong equity markets driven by advancements in Artificial Intelligence, positive corporate earnings, and economic growth expectations slowing but remaining resilient as companies continued to hire at a robust pace. In addition, fixed-income investments benefited from yield curve positioning as well as active credit management during a period of easing inflation concerns in the second half of the fiscal year.

The total NHRS fund time-weighted rate of return of 8.8% for fiscal year 2024 underperformed the total fund custom index (a blended composition of major market indices in proportion to the NHRS’ asset allocation), which returned 11.9%, by 310 basis points. Domestic Equity generated a return of 19.0%, underperforming the Russell 3000 Index return of 23.1% by 420 basis points. The non-U.S. equity portfolio returned 11.3% during fiscal year 2024, underperforming the MSCI All Country World (ex U.S.) index return of 11.6% by 30 basis points. Fixed income returned 3.5% and met the Bloomberg Capital Universe Bond Index benchmark return of 3.5%. The real estate portfolio lost 7.2% and outperformed the NCREIF NFI-ODCE (Net of fee) Index loss of 10.0% by 280 basis points. The alternative investment class provided a 5.2% return and underperformed the blended benchmark return of 20.8% by 1,560 basis points. The benchmark for this asset class is 66.7% Russell 3000 Index +2% and 33.3% ([50% MStar LSTA Leveraged Loan 100 Index + 50% Bloomberg High Yield Index] +1%).

CONTACTING NHRS

The Annual Comprehensive Financial Report is designed to provide a general overview of NHRS investment results and financial condition of the Pension and OPEB plans for the year ended June 30, 2024. Detailed information regarding NHRS’ investments as of June 30, 2024 can be found in the Comprehensive Annual Investment Report, which is published by the Independent Investment Committee of the NHRS. Please contact the NHRS office at 603.410.3500 for additional financial information or for questions related to this report, or the Comprehensive Annual Investment Report. Additional information can also be obtained from the NHRS website at www.nhrs.org.

BASIC FINANCIAL STATEMENTS

COMBINING STATEMENTS OF FIDUCIARY NET POSITION PENSION AND OTHER POSTEMPLOYMENT MEDICAL PLANS (OPEB) AS OF JUNE 30, 2024 (with summarized financial information as of June 30, 2023)

(in thousands)

	PENSION PLAN 2024	OPEB PLAN 2024	TOTAL 2024	TOTAL 2023
ASSETS:				
Cash and Cash Equivalents	\$ 363,608	\$ 1,390	\$ 364,998	\$ 254,796
Receivables:				
Due from Employers	68,900	4,029	72,929	73,796
Due from Plan Members	28,929	—	28,929	27,286
Due from Brokers for Securities Sold	17,997	69	18,066	13,602
Interest and Dividends	19,288	74	19,362	16,825
Other	11,621	44	11,665	10,453
Total Receivables	\$ 146,735	\$ 4,216	\$ 150,951	\$ 141,963
INVESTMENTS AT FAIR VALUE				
Equity Investments:				
Domestic	4,917,397	18,802	4,936,199	4,608,699
International	1,213,213	4,639	1,217,852	817,950
Fixed Income Investments:				
Domestic	2,197,265	8,401	2,205,666	2,113,727
International	73,035	279	73,314	96,436
Real Estate	1,123,651	4,296	1,127,947	1,281,586
Alternative Investments	2,282,528	8,727	2,291,255	2,227,796
TOTAL INVESTMENTS	\$11,807,089	\$45,144	\$11,852,233	\$11,146,194
Other Assets	11,337	43	11,380	11,621
TOTAL ASSETS	\$12,328,769	\$50,793	\$12,379,562	\$11,554,574
LIABILITIES:				
Management Fees and Other Payables	14,201	54	14,255	15,457
Due to Brokers for Securities Purchased	24,690	94	24,784	29,573
TOTAL LIABILITIES	\$ 38,891	\$ 148	\$ 39,039	\$ 45,030
NET POSITION – RESTRICTED FOR PENSION AND OTHER POST EMPLOYMENT BENEFITS (OPEB)				
Pensions	12,289,879	—	12,289,879	11,459,385
Employment Benefits Other than Pensions	—	50,645	50,645	50,159
TOTAL RESTRICTED NET POSITION	\$12,289,879	\$50,645	\$12,340,524	\$11,509,544

The accompanying notes are an integral part of the financial statements.

**COMBINING STATEMENTS OF CHANGES IN FIDUCIARY NET POSITION
PENSION AND OTHER POSTEMPLOYMENT MEDICAL PLANS (OPEB)
FOR THE YEAR ENDED JUNE 30, 2024
(with summarized financial information for the year ended June 30, 2023)**

(in thousands)

	PENSION PLAN 2024	OPEB PLAN 2024	TOTAL 2024	TOTAL 2023
ADDITIONS:				
Contributions (NOTE 6):				
Employer	\$ 604,495	\$36,434	\$ 640,929	\$ 644,028
Employer — Other	819	(1)	818	993
Other	7,140	—	7,140	53,692
Total Employer Contributions	\$ 612,454	\$36,433	\$ 648,887	\$ 698,713
Plan Member	268,502	—	268,502	254,679
Total Contributions	\$ 880,956	\$36,433	\$ 917,389	\$ 953,392
Investment Income				
From Investment Activities:				
Net Increase in Fair				
Value of Investments	792,359	3,149	795,508	696,574
Interest	62,487	256	62,743	51,272
Dividends	98,698	405	99,103	94,879
Real Estate Income	26,598	109	26,707	31,723
Alternative Investment Income	68,866	282	69,148	37,561
Total Income from Investment Activities	\$ 1,049,008	\$ 4,201	\$ 1,053,209	\$ 912,009
Less Investment Expenses:				
Investment Management Fees	56,352	232	56,584	55,299
Custodial Fees	701	3	704	737
Investment Advisor Fees	647	3	650	650
Investment Professional Fees	450	2	452	336
Investment Administrative Expense	1,107	2	1,109	863
Total Investment Activity Expenses	\$ 59,257	\$ 242	\$ 59,499	\$ 57,885
Total Net Income from Investment Income	\$ 989,751	\$ 3,959	\$ 993,710	\$ 854,124
TOTAL ADDITIONS	\$ 1,870,707	\$40,392	\$ 1,911,099	\$ 1,807,516
DEDUCTIONS:				
Benefits Paid	1,000,616	39,550	1,040,166	1,012,983
Refunds of Contributions	25,520	—	25,520	27,386
Administrative Expense	10,930	343	11,273	9,875
Professional Fees	622	2	624	455
Other	2,525	11	2,537	622
TOTAL DEDUCTIONS	\$ 1,040,213	\$39,906	\$ 1,080,120	\$ 1,051,321
CHANGE IN NET POSITION	\$ 830,494	\$ 486	\$ 830,980	\$ 756,195
NET POSITION RESTRICTED FOR PENSION BENEFITS AND OTHER POSTEMPLOYMENT BENEFITS (OPEB)				
Net Position — Beginning	\$ 11,459,385	\$50,159	\$ 11,509,544	\$ 10,753,349
Net Position — Ending	\$ 12,289,879	\$50,645	\$ 12,340,524	\$ 11,509,544

The accompanying notes are an integral part of the financial statements.

**NOTES TO
FINANCIAL STATEMENTS**

NOTE 1 – NEW HAMPSHIRE RETIREMENT SYSTEM29

- Plan Description29
- Pension Plan29
- Other Postemployment Benefit Plan (OPEB Plan)31

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES AND PLAN ASSET MATTERS32

NOTE 3 – INVESTMENTS & DEPOSITS.....34

- Custodial Credit Risk – Deposits.....34
- Custodial Credit Risk – Investments34
- Concentration of Credit Risk.....35
- Interest Rate Risk – Fixed Income Investments35
- Effective Duration – Fixed Income Investments35
- Credit Risk – Fixed Income Securities.....36
- Credit Quality Risk – Fixed Income Securities36
- Foreign Currency Risk – Investments.....37
- Foreign Currency Risk – Non U.S. Investments38
- Derivatives.....39
- Open Foreign Currency Exchange Contracts40

NOTE 4 – FAIR VALUE MEASUREMENTS OF INVESTMENTS.....42

NOTE 5 – NET LIABILITY OF EMPLOYERS – PENSION AND OPEB PLANS44

NOTE 6 – CONTRIBUTIONS.....47

- Pension Plan47
- OPEB Plan.....47
- Total Amounts Contributed48
- Total Amounts Contributed as a Percentage of Covered Payroll.....48

NOTE 7 – ADMINISTRATIVE EXPENSES48

NOTE 8 – LEASES.....49

NOTE 9 – CONTINGENT MATTERS.....49

NOTE 10 – PENSION RESERVES49

NOTE 1 — NEW HAMPSHIRE RETIREMENT SYSTEM

The New Hampshire Retirement System (NHRS) is a public employee retirement system that administers one cost-sharing multiple-employer defined benefit pension plan (Pension Plan) and one separate cost-sharing multiple-employer postemployment medical subsidy healthcare plan (OPEB Plan). Collectively the Pension Plan and the postemployment medical subsidy healthcare plan are hereafter referred to as the Plans.

NHRS is administered by a 13-member Board of Trustees that includes one employee member, one teacher member, one firefighter member, one police officer member, four employer representatives, four public members, and the State Treasurer. Trustees are fiduciaries bound by law to act solely in the interest of the participants and beneficiaries of the pension plan.

All trustees — with the exception of the State Treasurer, who serves as an ex officio member — are nominated by the governor for three-year terms and must be confirmed by a vote of the Executive Council. The Executive Council of the State of New Hampshire has the authority and responsibility, together with the Governor, over the administration of the affairs of the State as defined in the New Hampshire Constitution, the New Hampshire statutes, and the advisory opinions of the New Hampshire Supreme Court and the Attorney General. Any newly appointed or reappointed trustee must have familiarity with or experience in finance or business management.

The New Hampshire State Employees' Association, the New Hampshire Education Association, the New Hampshire Police Association, and the New Hampshire State Permanent Firemen's Association each submit a list of five active members of the retirement system from which the governor chooses a nominee to represent each of the four member groups.

The New Hampshire Municipal Association, the New Hampshire School Boards Association, and the New Hampshire Association of Counties each put forth a name to the governor for nomination as an employer trustee. The Governor also identifies and nominates one person to represent management of state employees.

The governor identifies and nominates the public member trustees, all of whom must be qualified persons with investment and/or financial experience who are not members of the retirement system. The public trustees must also have substantial experience in the field of institutional investment or finance such as educational background, business experience, and/or professional licensure and designations.

The governor is responsible to designate one of the public trustees to serve as chair of the board.

Although the assets of the Plans are commingled for investment purposes, each plan's assets may be used only for the payment of benefits to the members of that plan, in accordance with the plan's individual terms. Accordingly, the results of each plan are presented separately in the accompanying financial statements. Investment income or losses are allocated to the Pension and OPEB plans based on fund balances. Administrative costs are allocated based on estimated staff time.

The administrative office of NHRS, which functions as a self-sustaining governmental entity, operates under a budget which is proposed by management, approved by the Board of Trustees, submitted under the budget preparation guidelines of the State of New Hampshire (State), and passed into law by the New Hampshire Legislature. NHRS participates as an employer in the Plans and its employees are members of the Plans.

In accordance with Governmental Accounting Standards Board (GASB) Statement No. 84, as amended, the New Hampshire Retirement System is a fiduciary component unit of the State. This determination was made on the basis of the State's financial burden on behalf of NHRS. A copy of the State of New Hampshire's ACFR may be viewed at www.das.nh.gov/accounting/.

PENSION PLAN

The Pension Plan was established in 1967 by RSA 100-A:2 and is qualified as a tax-exempt organization under Sections 401(a) and 501(a) of the Internal Revenue Code. The Pension Plan is a contributory, defined benefit plan providing service, disability, death and vested retirement benefits to members and their beneficiaries. Substantially all full-time state employees, public school teachers and administrators, permanent firefighters and permanent police officers within the State are eligible and required to participate in the Pension Plan. Full-time employees of political subdivisions, including counties, municipalities and school districts, are also eligible to participate as a group if the governing body of the political subdivision has elected participation.

The type and number of employers contributing to the Pension Plan during the years ended June 30, 2024 and 2023 are presented on the next page.

For GASB 67 disclosure purposes all State entities contributing to the pension plan are considered one employer.

EMPLOYERS CONTRIBUTING	2024	2023
State Government	1	1
City Governments	13	13
Town Governments and Related Entities	240	236
County Governments and Related Entities	12	12
School Districts and School Administrative Units	194	194
Total Employers	460	456

MEMBERSHIP DATA	2024	2023
Inactive plan members (or their beneficiaries) currently receiving benefits	45,330	43,603
Inactive members entitled to but not yet receiving benefit payments	3,493	3,266
Active plan members	48,989	48,589
Inactive members not vested	20,159	18,826
Total Membership	117,971	114,284

The Pension Plan is divided into two membership groups. State and local employees and teachers belong to Group I. Police officers and firefighters belong to Group II. All assets are held in a single trust and are available to pay retirement benefits to all members. Benefits available to each membership group are summarized below.

Group I Members at age 60 qualify for a normal service retirement allowance based on years of creditable service and average final salary for the highest three years. Members commencing service on or after July 1, 2011 qualify for a normal service retirement allowance at age 65 based on years of creditable service and average final compensation for the highest five years. Members hired prior to July 1, 2011 with a non-vested status as of January 1, 2012 qualify for a normal service retirement allowance at age 60 based on years of creditable service and average final compensation for the highest five years. The yearly pension amount is 1/60 or 1.667% of average final compensation (AFC), multiplied by years of creditable service. AFC is defined as the average of the three or five highest salary years, and for benefit calculation purposes only, the final year's compensation cannot exceed by more than 150% the higher of the previous year's compensation or the compensation for the highest year used in the calculation of AFC (not including the final year's compensation).

All Group I members who retire on or after July 1, 2023, experience a reduction in their Group I pension amount beginning the month following attainment of the member's full Social Security retirement age, based on the statutory formula used to calculate Group I pensions. For Group I members who retired prior to July 1, 2023, the recalculation is effective the month following the member's 65th birthday. The recalculation formula is 1/66 or 1.515% of AFC multiplied by years of creditable service. Members in service with 10 or more years of creditable service who are between age 50 and 60 or members in service with at least 20 years of creditable service, whose age plus service is equal to or greater than 70, are entitled to an early retirement allowance with the appropriate graduated reduction based on years of creditable service. Members commencing service on or after July 1, 2011 at age 60 with 30 years of creditable service are entitled to an early retirement allowance with the appropriate graduated reduction based on years of creditable service.

All Group II Members are eligible for service retirement at age 60. Members who are at least age 45 with at least 20 years of creditable service, can receive a retirement allowance at a rate of 2.5% of AFC for each year of creditable service and were vested prior to January 1, 2012, not to exceed 40 years. Members not vested prior to January 1, 2012 but hired prior to July 1, 2011, may retire between the ages of 46–49 with 21–24 years of creditable service, based on how many years of service they had prior to January 1, 2012. The rate of the retirement allowance is between 2.4% and 2.1% of AFC for each year of creditable service. Members commencing service on or after July 1, 2011 can receive a retirement allowance at age 52.5 with 25 years of service or age 60. The benefit shall be equal to 2% of AFC times creditable service up to 42.5 years. However, a member who commenced service on or after July 1, 2011 shall not receive a retirement allowance until attaining the age of 52.5, but may receive a reduced allowance after age 50 if the member has at least 25 years of creditable service where the allowance shall be reduced, for each month by which the benefit commencement date precedes the month after which the member attains 52.5 years of age by ¼ of 1% or age 60. (see page 55 for revision to Group II calculation for Tier B members to go into effect in fiscal year 2025).

Members of both groups may qualify for vested deferred allowances, disability allowances and death benefit allowances subject to meeting various eligibility requirements. Benefits are based on AFC or earnable compensation and/or service.

Members are required to contribute a percentage of gross earnings to the Pension Plan as more fully described in Note 6. The percentage rates, established by state statute, are dependent upon member group classification. The deductions are made from member wages and are remitted by the employer to the Pension Plan on a monthly basis. If a member leaves employment prior to retirement or vesting, accumulated member contributions plus earned interest are refunded to the withdrawing member or to the designated beneficiary in the case of death. However, accumulated contributions plus interest of a non-vested, non-contributing member may remain in the Pension Plan and continue to earn interest. The interest credited to the inactive member's accumulated contributions will be 2 percentage points less than the

assumed rate of return or the actual rate of return, whichever is less as reported in the preceding fiscal year's annual comprehensive financial report, but will not be less than zero.

Employers make monthly contributions to the Pension Plan based on rates determined by periodic actuarial valuations as more fully described in Note 6.

OTHER POSTEMPLOYMENT BENEFIT PLAN (OPEB)

Pursuant to RSA 100-A:52, RSA 100-A:52-a and RSA 100-A:52-b, the NHRS administers a cost-sharing multiple employer defined benefit postemployment medical subsidy healthcare plan designated in statute by membership type. The four membership groups are Group II Police Officer and Firefighters, Group I Teachers, Group I Political Subdivision Employees and Group I State Employees. Collectively, they are referred to as the OPEB Plan.

The OPEB Plan provides a medical insurance subsidy to qualified retired members. The medical subsidy is a payment made by NHRS to the former employer or their insurance administrator toward the cost of health insurance for a qualified retiree, his/her qualified spouse, and his/her certifiably dependent children with a disability who are living in the household and being cared for by the retiree. Under specific conditions, the qualified beneficiaries of members who die while in service may also be eligible for the medical subsidy. The eligibility requirements for receiving OPEB Plan benefits differ for Group I and Group II members.

The following Group I members and their qualified spouses are eligible for coverage under the postemployment medical plan if they are receiving health coverage under the group plan offered by their former employer:

- Employee and teacher members of political subdivisions who were eligible to retire as of July 1, 2008 and who actually retired on or before July 1, 2009, on Service, Early Service, Vested Deferred or Ordinary Disability retirement after completing at least 20 years of creditable service and who subsequently attain age 60 or after completing at least 30 years of creditable service and who subsequently attain age 55.
- Employee and teacher members of political subdivisions who retired on Accidental Disability Retirement on or before July 1, 2004.
- Employee members of the State who retired on or before July 1, 2004, on Service, Ordinary Disability or Vested Deferred Retirement become eligible for the medical subsidy at age 60 with at least 20 years of creditable service; or as early as age 55 with at least 30 years of creditable service.
- Surviving spouses of deceased employee and teacher members of political subdivisions who die while in service, provided that such surviving spouse was covered as the member's spouse in the employer-sponsored plan before the member's death and is entitled to a monthly allowance under Accidental Death, Ordinary Death, or an Optional Allowance.
- Surviving spouses and children of employee and teacher members of political subdivisions and employee members of the State who die as the natural and proximate result of injuries suffered while in the performance of duty. Eligibility for the medical subsidy ceases when the dependent child attains age 18 or age 23, if attending school on a full-time basis, or upon the spouse's remarriage.
- Vested terminated employee members of the State (and spouses) who completed at least 20 years of creditable service and as of July 1, 2004 received an allowance and who subsequently attain age 60.
- Employee members of the State (and spouses) who retired on or before July 1, 2004 after completing at least 20 years of creditable service and who subsequently attained age 60; or after completing at least 30 years of creditable service and who subsequently attained age 55.
- Surviving spouses of deceased employee members of the State who died while in service on or before July 1, 2004, provided that such surviving spouse was covered as the member's spouse in the employer-sponsored plan before the member's death and is entitled to a monthly allowance under Accidental Death, Ordinary Death, or an Optional Allowance.

The following Group II members are eligible for the postemployment medical plan:

- Group II police officer members (or beneficiaries) who are active or retired as of June 30, 2000.
- Group II firefighter members (or beneficiaries) who are active or retired as of June 30, 2000.
- Persons who prior to July 1, 1988, had completed at least 20 years of Group II service and were eligible as of July 1, 1993 for a vested deferred retirement benefit.
- Group II members retired as of July 1, 1991 with a split benefit under RSA 100-A:19-c who had at least 10 years of Group II service.
- Group II members as of June 30, 2005 who subsequently became disabled while in the performance of duty at any time in the future.
- Surviving spouses of deceased Group II members who retired prior to April 1, 1987 and who are not receiving a monthly allowance.

The OPEB plan is closed to new entrants.

The OPEB Plan is funded by allocating to the 401(h) subtrust the lesser of:

- a.) 25% of all employer contributions made in accordance with RSA 100-A:16; or
- b.) the percentage of employer contributions determined by the actuary to be the minimum rate necessary to maintain the benefits provided under RSA 100-A:53, RSA 100-A:53-b, RSA 100-A:53-c and RSA 100-A:53-d.

For fiscal year 2024, the minimum rates determined by the actuary to maintain benefits were the lesser of the two options and were used to determine the employer contributions due to the 401(h) subtrust.

The State Legislature has the authority to establish, amend and discontinue the contribution requirements of the OPEB Plan.

The type and number of employers contributing to the OPEB plan during the years ended June 30, 2024 and June 30, 2023 are presented below.

For GASB 74 disclosure purposes all State entities contributing to the pension plan are considered one employer.

EMPLOYERS CONTRIBUTING	2024	2023
State Government	1	1
City Governments	13	13
Town Governments and Related Entities	240	236
County Governments and Related Entities	12	12
School Districts and School Administrative Units	194	194
Total Employers	460	456

Membership of the OPEB plan consisted of the following eligible retirees receiving benefits as of June 30, 2024 and 2023.

MEMBERSHIP DATA	2024	2023
Inactive plan members or beneficiaries currently receiving benefit payments	8,743	8,869
Inactive plan members entitled to but not yet receiving benefit payments	936	2,963
Active plan members	340	448
Total Membership	10,019	12,280

The maximum monthly subsidy amounts paid during fiscal year 2024 and 2023 were as follows:

For qualified retirees not eligible for Medicare the amounts were \$375.56 for a single-person plan and \$751.12 for a two-person plan. For those qualified retirees eligible for Medicare, the amounts were \$236.84 for a single-person plan and \$473.68 for a two-person plan. There have been no increases in the monthly maximum subsidy amounts payable since July 1, 2007. Different rates apply for Group II Violent Accidental Disability retirees.

Benefit provisions of the OPEB Plan can be amended only by legislative action taken by the New Hampshire State Legislature pursuant to the authority granted them under the New Hampshire State Constitution. The Legislature may cease providing the medical subsidy benefits under the OPEB Plan, for any reason, at any time.

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES AND PLAN ASSET MATTERS

BASIS OF ACCOUNTING

The System’s financial statements are prepared using the economic resources measurement focus and accrual basis of accounting. Both plan member and employer contributions are recognized in the period in which the contributions are legally due. Benefits and refunds are recognized when due and payable in accordance with the terms of the plan.

The financial statements include prior-year summarized comparative financial information in total but not on a combining plan basis. Such summarized information is not intended to constitute sufficient detail to establish a presentation in accordance with GAAP and, accordingly, should be read in conjunction with the System’s financial statements for the year ended June 30, 2023, from which the summarized information was derived.

INVESTMENTS

Investments are reported at fair value.

Investments in both domestic and non-U.S. marketable securities traded on a national or international exchange are valued at quoted market prices. Domestic and non-U.S. securities not traded on a national or international exchange are based upon quoted prices for comparable instruments with similar yields and risk in active and inactive markets. NHRS

uses a trade-date accounting basis for both domestic and non-U.S. securities and values are expressed in U.S. dollars. Investments in non-registered commingled funds are valued at net asset value (NAV) as a practical expedient to estimate fair value.

Real estate includes investments in commingled funds which are reported at net asset value (NAV). The NAVs for real estate investments recorded in this report were obtained from statements provided by the general partners of commingled funds. Real estate commingled funds are selected by the System's discretionary real estate manager.

Alternative investments include investments in private equity, private debt and absolute return strategies which are reported at net asset value (NAV). The NAVs for alternative investments recorded in this report were obtained from statements provided by the investment managers.

Cash and cash equivalents are valued at cost, which approximates fair value. Cash and cash equivalents primarily represent investments in the pooled short-term investment fund managed by NHRS' master custodian. This fund invests mainly in high-grade money market instruments with maturities averaging less than three months. The fund provides daily liquidity.

The Plans hold no investments, either directly or indirectly, nor participates in any loans or leases, nor other party-in-interest transactions with any NHRS officials, New Hampshire State Government officials, or parties related to these officials.

MONEY WEIGHTED RATE OF RETURN

The annual money-weighted rate of return at June 30, 2024 was 8.9% and 8.5% for June 30, 2023. The return shows the investment performance net of fees and is adjusted for the timing of cash flows and the changing amounts actually invested.

USE OF ESTIMATES

Management of the System has made a number of estimates and assumptions relating to the reporting of assets and liabilities and in the disclosure of contingencies to prepare these financial statements in conformity with U.S. generally accepted accounting principles (GAAP). The System's most significant estimates relate to assumptions made about future events as part of the annual actuarial valuation process, and the valuation of alternative investments. Due to the inherent nature of these estimates, actual results could differ from those estimates.

LEASES

NHRS recognizes lease contracts or equivalents that have a term exceeding one year and the cumulative future payments on the contract exceed \$25,000 that meet the definition, other than short-term lease. NHRS recognizes a lease liability and an intangible right-to-use lease asset in the combining statements of fiduciary net position.

At the commencement of a lease, NHRS initially measures the lease liability at the present value of payments expected to be made during the lease term. Subsequently, the lease liability is reduced by the principal portion of lease payments made. The lease asset is initially measured as the initial amount of the lease liability, adjusted for lease payments made at or before the lease commencement date, plus certain initial direct costs. Subsequently, the lease asset is amortized on a straight-line basis over its useful life.

Key estimates and judgments related to leases include how NHRS determines (1) the discount rate it uses to discount the expected lease payments to present value, (2) lease term, and (3) lease payments. NHRS uses the interest rate charged by the lessor as the discount rate. When the interest rate charged by the lessor is not provided, NHRS generally uses its estimated incremental borrowing rate as the discount rate for leases. The lease term includes the noncancellable period of the lease. Lease payments included in the measurement of the lease liability are composed of fixed payments and purchase option price that NHRS is reasonably certain to exercise.

NHRS monitors changes in circumstances that would require a remeasurement of its lease and will remeasure the lease asset and liability if certain changes occur that are expected to significantly affect the amount of the lease liability. Short-term lease payments are expensed when incurred.

NOTE 3 — INVESTMENTS AND DEPOSITS

RSA 100-A:15, I, provides separate and specific authorities to the Board of Trustees and the Independent Investment Committee for the management of the funds of the Plans and charges them with exercising the judgment and care under the circumstances then prevailing, which persons of prudence, discretion and intelligence, acting in a like capacity and familiar with such matters, would use in the conduct of a pension plan of like character and with like aims of the Plans.

To aid in the prudent investment of the Plans' assets, NHRS has adopted an Investment Manual which includes an investment policy. Primary components of the investment policy include the delineation of roles and responsibilities of the Board of Trustees, Independent Investment Committee, staff, and service providers; investment objectives; asset allocation policy; and asset class performance measurement and monitoring policy. This policy may be modified by the Board of

Trustees as deemed necessary. In addition, the Investment Manual includes asset class guidelines which provide parameters for investment management.

Professional investment managers are bound by policy and contract to a standard of care that establishes a fiduciary relationship, to the extent permitted by law, requiring the manager to act prudently and solely in the best interest of the Plans and beneficiaries. Investment guidelines provide portfolio-level standards for separate account management including permissible investment types; security concentration thresholds; investment restrictions; and benchmarks for performance measurement and monitoring. NHRS utilizes a custodial bank compliance system to monitor the marketable investment portfolios against their respective guidelines.

The Board voted unanimously in December 2023 to accept the recommendation of the IIC to modify the fund’s asset allocation, reducing the allocation to global equities from 50% to 40%, increasing the allocation to private credit by 5%, and allocating 5% to private infrastructure, a new asset category for NHRS which is expected to reduce volatility and provide steady cash flows. The change was made after months of review and due diligence by NHRS investment staff, our investment consultant, and the IIC. These allocation changes are being phased in, as appropriate, over a multi-year timeframe beginning July 1, 2024.

The System’s asset allocation as of June 30, 2024 and 2023, as recommended by the Independent Investment Committee and adopted by the Board of Trustees, is as follows:

ASSET ALLOCATION Asset Class:	2024		2023	
	Target	Range	Target	Range
Large Cap Equities	—		22.5%	
Small/Mid Cap Equities	—		7.5%	
Total Domestic Equity	—	—	30.0%	20–40%
Int’l Equities (Unhedged)	—		13.0%	
Emerging Int’l Equities	—		7.0%	
Total International Equity	—	—	20.0%	15–25%
Broad US Equity	24.0%		—	
Global Ex-US Equity	16.0%		—	
Total Public Equity	40.0%	20–40%	—	
Core Bonds	4.5%		4.5%	
Short Duration	2.5%		2.5%	
Global Multi-Sector Fixed Income	11.0%		11.0%	
Absolute Return Fixed Income	7.0%		7.0%	
Total Fixed Income	25.0%	20–30%	25.0%	20–30%
Private Equity	10.0%		10.0%	
Private Debt	10.0%		5.0%	
Infrastructure	5.0%		—	
Total Alternative Investments	25.0%	5–25%	15.0%	5–25%
Real Estate	10.0%		10.0%	
Total Real Estate	10.0%	5–20%	10.0%	5–20%
TOTAL	100.0%		100.0%	

CUSTODIAL CREDIT RISK – DEPOSITS

Custodial credit risk for deposits is the risk that in an event of a bank failure, deposits may not be recovered. NHRS does not have a deposit policy to manage custodial credit risk on deposits.

At June 30, 2024 and 2023, NHRS held deposits of \$32.1 million and \$22.9 million, respectively, in the local custodian bank. These deposits are fully insured or collateralized and are used to support the daily working capital needs of NHRS.

CUSTODIAL CREDIT RISK — INVESTMENTS

Investment securities are exposed to custodial credit risk if the investment securities are uninsured, are not registered in the name of the Plans, and are held by either:

- a. The counterparty to a transaction or
- b. The counterparty's trust department or agent but not in the Plans' name.

All of the System's securities are held by the System's bank in the System's name.

CONCENTRATION OF CREDIT RISK

Concentration of credit risk is the risk of loss attributable to the magnitude of the Plans' investments in a single issuer. NHRS policy is expressed through individual separate account manager guidelines which limit investments in a single issuer to 10%, or less, of the portfolio value in order to control the overall risk of loss on a total portfolio level. This threshold is set as an upper limit, and in actual practice, managers generally do not reach this limit. Certain securities may be excluded from this limitation due to the nature of the investments (such as U.S. government securities, government-sponsored enterprise obligations, and supranational debt). NHRS fixed income managers have consistently adhered to the established guidelines for issuer concentration. The fixed income commingled fund managers have established investment guidelines regarding concentration of credit risk. The total portfolio is broadly-diversified across equities, fixed income, cash equivalent securities, real estate and alternative investments. Due to this diversification, the concentration of credit risk in a single issuer is below 5% at the total portfolio level.

INTEREST RATE RISK — FIXED INCOME INVESTMENTS

Interest rate risk is the effect on the fair value of fixed income investments from changes in interest rates. Duration measures a debt investment's change in fair value arising from a change in interest rates.

Interest rate risk is illustrated below using the effective duration or option-adjusted methodology. This methodology is widely-used in the management of fixed income portfolios to quantify the risk associated with interest rate changes. The effective duration methodology takes into account the most likely timing and magnitude of variable cash flows, such as callable options, prepayments and other factors, and scales the risk of price changes on bonds depending upon the degree of change in rates and the slope of the yield curve.

The NHRS policy on duration is expressed through individual portfolio guidelines with each investment manager in lieu of a broad, plan-level policy. Duration guidelines have been established with each fixed income manager in order to manage interest rate risk within the separate account portfolios. The fixed income commingled fund managers also have established investment guidelines regarding duration. These provisions specify that the duration of each individual fixed income portfolio will be managed within a specified percentage or number of years relative to its benchmark index. NHRS fixed income managers follow the established guidelines for duration. If there is an occasional exception, the manager prudently remedies the guideline breach.

The following effective duration tables quantify the interest rate risk of the Plans' fixed income assets at June 30, 2024 and 2023:

**EFFECTIVE DURATION — FIXED INCOME INVESTMENTS
AT JUNE 30, 2024**

(dollars in thousands)

Investment Type	Fair Value June 30, 2024	Percentage of Fixed Income Investments	Effective Duration in Years	Weighted Average Effective Duration in Years
Collateralized/Asset Backed Obligations	\$ 273,172	12.0%	3.1	0.4
Corporate Bonds	500,263	22.0%	5.5	1.2
Government and Agency Bonds	465,712	20.4%	6.9	1.4
Commingled Fund	270,790	11.9%	3.6	0.4
Commingled Fund	375,408	16.5%	6.6	1.1
Commingled Fund	215,765	9.5%	4.8	0.5
Commingled Fund	177,870	7.8%	6.0	0.5
Totals	\$2,278,980	100.0%		5.5

**EFFECTIVE DURATION – FIXED INCOME INVESTMENTS
AT JUNE 30, 2023**

(dollars in thousands)

Investment Type	Fair Value June 30, 2023	Percentage of Fixed Income Investments	Effective Duration in Years	Weighted Average Effective Duration in Years
Collateralized/Asset Backed Obligations	\$ 285,896	13.0%	2.9	0.4
Corporate Bonds	505,096	22.9%	5.6	1.3
Government and Agency Bonds	426,419	19.3%	7.2	1.4
Commingled Fund	252,132	11.4%	3.2	0.37
Commingled Fund	361,123	16.3%	6.6	1.07
Commingled Fund	206,229	9.3%	5.4	0.50
Commingled Fund	173,268	7.8%	6.3	0.49
Totals	\$2,210,163	100.0%		5.53

CREDIT RISK – FIXED INCOME SECURITIES

Credit risk is the risk that an issuer or other counterparty to an investment will not fulfill its obligations.

NHRS controls credit risk on debt securities by establishing requirements for average credit quality at the separate account portfolio level and through credit quality standards for individual securities. The NHRS policy on credit quality is expressed through individual portfolio guidelines with each investment manager in lieu of a broad, plan-level policy. The investment guidelines are customized to the individual manager’s strategy. NHRS fixed income managers follow established guidelines for credit quality. If there is an occasional exception, the manager prudently remedies the guideline breach. NHRS applies standards with regard to securities rated by nationally recognized statistical rating organizations (“NRSRO”) and uses the lowest agency ratings for evaluating the credit quality of a specific security. The fixed income commingled fund managers have established investment guidelines regarding credit risk.

The following schedules illustrate the Plans’ fixed income investments as of June 30, 2024 and 2023, including the distribution of those investments by Standard & Poor’s quality credit ratings:

CREDIT QUALITY RISK – FIXED INCOME SECURITIES AT JUNE 30, 2024

(in thousands)

Investment Type	Fair Value June 30, 2024	Quality Ratings ¹				
		AAA	AA	A	BBB or Lower	Unrated
Collateralized/Asset Backed Obligations ²	\$ 172,932	\$100,383	\$ 4,522	\$ 16,325	\$ 24,827	\$ 26,875
Corporate Bonds	500,263	10,316	17,426	141,503	324,679	6,339
Government and Agency Bonds ²	103,298	5,960	26,414	7,577	57,415	5,931
Commingled Fund ³	270,790	28,166	73,794	24,460	137,231	7,139
Commingled Fund ³	375,408	230,876	1,352	13,477	129,703	
Commingled Fund ³	215,765		215,765			
Commingled Fund ³	177,870	6,474	129,081	20,615	21,700	
Totals	\$1,816,325	\$382,175	\$468,354	\$223,957	\$695,555	\$ 46,284
Percent of Total Fair Value		21.04%	25.79%	12.33%	38.29%	2.55%

¹Ratings were derived primarily from Standard & Poors (S&P). In instances where S&P did not rate a security, the Moody’s rating was used.

²Collateralized Asset Backed Obligations and Government and Agency Bonds exclude U.S. government securities and securities explicitly guaranteed by the U.S. government of (\$462,655) because these securities are not considered to have credit risk.

³Average credit quality ratings for the commingled funds was provided by Blackrock SIO, Fidelity, Manulife, and Mellon respectively.

CREDIT QUALITY RISK — FIXED INCOME SECURITIES AT JUNE 30, 2023

(in thousands)

Investment Type	Quality Ratings ¹					
	Fair Value June 30, 2023	AAA	AA	A	BBB or Lower	Unrated
Collateralized/Asset Backed Obligations	\$ 192,307	\$ 86,751	\$ 11,813	\$ 19,601	\$ 31,066	\$ 43,076
Corporate Bonds	505,097	9,606	27,905	157,949	295,998	13,639
Government and Agency Bonds ²	122,641	3,531	27,276	7,671	52,304	31,859
Commingled Fund ³	252,131	60,463	6,823	19,512	148,749	16,584
Commingled Fund ³	361,123	181,609	2,817	13,795	158,027	4,875
Commingled Fund ³	206,229	—	206,229	—	—	—
Commingled Fund ³	170,268	123,243	5,198	20,082	21,745	—
Totals	\$1,809,796	\$465,203	\$288,061	\$238,610	\$707,889	\$110,033
Percent of Total Fair Value		25.70%	15.92%	13.18%	39.11%	6.09%

¹Ratings were derived primarily from Standard & Poors (S&P). In instances where S&P did not rate a security, the Moody's rating was used.

²Government and Agency Bonds exclude U.S. government securities and securities explicitly guaranteed by the U.S. government (\$397,366) because these securities are not considered to have credit risk.

³Average credit quality ratings for the commingled funds was provided by Blackrock SIO, Fidelity and Manulife respectively.

FOREIGN CURRENCY RISK — INVESTMENTS:

Foreign currency risk is the risk that changes in exchange rates will adversely affect the fair value of an investment.

NHRS manages its foreign currency risk primarily through its strategic asset allocation policy. As of June 30, 2024, investments in non-U.S. equity securities have a target asset allocation of 20% of total investments with a target range of 15–25%. As of June 30, 2024, non-U.S. fixed income securities represent 1% of the total investments as a result of the managers' security selection process. Non-U.S. investments are permitted in the alternative investment asset class, which includes private equity, private debt and absolute return strategy investments. The target allocation for alternative investments is 15% and the NHRS investment policy does not set limits for foreign investments in this asset class. The target allocation for real estate investments is 10%, and up to 35% of the Plans' real estate allocation may be invested in non-U.S. investments.

In addition, foreign currency risk is mitigated through the investment guidelines. NHRS manages its foreign exposure by requiring that separate account managers diversify their non-U.S. portfolios by country, sector and issuer to limit both foreign currency risk and security risk. Managers of commingled funds have discretion over their respective investment guidelines which must be consistent with strategies approved by the NHRS. In certain instances, where permitted in the investment guidelines, investment managers may also use foreign currency forward contracts to hedge against foreign currency risk.

The Plans' exposure to foreign currency risk at June 30, 2024 and 2023 is presented on the following schedules:

FOREIGN CURRENCY RISK – NON-U.S. INVESTMENTS
AS OF JUNE 30, 2024

(in thousands)

Currency	Equity*	Fixed Income	Real Estate & Alternative Investments	Cash and Cash Equivalents**	Totals
Australian Dollar	\$ 2,815	—	—	—	\$ 2,815
Brazil Real	—	7,249	—	—	7,249
Canadian Dollar	51,082	—	18,087	21	69,190
Colombian Peso	—	10,389	—	—	10,389
Danish Krone	28,241	—	—	—	28,241
Euro Currency Unit	401,320	1,558	33,459	(74)	436,263
Hong Kong Dollar	20,999	—	—	—	20,999
Indonesian Rupiah	—	1,437	—	—	1,437
Israeli Shekel	2,497	—	—	—	2,497
Japanese Yen	161,803	—	571,241	737	733,781
Mexican Peso	6,038	32,281	—	—	38,319
New Taiwan Dollar	1,034	—	—	—	1,034
New Zealand Dollar	—	3,180	—	—	3,180
Norwegian Krone	—	1,418	—	—	1,418
Pound Sterling	233,193	12,930	9,085	494	255,702
Singapore Dollar	7,643	—	—	—	7,643
South African Rand	—	18,854	—	—	18,854
South Korean Won	29,957	—	—	—	29,957
Swedish Krona	5,906	—	—	—	5,906
Swiss Franc	80,780	—	—	5	80,785
Total investments subject to foreign currency risk	\$1,033,308	\$ 89,296	\$631,872	\$ 1,183	\$1,755,659

*NHRS also invests in commingled funds where foreign currency risk information is not available. As a result, totals for equity shown on this schedule will not match the total non-U.S. equity shown on the Combining Statements of Fiduciary Net Position.

**Amounts in cash and cash equivalents reflects actual foreign cash held by managers and does not reflect other items shown in cash and cash equivalents on the Statement of Changes in Net Position.

FOREIGN CURRENCY RISK — NON-U.S. INVESTMENTS
AS OF JUNE 30, 2023

(in thousands)

Currency	Equity*	Fixed Income	Real Estate & Alternative Investments	Cash and Cash Equivalents**	Totals
Australian Dollar	\$ 2,815	\$ —	\$ —	\$ —	\$ 2,815
Brazilian Real	—	14,531	—	—	14,531
Canadian Dollar	53,434	—	17,984	54	71,472
Colombian Peso	—	17,885	—	—	17,885
Danish Krone	32,989	—	—	4	32,393
Euro	383,304	393	33,197	1,793	418,687
Hong Kong Dollar	27,020	—	—	12	27,032
Indonesian Rupiah	—	681	—	—	681
Israeli Shekel	2,705	—	—	—	2,705
Japanese Yen	118,664	—	561,270	518	680,452
Mexican Peso	1,799	39,760	—	—	41,559
New Taiwan Dollar	9,938	—	—	—	9,938
New Zealand Dollar	—	1,760	—	—	1,760
Polish Zloty	—	0	—	6	6
Pound Sterling	192,492	23,031	5,422	52	220,997
Russian Ruble	—	1,612	—	—	1,612
Singapore Dollar	16,088	—	—	—	16,088
South African Rand	—	15,760	—	—	15,760
South Korean Won	24,027	—	—	—	24,027
Swedish Krona	7,891	—	—	—	7,891
Swiss Franc	99,478	—	—	297	99,775
Total investments subject to foreign currency risk	\$ 972,644	\$ 115,413	\$617,873	\$ 2,736	\$1,708,666

*NHRS also invests in commingled funds where foreign currency risk information is not available. As a result, totals for equity shown on this schedule will not match the total non-U.S. equity shown on the Combining Statements of Fiduciary Net Position.

**Amounts in cash and cash equivalents reflects actual foreign cash held by managers and does not reflect other items shown in cash and cash equivalents on the Statement of Changes in Net Position.

DERIVATIVES

Derivative instruments are contracts whose values are based on the valuation of an underlying asset, reference rate or index. Derivatives include futures, options, forward contracts and forward foreign currency exchanges. NHRS managers may enter into certain derivative instruments primarily to enhance the efficiency and reduce the volatility of the portfolio. There were no investments in options within the separate account portfolios. The NHRS investment policy and certain investment manager guidelines allow for the use of derivative instruments. The use of futures, options, or forward contracts is not permitted for any speculative hedging or leveraging of the portfolios and is prohibited in separate account mandates. Managers of commingled funds have discretion over their respective investment guidelines which may allow for the use of derivative instruments.

Investments in asset-backed and mortgage-backed securities are reported at fair value. Although not generally considered to be derivatives, asset-backed and mortgage-backed securities receive cash flows from interest and principal payments on the underlying assets and mortgages. As a result, they are exposed to prepayment risk. As of June 30, 2024 and 2023, the Plans' combined investment in asset-backed and mortgage-backed securities held in separate account portfolios totaled \$208.9 million and \$232.2 million, respectively.

The Plans could be exposed to risk if the counterparties to the contracts are unable to meet the terms of the contracts. To mitigate this risk, investment managers conduct assessments of their counterparties and utilize exchanges which have trading standards.

NHRS managers may use futures, options, and foreign currency exchange contracts in order to manage currency risk or initiate transactions in non-U.S. investments. NHRS may be positively or negatively impacted by foreign currency risk due to fluctuations in the value of different currencies. NHRS may also be positively or negatively impacted by interest rate risk due to changes in interest rates. The Plans could be exposed to risk if the counterparties to the contracts are unable to meet the terms of the contracts. To mitigate this risk, investment managers conduct assessments of their counterparties and utilize exchanges which have trading standards. The fair value of open foreign currency exchange contracts including unrealized appreciation or depreciation is recorded on the Statements of Fiduciary Net Position as Due from Brokers for Securities Sold and as Due to Brokers for Securities Purchased. Expiration dates are less than one year.

Details of the System’s outstanding derivatives at June 30, 2024 and June 30, 2023 are shown below:

Derivative Type	Notional Amounts		Fair Value	
	2024	2023	2024	2023
Futures				
Fixed Income	\$165,962,503	\$144,110,632	\$167,243,074	\$143,122,688
Equity	\$ 4,404,436	\$ 4,139,416	\$ 4,417,200	\$ 4,263,838
TOTAL	\$170,366,939	\$148,250,048	\$171,660,274	\$147,386,526

Foreign currency exchange contracts open June 30, 2024 and 2023 are shown below and on the following page:

**OPEN FOREIGN CURRENCY EXCHANGE CONTRACTS
AT JUNE 30, 2024**

(in thousands)

	Local Currency Amount	Effective Date	Maturity Date	Original Foreign Exchange Rate	Unrealized Appreci- ation (USD)	Unrealized (Depre- ciation) (USD)
Foreign currency exchange contracts purchased:						
AUSTRALIAN DOLLAR	34,490	5/30/24	9/6/24	0.001503 AUD/USD	131.70	0.00
AUSTRALIAN DOLLAR	6,570	6/12/24	9/6/24	0.001490 AUD/USD	0.00	(13.20)
CANADIAN DOLLAR	185	6/28/24	7/2/24	0.001368 CAD/USD	0.00	0.00
CHILEAN PESO	2,520,000	4/4/24	7/17/24	0.944514 CLP/USD	1.19	0.00
CHILEAN PESO	1,780,000	4/3/24	7/17/24	0.955630 CLP/USD	22.76	0.00
CHILEAN PESO	4,180,000	5/13/24	8/14/24	0.924660 CLP/USD	0.00	(93.98)
CHILEAN PESO	4,280,000	5/13/24	9/17/24	0.924673 CLP/USD	0.00	(97.02)
EURO CURRENCY UNIT	378	6/28/24	7/2/24	0.000933 EUR/USD	0.00	(0.14)
EURO CURRENCY UNIT	27,690	4/30/24	8/7/24	0.000932 EUR/USD	21.91	0.00
EURO CURRENCY UNIT	5,960	6/3/24	8/7/24	0.000915 EUR/USD	0.00	(112.62)
HONG KONG DOLLAR	703	6/28/24	7/3/24	0.007808 HKD/USD	0.01	0.00
HUNGARIAN FORINT	2,230,000	4/26/24	7/31/24	0.368250 HUF/USD	0.00	(10.53)
HUNGARIAN FORINT	1,690,000	5/7/24	7/31/24	0.362420 HUF/USD	0.00	(81.80)
INDIAN RUPEE	565,000	6/4/24	9/11/24	0.083804 INR/USD	21.39	0.00
JAPANESE YEN	71,398	6/27/24	7/1/24	0.160375 JPY/USD	0.00	(1.34)
JAPANESE YEN	4,984,000	6/10/24	9/13/24	0.154725 JPY/USD	0.00	(881.79)
MEXICAN PESO	78,800	6/24/24	7/29/24	0.018062 MXN/USD	0.00	(70.97)
MEXICAN PESO	113,300	4/29/24	7/29/24	0.017259 MXN/USD	0.00	(393.81)
NEW ZEALAND DOLLAR	7,070	5/15/24	7/16/24	0.001645 NZD/USD	9.96	0.00
NORWEGIAN KRONE	122,000	5/3/24	7/25/24	0.010818 NOK/USD	187.77	0.00
POUND STERLING	31	6/27/24	7/1/24	0.000790 GBP/USD	0.00	(0.05)
SWISS FRANC	5,920	6/4/24	9/12/24	0.000879 CHF/USD	0.00	(89.79)
Foreign currency exchange contracts sold:						
COLOMBIAN PESO	13,920,000	4/24/24	7/30/24	0.000240 USD/COP	143.44	0.00
COLOMBIAN PESO	4,040,000	6/13/24	7/30/24	0.000240 USD/COP	4.95	0.00
COLOMBIAN PESO	16,020,000	6/14/24	7/30/24	0.000240 USD/COP	0.00	(32.97)
EURO CURRENCY UNIT	147	6/27/24	7/1/24	1.071750 USD/EUR	0.00	(0.18)
EURO CURRENCY UNIT	1,509	6/27/24	7/1/24	1.071750 USD/EUR	0.00	(1.75)
EURO CURRENCY UNIT	1,658	6/28/24	7/2/24	1.071750 USD/EUR	0.47	0.00
EURO CURRENCY UNIT	41	6/28/24	7/2/24	1.071750 USD/EUR	0.00	(0.10)
JAPANESE YEN	1,027,000	6/21/24	9/13/24	0.006286 USD/JPY	57.83	0.00
JAPANESE YEN	5,987	6/27/24	7/1/24	0.006217 USD/JPY	0.08	0.00
JAPANESE YEN	3,497	6/27/24	7/1/24	0.006217 USD/JPY	0.01	0.00
JAPANESE YEN	4,454	6/27/24	7/1/24	0.006217 USD/JPY	0.01	0.00
JAPANESE YEN	2,633	6/27/24	7/1/24	0.006217 USD/JPY	0.00	(0.00)
JAPANESE YEN	1,794	6/27/24	7/1/24	0.006217 USD/JPY	0.00	(0.00)
JAPANESE YEN	3,822	6/27/24	7/1/24	0.006217 USD/JPY	0.00	(0.01)
JAPANESE YEN	2,708	6/27/24	7/1/24	0.006217 USD/JPY	0.00	(0.00)
JAPANESE YEN	3,928	6/28/24	7/2/24	0.006217 USD/JPY	0.01	0.00
JAPANESE YEN	19,693	6/28/24	7/2/24	0.006217 USD/JPY	0.04	0.00
JAPANESE YEN	4,719	6/28/24	7/2/24	0.006217 USD/JPY	0.07	0.00
MEXICAN PESO	255,400	4/22/24	7/29/24	0.054464 USD/MXN	787.49	0.00
MEXICAN PESO	149,200	5/24/24	7/29/24	0.054464 USD/MXN	708.71	0.00
MEXICAN PESO	38,000	6/5/24	7/29/24	0.054464 USD/MXN	77.83	0.00
MEXICAN PESO	41,000	6/7/24	7/29/24	0.054464 USD/MXN	0.00	(9.69)

OPEN FOREIGN CURRENCY EXCHANGE CONTRACTS
AT JUNE 30, 2024
CONTINUED
(in thousands)

	Local Currency Amount	Effective Date	Maturity Date	Original Foreign Exchange Rate	Unrealized Appreci- ation (USD)	Unrealized (Depre- ciation) (USD)
Foreign currency exchange contracts sold:						
NEW ZEALAND DOLLAR	1,640	4/8/24	7/16/24	0.609349 USD/NZD	0.00	(10.31)
POUND STERLING	6,970	6/3/24	9/10/24	1.264748 USD/GBP	99.93	0.00
POUND STERLING	50	6/27/24	7/1/24	1.264100 USD/GBP	0.05	0.00
POUND STERLING	57	6/28/24	7/2/24	1.264100 USD/GBP	0.02	0.00
SOUTH AFRICAN RAND	180,200	5/8/24	8/15/24	0.054584 USD/ZAR	0.00	(222.16)
SWEDISH KRONA	417	6/27/24	7/1/24	0.094427 USD/SEK	0.00	(0.12)
Totals					\$2,277.62	(\$2,124.33)

OPEN FOREIGN CURRENCY EXCHANGE CONTRACTS
AT JUNE 30, 2023

(in thousands)

	Local Currency Amount	Effective Date	Maturity Date	Original Foreign Exchange Rate	Unrealized Appreci- ation (USD)	Unrealized (Depre- ciation) (USD)
Foreign currency exchange contracts purchased:						
AUSTRALIAN DOLLAR	17,020.000	6/5/23	8/31/23	0.666744 AUD/USD	61.85	—
AUSTRALIAN DOLLAR	10,270.000	6/1/23	8/31/23	0.666744 AUD/USD	81.22	—
CANADIAN DOLLAR	24,820.000	4/20/23	7/25/23	0.755963 CAD/USD	302.82	—
CANADIAN DOLLAR	449.075	6/29/23	6/30/23	0.755715 CAD/USD	0.42	—
EURO CURRENCY UNIT	969.674	6/30/23	7/3/23	1.091000 EUR/USD	—	(0.25)
EURO CURRENCY UNIT	517.390	6/29/23	7/3/23	1.091000 EUR/USD	1.61	—
EURO CURRENCY UNIT	39,190.000	4/28/23	8/4/23	1.092764 EUR/USD	—	(612.66)
EURO CURRENCY UNIT	11,130.000	6/7/23	8/4/23	1.092764 EUR/USD	219.97	—
EURO CURRENCY UNIT	4,030.000	6/23/23	8/4/23	1.092764 EUR/USD	4.92	—
EURO CURRENCY UNIT	4,720.000	6/26/23	8/4/23	1.092764 EUR/USD	—	(0.08)
EURO CURRENCY UNIT	820.558	6/30/23	7/3/23	1.091000 EUR/USD	—	(0.67)
INDIAN RUPEE	565,000.000	6/15/23	9/11/23	0.012159 INR/USD	10.67	—
JAPANESE YEN	7,476,000.000	6/12/23	9/19/23	0.007002 JPY/USD	—	(2,037.40)
NEW ZEALAND DOLLAR	4,880.000	6/21/23	9/26/23	0.612441 NZD/USD	—	(36.75)
NORWEGIAN KRONE	50,000.000	6/13/23	9/22/23	0.093599 NOK/USD	—	(27.82)
NORWEGIAN KRONE	24,600.000	6/14/23	9/22/23	0.093599 NOK/USD	—	(41.87)
NORWEGIAN KRONE	47,500.000	6/12/23	9/22/23	0.093599 NOK/USD	28.31	—
NORWEGIAN KRONE	109,800.000	6/15/23	9/29/23	0.093619 NOK/USD	—	(226.65)
POLISH ZLOTY	1,790.000	5/24/23	7/20/23	0.245917 PLN/USD	14.54	—
POLISH ZLOTY	1,680.000	5/30/23	7/20/23	0.245917 PLN/USD	17.21	—
POLISH ZLOTY	4,130.000	5/31/23	7/20/23	0.245917 PLN/USD	46.55	—
POLISH ZLOTY	5,000.000	6/1/23	7/20/23	0.245917 PLN/USD	41.70	—
POLISH ZLOTY	2,210.000	6/2/23	7/20/23	0.245917 PLN/USD	17.79	—
POLISH ZLOTY	1,220.000	6/5/23	7/20/23	0.245917 PLN/USD	8.50	—
POLISH ZLOTY	3,860.000	6/6/23	7/20/23	0.245917 PLN/USD	30.00	—
POLISH ZLOTY	2,220.000	6/7/23	7/20/23	0.245917 PLN/USD	17.16	—
POLISH ZLOTY	5,390.000	6/9/23	7/20/23	0.245917 PLN/USD	24.03	—
POLISH ZLOTY	2,170.000	6/12/23	7/20/23	0.245917 PLN/USD	10.57	—
POLISH ZLOTY	3,320.000	6/13/23	7/20/23	0.245917 PLN/USD	18.91	—
POLISH ZLOTY	3,550.000	6/20/23	7/20/23	0.245917 PLN/USD	4.32	—
POLISH ZLOTY	2,240.000	6/21/23	7/20/23	0.245917 PLN/USD	—	(1.18)
POLISH ZLOTY	4,660,000.000	4/14/23	7/20/23	0.245917 PLN/USD	48.41	—
POUND STERLING	47.804	6/29/23	7/3/23	1.271350 GBP/USD	0.46	—
POUND STERLING	7,940.000	5/30/23	9/1/23	1.271665 GBP/USD	227.36	—
POUND STERLING	381.829	6/30/23	7/3/23	1.271350 GBP/USD	—	(0.19)
SINGAPORE DOLLAR	243.800	6/30/23	7/3/23	0.738907 SGD/USD	0.02	—
SOUTH AFRICAN RAND	84,800.000	6/5/23	8/15/23	0.052707 ZAR/USD	99.00	—
SOUTH KOREAN WON	19,190,000.000	6/2/23	9/13/23	0.000762 KRW/USD	—	(171.09)
SWISS FRANC	314.572	6/30/23	7/3/23	1.117756 CHF/USD	0.20	—
SWISS FRANC	98.217	6/29/23	7/3/23	1.117756 CHF/USD	0.46	—
THAILAND BAHT	85,200.000	5/8/23	8/11/23	0.028315 THB/USD	—	(134.23)

**OPEN FOREIGN CURRENCY EXCHANGE CONTRACTS
AT JUNE 30, 2023**
CONTINUED
(in thousands)

	Local Currency Amount	Effective Date	Maturity Date	Original Foreign Exchange Rate	Unrealized Appreci- ation (USD)	Unrealized (Depre- ciation) (USD)
Foreign currency exchange contracts sold:						
BRAZIL REAL	25,970	4/13/23	7/19/23	4.837367 USD/BRL	—	(161.29)
CANADIAN DOLLAR	33	6/30/23	7/5/23	1.323231 USD/CAD	—	(0.05)
CANADIAN DOLLAR	15,870	4/25/23	7/25/23	1.322815 USD/CAD	—	(333.81)
CANADIAN DOLLAR	8,950	6/26/23	7/25/23	1.322815 USD/CAD	36.98	—
COLOMBIAN PESO	22,130,000	4/21/23	7/28/23	4,209.693240 USD/COP	—	(467.18)
EURO CURRENCY UNIT	505	6/30/23	7/3/23	0.916590 USD/EUR	—	(3.43)
EURO CURRENCY UNIT	44	6/30/23	7/5/23	0.916547 USD/EUR	—	(0.27)
EURO CURRENCY UNIT	2,160	6/14/23	8/4/23	0.915111 USD/EUR	—	(11.11)
EURO CURRENCY UNIT	10,220	5/31/23	8/4/23	0.915111 USD/EUR	—	(243.23)
EURO CURRENCY UNIT	10,310	6/5/23	8/4/23	0.915111 USD/EUR	—	(200.88)
EURO CURRENCY UNIT	4,230	6/12/23	8/4/23	0.915111 USD/EUR	—	(60.32)
EURO CURRENCY UNIT	4,190	6/13/23	8/4/23	0.915111 USD/EUR	—	(40.03)
HONG KONG DOLLAR	96	6/29/23	7/3/23	7.836600 USD/HKD	—	(0.02)
JAPANESE YEN	5,514	6/29/23	7/3/23	144.535008 USD/JPY	—	(0.09)
JAPANESE YEN	1,280	6/29/23	7/3/23	144.535008 USD/JPY	—	(0.02)
JAPANESE YEN	2,030	6/29/23	7/3/23	144.535008 USD/JPY	—	(0.03)
JAPANESE YEN	17,478	6/30/23	7/5/23	144.513641 USD/JPY	0.17	—
MEXICAN PESO	393,700	4/19/23	7/28/23	17.235367 USD/MXN	—	(1,460.93)
POLISH ZLOTY	19,320	5/22/23	7/20/23	4.066411 USD/PLN	—	(154.18)
POLISH ZLOTY	24,120	5/19/23	7/20/23	4.066411 USD/PLN	—	(212.90)
POUND STERLING	304	6/30/23	7/5/23	0.786561 USD/GBP	—	(0.25)
POUND STERLING	1,650	6/27/23	9/1/23	0.786371 USD/GBP	6.21	—
POUND STERLING	9,860	6/7/23	9/1/23	0.786371 USD/GBP	—	(257.98)
POUND STERLING	3,790	6/26/23	9/1/23	0.786371 USD/GBP	3.55	—
POUND STERLING	3,230	6/23/23	9/1/23	0.786371 USD/GBP	0.96	—
SOUTH AFRICAN RAND	139,300	5/10/23	8/15/23	18.972913 USD/ZAR	31.80	—
SOUTH KOREAN WON	762,568	6/30/23	7/3/23	1,317.649787 USD/KRW	—	(1.58)
Totals					\$1,418.65	(\$6,900.42)

NOTE 4 – FAIR VALUE MEASUREMENTS OF INVESTMENTS

In accordance with GASB 72, except for investments measured using Net Asset Value (NAV) as a practical expedient to estimate fair value, the System categorizes the fair value measurements of its investments within the fair value hierarchy established by U.S. GAAP. The fair value hierarchy categorizes the inputs to valuation techniques used for fair value measurement into three levels as follows:

- Level 1 – Inputs that reflect quoted prices (unadjusted) in active markets for identical assets or liabilities that the fund has the ability to access at the measurement date. Most of the System's directly held marketable equity securities would be examples of Level 1 investments.
- Level 2 – Inputs other than quoted prices that are observable for an asset or liability either directly or indirectly, including inputs in markets that are not considered to be active. Because they must often be priced on the basis of transactions involving similar but not identical securities or do not trade with sufficient frequency, certain directly held fixed income securities are categorized in Level 2.
- Level 3 – Unobservable inputs based on the best information available, using assumptions in determining the fair value of investments and derivative financial instruments. The System had no level 3 investments as of June 30, 2024 and 2023.

Investments are reported at fair value and categorized within the fair value hierarchy established by generally accepted accounting principles. The hierarchy is based on the valuation inputs used to measure the fair value of the asset and give the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1) and the lowest priority to unobservable inputs (level 3).

- Level 1 — Unadjusted quoted prices for identical instruments in active markets.
- Level 2 — Quoted prices for similar instruments in active markets; quoted prices for identical or similar instruments in markets that are not active; and model-derived valuations in which all significant inputs are observable.
- Level 3 — Valuations derived from valuation techniques in which significant inputs are unobservable.

Investments that are measured at fair value using the NAV as a practical expedient are not classified in the fair value hierarchy. At June 30, 2024 and 2023 the System had no plans or intentions to sell investments at amounts different from NAV.

The categorization of investments within the hierarchy is based on the pricing transparency of the investment and should not be perceived as the particular investment’s risk.

Following is a summary of investments as of June 30, 2024 and 2023.

		June 30, 2024					
		Fair Value Measurements Using				(in thousands)	
Investments at Fair Value	Total	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Net Asset Value (NAV)	Unfunded Commitments	
Fixed Income:							
U.S Government Obligations (1)	462,655	362,415	100,240	—	—	—	
Domestic Fixed Income (2)	703,179	—	703,179	—	—	—	
Commingled Funds (3)	1,039,832	—	—	—	1,039,832	—	
International Fixed Income (4)	73,314	—	73,314	—	—	—	
Equity:							
Domestic Equity Securities	4,736,801	4,734,905	1,896	—	—	—	
Commingled Funds (5)	515,831	—	—	—	515,831	—	
International Equity Securities	901,418	901,418	—	—	—	—	
Real Estate:							
Real Estate Funds (6)	1,127,947	—	—	—	1,127,947	121,805	
Alternative Investments:							
Private Equity (7)	1,746,339	—	—	—	1,746,339	1,518,995	
Private Debt (8)	544,916	—	—	—	544,916	266,091	
Total Investments	\$11,852,232	\$5,998,738	\$878,629	—	\$4,974,865	\$1,906,891	

The System has \$323.9M of investments reported at amortized cost in accordance with GASB Statement No. 79. These investments are not subject to any limitations or restrictions on withdrawals.

- (1) Fiscal 2024 rates range from 0.125% to 5.00%, and maturities from 2024 to 2054.
- (2) Fiscal 2024 rates range from 0.00% to 11.250%, and maturities from 2024 to 2122.
- (3) This represents investments in four commingled fixed income funds that invest globally in both developed and emerging markets with investments consisting primarily of corporate bonds (investment grade and high yield), sovereign bonds and securitized bonds. These funds may also invest in convertible bonds and currencies. The redemption frequency for these investments range from daily to monthly with one to 30 business days’ prior written notice.
- (4) Fiscal 2024 rates range from 0.250% to 10.00%, and maturities from 2025 to 2054.
- (5) This represents investments in three commingled equity funds that invest primarily in common stock of companies located outside the U.S., including emerging markets. These investments have daily liquidity and require up to 10 business days’ notice for redemption.
- (6) This represents investments in 66 real estate vehicles consisting of 9 strategic open-end funds and 57 tactical non-core investments. Redemption from the open-ended funds can be requested on a quarterly basis with 45-90 days’ notice periods. The tactical non-core investments are not redeemable. NHRS has no direct property investments as of June 30, 2024.
- (7) This represents 59 investments in private partnerships focused primarily on the following strategies: buyouts, growth equity, secondaries, and energy. These private partnerships typically have 10-to-15-year life cycles during which limited partners are unable to redeem their positions, but instead, receive distributions as the partnerships liquidate their underlying assets.
- (8) This represents 27 investments in private partnerships focused primarily on the following strategies: direct lending, mezzanine and distressed debt. These private partnerships typically have 6-to-10-year life cycles during which limited partners are unable to redeem their positions, but instead, receive distributions from coupon payments and/or as the partnerships liquidate their underlying asset.

June 30, 2023

Investments at Fair Value	Fair Value Measurements Using				(in thousands)	
	Total	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Net Asset Value (NAV)	Unfunded Commitments
Fixed Income:						
U.S Government Obligations (1)	397,366	303,778	93,588	—	—	—
Domestic Fixed Income (2)	723,610	—	723,610	—	—	—
Commingled Funds (3)	992,751	—	—	—	992,751	—
International Fixed Income (4)	96,436	—	96,436	—	—	—
Equity:						
Domestic Equity Securities	3,851,665	3,847,860	3,805	—	—	—
Commingled Funds (5)	466,000	—	—	—	466,000	—
International Equity Securities	1,108,983	1,108,983	—	—	—	—
Real Estate:						
Real Estate Funds (6)	1,281,586	—	—	—	1,281,586	151,098
Alternative Investments:						
Private Equity (7)	1,661,952	—	—	—	1,661,952	1,309,766
Private Debt (8)	565,844	—	—	—	565,844	297,047
Total Investments	\$11,146,193	\$5,260,621	\$917,439	\$—	\$4,968,133	\$1,757,911

The System has \$235.0M of investments reported at amortized cost in accordance with GASB Statement No. 79. These investments are not subject to any limitations or restrictions on withdrawals.

(1) Fiscal 2023 rates range from 0.125% to 5.590%, and maturities from 2023 to 2053.

(2) Fiscal 2023 rates range from 0.00% to 9.875%, and maturities from 2023 to 2122.

(3) This represents investments in four commingled fixed income funds that invest globally in both developed and emerging markets with investments consisting primarily of corporate bonds (investment grade and high yield), sovereign bonds and securitized bonds. These funds may also invest in convertible bonds and currencies. The redemption frequency for these investments range from daily to monthly with one to 30 business days' prior written notice.

(4) Fiscal 2023 rates range from 1.25% to 10.00%, and maturities from 2025 to 2053.

(5) This represents investments in three commingled equity fund that invests primarily in common stock of companies located outside the U.S., including emerging markets. These investments have daily liquidity and require up to 10 business days' notice for redemption.

(6) This represents investments in 71 real estate vehicles consisting of 15 strategic open-end funds and 56 tactical non-core investments. Redemption from the open-ended funds can be requested on a quarterly basis with 45-90 days' notice periods. The tactical non-core investments are not redeemable. NHRS has no direct property investments as of June 30, 2023.

(7) This represents 47 investments in private partnerships focused primarily on the following strategies: buyouts, growth equity, secondaries, and energy. These private partnerships typically have 10-to-15-year life cycles during which limited partners are unable to redeem their positions, but instead, receive distributions as the partnerships liquidate their underlying assets.

(8) This represents 24 investments in private partnerships focused primarily on the following strategies: direct lending, mezzanine and distressed debt. These private partnerships typically have 6-to-10-year life cycles during which limited partners are unable to redeem their positions, but instead, receive distributions from coupon payments and/or as the partnerships liquidate their underlying asset.

NOTE 5 – NET LIABILITY OF EMPLOYERS – PENSION AND OPEB PLANS

PENSION

The net pension liability of employers as of June 30 is shown below:

SCHEDULE OF NET PENSION LIABILITY OF EMPLOYERS					(\$ in thousands)
Fiscal Year Ended	(a) Total Pension Liability	(b) Plan Net Position	(c) Net Pension Liability (a-b)	(d) Plan Net Position as a % of Total Pension Liability (b/a)	
6/30/2024	\$17,475,417	\$12,289,878	\$5,185,539	70.3%	
6/30/2023	\$17,057,665	\$11,459,385	\$5,598,280	67.2%	

ACTUARIAL ASSUMPTIONS

The total pension liability as of June 30, 2024 is based on an actuarial valuation performed as of June 30, 2023 rolled forward to June 30, 2024, utilizing procedures incorporating the actuarial assumptions.

A single discount rate of 6.75% was used to measure the total pension liability. This single discount rate was based on the expected rate of return on pension plan investments of 6.75%, which is not reported net of the inflation assumption used to obtain the weighted returns shown on page 47. The projection of cash flows used to determine this single discount rate assumed that employer contributions will be made under the current statute RSA 100-A:16 and that plan member contributions will be made under RSA 100-A:16. Based on these assumptions, the pension plan’s fiduciary net position was projected to be available to make all projected future benefit payments to 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.

The following table provides the sensitivity of the net pension liability to changes in the discount rate. In particular, the table presents the plan’s net pension liability, if it were calculated using a single discount rate that is one-percentage-point lower or one-percentage-point higher than the single discount rate:

SENSITIVITY OF THE NET PENSION LIABILITY TO THE SINGLE DISCOUNT RATE ASSUMPTION			
(\$ in thousands)			
Fiscal Year Ended	1% Decrease to 5.75%	Current Single Rate Assumption of 6.75%	1% Increase to 7.75%
6/30/2024	\$7,249,971	\$5,185,539	\$3,465,803
6/30/2023	\$7,596,188	\$5,598,280	\$3,891,190

The June 30, 2023 actuarial valuation rolled forward to June 30, 2024 used the following actuarial assumptions:

Actuarial Cost Method	Entry age normal
Price Inflation	2.25%
Wage Inflation	3.00% (2.50% for Teachers)
Salary Increases	6.0% average, including inflation
Investment Rate of Return	6.75%, net of investment expenses, including inflation
Retirement Age	Experience-based table of rates that is specific to the type of eligibility condition updated per each experience study completed.
Mortality	Pub-2010 Healthy Retiree Mortality Tables with credibility adjustments for each group (Police and Fire combined) and projected fully generational mortality improvements using Scale MP-2021

The actuarial assumptions used in the June 30, 2023 valuation to calculate the total pension liability as of June 30, 2024 were based on the results of an actuarial experience study for the period from July 1, 2019 to June 30, 2023.

The following assumptions were changed in the current year:

- Increased wage inflation from 2.75% to 3.00% (2.25% for teachers)
- Increased price inflation from 2.0% to 2.25%
- Updated demographic assumptions in mortality tables.
- Updated mortality tables (specifically the projected fully generational mortality improvements using scale MP-2021 from scale MP-2019).

OPEB

The net OPEB liability of employers as of June 30, 2024 and 2023 is shown below:

SCHEDULE OF NET OPEB LIABILITY OF EMPLOYERS				
(\$ in thousands)				
Fiscal Year Ended	(a) Total OPEB Liability	(b) Plan Net Position	(c) Net OPEB Liability (a-b)	(d) Plan Net Position as a % of Total Pension Liability (b/a)
6/30/24	\$361,505	\$50,645	\$310,860	14.0%
6/30/23	\$391,879	\$50,159	\$341,720	12.8%

ACTUARIAL ASSUMPTIONS

The total OPEB liability as of June 30, 2024 is based on an actuarial valuation performed as of June 30, 2023 rolled forward to June 30, 2024, utilizing procedures incorporating the actuarial assumptions.

A single discount rate of 6.75% was used to measure the total OPEB liability. This single discount rate was based on the expected rate of return on OPEB plan investments of 6.75%, which is not reported net of the inflation assumption used to obtain the weighted returns shown on pg. 46. The projections of cash flows used to determine this single discount rate assumed that employer contributions will be made under the current statutes RSA 100-A:16 and 100-A:53. Based on this assumption, the OPEB plan’s fiduciary net position was projected to be available to make all projected future benefit payments to current plan members. Therefore, the long-term expected rate of return on OPEB plan investments was applied to all period of projected benefit payments to determine the total OPEB liability.

The following table provides the sensitivity of the net OPEB liability to changes in the discount rate. In particular, the table presents the plan’s net OPEB liability, if it were calculated using a single discount rate that is one-percentage point lower or one-percentage point higher than the single discount rate.

SENSITIVITY OF THE NET OPEB LIABILITY TO THE SINGLE DISCOUNT RATE ASSUMPTION

(\$ in thousands)

Fiscal Year Ended	1% Decrease to 5.75%	Current Single Rate Assumption of 6.75%	1% Increase to 7.75%
6/30/24	\$340,076	\$310,860	\$290,674
6/30/23	\$371,142	\$341,720	\$316,051

Actuarial Cost Method	Entry age normal
Price Inflation	2.25%
Wage Inflation	3.00% (2.50% for Teachers)
Salary Increases	6.0% average, including inflation
Investment Rate of Return	6.75% net of investment expenses, including inflation
Retirement Age	Experience-based table of rates that is specific to the type of eligibility condition updated per each experience study completed.
Mortality	Pub-2010 Healthy Retiree Mortality Tables with credibility adjustments for each group (Police and Fire combined) and projected fully generational mortality improvements using Scale MP-2021
Health Care Trend Rates	N/A – Benefits are fixed stipends
Aging Factors	N/A – Benefits are fixed stipends

The actuarial assumptions used in the June 30, 2023 valuation to calculate the total OPEB liability as of June 30, 2024 were based on the results of an actuarial experience study for the period from July 1, 2019 to June 30, 2023.

The following assumptions were changed in the current year:

- Increased wage inflation from 2.75% to 3.00% (2.25% for teachers)
- Increased price inflation from 2.0% to 2.25%
- Updated demographic assumptions in mortality tables.
- Updated mortality tables (specifically the projected fully generational mortality improvements using scale MP-2021 from scale MP-2019).

GASB 74 requires the sensitivity of the net OPEB liability to the healthcare cost trend assumption. Since the medical subsidy benefits are a fixed stipend, there is no sensitivity to change in the healthcare cost trend assumption.

The asset allocation is recommended by the Independent Investment Committee and approved by the Board of Trustees. 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. The following table displays the approved asset allocation for 2024 and the geometric rates of return for each asset class:

LONG-TERM EXPECTED RATE OF RETURN

Asset Class	Target Allocation	30-Year Return*
Public Equity	40.0%	
Broad US Equity	24.0%	5.40%
Global Ex-US Equity	16.0%	5.65%
Private Market Equity	20.0%	
Real Estate Equity	10.0%	4.00%
Private Equity	10.0%	6.65%
Private Debt	10.0%	
Private Debt		5.05%
Fixed Income	25.0%	
Core US Fixed Income		2.15%
Infrastructure	5.0%	
Infrastructure		
Total Fund	100.0%	

*Real rates of return are presented net of 2.50% inflation.

NOTE 6—CONTRIBUTIONS

PENSION PLAN

As a condition of participation, members are required to contribute a set percentage of their salary to the Pension Plan. The percentage rates, as outlined below, are set by statute under RSA 100-A:16 and depend on the member’s group affiliation.

RSA 100-A:16 outlines the employer contributions made to the Pension Plan. Employer contributions to the Pension Plan since fiscal year 2007 have been determined on an actuarial basis using the entry age normal cost method.

The annual covered payroll for the year ended June 30, 2024 is \$3,381.5 million and the annual covered payroll for the fiscal year ended June 30, 2023 was \$3,178.1 million.

The following tables show the percentages of gross payroll contributed by the State, other contributing employers, and members to the pension plan and the OPEB plan.

TOTAL CONTRIBUTION RATES — PENSION PLAN

Member Category	Member Share	(FY 2024)			Member Share	(FY 2023)		
		State	Employer Share Local	Total		State	Employer Share Local	Total
Employees								
State	7.00%	13.27%		13.27%	7.00%	13.75%		13.75%
Local	7.00%		13.27%	13.27%	7.00%		13.75%	13.75%
Teachers	7.00%		18.51%	18.51%	7.00%		19.48%	19.48%
Police Officers								
State	11.55%	28.68%		28.68%	11.55%	30.67%		30.67%
Local	11.55%		28.68%	28.68%	11.55%		30.67%	30.67%
Firefighters								
State	11.80%	27.75%		27.75%	11.80%	29.78%		29.78%
Local	11.80%		27.75%	27.75%	11.80%		29.78%	29.78%

OPEB PLAN

In accordance with RSA 100-A:53, RSA 100-A:53-b, RSA 100-A:53-c and RSA 100-A:53-d, benefits are provided by a 401(h) subtrust of the Pension Plan.

The OPEB Plan is funded by allocating to the 401(h) subtrust the lesser of:

- a.) 25% of all employer contributions made in accordance with RSA 100-A:16; or
- b.) the percentage of employer contributions determined by the actuary to be the minimum rate necessary to maintain the benefits provided under RSA 100-A:53, RSA 100-A:53-b, RSA 100-A:53-c and RSA 100-A:53-d.

For fiscal years 2024 and 2023, the minimum rates determined by the actuary to maintain benefits were the lesser of the two options and were used to determine the employer contributions due to the 401(h) subtrust.

The State Legislature has the authority to establish, amend and discontinue the contribution requirements of the OPEB Plan. Administrative costs are allocated to the OPEB Plan based on estimated staff time.

TOTAL CONTRIBUTION RATES – OPEB PLAN

Member Category	Member Share	(FY 2024)			Member Share	(FY 2023)		
		State	Employer Share Local	Total		State	Employer Share Local	Total
Employees								
State	—	0.58%		0.58%	—	0.78%		0.78%
Local	—		0.26%	0.26%	—		0.31%	0.31%
Teachers	—		1.13%	1.13%	—		1.54%	1.54%
Police Officers								
State	—	2.60%		2.60%	—	3.21%		3.21%
Local	—		2.60%	2.60%	—		3.21%	3.21%
Firefighters								
State	—	2.60%		2.60%	—	3.21%		3.21%
Local	—		2.60%	2.60%	—		3.21%	3.21%

The following tables show the amounts contributed by participating employers and members and these contributions expressed as a percentage of the respective covered payrolls.

TOTAL AMOUNTS CONTRIBUTED – PENSION AND OPEB PLAN (in thousands)

Member Category	Member Share**	(FY 2024)			Member Share**	(FY 2023)		
		Pension Plan*	Employer Share OPEB Plan*	Total Contributions		Pension Plan*	Employer Share OPEB Plan*	Total Contributions
Employees	\$108,340	\$203,118	\$6,327	\$317,785	\$101,291	\$195,758	\$ 7,466	\$304,515
Teachers	93,566	241,368	14,805	349,739	90,908	247,584	19,596	358,088
Police Officers	46,013	112,151	10,683	168,847	43,289	110,007	11,526	164,822
Firefighters	20,584	47,857	4,620	73,061	19,191	47,060	5,031	71,282
Total Contributed	\$268,502	\$604,494	\$36,435	\$909,432	\$254,679	\$600,409	\$43,619	\$898,707

*Includes contributions made by both State and local employers

**Includes voluntary member contributions of \$2.2 million in FY 2024 and \$4.7 million in FY 2023.

Amounts shown on the table above exclude contributions classified as “employer-other and other,” which are not actuarially determined contributions.

TOTAL AMOUNTS CONTRIBUTED EXPRESSED AS A PERCENTAGE OF COVERED PAYROLL FOR PENSION AND OPEB PLANS

Member Category	Member Share**	(FY 2024)			Member Share**	(FY 2023)		
		Pension Plan*	Employer Share OPEB Plan*	Total Contributions		Pension Plan*	Employer Share OPEB Plan*	Total Contributions
Employees	6.93%	13.00%	0.41%	20.34%	7.17%	14.29%	0.53%	21.99%
Teachers	7.44%	19.19%	1.18%	27.80%	7.21%	19.95%	1.55%	28.71%
Police Officers	11.77%	28.69%	2.73%	43.19%	12.39%	39.84%	3.30%	55.53%
Firefighters	12.09%	28.12%	2.71%	42.93%	12.31%	39.51%	3.23%	55.05%
Total Contributed	7.94%	17.88%	1.08%	26.89%	8.01%	20.58%	1.37%	29.96%

*Includes contributions made by both State and local employers

**Includes voluntary member contributions of \$2.2 million in FY 2024 and \$4.7 million in FY 2023.

Amounts shown on the table above exclude contributions classified as “employer-other and other,” which are not actuarially determined contributions.

As a matter of practice, actual contribution rates are determined by the previous valuation. Using the forecast rates delays implementation of the rates proposed by the actuary until the beginning of the subsequent biennium, allowing employers to budget for changes in employer rates. The employer normal contribution rates for fiscal year 2024 was based on the June 30, 2021 actuarial valuation.

NOTE 7 – ADMINISTRATIVE EXPENSES

Certain expenses related to the administration of the Plans are budgeted and approved by the Board of Trustees, and were subject to appropriation biennially by the State Legislature. Total administrative expenses of \$11.3 million and \$9.9 million for June 30, 2024 and 2023, respectively, are included in the accompanying Combining Statements of Changes in Fiduciary Net Position.

Administrative expenses consist primarily of salaries and benefits for 78 full-time employees, the costs associated with operating and maintaining computer systems, and other administrative costs.

NOTE 8 – LEASES

NHRS is a lessee for a noncancelable lease of office space with lease terms through March 2036. There are no residual value guarantees included in the measurement of NHRS's lease liability nor recognized as an expense for the year ended June 30, 2024. NHRS does not have any commitments that were incurred at the commencement of the lease. No termination penalties were incurred during the fiscal year.

Lease asset activity of NHRS was as follows:

Leased Asset Class (Leasee)	Balance June 30, 2023	Additions	Deletions	Balance June 30, 2024
Right-to-use assets				
Building	\$ 4,669,962	\$ —	\$ —	\$ 4,669,962
Less accumulated amortization				
Building	(633,216)	\$ (339,634)	—	\$ (972,850)
Net right-to-use	\$ 4,036,746	\$ (339,634)	\$ —	\$ 3,697,112

The Entity recognized \$339,634 in amortization expense included in the Plan expenses on the Combining Statements of Changes in Fiduciary Net Position Pension and Other Postemployment Medical Plans.

The future principal and interest lease payments as of June 30, 2024, were as follows:

Year Ending June 30	Principal	Interest	Total
2025	\$ 263,812	\$ 49,876	\$ 313,688
2026	276,288	46,362	322,650
2027	307,052	42,486	349,538
2028	311,130	38,408	349,538
2029	315,262	34,276	349,538
2030–2036	2,425,549	113,079	2,538,628
	\$ 3,899,093	\$ 324,487	\$ 4,223,580

NHRS evaluated the right-to-use assets for impairment and determined there was no impairment for the year ended June 30, 2024.

NOTE 9 – CONTINGENT MATTERS

The System may have legal matters or claims that arise from time to time through the normal course of business. However, in the opinion of management and legal counsel, such matters are not expected to have an adverse effect on NHRS financial status.

NOTE 10 – PENSION RESERVES

In accordance with RSA 100-A:16, all assets are credited between two funds in accordance with the purpose that they are held (in thousands):

Member Annuity Savings Fund — The member annuity savings fund is an accumulation of contributions deducted from the compensation of members. This fund is used to pay the accumulated member contributions in the event that a member withdraws from active service or upon death in service. Upon retirement, these contributions are transferred to the state annuity accumulation fund. The balance in this fund at June 30, 2024 is \$3,365,787.

State Annuity Accumulation Fund — The state annuity accumulation fund is the fund that pays all System benefits other than those payable from the member annuity savings fund. This fund is the accumulation of employer contributions and any amounts transferred from the member annuity savings fund. The balance in this fund at June 30, 2024 is \$8,924,091.

REQUIRED SUPPLEMENTARY INFORMATION

SCHEDULE OF CHANGES IN THE EMPLOYERS' NET PENSION LIABILITY AND RELATED RATIOS

(\$ in thousands)

Fiscal Year Ended	June 30, 2024	June 30, 2023	June 30, 2022	June 30, 2021
Total Pension Liability				
Service Cost	\$ 341,709	\$ 332,276	\$ 321,589	\$ 319,296
Interest on the Total Pension Liability	1,128,293	1,087,518	1,056,222	1,026,953
Benefit Changes	—	86,210	10,793	—
Difference Between Expected and Actual Experience of the Total Pension Liability	50,578	105,681	37,807	(5,872)
Assumption Changes	(76,691)	—	—	—
Benefit Payments	(1,000,616)	(971,121)	(913,994)	(858,210)
Refunds	(25,520)	(27,387)	(23,727)	(19,884)
Net Changes in Total Pension Liability	417,753	613,176	488,690	462,283
Total Pension Liability — Beginning	17,057,664	16,444,488	15,955,798	15,493,515
Total Pension Liability — Ending	\$ 17,475,417	\$17,057,664	\$16,444,488	\$15,955,798
Plan Fiduciary Net Position				
Contributions — Employer	\$ 612,454	\$ 655,093	\$ 579,028	\$ 459,277
Contributions — Member	268,502	254,679	243,981	236,879
Pension Plan Net Investment Income	989,751	850,474	(690,177)	2,617,661
Benefit Payments	(1,000,616)	(971,121)	(913,994)	(858,210)
Refunds	(25,520)	(27,387)	(23,727)	(19,884)
Pension Plan Administrative Expense	(10,930)	(9,638)	(9,523)	(8,417)
Other Custodial, Professional and Non-Investment Expenses	(3,148)	(1,072)	(1,110)	(791)
Net Change in Plan Fiduciary Net Position	830,494	751,028	(815,522)	2,426,515
Plan Fiduciary Net Position — Beginning	11,459,385	10,708,357	11,523,879	9,097,364
Plan Fiduciary Net Position — Ending	\$ 12,289,878	\$11,459,385	\$10,708,357	\$11,523,879
Net Pension Liability	\$ 5,185,539	\$5,598,279	\$ 5,736,131	\$ 4,431,919
Plan Fiduciary Net Position as a Percentage of Total Pension Liability	70.3%	67.2%	65.1%	72.2%
Covered Payroll	\$ 3,381,487	\$3,178,096	\$ 3,077,584	\$2,972,969
Net Pension Liability as a Percentage of Covered Payroll	153.4%	176.2%	186.4%	149.1%

	June 30, 2020	June 30, 2019	June 30, 2018	June 30, 2017	June 30, 2016	June 30, 2015
	\$ 310,678	\$ 275,380	\$ 269,751	\$ 262,626	\$ 266,379	\$ 243,965
	994,537	970,599	936,988	906,201	875,247	847,646
	69,355	—	—	—	—	—
	198,104	(111,250)	39,112	(19,047)	18,404	106,715
	778,434	—	—	—	815,023	—
	(816,708)	(780,907)	(741,753)	(706,304)	(670,360)	(631,312)
	(23,312)	(23,464)	(24,010)	(23,408)	(24,233)	(26,345)
	1,511,088	330,358	480,088	420,068	1,280,460	327,239
	13,982,427	13,652,069	13,171,981	12,751,913	11,471,453	11,144,214
	\$15,493,515	\$13,982,427	\$13,652,069	\$13,171,981	\$12,751,913	\$11,471,453
	\$ 445,021	\$ 434,407	\$ 422,659	\$ 366,653	\$ 357,482	\$ 332,294
	229,725	223,995	217,572	213,061	207,949	204,063
	101,039	488,270	717,090	978,594	61,878	249,806
	(816,708)	(780,907)	(741,753)	(706,304)	(670,360)	(631,312)
	23,312	(23,464)	(24,010)	(23,408)	(24,233)	(26,345)
	(8,281)	(7,436)	(7,767)	(7,671)	(7,061)	(7,582)
	(893)	(959)	(912)	(1,255)	(1,263)	(1,626)
	(73,409)	333,906	582,879	819,670	(75,608)	119,298
	9,170,773	8,836,867	8,253,988	7,434,318	7,509,926	7,390,628
	\$ 9,097,364	\$ 9,170,773	\$ 8,836,867	\$8,253,988	\$ 7,434,318	\$ 7,509,926
	\$ 6,396,151	\$ 4,811,654	\$ 4,815,202	\$4,917,993	\$ 5,317,595	\$ 3,961,527
	58.7%	65.6%	64.7%	62.7%	58.3%	65.5%
	\$ 2,894,708	\$ 2,825,006	\$ 2,752,235	\$2,667,612	\$ 2,601,404	\$ 2,575,031
	221.0%	170.3%	175.0%	184.4%	204.4%	153.8%

SCHEDULE OF EMPLOYER CONTRIBUTIONS — PENSION PLAN

(\$ in thousands)

Fiscal Year Ended	Actuarially Determined Contribution	Actual Contribution	Contribution Deficiency (Excess)	Covered Payroll	Actual Contribution as a % of Covered Payroll
6/30/2024	\$612,454	\$612,454	—	\$3,381,487	18.1%
6/30/2023	\$600,409	\$600,409	—	\$3,178,096	18.9%
6/30/2022	\$579,028	\$579,028	—	\$3,077,584	18.8%
6/30/2021	\$459,277	\$459,277	—	\$2,972,969	15.5%
6/30/2020	\$444,717	\$444,717	—	\$2,894,708	15.4%
6/30/2019	\$434,407	\$434,407	—	\$2,825,006	15.4%
6/30/2018	\$422,659	\$422,659	—	\$2,752,235	15.4%
6/30/2017	\$366,653	\$366,653	—	\$2,667,612	13.7%
6/30/2016	\$357,482	\$357,482	—	\$2,601,404	13.7%
6/30/2015	\$332,294	\$332,294	—	\$2,575,031	12.9%

SCHEDULE OF CHANGES IN THE EMPLOYERS' NET OPEB LIABILITY AND RELATED RATIOS

(\$ in thousands)

Fiscal Year Ended	June 30, 2024	June 30, 2023	June 30, 2022	June 30, 2021
Total OPEB Liability				
Service Cost	\$ 383	\$ 463	\$ 591	\$ 731
Interest on the Total OPEB Liability	25,130	27,147	28,933	30,512
Benefit Changes	—	—	—	—
Difference between expected and actual experience of the Total OPEB Liability	(13,700)	(16,749)	(13,087)	(9,912)
Assumption Changes	(2,637)	—	—	—
Benefit Payments	(39,550)	(41,862)	(43,809)	(45,499)
Refunds	—	—	—	—
Net Changes in Total OPEB Liability	(30,374)	(31,001)	(27,372)	(24,168)
Total OPEB Liability — Beginning	391,879	422,880	450,252	474,420
Total OPEB Liability — Ending	\$ 361,505	\$ 391,879	\$ 422,880	\$ 450,252
Plan Fiduciary Net Position				
Contributions — Employer	\$ 36,434	\$ 43,619	\$ 42,064	\$ 48,055
Contributions — Member	—	—	—	—
OPEB Plan Net Investment Income	3,959	3,651	(2,820)	10,703
Benefit Payments	(39,550)	(41,862)	(43,809)	(45,499)
Refunds	—	—	—	—
OPEB Plan Administrative Expense	(343)	(237)	(234)	(172)
Other custodial, professional and non-investment expenses	(14)	(4)	(4)	(3)
Net Change in Plan Fiduciary Net Position	486	5,167	(4,803)	13,084
Plan Fiduciary Net Position — Beginning	50,159	44,992	49,795	36,711
Plan Fiduciary Net Position — Ending	\$ 50,645	\$ 50,159	\$ 44,992	\$ 49,795
Net OPEB Liability	\$ 310,860	\$ 341,720	\$ 377,888	\$ 400,457
Plan Fiduciary Net Position as a Percentage of Total OPEB Liability	14.0%	12.8%	10.6%	11.1%
Covered Payroll*	\$3,381,487	\$3,178,096	\$3,077,584	\$ 2,972,969
Net OPEB Liability as a Percentage of Covered Payroll	9.2%	10.8%	12.3%	13.5%

Schedule is intended to show information for 10 years. GASB 74 was adopted in 2017, and additional years will be added as they become available.

*Employers calculate and remit contributions to the OPEB plan based on the covered payroll of the pension plan, even though not all employees in the covered payroll presented are provided with OPEB through the OPEB plan.

June 30, 2020	June 30, 2019	June 30, 2018	June 30, 2017	June 30, 2016
\$ 740	\$ 857	\$ 984	\$ 1,099	\$ 1,218
32,785	34,197	34,247	35,235	36,542
—	—	—	—	—
(10,219)	(7,156)	12,667	—	(4,538)
22,676	—	—	—	—
(46,816)	(47,798)	(49,251)	(50,560)	(51,805)
—	—	—	—	—
(884)	(19,900)	(1,353)	(14,226)	(18,583)
475,254	495,154	496,507	510,733	529,316
\$474,420	\$475,254	\$495,154	\$496,507	\$510,733
\$ 46,460	\$ 45,509	\$ 44,194	\$59,197	\$58,174
—	—	—	—	—
397	1,981	3,129	4,046	149
(46,816)	(47,798)	(49,251)	(50,560)	(51,805)
—	—	—	—	—
(169)	(152)	(33)	(32)	(17)
—	—	—	—	—
(3)	(6)	(4)	(5)	(3)
(131)	(466)	(1,965)	12,646	6,498
36,842	37,308	39,273	26,627	20,129
\$ 36,711	\$ 36,842	\$ 37,308	\$39,273	\$26,627
\$437,709	\$438,411	\$457,846	\$457,234	\$484,106
7.8%	7.8%	7.5%	7.9%	5.2%
\$2,894,708	\$2,825,006	\$2,752,235	\$2,667,612	\$2,601,404
15.1%	15.5%	16.7%	17.1%	18.6%

SCHEDULE OF EMPLOYER CONTRIBUTIONS — OPEB PLAN

(\$ in thousands)

Fiscal Year Ended	Actuarially Determined Contribution	Actual Contribution	Contribution Deficiency (Excess)	Covered Payroll	Actual Contribution as a % of Covered Payroll
6/30/24	\$36,434	\$36,434	—	\$3,381,487	1.1%
6/30/23	\$43,619	\$43,619	—	\$3,178,096	1.4%
6/30/22	\$42,064	\$42,064	—	\$3,077,584	1.4%
6/30/21	\$48,055	\$48,055	—	\$2,972,969	1.6%
6/30/20	\$46,460	\$46,460	—	\$2,894,708	1.6%
6/30/19	\$45,509	\$45,509	—	\$2,825,006	1.6%
6/30/18	\$44,194	\$44,194	—	\$2,752,235	1.6%
6/30/17	\$59,197	\$59,197	—	\$2,667,612	2.2%
6/30/16	\$58,174	\$58,174	—	\$2,601,404	2.2%
6/30/15	\$48,915	\$48,915	—	\$2,575,031	1.9%

SCHEDULE OF INVESTMENT RETURNS

Fiscal Year Ended	Annual Money Weighted Rate of Return — Net of Investment Expenses
6/30/2024	8.9%
6/30/2023	8.5%
6/30/2022	(5.8)%
6/30/2021	29.7%
6/30/2020	1.2%
6/30/2019	5.7%
6/30/2018	8.9%
6/30/2017	13.4%
6/30/2016	0.9%
6/30/2015	3.4%

NOTES TO REQUIRED SUPPLEMENTARY INFORMATION — LAST TEN FISCAL YEARS

ACTUARIAL ASSUMPTIONS AND METHODS USED IN DETERMINING CONTRIBUTION RATES

Actuarially determined contribution rates are calculated by the system’s actuary and certified by the Board of Trustees biennially. Contribution rates for FY 2024 were determined by the System’s actuary based on the June 30, 2021 actuarial valuation. During FY 2024, an experience study was conducted covering the period from July 1, 2019 through June 30, 2023, which was used to update the actuarial assumptions used in the June 30, 2023 actuarial valuation. The contribution rates determined by this actuarial valuation do not go into effect until FY 2026. Significant actuarial assumptions and methods used to determine the FY 2024 contribution rates for both the Pension and OPEB plan are described below:

PENSION PLAN

- **Actuarial Cost Method** Entry Age Normal
- **Amortization Method** Level percentage of payroll, closed
- **Remaining Amortization** Multiple periods of 17–20 years beginning July 1, 2019 (30 years beginning July 1, 2009)
- **Asset Valuation Method** Five-year smoothed fair value, 20% corridor
- **Payroll Growth** 2.75% per year (2.25% for Teachers)
- **Price Inflation** 2.0%
- **Salary Increase** 6.0% average, including price inflation
- **Investment Rate of Return** 6.75%, net of pension plan investment expenses, including inflation
- **Mortality** Pub-2010 Healthy Retiree Mortality Tables with credibility adjustments for each member classification (Police and Fire combined) and projected fully generational mortality improvements using Scale MP-2019.

OPEB PLAN

- **Actuarial Cost Method** Entry Age Normal
- **Amortization Method** Level percentage of payroll, closed
- **Asset Valuation Method** Five-year smoothed fair value, 20% corridor
- **Payroll Growth** 2.75% per year (2.25% for Teachers)
- **Price Inflation** 2.0%
- **Salary Increase** 5.4% average, including price inflation
- **Investment Rate of Return** 6.75% per year, net of OPEB plan investment expense, including inflation for determining solvency contributions
- **Funding Discount Rate** 2.75% per year
- **Mortality** Pub-2010 Healthy Retiree Mortality Tables with credibility adjustments for each member classification (Police and Fire combined) and projected fully generational mortality improvements using Scale MP-2019.

CHANGES OF BENEFIT TERMS**2023:**

Ch 184, laws of 2022 (HB1587) modifies the calculation of compensation paid in excess of the full base rate of pay (COB) under the definition of Average Final Compensation (AFC) for Group II members hired prior to July 1, 2011, who had not attained vested status prior to January 1, 2012. The \$42.9 million increase to the unfunded liability associated with this change was pre-funded by the state in Fiscal Year 2023.

Ch 79, laws of 2023 (HB2) (a) modifies the effective date of the statutory pension recalculation for Group I (Employee and Teacher) members who retire on or after July 1, 2023. The change defers the recalculation of a Group I retiree's NHRS benefit to his or her full retirement age under the federal Social Security system; (b) grants a one-time \$500 payment in Fiscal Year 2024 to eligible retirees and beneficiaries receiving a monthly benefit. The one-time payment will be made during state fiscal year 2024 from the General Fund.

2022:

Ch 203 laws of 2022 (HB1535), grants a one-time payment of \$500 to members who retired on or before July 1, 2017, or any beneficiaries of such member who is receiving a survivorship pension benefit who has an annual retirement allowance of no more than \$30,000 on June 30, 2022. The one-time payment was made during state fiscal year 2023 from the General Fund.

2020:

Ch 340 laws of 2019 (HB 616), grants a one-time, 1.5% COLA on the first \$50,000 of an annual pension benefit to members who retired on or before July 1, 2014, or any beneficiaries of such member who is receiving a survivorship pension benefit. The COLA will take effect on the retired member's first anniversary date of retirement occurring after July 1, 2020. The adjustment shall become a permanent addition to the member's base retirement allowance. The impact of this change resulted in a \$69.4 million increase in the total pension liability.

CHANGES OF ASSUMPTIONS

An actuarial review, commonly called an experience study, of the mortality, service, withdrawals, and compensation experience of members is required by statute at least once during each five-year period.

2024:

During 2024, the most recent actuarial review was performed and was based on the information for the four year period July 1, 2019 to June 30, 2023.

Assumption changes adopted as a result of the 2024 experience study are:

- Increased wage inflation from 2.75% (2.25% for Teachers) to 3.00% (2.50% for Teachers).
- Increased price inflation from 2.00% to 2.25%.
- Updated demographic assumptions in mortality tables.

The full experience study results can be viewed at www.nhrs.org/

2019:

Assumption changes adopted as a result of the 2016–2019 experience study are:

During 2020, the NHRS Board of Trustees modified its actuarial funding policy to better align its actuarial reviews with its biennial valuation cycle, changing the schedule for experience studies to one every four years.

- Reduced the assumed rate of investment return from 7.25% to 6.75%
- Reduced wage inflation from 3.25% to 2.75% (2.25% for teachers)
- Reduced price inflation from 2.5% to 2.0%
- Updated demographic assumptions, including merit and longevity salary increases, disability rates, retirement rates, and mortality tables (specifically the new public pension plan mortality tables).
- Increased the medical subsidy margin for teachers from 0.20% to 0.50%

SUPPORTING SCHEDULES

INVESTMENT ACTIVITY FEES AND OTHER INVESTMENT RELATED EXPENSES

(in thousands)

	YEAR ENDED JUNE 30	
	2024	2023
INVESTMENT ACTIVITY FEES:		
Equity Investments:		
Domestic	\$ 11,206	\$ 10,014
Non-U.S.	8,747	9,828
Fixed Income Investments	5,920	5,750
Alternative Investments*	18,423	16,072
Real Estate	12,288	13,635
Custodial Fees	704	737
Investment Advisor Fees	650	650
Investment Professional Fees	452	336
Investment Staff Administrative Expense	1,109	863
TOTAL INVESTMENT ACTIVITY FEES	\$ 59,499	\$ 57,885

*The custodian records all transactions on a net of fee basis.

INTEREST INCOME

(in thousands)

	YEAR ENDED JUNE 30	
	2024	2023
Fixed Income Investments	\$ 56,842	\$ 45,950
Cash and Cash Equivalents	5,901	5,322
TOTAL INTEREST INCOME	\$ 62,743	\$ 51,272

DIVIDEND INCOME

(in thousands)

	YEAR ENDED JUNE 30	
	2024	2023
Equity Investments:		
Domestic	\$ 55,440	\$ 56,419
Non-U.S.	43,663	38,460
TOTAL DIVIDEND INCOME	\$ 99,103	\$ 94,879

CONTRIBUTIONS	(in thousands)	
	YEAR ENDED JUNE 30	
	2024	2023
CONTRIBUTIONS – PENSION PLAN		
EMPLOYER CONTRIBUTIONS*:		
Employees	\$ 206,018	\$ 201,867
Teachers	244,968	251,418
Police Officers	112,551	139,217
Firefighters	48,097	61,599
TOTAL EMPLOYER CONTRIBUTIONS	\$ 611,634	\$ 654,101
PLAN MEMBER CONTRIBUTIONS:		
Employees	\$ 108,339	\$ 101,291
Teachers	93,566	90,908
Police Officers	46,013	43,289
Firefighters	20,584	19,191
TOTAL PLAN MEMBER CONTRIBUTIONS	\$ 268,502	\$ 254,679
TOTAL CONTRIBUTIONS – PENSION PLAN	\$ 880,136	\$ 908,780

*Employer Contributions for FY24 include \$7.1 million for two Legislative changes that were funded by the State of NH General Fund. Employer Contributions for FY23 include \$53.7 million for two Legislative changes that were funded by the State of NH General Fund.

CONTRIBUTIONS – OPEB PLAN		
EMPLOYER NORMAL:		
OPEB Contributions	\$ 36,434	\$ 43,619
TOTAL CONTRIBUTIONS – OPEB PLAN	\$ 36,434	\$ 43,619
TOTAL CONTRIBUTIONS	\$ 916,570	\$ 952,399

BENEFITS	(in thousands)	
	YEAR ENDED JUNE 30	
	2024	2023
PENSION BENEFITS AND ADDITIONAL ALLOWANCES:		
Employees	\$ 336,199	\$ 331,175
Teachers	384,014	370,954
Police Officers	191,470	184,935
Firefighters	88,933	84,057
TOTAL PENSION BENEFITS AND ADDITIONAL ALLOWANCES	\$ 1,000,616	\$ 971,121
POSTEMPLOYMENT MEDICAL BENEFITS:		
Group II Police and Fire	\$ 15,687	\$ 16,325
Group I Teachers	16,437	17,218
Group I Political Subdivision Employees	3,721	3,973
Group I State Employees	3,705	4,346
TOTAL POSTEMPLOYMENT MEDICAL BENEFITS	\$ 39,550	\$ 41,862
TOTAL BENEFITS	\$ 1,040,166	\$1,012,983

REFUNDS OF CONTRIBUTIONS	(in thousands)	
	YEAR ENDED JUNE 30	
	2024	2023
Employees	\$ 13,306	\$ 14,394
Teachers	5,686	5,762
Police Officers	5,177	5,982
Firefighters	1,351	1,248
TOTAL REFUNDS OF CONTRIBUTIONS	\$ 25,520	\$ 27,386

**ADMINISTRATIVE EXPENSE FOR THE YEARS ENDED
JUNE 30, 2024 AND 2023**

(in thousands)

	2024 EXPENSE	2024 BUDGET*	OVER (UNDER) BUDGET	2023 EXPENSE	2023 BUDGET*	OVER (UNDER) BUDGET
Salaries and Wages	\$ 6,491	\$ 5,612	\$ 879	\$ 5,697	\$ 5,717	\$ (20)
Fringe Benefits	2,858	2,993	(135)	2,285	3,391	(1,106)
Supplies, Utilities and Postage	340	383	(43)	391	450	(59)
Organizational Dues	24	26	(2)	24	21	3
Equipment	106	104	2	50	44	6
Travel – Staff	27	50	(23)	14	79	(65)
Board Expenses	4	39	(35)	6	71	(65)
Employee Training	66	82	(16)	55	101	(46)
State Services	21	20	1	21	38	(17)
Office Rents and Expenses	263	567	(304)	231	652	(421)
Computer Support and System Development	809	3,634	(2,825)	861	3,454	(2,593)
Consulting	250	254	(4)	239	251	(12)
Workers Compensation	13	13	—	—	8	(8)
Unemployment Compensation	—	—	—	—	8	(8)
TOTAL	\$11,272	\$13,777	\$ (2,505)	\$ 9,874	\$14,285	\$(4,411)

*The New Hampshire biennial budget is composed of the initial operating budget and supplemented by additional appropriations. These appropriations are generated by Governor and Council action, annual session laws, and existing statutes which require appropriations under certain circumstances. The budget therefore is a flexible budget. It is a biennial budget which consists of balances brought forward plus current year appropriations, less balances carried forward into the following fiscal year. The balances carried forward into the following fiscal year are composed of encumbrances and non-lapsing appropriations.

PROFESSIONAL FEES

(in thousands)

	YEAR ENDED JUNE 30	
	2024	2023
Legal Fees	\$ 169	\$ 43
Actuarial Fees	198	152
Audit Fees	257	260
TOTAL PROFESSIONAL FEES	\$ 624	\$ 455

NEW HAMPSHIRE RETIREMENT SYSTEM

INVESTMENT SECTION

[CLICK HERE TO RETURN TO TABLE OF CONTENTS](#)

INVESTMENT CONSULTANT'S LETTER

Callan

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November 19, 2024

Board of Trustees
Investment Committee
Executive Director
The New Hampshire Retirement System
54 Regional Drive
Concord, NH 03301-8507

Dear NHRS Fiduciaries:

Callan LLC (Callan) is pleased to provide an overview of the New Hampshire Retirement System (NHRS) investment program for the fiscal year ended June 30, 2024. The capital markets registered strong returns over Fiscal Year 2024 (FY2024), with the U.S. market leading the way with a return of 23.1%, as measured by Russell 3000 Index. The U.S. economy was resilient during the Fiscal Year. Despite stubborn inflation, the labor market remained relatively strong and persistent growth in consumption spending kept surprising to the upside, contributing to relatively solid GDP growth over the last four quarters, ranging from 1.6% to 4.4% over this period.

So how should we interpret all the contrasting economic data we have observed over the last Fiscal Year, where in each quarter the economy kept surprising on the upside despite relatively pessimistic expectations? To put things in the right context, consider that four years ago U.S. GDP dropped by an incredible 28% in one quarter. While it quickly recovered, the country suffered a pandemic of stunning cost, both economically, and, more importantly, in terms of lost lives, severed social connections, missed education opportunities, and worsening mental health. And yet, here we are, on the verge of something that is very difficult to achieve: a “soft landing” for the U.S. economy, where inflation is brought down while growth gradually subsides, but we avoid a recession. This would be a remarkable achievement. In terms of the international arena, with very few exceptions, the global equity markets registered double-digit returns over the Fiscal Year, despite uncertainty regarding future economic growth across some developed non-U.S. economies, political instability, and divergent central bank policies. By contrast, emerging markets rebounded sharply over the last quarter of the fiscal year, after underperforming developed markets for multiple quarters, as both China and India produced strong returns. India’s rapid growth has benefited from positive demographics with a large working population, registering one of the highest real GDP growth rates globally in recent years compared to other countries. China posted negative returns over the Fiscal Year, struggling with increased regulatory scrutiny and economic slowdown. However, China’s GDP growth exceeded expectations in the last quarter of the Fiscal Year with a rebound in industrial production, manufacturing and exports.

NHRS follows an investment strategy designed to meet its funding requirements over the long-term. Assets are allocated efficiently to ensure that beneficiaries will receive the benefits they were promised. The Fund is managed on a total return basis, while recognizing the importance of capital preservation and prudent risk management. Additionally, the Independent Investment Committee (IIC) administers the Fund in accordance with sound fiduciary standards and industry best practices. The Fund’s strategic asset allocation and related objectives, parameters and specific delegation of responsibilities are explicitly defined in the Investment Policy Statement. The IIC manages the investment program pursuant to the investment policy, develops asset class guidelines, monitors and evaluates performance, and makes decisions regarding the retention or termination of asset managers. The investment manual includes all investment policies and asset class guidelines and may be obtained from the NHRS website at www.nhrs.org. The following pages report on the performance and attributes of the investment program for FY2024.

MARKET AND ECONOMIC REVIEW FOR THE YEAR ENDED JUNE 30, 2024

The hunt for signs of the much-anticipated slowdown in the U.S. economy continues to be thwarted. Every data release is scrutinized: However, despite stubborn inflation, the labor market has remained relatively strong and persistent growth in consumption spending has kept surprising to the upside. Inflation eased from the worrisome rise in 1Q24, but still sits at 3.0% compared to a year ago, well above the Fed’s target. The labor market looked like it finally cracked in April, creating just 108,000 jobs after adding 800,000 in the first three months of the year. Then job growth rebounded to 218,000 in May and 206,000 in June, clearly softer than the average monthly rate of 250,000 in 2023 and the surge in 1Q, but still solid. The unemployment rate remains low at 4.1%, although initial unemployment claims have been rising gradually since the recent low set in January. The labor market is indeed softening, which should reduce pressure on wage inflation at

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some point. A softer labor market will likely dampen consumer demand, and therefore provide more relief to inflation pressures. Consumer spending slowed from a robust 3% growth rate in the second half of 2023 to 1.5% in 1Q, another potential crack in the façade. Consumer spending rebounded to a 2.3% gain in 2Q and drove a surprising 2Q GDP growth rate of 2.8%, about double the rate expected for the quarter. In addition to consumer spending, GDP growth was driven by private inventory investment and business fixed investment, particularly in equipment and intellectual property. GDP growth in Q1 came in at just 1.4%, the first sure sign of the anticipated slowdown—or so it seemed. Interest rates have been higher for a longer period than many expected, including the Fed. There are surprisingly few signs that these higher rates have taken the expected toll on the economy. The economy does appear to be gradually slowing, current contradictory indicators like the strong GDP report aside. The cost of borrowing is sharply higher, and delinquencies in auto loans and credit cards are rising.

The Russell 3000 Index rose 23.1% over the fiscal year while the MSCI ACWI Ex-US Index rose 11.6%. Emerging markets equities, as measured by the MSCI Emerging Markets Index, returned 12.6%, outperforming non-U.S. developed markets equities. Within emerging markets, both China and India produced strong returns. China's GDP growth exceeded expectations with a rebound in industrial production, manufacturing, and exports. Further, the Chinese government implemented several measures to support capital markets. The fixed income market produced more modest returns, ending the volatile Fiscal Year with a return of 2.6%, as measured by the Bloomberg Aggregate Index, partly in response to interest rate uncertainty.

NHRS INVESTMENT PORTFOLIO REVIEW

For the fiscal year ended June 30, 2024, the NHRS Total Fund returned 9.3% gross of investment management fees (or “gross”) and 8.8% net of investment management fees (or “net”), underperforming the Total Fund Benchmark return of 11.9%. The Fund's 9.3% gross return ranked in the 68th percentile relative to peers in Callan's Large Defined Benefit Public Fund Universe, which consisted of 139 constituents as of June 30, 2024 (gross of fees returns are referenced in this section, as peer group returns and related rankings are also gross of fees). Domestic stocks and high yield bonds were among the best-performing asset classes over Fiscal Year 2024. The Fund's public equity and alternatives portfolios underperformed their respective benchmarks. The Fund's underperformance over the year was mostly attributable to the more modest valuations impacting private equity and private credit investments, following the aftermath of the market correction we experienced in 2022. Additionally, the disconnect between the investment results of these instruments and the public market benchmarks used to measure their performance, and associated premiums to account for liquidity risk, also contributed to these results. For example, the alternatives investments had a total return of 5.2% over the fiscal year, compared to a return of 20.8% of the benchmark. The benchmark reflects the combined return of the Russell 3000 Index, plus a premium of 2%, and the Bloomberg HY Corporate Index, plus a premium of 1%. Domestic stocks and high yield bonds were among the best-performing asset classes over Fiscal Year 2024. Consistent with our experience, it is difficult for private market investments to be able to “keep up” with their public market counterparts during high momentum markets, as was the case during the Fiscal Year, particularly considering the high level of concentration in the U.S. equity market, and the impressive returns registered by the “Magnificent Seven” technology stocks. This helps explain most of the underperformance registered using time weighted returns and the above-referenced benchmarks. For the trailing three-year period, the Fund returned 4.0%, gross of investment management fees (3.4% net), ranking in the 36th percentile of its peers (peer group rankings are measured gross of investment management fees). For the trailing five-year period, the Fund returned 8.1%, gross of investment management fees (7.7% net), ranking in the 36th percentile of the peer group. For the trailing ten-year period, the Fund returned 7.4%, gross of investment management fees (7.0% net), ranking in the 27th percentile of its peers, and for the trailing twenty-five year period, the Fund returned 6.7%, gross of investment management fees (6.3% net), ranking in the 45th percentile of its peers.

During fiscal year 2024, the IIC engaged in the following activities:

- **Strategic Asset Allocation:** Reevaluated the Fund's strategic asset allocation in November 2023. After a careful evaluation of several alternative asset mixes proposed by NHRS Staff, the Board adopted a new asset allocation, which enhances diversification and expected risk-adjusted outcomes. The new strategic allocation reduces exposure to public equity by 10%, increases the target allocation to private credit by 5% and introduces private infrastructure investments, with a target allocation of 5%.
- **Portfolio Structure Analysis:** NHRS Staff worked closely with the investment consultant to evaluate the structure of the Fund's public equity and fixed income portfolios. This analysis is being carried out in different stages to provide the

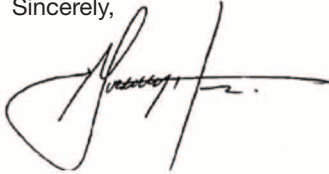
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Independent Investment Committee with an evaluation of the current structure and different alternatives for consideration for the eventual implementation of the new strategic asset allocation.

- **Alternative Assets Portfolio:** Continued to implement the approved allocations within the Alternative Assets portfolio. The portfolio continued to grow during the year, with an 8.2% increase in paid-in (contributed) capital and a 13.3% increase in distributed capital through December 31, 2023. The target allocation to private credit was increased from 5% to 10% of the total fund, effective June 30, 2024. The portfolio continued to make commitments to new and existing partnerships, with \$100 million in private equity commitments to one manager, and \$300 million in private credit commitments to three managers, in line with expected pacing. The private equity portfolio is expanding its allocation to U.S. buyout and co-investment opportunities, while the private credit portfolio increased its multi-strategy and direct lending allocations.

Callan LLC provides NHRS with strategic planning, implementation, performance monitoring services, and on-going research and education on a variety of relevant topics for institutional investors. The investment performance analysis produced by Callan has been developed using performance evaluation methodologies that are consistent with industry best practices. The performance results presented in this letter are calculated using a time-weighted returns and are reported both gross of investment management fees, as well as net of fees.

Sincerely,



Angel Haddad
Senior Vice President



Britton M. Murdoch
Senior Vice President

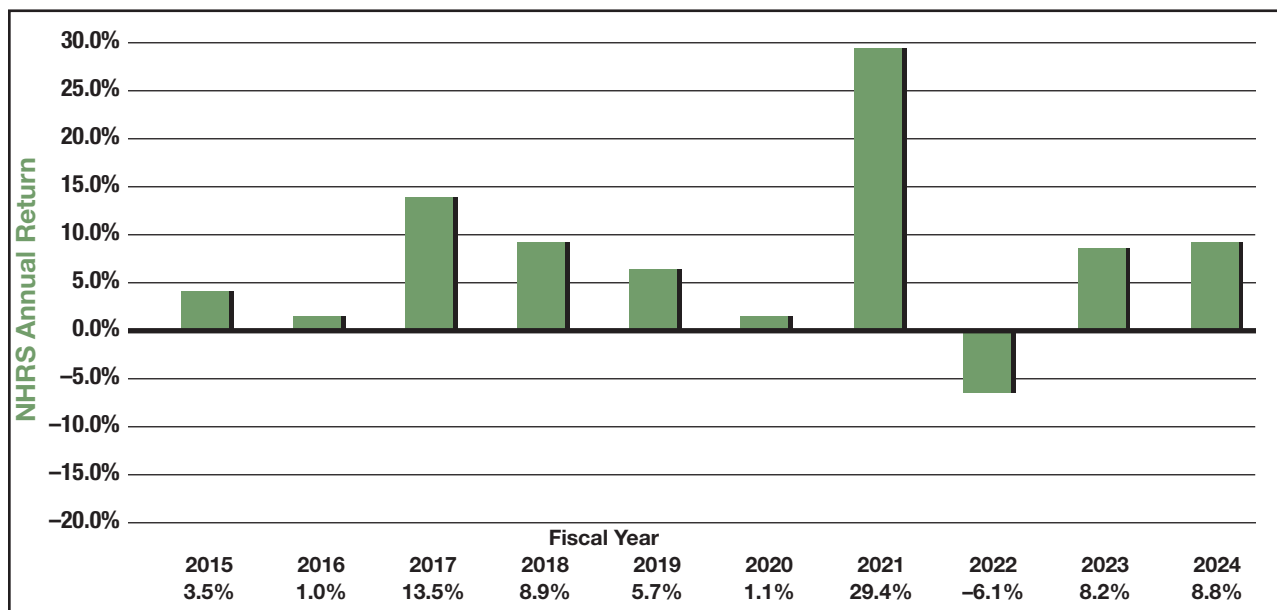
ANNUALIZED INVESTMENT RETURNS—ACTUAL VERSUS INDICES

	Current Year 2024	3-Year	Annualized 5-Year	10-Year
Total NHRS Fund	8.8%	3.4%	7.7%	7.0%
Total Fund Custom Index*	11.9	3.7	7.7	7.3
Domestic Equity	19.0	6.5	12.2	10.6
Total Domestic Equity Blended Benchmark*	23.1	8.1	13.8	12.2
Non-U.S. Equity	11.3	1.5	5.8	4.6
Total Non-U.S. Equity Blended Benchmark*	11.6	0.5	5.6	3.8
Fixed Income	3.5	(2.3)	1.0	1.9
Total Fixed Income Blended Benchmark*	3.5	(2.7)	0.1	1.6
Real Estate	(7.2)	3.6	6.0	8.3
Total Real Estate Blended Benchmark*	(10.0)	1.0	2.3	5.5
Alternative Investments	5.2	5.9	10.7	9.0
Total Alternative Investments Benchmark*	20.8	10.3	13.6	11.6
Cash Equivalents	5.5	3.1	2.3	1.6
90 Day T-Bills	5.4	3.0	2.2	1.5

Performance returns are calculated on a net-of-fees time-weighted rate of return basis.

*In a dynamic market, strategies and objectives evolve over time. Consequently, these benchmarks are blended due to historical investment strategy decisions. Detailed descriptions of the benchmarks above are available by contacting NHRS.

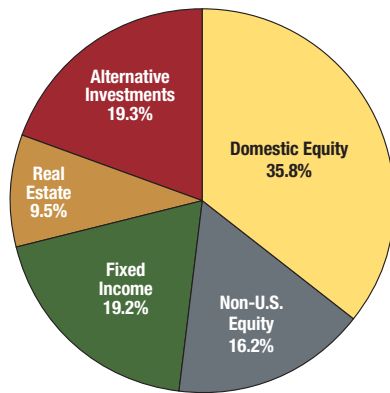
Ten-Year History of Time-Weighted Total NHRS Fund Annual Returns



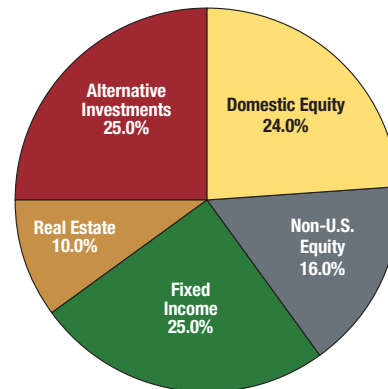
ACTUAL ASSET ALLOCATION VERSUS TARGET ASSET ALLOCATION

	Actual %	As of June 30, 2024 Target %	Target Range %
Broad US Equity	35.8%	24.0%	20–40
Global Ex-U.S. Equity	16.2	16.0	15–25
Fixed Income	19.2	25.0	20–30
Real Estate	9.5	10.0	5–20
Alternative Investments	19.3	25.0	5–25
TOTAL FUND	100.0%	100.0%	

Actual Asset Allocation as of June 30, 2024



Target Asset Allocation as of June 30, 2024



TEN LARGEST STOCK HOLDINGS BY FAIR VALUE*

(in thousands)

	Shares	Stock	June 30, 2024 Fair Value
1	433,424	MICROSOFT CORP	\$193,719
2	1,234,247	NVIDIA CORP	152,479
3	723,239	APPLE INC	152,329
4	648,214	ALPHABET INC	118,521
5	575,006	AMAZON.COM INC	111,120
6	109,958	META PLATFORMS INC	55,443
7	371,965	NOVO NORDISK A/S	53,756
8	90,837	BERKSHIRE HATHAWAY INC	36,952
9	40,058	ELI LILLY & CO	36,268
10	80,294	MASTERCARD INC	35,423

TEN LARGEST FIXED INCOME HOLDINGS BY FAIR VALUE*

(in thousands)

	Par**	Security	June 30, 2024 Fair Value
1	44,520,000	U.S. Treasury Bond – 4.375%, 2043	\$42,972
2	32,602,000	U.S. Treasury Note – 3.625%, 2028	31,674
3	28,558,000	U.S. Treasury Note – 4.000%, 2029	28,118
4	21,931,000	U.S. Treasury Note – 4.625%, 2029	22,183
5	25,823,000	U.S. Treasury Bond – 3.625%, 2053	21,975
6	20,635,000	U.S. Treasury Note – 4.375%, 2028	20,611
7	20,563,000	U.S. Treasury Note – 4.000%, 2034	19,959
8	17,250,000	U.S. Treasury Note – 4.625%, 2026	17,188
9	17,080,000	U.S. Treasury Note – 4.375%, 2028	17,077
10	22,630,000	U.S. Treasury Bond – 3.000%, 2052	17,025

*A complete listing of separate account portfolio holdings is available by contacting the NHRS offices. NHRS also invests in various commingled investment vehicles, for which the underlying investments are custodied outside of The Bank of NY Mellon (Master Custodian for NHRS), as reported on the Summary of Investments schedule.

**Par value is denoted in local currency.

SCHEDULE OF INVESTMENT MANAGEMENT AND SERVICE FEES

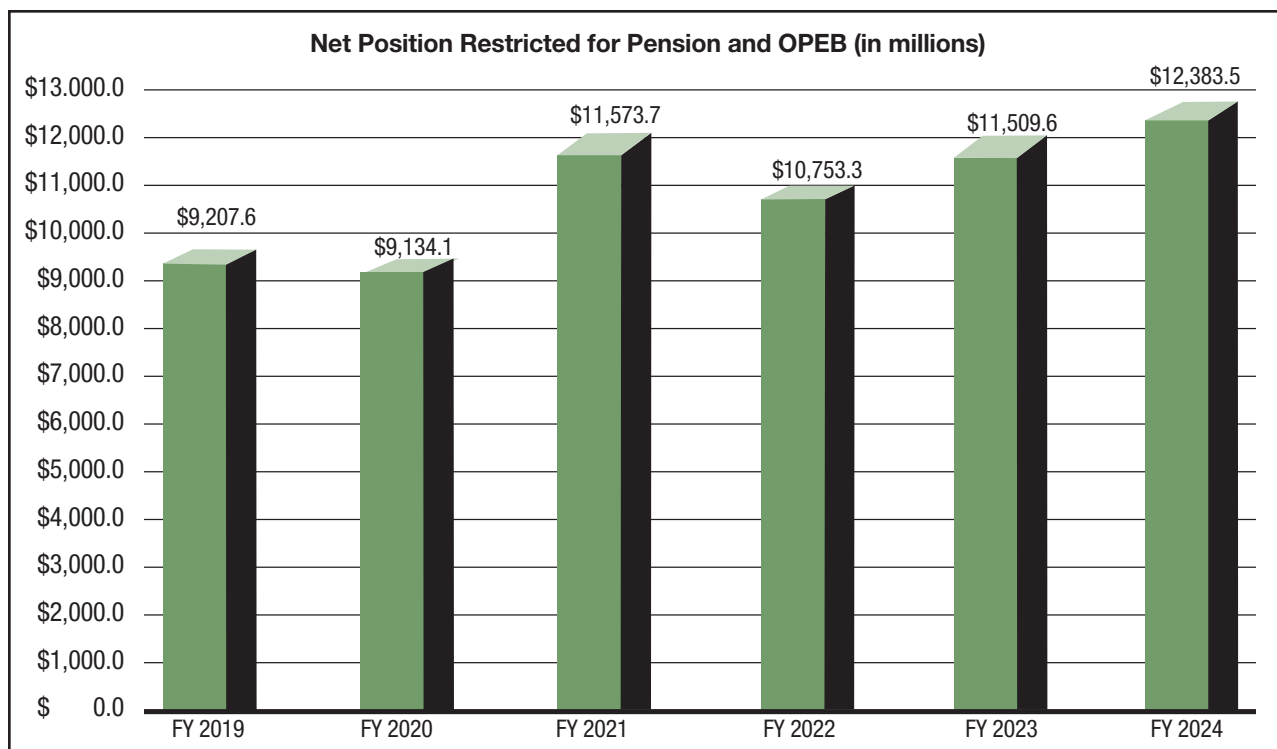
	YEAR ENDED JUNE 30, 2024		
	Assets Under Management (in thousands)	Fees (in thousands)	Average Basis Points
INVESTMENT MANAGEMENT FEES			
Equity Portfolios:			
Domestic	\$ 4,234,465	\$ 11,206	26
Non-U.S.	1,919,586	8,747	46
Fixed Income Portfolios	2,278,980	5,920	26
Alternative Investments*	2,291,255	18,423	80
Real Estate	1,127,946	12,288	109
Cash and Cash Equivalents	331,768	—	—
TOTAL INVESTMENT MANAGEMENT FEES	\$12,184,000	\$ 56,584	46
INVESTMENT SERVICE FEES			
Custodial Fees	\$12,184,000	\$ 704	1
Investment Advisor Fees — External	12,184,000	650	1
Investment Professional Fees	12,184,000	452	—
Investment Administrative Expenses — Internal	12,184,000	1,109	1
TOTAL INVESTMENT MANAGEMENT AND SERVICE FEES	\$12,184,000	\$ 59,499	49

*The custodian records all transactions on a net of fee basis.

SCHEDULE OF BROKERAGE COMMISSIONS PAID

Brokerage Firm	YEAR ENDED JUNE 30, 2024		
	Number of Shares Traded (in thousands)	Total Commissions (in thousands)	Commissions Per Share
GOLDMAN SACHS & CO, NY	5,580	\$ 136	0.02
J.P MORGAN SECURITIES INC, NEW YORK	4,670	135	0.03
MORGAN STANLEY AND CO., LLC, NEW YORK	5,755	130	0.02
MERRILL LYNCH INTL LONDON EQUITIES	6,389	94	0.01
JEFFERIES & CO INC, NEW YORK	4,551	87	0.02
MERRILL LYNCH PIERCE FENNER SMITH INC NY	3,769	84	0.02
J P MORGAN SECS LTD, LONDON	3,085	70	0.02
UBS SECURITIES LLC, STAMFORD	4,071	59	0.01
WELLS FARGO SECURITIES, LLC, NEW YORK	2,256	57	0.03
LIQUIDNET INC, NEW YORK	2,810	49	0.02
PERSHING LLC, JERSEY CITY	2,445	47	0.02
RBC CAPITAL MARKETS LLC, NEW YORK	3,975	45	0.01
UBS EQUITIES, LONDON	4,245	40	0.01
BERNSTEIN SANFORD C & CO, NEW YORK	2,494	34	0.01
BAIRD, ROBERT W & CO INC, MILWAUKEE	1,812	34	0.02
BMO CAPITAL MARKETS CORP, NEW YORK	1,580	29	0.02
BTIG LLC, NEW YORK	1,238	29	0.02
BARCLAYS CAPITAL, LONDON (BARCGB33)	1,317	29	0.02
RAYMOND JAMES & ASSOC INC, ST PETERSBURG	1,178	29	0.02
All Others (174 not listed separately)	47,801	810	0.02
TOTAL BROKERAGE COMMISSIONS PAID	111,022	\$ 2,029	0.02

Commission detail is not included in the schedule above for the commingled funds in which NHRS invests.



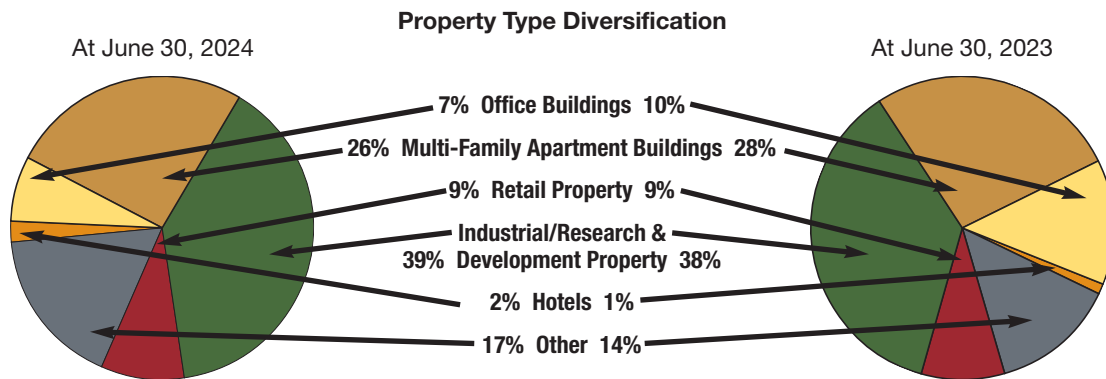
SUMMARY OF INVESTMENTS

TYPE OF INVESTMENT	June 30, 2024	
	Fair Value (in millions)	Percent of Total Fair Value
FIXED INCOME		
Collateralized/Asset Backed Securities	\$ 169.0	1.4%
Corporate Bonds	500.3	4.2%
Government and Agency Bonds	566.0	4.8%
Blackrock Strategic Income Opportunities	270.8	2.3%
Fidelity	375.4	3.2%
Inc. and Research Management	3.9	0.0%
Manulife	215.8	1.8%
Mellon US AG Bond	177.9	1.5%
TOTAL FIXED INCOME	\$ 2,279.0	19.1%
EQUITY		
Consumer Cyclical	\$ 621.0	5.2%
Consumer Non-Cyclical	1,161.6	9.8%
Energy	207.2	1.7%
Financial Services	883.7	7.5%
Industrial Materials	765.9	6.5%
Technology	1,132.1	9.6%
Basic Materials	206.5	1.7%
Communications	524.3	4.4%
Utilities	127.5	1.1%
Blackrock Superfund	199.4	1.7%
Wellington NHT	8.5	0.1%
Wellington ISCRE	136.6	1.2%
Wellington Emerging Markets Local Equity Fund	179.8	1.5%
TOTAL EQUITY	\$ 6,154.1	51.9%
OTHER INVESTMENTS		
Alternative Investments	\$ 2,291.3	19.4%
Real Estate	1,127.9	9.5%
TOTAL INVESTMENTS	\$ 11,852.2	100.0%

REAL ESTATE INVESTMENTS BY TYPE

(in thousands)

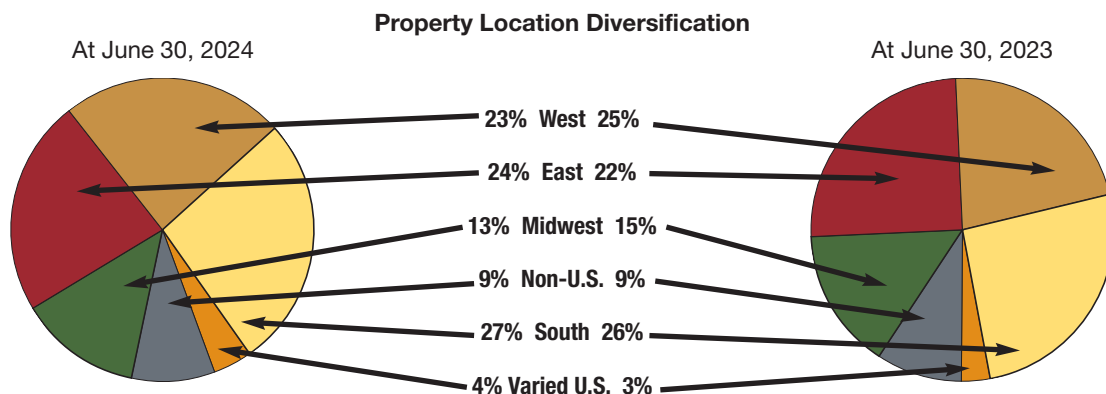
	JUNE 30	
	2024	2023
Office Buildings	\$ 78,999	\$ 128,158
Multi-Family Apartment Buildings	296,809	358,844
Retail Property	99,313	115,343
Industrial/Research & Development Property	443,521	487,003
Hotels	15,800	12,816
Other	194,111	179,422
TOTAL REAL ESTATE INVESTMENTS BY TYPE	\$1,128,553	\$1,281,586



REAL ESTATE INVESTMENTS BY LOCATION

(in thousands)

	JUNE 30	
	2024	2023
West	\$ 257,310	\$ 320,396
East	269,724	281,949
South	308,095	333,212
Midwest	150,098	192,238
Varied U.S.	42,885	38,448
Non-U.S.	100,441	115,343
TOTAL REAL ESTATE INVESTMENTS BY LOCATION	\$1,128,553	\$1,281,586



ALTERNATIVE INVESTMENTS	(in thousands)	
	2024	2023
	JUNE 30	
Growth Equity	\$ 378,266	\$ 391,725
Buyouts	892,637	815,280
Secondaries	368,260	357,302
Mezzanine	2,923	4,260
Distressed	130,598	153,647
Direct Lending Strategies	341,714	348,537
Energy	72,159	94,135
Multisector	54,167	35,063
Specialty Finance	50,531	28,395
TOTAL ALTERNATIVE INVESTMENTS	\$2,291,255	\$2,228,344

NET APPRECIATION (DEPRECIATION) IN FAIR VALUE OF INVESTMENTS	(in thousands)	
	2024	2023
	YEAR ENDED JUNE 30	
Equity Investments:		
Domestic	\$ 602,004	\$ 475,466
Non-U.S.	202,447	302,268
Fixed Income Investments	28,070	(12,284)
Temporary Investments	31	24
Real Estate	(102,565)	(123,896)
Growth Equity	3,311	(210)
Buyouts	74,422	57,086
Secondaries	191	18,645
Mezzanine	(688)	288
Distressed	(7,774)	3,657
Direct Lending	(2,729)	(12,614)
Energy	(3,452)	(14,270)
Multisector	245	1,611
Specialty Finance	1,997	803
TOTAL NET APPRECIATION (DEPRECIATION) IN FAIR VALUE OF INVESTMENTS	\$ 795,508	\$ 696,574

	(in thousands)	
	ALTERNATIVE INVESTMENT INCOME (LOSS)	
	YEAR ENDED JUNE 30	
	2024	2023
Distressed	\$ 3,396	\$ 1,803
Secondaries	(90)	(20,670)
Direct Lending	39,010	33,824
Energy	10,593	18,874
Mezzanine	—	237
Buyouts	1,095	(802)
Growth Equity	6,527	763
Multisector	4,249	1,100
Specialty Finance	4,368	2,431
TOTAL ALTERNATIVE INVESTMENT INCOME*	\$ 69,148	\$ 37,560

*Other alternative investment types not listed above had no income (loss) for either of the years reported.

	(in thousands)	
	REAL ESTATE INVESTMENTS INCOME AND EXPENSES	
	NET INCOME	
	YEAR ENDED JUNE 30	
	2024	2023
Office Buildings	\$ 1,228	\$ 2,159
Multi-Family Apartment Buildings	4,616	6,044
Retail Property	1,544	1,943
Industrial/Research & Development Property	6,897	8,203
Hotels	246	216
Other	3,019	3,022
TOTAL	\$ 17,550	\$ 21,587

NEW HAMPSHIRE RETIREMENT SYSTEM

ACTUARIAL SECTION

[CLICK HERE TO RETURN TO TABLE OF CONTENTS](#)

ACTUARIAL CERTIFICATION



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December 12, 2024

Board of Trustees
New Hampshire Retirement System
54 Regional Drive
Concord, New Hampshire 03301-8509

Attention: Ms. Jan Goodwin, Executive Director

Dear Board Members:

This report was prepared at the request of the Board and is intended for use by the New Hampshire Retirement System (“NHRS”) and those designated or approved by the Board. This report may be provided to parties other than the NHRS only in its entirety and only with the permission of the Board. GRS is not responsible for unauthorized use of this report. This report should not be relied on for any purpose other than the purposes described below:

The purposes of this report are:

- To provide information in connection with Governmental Accounting Standards Board (GASB) Statement No. 67 “Financial Reporting for Pension Plans” as of June 30, 2024.
- To provide information in connection with Governmental Accounting Standards Board (GASB) Statement No. 74 “Financial Reporting for Postemployment Benefit Plans Other Than Pension Plans” as of June 30, 2024.
- To provide supporting schedules for the Annual Comprehensive Financial Report for the System’s use in the Actuarial Section, the Statistical Section, Notes to the Financial Statements, and Required Supplementary Information.

This report was based upon information, furnished by the New Hampshire Retirement System staff, concerning Retirement System benefits, financial transactions, active members, terminated members, and retirees and beneficiaries as of June 30, 2024. We checked for internal and year-to-year consistency, but did not audit the data. We are not responsible for the accuracy or completeness of the data provided by the NHRS.

We prepared the following supporting schedules for the Annual Comprehensive Financial Report of the NHRS for use in the Actuarial Section, the Statistical Section, Notes to the Financial Statements and Required Supplementary Information:

- Summary of Actuarial Assumptions and Methods
 - Percent Retiring Within Next Year
 - Probabilities of Becoming Disabled Within Next Year
 - Percent Separating Within Next Year
 - Individual Employee Pay Increases
- Retirees and Beneficiaries Age Distribution
- Active Members by Valuation Division
- Active Members Age and Service Distribution
- Historical Membership Data – Active and Retired
- Summary of Membership Data by Category
- Schedule of Average Benefit Payment Amounts
- Schedule of Retired and Vested Members by Type of Benefit
- Solvency Test
- Schedule of Employer Contributions – Pension and OPEB

One Towne Square | Suite 800 | Southfield, Michigan 48076-3723

- Schedule of Changes in the Employers' Net Pension Liability, Net OPEB Liability and Related Ratios
- Sensitivity of Net Pension Liability and Net OPEB Liability to the Single Discount Rate Assumption

The schedules include information regarding pension plan funding under the New Hampshire Statute RSA 100-A:16. The basic financial objective of the New Hampshire Retirement System is to establish and receive pension contributions which:

- When expressed in terms of percents of active member payroll will remain approximately level from generation to generation; and
- When combined with present assets and future investment return will be sufficient to meet the financial obligations of the NHRS to present and future retirees and beneficiaries.

The financial objective for medical subsidy benefits under RSA 100-A:53, 53-b, 53-c and 53-d is to contribute the lesser of 25 percent of the total employer contribution or the minimum amount necessary to maintain the benefit. RSA 100-A:16 requires biennial actuarial valuations on June 30th of odd years. The Board has adopted an Actuarial Funding Policy which requires annual actuarial valuations. The financial objectives are addressed within the statutory biennial actuarial valuation. The valuation process develops pension contribution rates that are sufficient to fund the plan's current pension cost (i.e., the costs assigned by the valuation method to the year of service about to be rendered), as well as to fund pension unfunded actuarial accrued liabilities as a level percent of active member payroll over a closed 30-year period beginning with the fiscal year ending June 30, 2010. Legislation was enacted in 2018 which requires the unfunded liability as of June 30, 2017 to be amortized through 2039. Each subsequent change in liability as calculated in odd-numbered years shall be separately amortized over a fixed period of no longer than 20 years.

The actuarial calculations for funding purposes as of June 30, 2024 in this report are based on the assumptions adopted by the Board pursuant to the June 30, 2023 Experience Study and the census information as of June 30, 2024. The actuarial accrued liability as of June 30, 2024 differs from the total pension (OPEB) liability as of June 30, 2024 under GASB Statement Nos. 67 and 74 because the total pension (OPEB) liability is based on a roll-forward of the June 30, 2023 actuarial valuation under the System's accounting procedures.

For funding purposes, assets are valued on a fair value related basis that recognizes each year's difference between actual and assumed investment return over a closed five-year period. For GASB Statement Nos. 67 and 74 purposes, assets are reported and used on a fair value basis.

The actuarial valuation results summarized in this report involve actuarial calculations that require assumptions about future events. The actuarial assumptions are established by the Board after consulting with the actuary under New Hampshire Statute RSA 100-A:14 IX. The assumptions and methods used in this report are reasonable and appropriate for funding purposes and conform to the Actuarial Standards of Practice. However, other assumptions and methods could also be reasonable and could result in materially different results. In addition, because it is not possible or practical to consider every possible contingency, we may use summary information, estimates or simplifications of calculations to facilitate the modeling of future events. We may also exclude factors or data that are deemed to be immaterial. The actuarial funding method is the Individual Entry Age Actuarial Cost Method, in compliance with NHRS State Statutes. The actuarial assumptions and the methods comply with the requirements of Statement Nos. 67 and 74 of the Governmental Accounting Standards Board. Each actuarial valuation takes into account all prior differences between actual and assumed experience in each risk area and adjusts the contribution rates as needed. Actuarial methods and assumptions were adopted by the Board pursuant to the June 30, 2023 Experience Study.

We have assessed that the contribution rates calculated under the current funding policy are reasonable Actuarially Determined Employer Contributions (ADECs) and they are consistent with the plan accumulating adequate assets to make benefit payments when due.

This report was prepared using our proprietary valuation model and related software which, in our professional judgment, has the capability to provide results that are consistent with the purposes of this valuation, and has no material limitations or known weaknesses. We performed tests to ensure that the model reasonably represents that which is intended to be modeled.

We certify that the information contained in this June 30, 2024 accounting report of the NHRS is accurate and fairly presents the actuarial position of the New Hampshire Retirement System as of June 30, 2024 under the current actuarial as-



sumptions. The combined effect of the assumptions, excluding prescribed assumptions or methods set by law, is expected to have no significant bias (i.e., not significantly optimistic or pessimistic). For funding purposes, all calculations have been made in conformity with generally accepted actuarial principles and practices, with the Actuarial Standards of Practice issued by the Actuarial Standards Board and with applicable statutes RSA 100-A:16, 100-A:53, 100-A:53-b, 100-A:53-c, and 100-A:53-d.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or additional cost or contribution requirements based on the plan's funded status); and changes in plan provisions or applicable law.

The actuaries submitting this report are independent of the plan sponsor, are Members of the American Academy of Actuaries (MAAA), and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein.

Respectfully submitted,
Gabriel, Roeder, Smith & Company



Heidi G. Barry, ASA, FCA, MAAA



Jeffrey T. Tebeau, FSA, EA, FCA, MAAA



Casey T. Ahlbrandt-Rains, ASA, FCA, MAAA



SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS

VALUATION METHODS

PENSION

Actuarial Cost Methods — Normal cost and the allocation of benefit values between service rendered before and after the valuation date were determined using an Individual Entry-Age Actuarial Cost Method having the following characteristics:

- (i) the annual normal cost for each individual active member, payable from the date of employment to the date of retirement, is sufficient to accumulate the value of the member's benefit at the time of retirement;
- (ii) each annual normal cost is a constant percentage of the member's year by year projected covered pay.

Actuarial gain/(losses), as they occur, reduce (increase) the unfunded actuarial accrued liability.

Financing of Unfunded Actuarial Accrued Liabilities — Unfunded Actuarial Accrued Liabilities are amortized by level (principal & interest combined) percent-of-payroll contributions from the contribution effective date. The unfunded liability as of June 30, 2017 shall be amortized through 2039. Each subsequent change in liability as calculated in odd-numbered years shall be separately amortized over a fixed period of no longer than 20 years.

OPEB

- (i) Liabilities are determined under the entry-age actuarial cost method.
- (ii) Contribution rates to the 401(h) sub-trust are determined as the lesser of 25% of the employers' contributions or the actuarial required contribution rate that keeps the medical subsidy sub-trust solvent (the "solvency rate").

Actuarial Value of Assets — The actuarial value of assets recognizes assumed investment income fully each year. Differences between actual and assumed investment income are phased in over a closed 5 year period. During periods when investment performance exceeds the assumed rate, funding value of assets will tend to be less than fair value. During periods when investment performance is less than the assumed rate, funding value of assets will tend to be greater than fair value. The funding value of assets is unbiased with respect to fair value. At any time it may be either greater or less than fair value. If assumed rates are exactly realized for 4 consecutive years, it will become equal to fair value. Funding value was limited to a 20% corridor around the fair value.

The actuarial value of assets allocated to the pension and medical subsidy plan is based on the fair value of those plans. The actuarial value of assets was then further allocated to each fund (either pension or medical subsidy) based on the fair value of those funds.

For purposes of determining the medical subsidy solvency rate, the fair value of assets was used for all group funds due to the short time horizon before these closed group funds are expected to become pay-as-you-go.

Development of Amortization Payment — The employer contribution rates determined by the 2023 valuation are for the 2026–2027 biennium. The Unfunded Actuarial Accrued Liability (UAAL) was determined using the Actuarial Value of assets and actuarial accrued liability calculated as of the valuation date. The UAAL amortization payment (one component of the contribution requirement), is the level percent of pay required to fully amortize the UAAL over multiple periods beginning on July 1, 2024. This UAAL payment reflects any payments expected to be made and interest to be accrued between the valuation date and the date contributions determined by the June 30, 2023 Funding report are scheduled to begin. It was assumed that the entire pension contribution as determined by the June 30, 2021 valuation effective from July 1, 2024 to June 30, 2026 would be contributed to the net pension assets. The unfunded liability as of June 30, 2017 shall be amortized through 2039. Each subsequent change in liability as calculated in odd-numbered years shall be separately amortized over a fixed period of no longer than 20 years.

ECONOMIC ASSUMPTIONS

The investment return rate assumed in the valuation is 6.75% per year, compounded annually (net after investment expenses). The investment return rate assumed in the medical subsidy valuations is 3% per year, compounded annually (net after investment expenses) for purposes of computing accrued liabilities and other disclosures required by GASB Statement No. 74. However, for determining the solvency contribution rate for the medical subsidy account, the investment return rate assumption was 6.75% on the fair value of assets.

The wage inflation rate assumed in this valuation was 3.00% per year. The wage inflation rate is defined to be the portion of total pay increases for an individual that are due to macro economic forces including productivity, price inflation, and labor market conditions. The wage inflation rate does not include pay changes related to individual merit and seniority effects.

The price inflation assumption is 2.25% per year.

The assumed real rate of return over wage inflation is defined to be the portion of total investment return that is more than the assumed total wage growth rate. Considering other economic assumptions, the 6.75% investment return rate translates to an assumed real rate of return over wage inflation of 3.75%. The assumed real rate of return over price inflation would be higher — on the order of 4.50%, with a 2.25% price inflation assumption.

The active member population is assumed to remain constant. For purposes of financing the unfunded liabilities, total payroll is assumed to grow at the wage inflation rate — 3.00% per year. For Teachers, the active member population is assumed to decline by 0.50% per year. For purposes of financing the unfunded liabilities, total payroll for Teachers is assumed to grow at the wage inflation rate minus 0.50% which is 2.50% per year.

Pay increase assumptions for individual active members are shown for sample ages on [pages 75–79](#). Part of the assumption for each age is for merit and/or seniority increase, and the other 3.00% recognizes wage inflation, including price inflation, productivity increases, and other macro economic forces.

TECHNICAL ASSUMPTIONS

Administrative & Investment Expenses	The investment return assumption is intended to be the return net of investment expenses. Annual administrative expenses are assumed to be equal to the prior year’s administrative expenses. Assumed administrative expenses are added to the Normal Cost, and were 0.35% of payroll in the June 30, 2024 interim valuation.
Benefit Service	Exact fractional service is used to determine the amount of benefit payable.
COLA	None assumed.
Decrement Operation	Disability and turnover decrements do not operate during normal retirement eligibility for Group I and Group II members. They do operate for early retirement for Group I members.
Decrement Timing	Normal and early retirement decrements for the Teachers group are assumed to occur at the beginning of the year. All other decrements were assumed to occur mid-year.
Eligibility Testing	Eligibility for benefits is determined based upon the age nearest birthday and service nearest whole year on the date the decrement is assumed to occur.
Incidence of Contributions	Contributions are assumed to be received continuously throughout the year based upon the computed percent of payroll, and the actual payroll payable at the time contributions are made.
Liability Adjustments	Normal, early, and vesting retirement liabilities are increased by 8.0%, 5.0%, 9.5%, and 10.5% for Employees, Teachers, Police, and Fire respectively to account for end of career pay increases. Members hired after July 1, 2011 or who have non-vested status as of January 1, 2012 are assumed to have no adjustment for end of career payments. Normal, early, and vesting retirement liabilities are increased by 4.75% and 5.25% for Police and Fire respectively for Group II members hired after July 1, 2011 or who have non-vested status as of January 1, 2012 to account for end of career pay increases.
Marriage Assumption	Group I: 50% of males and 50% of females are assumed to be married for purposes of death-in-service benefits. Group II: 65% of males and 65% of females are assumed to be married for purposes of death-in-service and death after retirement benefits. Male spouses are assumed to be three years older than female spouses for active member valuation purposes.
Normal Form of Benefit	This valuation assumes that members will elect the normal form of payment. Alternate forms of payment are available and are actuarially adjusted based on the valuation interest and mortality. Group I: The assumed normal form of benefit is a straight life benefit. Group II: The assumed normal form of benefit is straight life for single members and joint and 50% survivor for married members.
Pay Increase Timing	Beginning of (Fiscal) year. This is equivalent to assuming that reported pays represent amounts paid to members during the year ended on the valuation date.
New Entrant Profile	For purposes of projecting the normal cost to the beginning of the rate setting biennium, the new entrant profile is based on actual members with 3–8 years of service on the valuation date.
Service Credit Accruals	It is assumed that members accrue one year of service credit per year.
Data Adjustments	New active member pays were annualized.
Medical Subsidy	The solvency rates for the medical subsidy benefits were determined to provide an estimated margin of 20% of the benefits (50% for Teachers) by the end of the first year of the biennium and thereafter. The margin is intended to mitigate the risk of insolvency due to adverse experience.

GROUP I—EMPLOYEES

SEPARATIONS FROM ACTIVE SERVICE: Representative values of the assumed annual rates of withdrawal and vesting, death, disability, and normal retirement are as follows:

		Annual Rate of						
		Withdrawal and Vesting		Death*			Disability**	
Age	Years of Service	Men	Women	Age	Men	Women	Men	Women
	0	27.50%	27.50%					
	1	21.50	21.50					
	2	15.30	15.30					
	3	12.50	12.50					
	4	10.00	10.00					
				20	.038%	.014%		
25	5+	8.70	8.70	25	.033	.011	.009	.009
30		7.21	7.21	30	.051	.021	.012	.012
35		6.05	6.05	35	.072	.033	.015	.015
40		5.24	5.24	40	.091	.043	.032	.032
45		4.62	4.62	45	.108	.055	.060	.060
50		4.01	4.01	50	.141	.075	.125	.125
55		3.67	3.67	55	.207	.120	.235	.235
60		3.40	3.40		—	—	—	—

Annual Rate of Normal Retirement				
Age	For Members Hired Prior to July 1, 2011		For Members Hired On or After July 1, 2011	
	Men	Women	Men	Women
60	10.00%	10.00%	—	—
61	10.50	10.50	—	—
62	15.50	13.50	—	—
63	15.00	13.60	—	—
64	13.00	14.50	—	—
65	25.00	22.00	30.0%	30.0%
66	25.00	25.00	25.00	25.00
67	25.00	25.00	20.00	15.00
68–74	25.00	25.00	15.00	15.00
75	100.00	100.00	100.00	100.00

*98% are assumed to be ordinary death and 2% are assumed to be accidental death.
 **60% are assumed to be ordinary disability and 40% are assumed to be accidental disability.

SALARY INCREASES: Representative values of the assumed rates of future salary increases are as follows:

Service Index	Merit & Seniority	Base	Annual Rate of Salary Increases
1	13.00%	3.00%	16.00%
2	6.50	3.00	9.50
3	3.25	3.00	6.25
4	3.00	3.00	6.00
5	2.60	3.00	5.60
6	2.40	3.00	5.40
7	2.00	3.00	5.00
8	1.75	3.00	4.75
9	1.60	3.00	4.60
10	1.50	3.00	4.50
11	1.50	3.00	4.50
12	1.00	3.00	4.00
13	1.00	3.00	4.00
14	1.00	3.00	4.00
15–25	0.75	3.00	3.75

DEATHS AFTER RETIREMENT:

MORTALITY RATE			MORTALITY RATE		
AGE	MEN	WOMEN	AGE	MEN	WOMEN
35	.074%	.046%	60	.636%	.584%
40	.093	.061	65	.931	.704
45	.123	.094	70	1.430	1.103
50	.287	.406	75	2.390	1.923
55	.416	.489	80	4.296	3.520

GROUP I – TEACHERS

SEPARATIONS FROM ACTIVE SERVICE: Representative values of the assumed annual rates of withdrawal and vesting, death, disability, and normal retirement are as follows:

		Annual Rate of						
		Withdrawal and Vesting		Death*			Disability**	
Age	Years of Service	Men	Women	Age	Men	Women	Men	Women
	0	25.00%	25.00%					
	1	13.00	13.00					
	2	11.00	11.00					
	3	10.00	10.00					
	4	8.00	8.00	20	.035%	.014%	.000%	.000%
25	5+	7.80	7.80	25	.019	.011	.004%	.004%
30		5.90	5.90	30	.031	.020	.005	.005
35		4.70	4.70	35	.046	.028	.006	.006
40		3.30	3.30	40	.058	.037	.013	.013
45		2.60	2.60	45	.074	.047	.024	.024
50		2.60	2.60	50	.105	.066	.050	.050
55		2.60	2.60	55	.163	.104	.094	.094
60		2.60	2.60		—	—	—	—

*98% are assumed to be ordinary death and 2% are assumed to be accidental death.
 **80% are assumed to be ordinary disability and 20% are assumed to be accidental disability.

Annual Rate of Normal Retirement				
For Members Hired Prior to July 1, 2011			For Members Hired On or After July 1, 2011	
Age	Men	Women	Men	Women
60	16.00%	13.00%	—	—
61	16.00	14.00	—	—
62	16.00	18.00	—	—
63	16.00	19.00	—	—
64	20.00	19.00	—	—
65	28.00	35.00	50.00%	50.00%
66	28.00	35.00	50.00	50.00
67–74	28.00	35.00	25.00	25.00
75	100.00	100.00	100.00	100.00

SALARY INCREASES: Representative values of the assumed rates of future salary increases are as follows:

Service Index	Merit & Seniority	Base	Annual Rate of Salary Increases
1	9.00%	3.00%	12.00%
2	8.50	3.00	11.50
3	4.00	3.00	7.00
4	3.50	3.00	6.50
5	3.25	3.00	6.25
6	3.00	3.00	6.00
7	2.75	3.00	5.75
8	2.50	3.00	5.50
9	2.50	3.00	5.50
10	2.25	3.00	5.25
11	2.00	3.00	5.00
12	1.75	3.00	4.75
13	1.50	3.00	4.50
14	1.25	3.00	4.25
15–25	1.00	3.00	4.00

DEATHS AFTER RETIREMENT:

MORTALITY RATE			MORTALITY RATE		
AGE	MEN	WOMEN	AGE	MEN	WOMEN
35	.049%	.030%	60	.384%	.306%
40	.061	.039	65	.627	.439
45	.078	.049	70	1.042	.694
50	.114	.076	75	1.889	1.314
55	.223	.195	80	3.597	2.635

GROUP II – POLICE OFFICERS

SEPARATIONS FROM ACTIVE SERVICE: Representative values of the assumed annual rates of withdrawal, vesting, death, disability, and retirement are as follows:

		Annual Rate of						
		Withdrawal and Vesting		Death*			Disability**	
Age	Years of Service	Men	Women	Age	Men	Women	Ordinary	Accidental
	0	26.00%	26.00%					
	1	16.00	16.00					
	2	11.00	11.00					
	3	8.00	8.00					
	4	7.00	7.00	20	.042%	.017%	.013%	.039%
25	5+	7.00	7.00	25	.043	.025	.013	.039
30		5.00	5.00	30	.058	.038	.013	.039
35		4.20	4.20	35	.072	.051	.029	.088
40		3.30	3.30	40	.081	.059	.066	.199
45		2.95	2.95	45	.090	.065	.136	.408
50		2.78	2.78	50	.113	.082	.209	.628
55		2.65	2.65	55	.165	.120	.322	.967

*50% are assumed to be ordinary death and 50% are assumed to be accidental death.

**25% are assumed to be ordinary disability and 75% are assumed to be accidental disability.

SALARY INCREASES: Representative values of the assumed rates of future salary increases are as follows:

Service Index	Merit & Seniority	Base	Annual Rate of Salary Increases
1	30.00%	3.00%	33.00%
2	22.00	3.00	25.00
3	6.00	3.00	9.00
4	4.75	3.00	7.75
5	4.00	3.00	7.00
6	3.00	3.00	6.00
7	3.00	3.00	6.00
8	3.00	3.00	6.00
9-25	1.75	3.00	4.75

DEATHS AFTER RETIREMENT:

MORTALITY RATE			MORTALITY RATE		
AGE	MEN	WOMEN	AGE	MEN	WOMEN
35	.073%	.052%	60	.521%	.462%
40	.089	.062	65	.889	.736
45	.135	.086	70	1.455	1.164
50	.183	.136	75	2.504	2.004
55	.292	.254	80	4.547	3.598

NORMAL RETIREMENT

For Members Hired Prior to July 1, 2011
Who Attained Vested Status as of January 1, 2012

Service-Based Rates		Age-Based Rates	
Service	% of Active Members Retiring Within Next Year	Age	% of Active Members Retiring Within Next Year
20	25%	60	21%
21	25%	61	17%
22	20%	62	17%
23	20%	63	17%
24	20%	64	20%
25	25%	65	20%
26	25%	66	30%
27	25%	67	25%
28	25%	68	23%
29	25%	69	20%
30	25%	70	20%
31	25%	71	20%
32	25%	72	20%
33	25%	73	20%
34	25%	74	20%
35	25%	75	100%
36	25%		
37	25%		
38	25%		
39	25%		
40	100%		

For Members Hired on or After July 1, 2011 and for Members Hired Prior to July 1, 2011 Who Have Non-Vested Status as of January 1, 2012

Year of Retirement Eligibility	For Members Hired on or After July 1, 2011 and for Members Hired Prior to July 1, 2011 Who Have Non-Vested Status as of January 1, 2012				
	Age 46 with 21 years	Age 47 with 22 years	Age 48 with 23 years	Age 49 with 24 years	Age 52.5* with 25 years
1	26%	27%	28%	29%	30%
2	26%	27%	28%	29%	30%
3	20%	20%	20%	20%	20%
4	20%	20%	20%	20%	20%
5	20%	20%	20%	20%	20%
6+	25%	25%	25%	25%	25%

*Members hired on or after July 1, 2011 are eligible for a reduced early retirement benefit at age 50 with 25 years of service. Rates applied to retirement under these conditions are set equal to the applicable Service-Based rates minus 10 percentage points.

GROUP II – FIREFIGHTERS

SEPARATIONS FROM ACTIVE SERVICE: Representative values of the assumed annual rates of withdrawal and vesting, death, disability, and retirement are as follows:

Age	Years of Service	Annual Rate of						
		Withdrawal and Vesting		Death*			Disability**	
		Men	Women	Age	Men	Women	Ordinary	Accidental
	0	9.00%	9.00%					
	1	7.00	7.00					
	2	3.00	3.00					
	3	3.00	3.00					
	4	3.00	3.00	20	.042%	.017%	.025%	.059%
25	5+	1.15	1.15	25	.043	.025	.037	.085
30		1.75	1.75	30	.058	.038	.044	.104
35		1.50	1.50	35	.072	.051	.054	.126
40		1.15	1.15	40	.081	.059	.074	.173
45		1.15	1.15	45	.090	.065	.109	.255
50		1.15	1.15	50	.113	.082	.160	.372
55		1.15	1.15	55	.165	.120	.241	.562
60		1.15	1.15					

*50% are assumed to be ordinary death and 50% are assumed to be accidental death.
 **30% are assumed to be ordinary disability and 70% are assumed to be accidental disability.

SALARY INCREASES: Representative values of the assumed rates of future salary increases are as follows:

Service Index	Merit & Seniority	Base	Annual Rate of Salary Increases
1	30.00%	3.00%	33.00%
2	17.00	3.00	20.00
3	7.25	3.00	10.25
4	5.00	3.00	8.00
5	4.25	3.00	7.25
6	2.50	3.00	5.50
7	2.50	3.00	5.50
8	1.75	3.00	4.75
9	1.50	3.00	4.50
10-25	1.20	3.00	4.20

DEATHS AFTER RETIREMENT:

AGE	MORTALITY RATE		AGE	MORTALITY RATE	
	MEN	WOMEN		MEN	WOMEN
35	.073%	.052%	60	.521%	.462%
40	.089	.062	65	.889	.736
45	.135	.086	70	1.455	1.164
50	.183	.136	75	2.504	2.004
55	.292	.254	80	4.547	3.598

NORMAL RETIREMENT

For Members Hired Prior to July 1, 2011
Who Attained Vested Status as of January 1, 2012

Service-Based Rates		Age-Based Rates	
Service	% of Active Members Retiring Within Next Year	Age	% of Active Members Retiring Within Next Year
20	10%	60	20%
21	10%	61	23%
22	10%	62	18%
23	10%	63	18%
24	10%	64	18%
25	10%	65	29%
26	12%	66	25%
27	14%	67	30%
28	15%	68	30%
29	18%	69	30%
30	25%	70	40%
31	20%	71	40%
32	22%	72	40%
33	24%	73	40%
34	26%	74	40%
35	35%	75	100%
36	35%		
37	35%		
38	35%		
39	35%		
40	100%		

For Members Hired on or After July 1, 2011 and for Members Hired Prior to July 1, 2011 Who Have Non-Vested Status as of January 1, 2012

Service	Age 46 with 21 years	Age 47 with 22 years	Age 48 with 23 years	Age 49 with 24 years	Age 52.5* with 25 years
20	11%	12%	13%	14%	15%
21	11%	12%	13%	14%	15%

*Members hired on or after July 1, 2011 are eligible for a reduced early retirement benefit at age 50 with 25 years of service. Rates applied to retirement under these conditions are set equal to the applicable Service-Based rates minus 10 percentage points.

**HISTORICAL MEMBERSHIP
DATA — ACTIVE
AND RETIRED**

The following four tables summarize the actuarial valuation data for the period from 2015 through 2024. Valuations are prepared biennially on all odd numbered years. Interim valuations are prepared in even numbered years.

EMPLOYEES (aggregate compensation and annual allowance dollars in thousands)

ACTIVE MEMBERSHIP DATA

FISCAL YEAR	NUMBER OF ACTIVES*	AGGREGATE COMPENSATION	AVERAGE COMPENSATION	% INCREASE IN AVERAGE COMPENSATION
2024	25,402	\$1,562,280	\$ 61,502	7.29%
2023	24,640	1,412,494	57,325	3.31%
2022	24,644	1,367,483	55,489	4.75%
2021	24,558	1,300,926	52,974	2.25%
2020	24,602	1,274,597	51,810	2.60%
2019	24,654	1,244,930	50,496	2.70%
2018	24,511	1,205,121	49,167	2.03%
2017	24,478	1,179,518	48,187	3.97%
2016	24,520	1,136,451	46,348	(0.14%)
2015	24,298	1,127,766	46,414	4.66%

*Excludes temporary inactive members.

RETIRED MEMBERSHIP DATA

FISCAL YEAR	ADDED TO ROLLS		REMOVED FROM ROLLS		ROLLS END OF YEAR		% INCREASE IN ANNUAL ALLOWANCES
	NO.**	ANNUAL* ALLOWANCES (IN DOLLARS)	NO.	ANNUAL ALLOWANCES (IN DOLLARS)	NO.	ANNUAL ALLOWANCES	
2024	1,236	\$24,682	495	\$ 8,805	22,043	\$342,313	4.86%
2023	1,219	23,313	668	8,254	21,302	326,436	4.84%
2022	1,420	27,960	715	8,699	20,751	311,377	6.59%
2021	1,240	23,179	628	7,217	20,046	292,113	5.78%
2020	1,208	20,619	598	7,641	19,434	276,154	4.93%
2019	1,271	21,869	640	7,801	18,824	263,177	5.65%
2018	1,133	19,288	513	6,556	18,193	249,109	5.39%
2017	1,950	22,224	519	8,977	17,573	236,377	5.94%
2016	1,134	19,332	475	4,636	16,142	223,130	7.05%
2015	1,504	21,357	1,335	10,968	15,483	208,434	5.25%

*Includes additional COLA allowances. The benefit amounts shown are the monthly benefits as of the valuation date annualized and are not the actual benefits paid during the fiscal year.

**Includes beneficiaries in receipt but excludes deferred vested terminations.

TEACHERS

(aggregate compensation and annual allowance dollars in thousands)

ACTIVE MEMBERSHIP DATA

FISCAL YEAR	NUMBER OF ACTIVES*	AGGREGATE COMPENSATION	AVERAGE COMPENSATION	% INCREASE IN AVERAGE COMPENSATION
2024	17,655	\$1,258,083	\$ 71,259	2.58%
2023	18,141	1,260,240	69,469	3.18%
2022	18,217	1,226,570	67,331	1.88%
2021	18,131	1,198,236	66,088	2.00%
2020	17,917	1,160,884	64,792	1.16%
2019	17,730	1,135,607	64,050	1.86%
2018	17,883	1,117,581	62,494	2.56%
2017	17,617	1,073,447	60,932	1.69%
2016	17,784	1,065,621	59,920	1.15%
2015	17,732	1,050,447	59,240	3.06%

*Excludes temporary inactive members.

RETIRED MEMBERSHIP DATA

FISCAL YEAR	ADDED TO ROLLS		REMOVED FROM ROLLS		ROLLS END OF YEAR		% INCREASE IN ANNUAL ALLOWANCES
	NO.**	ANNUAL* ALLOWANCES (IN DOLLARS)	NO.	ANNUAL ALLOWANCES (IN DOLLARS)	NO.	ANNUAL ALLOWANCES	
2024	1,035	\$34,987	276	\$8,561	16,366	\$392,277	7.22%
2023	786	21,578	333	6,894	15,607	365,851	4.18%
2022	815	24,908	346	7,540	15,154	331,167	5.20%
2021	754	20,941	267	6,110	14,685	333,799	4.65%
2020	718	19,654	260	6,213	14,198	318,968	4.40%
2019	774	20,617	257	6,371	13,740	305,527	4.89%
2018	766	20,526	239	6,075	13,223	291,281	5.22%
2017	1,523	21,713	237	8,847	12,696	276,830	4.87%
2016	760	19,954	209	5,325	11,410	263,964	5.87%
2015	840	21,653	946	6,891	10,859	249,335	6.25%

*Includes additional COLA allowances. The benefit amounts shown are the monthly benefits as of the valuation date annualized and are not the actual benefits paid during the fiscal year.

**Includes beneficiaries in receipt but excludes deferred vested terminations.

POLICE OFFICERS (aggregate compensation and annual allowance dollars in thousands)

ACTIVE MEMBERSHIP DATA

FISCAL YEAR	NUMBER OF ACTIVES*	AGGREGATE COMPENSATION	AVERAGE COMPENSATION	% INCREASE IN AVERAGE COMPENSATION
2024	4,126	\$ 390,935	\$ 94,749	9.59%
2023	4,042	349,469	86,460	5.42%
2022	4,103	336,500	82,013	4.83%
2021	4,184	327,342	78,237	3.09%
2020	4,256	322,994	75,891	2.22%
2019	4,216	313,016	74,245	3.11%
2018	4,221	302,767	71,729	2.32%
2017	4,151	291,004	70,105	3.42%
2016	4,139	280,577	67,789	1.22%
2015	4,174	279,555	66,975	3.15%

*Excludes temporary inactive members.

RETIRED MEMBERSHIP DATA

FISCAL YEAR	ADDED TO ROLLS		REMOVED FROM ROLLS		ROLLS END OF YEAR		% INCREASE IN ANNUAL ALLOWANCES
	NO.**	ANNUAL* ALLOWANCES (IN DOLLARS)	NO.	ANNUAL ALLOWANCES (IN DOLLARS)	NO.	ANNUAL ALLOWANCES	
2024	237	\$11,812	92	\$2,611	4,909	\$198,895	4.85%
2023	223	10,546	103	2,847	4,764	189,694	4.23%
2022	332	16,013	115	3,094	4,644	181,995	7.64%
2021	287	13,480	87	2,311	4,427	169,076	7.07%
2020	209	8,967	64	1,720	4,227	157,907	4.81%
2019	230	9,739	71	1,595	4,082	150,660	5.71%
2018	201	7,967	64	1,390	3,923	142,516	4.85%
2017	233	7,985	76	1,745	3,786	135,930	4.81%
2016	239	10,027	67	1,339	3,629	129,690	7.18%
2015	282	7,303	107	1,675	3,457	121,002	4.88%

*Includes additional COLA allowances. The benefit amounts shown are the monthly benefits as of the valuation date annualized and are not the actual benefits paid during the fiscal year.

**Includes beneficiaries in receipt but excludes deferred vested terminations.

FIREFIGHTERS (aggregate compensation and annual allowance dollars in thousands)

ACTIVE MEMBERSHIP DATA

FISCAL YEAR	NUMBER OF ACTIVES*	AGGREGATE COMPENSATION	AVERAGE COMPENSATION	% INCREASE IN AVERAGE COMPENSATION
2024	1,806	\$ 170,189	\$ 94,235	6.75%
2023	1,766	155,893	88,275	3.45%
2022	1,723	147,032	85,335	(0.43%)
2021	1,709	146,464	85,702	7.2%
2020	1,704	136,234	79,949	2.66%
2019	1,688	131,453	77,875	0.51%
2018	1,667	128,883	77,314	2.54%
2017	1,640	123,643	75,392	3.23%
2016	1,626	118,754	73,034	0.15%
2015	1,608	117,263	72,925	2.07%

*Excludes temporary inactive members.

RETIRED MEMBERSHIP DATA

FISCAL YEAR	ADDED TO ROLLS		REMOVED FROM ROLLS		ROLLS END OF YEAR		% INCREASE IN ANNUAL ALLOWANCES
	NO.**	ANNUAL* ALLOWANCES (IN DOLLARS)	NO.	ANNUAL ALLOWANCES (IN DOLLARS)	NO.	ANNUAL ALLOWANCES	
2024	110	\$6,809	28	\$1,492	2,012	\$92,105	6.13%
2023	114	5,426	50	1,396	1,930	86,788	4.87%
2022	95	6,091	45	1,327	1,866	82,758	6.11%
2021	117	6,882	54	1,402	1,816	77,994	7.56%
2020	87	4,289	40	1,048	1,753	72,514	4.68%
2019	80	3,992	47	1,244	1,706	69,273	4.13%
2018	68	3,266	34	717	1,673	66,525	3.98%
2017	88	3,697	44	1,213	1,639	63,976	4.04%
2016	75	4,177	31	936	1,595	61,492	5.56%
2015	105	4,546	47	882	1,551	58,251	6.71%

*Includes additional COLA allowances. The benefit amounts shown are the monthly benefits as of the valuation date annualized and are not the actual benefits paid during the fiscal year.

**Includes beneficiaries in receipt but excludes deferred vested terminations.

TOTAL OF ALL GROUPS

(dollars in thousands)

Fiscal Year	Projected Liabilities For			Net Position Held For Benefits	Percentage of Accrued Liabilities Covered By Net Position Held for Benefits		
	(1) Aggregate Member Contributions	(2) Current Retirees & Beneficiaries	(3) Active & Inactive Members (Employer Financed Portion)*		(1)	(2)	(3)
2024	\$3,081,998	\$10,633,281	\$4,091,563	\$12,220,335	100.00%	86.00%	0.00%
2023	\$3,043,329	\$10,066,564	\$3,995,151	\$11,495,582	100.00%	84.00%	0.00%
2022	\$3,036,430	\$9,678,163	\$3,828,894	\$10,849,694	100.00%	81.00%	0.00%
2021	\$3,087,943	\$9,151,819	\$3,751,453	\$10,268,313	100.00%	78.00%	0.00%
2020	\$3,119,450	\$8,739,587	\$3,628,978	\$9,447,838	100.00%	72.00%	0.00%
2019	\$3,019,358	\$7,945,717	\$3,110,269	\$9,121,933	100.00%	77.00%	0.00%
2018	\$2,927,793	\$7,667,448	\$3,107,908	\$8,710,939	100.00%	75.00%	0.00%
2017	\$2,915,811	\$7,315,440	\$2,997,199	\$8,165,685	100.00%	72.00%	0.00%
2016	\$2,978,817	\$6,964,227	\$2,789,821	\$7,636,066	100.00%	67.00%	0.00%
2015	\$2,886,196	\$3,210,280	\$1,820,582	\$4,862,256	100.00%	82.00%	0.00%

EMPLOYEES

(dollars in thousands)

Fiscal Year	Projected Liabilities For			Net Position Held For Benefits	Percentage of Accrued Liabilities Covered By Net Position Held for Benefits		
	(1) Aggregate Member Contributions	(2) Current Retirees & Beneficiaries	(3) Active & Inactive Members (Employer Financed Portion)*		(1)	(2)	(3)
2024	\$1,195,124	\$3,314,573	\$1,443,252	\$4,101,190	100.00%	88.00%	0.00%
2023	\$1,174,827	\$3,205,138	\$1,331,338	\$3,850,701	100.00%	83.00%	0.00%
2022	\$1,170,730	\$3,071,698	\$1,300,176	\$3,645,813	100.00%	81.00%	0.00%
2021	\$1,187,629	\$2,892,159	\$1,246,883	\$3,449,619	100.00%	78.00%	0.00%
2020	\$1,194,410	\$2,766,799	\$1,202,228	\$3,173,612	100.00%	72.00%	0.00%
2019	\$1,160,917	\$2,468,647	\$982,771	\$3,063,967	100.00%	77.00%	0.00%
2018	\$1,128,180	\$2,391,404	\$974,131	\$2,922,358	100.00%	75.00%	0.00%
2017	\$1,133,071	\$2,272,436	\$934,564	\$2,734,558	100.00%	70.00%	0.00%
2016	\$1,152,928	\$2,139,549	\$857,347	\$2,538,563	100.00%	65.00%	0.00%
2015	\$1,107,866	\$1,916,257	\$840,426	\$2,403,294	100.00%	68.00%	0.00%

TEACHERS

(dollars in thousands)

Fiscal Year	Projected Liabilities For			Net Position Held For Benefits	Percentage of Accrued Liabilities Covered By Net Position Held for Benefits		
	(1) Aggregate Member Contributions	(2) Current Retirees & Beneficiaries	(3) Active & Inactive Members (Employer Financed Portion)*		(1)	(2)	(3)
2024	\$1,219,308	\$3,917,718	\$1,582,647	\$4,466,901	100.00%	83.00%	0.00%
2023	\$1,210,843	\$3,673,198	\$1,664,969	\$4,210,979	100.00%	82.00%	0.00%
2022	\$1,210,287	\$3,552,414	\$1,585,896	\$3,976,505	100.00%	78.00%	0.00%
2021	\$1,220,158	\$3,429,767	\$1,632,995	\$3,752,083	100.00%	74.80%	0.00%
2020	\$1,225,030	\$3,310,020	\$1,470,570	\$3,450,798	100.00%	67.00%	0.00%
2019	\$1,181,186	\$3,059,089	\$1,264,212	\$3,326,088	100.00%	70.00%	0.00%
2018	\$1,142,455	\$2,956,675	\$1,268,903	\$3,176,932	100.00%	69.00%	0.00%
2017	\$1,132,876	\$2,819,228	\$1,211,560	\$2,979,005	100.00%	70.00%	0.00%
2016	\$1,171,831	\$2,692,037	\$1,156,821	\$2,799,863	100.00%	60.00%	0.00%
2015	\$1,127,439	\$2,323,302	\$988,870	\$2,682,083	100.00%	67.00%	0.00%

*Liabilities for active members are based on service as of the valuation date and projected compensation at the member's expected retirement date. Also includes terminated vested members.

NOTE: Based on a 7.25% interest rate for fiscal years 2016 to 2019 and 6.75% after that.

POLICE OFFICERS

(dollars in thousands)

Fiscal Year	Projected Liabilities For			Net Position Held For Benefits	Percentage of Accrued Liabilities Covered By Net Position Held for Benefits		
	(1) Aggregate Member Contributions	(2) Current Retirees & Beneficiaries	(3) Active & Inactive Members (Employer Financed Portion)*		(1)	(2)	(3)
2024	\$ 437,698	\$2,354,355	\$729,811	\$ 2,461,354	100.00%	86.00%	0.00%
2023	\$ 428,186	\$2,217,875	\$665,444	\$ 2,310,556	100.00%	85.00%	0.00%
2022	\$ 424,441	\$2,129,277	\$633,839	\$ 2,171,111	100.00%	82.00%	0.00%
2021	\$ 445,546	\$1,958,854	\$649,018	\$2,062,170	100.00%	83.00%	0.00%
2020	\$ 458,081	\$1,874,135	\$658,558	\$ 1,900,199	100.00%	78.00%	0.00%
2019	\$ 441,940	\$1,672,002	\$593,433	\$ 1,838,868	100.00%	84.00%	0.00%
2018	\$ 428,859	\$1,596,512	\$591,281	\$ 1,758,301	100.00%	83.00%	0.00%
2017	\$ 426,606	\$1,526,761	\$570,755	\$ 1,650,908	100.00%	80.00%	0.00%
2016	\$ 430,490	\$1,460,840	\$535,225	\$ 1,546,665	100.00%	76.00%	0.00%
2015	\$ 429,115	\$1,266,591	\$463,902	\$ 1,477,517	100.00%	83.00%	0.00%

FIREFIGHTERS

(dollars in thousands)

Fiscal Year	Projected Liabilities For			Net Position Held For Benefits	Percentage of Accrued Liabilities Covered By Net Position Held for Benefits		
	(1) Aggregate Member Contributions	(2) Current Retirees & Beneficiaries	(3) Active & Inactive Members (Employer Financed Portion)*		(1)	(2)	(3)
2024	\$ 229,869	\$1,046,636	\$345,851	\$ 1,190,890	100.00%	92.00%	0.00%
2023	\$ 229,473	\$ 970,353	\$333,400	\$ 1,123,345	100.00%	92.00%	0.00%
2022	\$ 231,331	\$ 924,774	\$308,983	\$ 1,056,265	100.00%	89.00%	0.00%
2021	\$ 234,610	\$ 871,038	\$322,557	\$ 1,004,441	100.00%	88.00%	0.00%
2020	\$ 241,928	\$ 815,632	\$297,624	\$ 923,229	100.00%	84.00%	0.00%
2019	\$ 235,315	\$ 745,979	\$269,853	\$ 883,010	100.00%	88.00%	0.00%
2018	\$ 228,299	\$ 722,857	\$273,593	\$ 853,348	100.00%	86.00%	0.00%
2017	\$ 223,258	\$ 697,015	\$260,320	\$ 801,214	100.00%	83.00%	0.00%
2016	\$ 223,568	\$ 671,801	\$240,428	\$ 750,975	100.00%	79.00%	0.00%
2015	\$ 221,776	\$ 592,362	\$210,708	\$ 718,867	100.00%	84.00%	0.00%

*Liabilities for active members are based on service as of the valuation date and projected compensation at the member's expected retirement date. Also includes terminated vested members.

NOTE: Based on a 7.25% interest rate for fiscal years 2016 to 2019 and 6.75% after that.

ANALYSIS OF PAST FINANCIAL EXPERIENCE

This presentation shows the experience of actual financial results relative to expected results. It is an analysis which focuses on actuarial gains and losses over the most recent five actuarial valuations and reconciles the difference in the actuarial normal contribution rates from the expected to actual values.

RECONCILIATION OF EMPLOYER NORMAL RATE*

EMPLOYEES

YEAR ENDED	June 30 2023	June 30 2021	June 30 2019	June 30 2017	June 30 2015
Projected Normal Rate*	13.27%	13.75%	10.88%	11.08%	10.34%
Decremental Experience	—	—	—	—	—
Pensioner's Experience	—	—	—	—	—
Excess Salary Increases	—	—	—	—	—
Method Change	—	—	(0.46)	—	—
Effect of Legislation	0.16	—	—	—	—
Asset (Gains)/Losses	(0.23)	(0.48)	(0.01)	(0.20)	(0.44)
Current New Entrants	—	—	—	—	—
Amendments	—	—	—	—	—
Target Rate System Experience	—	—	—	—	—
Assumption Changes	(0.67)	—	3.23	—	1.18
Other (Gains)/Losses	—	—	0.11	—	—
ACTUAL NORMAL RATE	12.53%	13.27%	13.75%	10.88%	11.08%

TEACHERS

YEAR ENDED	June 30 2023	June 30 2021	June 30 2019	June 30 2017	June 30 2015
Projected Normal Rate*	18.51%	19.48%	15.99%	15.70%	12.09%
Decremental Experience	—	—	—	—	—
Pensioner's Experience	—	—	—	—	—
Excess Salary Increases	—	—	—	—	—
Method Change	—	—	(0.40)	—	—
Effect of Legislation	0.24	—	—	—	—
Asset (Gains)/Losses	(0.26)	(0.97)	0.03	(0.09)	(0.30)
Current New Entrants	—	—	—	—	—
Amendments	—	—	—	—	—
Target Rate System Experience	—	—	—	—	—
Assumption Changes	(0.21)	—	3.67	0.38	3.91
Other (Gains)/Losses	—	—	0.19	—	—
ACTUAL NORMAL RATE	18.28%	18.51%	19.48%	15.99%	15.70%

*Based on forecast valuations.

This presentation shows the experience of actual financial results relative to expected results. It is an analysis which focuses on actuarial gains and losses over the most recent five actuarial valuations and reconciles the difference in the actuarial normal contribution rates from the expected to actual values.

RECONCILIATION OF EMPLOYER NORMAL RATE*

POLICE OFFICERS

YEAR ENDED	June 30 2023	June 30 2021	June 30 2019	June 30 2017	June 30 2015
Projected Normal Rate*	28.68%	30.67%	24.77%	25.33%	20.88%
Decremental Experience	—	—	—	—	—
Pensioner's Experience	—	—	—	—	—
Excess Salary Increases	—	—	—	—	—
Method Change	—	—	(0.53)	—	—
Effect of Legislation	—	—	—	—	—
Asset (Gains)/Losses	0.18	(1.99)	(0.75)	(0.56)	(1.57)
Current New Entrants	—	—	—	—	—
Amendments	—	—	—	—	—
Target Rate System Experience	—	—	—	—	—
Assumption Changes	(0.14)	—	6.86	—	6.02
Other Asset (Gains)/Losses	—	—	0.32	—	—
ACTUAL NORMAL RATE	28.72%	28.68%	30.67%	24.77%	25.33%

FIREFIGHTERS

YEAR ENDED	June 30 2023	June 30 2021	June 30 2019	June 30 2017	June 30 2015
Projected Normal Rate*	27.75%	29.78%	26.43%	27.79%	23.38%
Decremental Experience	—	—	—	—	—
Pensioner's Experience	—	—	—	—	—
Excess Salary Increases	—	—	—	—	—
Method Change	—	—	(0.65)	—	—
Effect of Legislation	—	—	—	—	—
Asset (Gains)/Losses	(0.58)	(2.03)	(1.49)	(1.36)	(1.39)
Current New Entrants	—	—	—	—	—
Amendments	—	—	—	—	—
Target Rate System Experience	—	—	—	—	—
Assumption Changes	(0.25)	—	5.15	—	5.80
Other Asset (Gains)/Losses	—	—	0.34	—	—
ACTUAL NORMAL RATE	26.92%	27.75%	29.78%	26.43%	27.79%

*Based on forecast valuations.

The Schedules of Funding Progress below reflect the funding status of the Pension and OPEB plans based on the valuation or funding policy basis for the last 10 years. Separate schedules are included in the Required Supplementary Information of the Financial Section disclosing the 10-year schedule of actuarially determined and actual contributions paid.

SCHEDULE OF FUNDING PROGRESS – PENSION PLAN (\$ in thousands)

Fiscal Year Ended	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) (b)	Unfunded AAL (UAAL) (b-a)	Actuarial Value of Assets Percentage of AAL (a/b)	Annual Covered Payroll (c)	UAAL Percentage of Covered Payroll ((b-a)/c)
6/30/24	\$ 12,194,335	\$17,806,841	\$5,586,506	68.6%	\$3,381,487	163.9%
6/30/23	\$ 11,495,582	\$17,030,441	\$5,534,859	67.5%	\$3,178,096	174.2%
6/30/22	\$ 10,849,694	\$16,543,487	\$5,693,793	65.6%	\$3,077,584	185.0%
6/30/21	\$ 10,268,313	\$15,991,215	\$5,722,902	64.2%	\$2,972,969	192.5%
6/30/20	\$ 9,477,838	\$15,488,015	\$6,040,177	61.0%	\$2,894,708	208.7%
6/30/19	\$ 9,121,933	\$14,075,344	\$4,953,411	64.8%	\$2,825,006	175.3%
6/30/18	\$ 8,710,939	\$13,703,149	\$4,992,209	63.6%	\$2,752,235	181.4%
6/30/17	\$ 8,165,684	\$13,208,449	\$5,042,765	61.8%	\$2,667,612	189.0%
6/30/16	\$ 7,636,066	\$12,732,866	\$5,096,799	60.0%	\$2,601,404	195.9%
6/30/15	\$ 7,280,761	\$12,303,636	\$5,022,875	59.2%	\$2,575,031	174.1%

SCHEDULE OF FUNDING PROGRESS – OPEB PLAN (\$ in thousands)

Fiscal Year Ended	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) (b)	Unfunded AAL (UAAL) (b-a)	Actuarial Value of Assets Percentage of AAL (a/b)	Annual Covered Payroll (c)	UAAL Percentage of Covered Payroll ((b-a)/c)
6/30/24	\$ 50,251	\$ 491,980	\$ 441,729	10.2%	\$3,381,487	13.1%
6/30/23	\$ 50,317	\$ 507,339	\$ 457,022	9.9%	\$3,178,096	14.4%
6/30/22	\$ 45,586	\$ 567,229	\$ 521,643	8.0%	\$3,077,584	16.9%
6/30/21	\$ 44,369	\$ 614,194	\$ 569,824	7.2%	\$2,972,969	19.2%
6/30/20	\$ 38,125	\$ 656,648	\$ 618,522	5.8%	\$2,894,708	21.4%
6/30/19	\$ 36,646	\$ 657,597	\$ 620,951	5.6%	\$2,825,006	22.0%
6/30/18	\$ 36,777	\$ 689,577	\$ 652,800	5.3%	\$2,752,235	23.7%
6/30/17	\$ 38,853	\$ 696,548	\$ 657,695	5.6%	\$2,667,612	24.7%
6/30/16	\$ 27,350	\$ 730,132	\$ 702,782	3.7%	\$2,601,404	27.0%
6/30/15	\$ 19,515	\$ 761,342	\$ 741,827	2.6%	\$2,575,031	28.8%

MEMBERSHIP COMPOSITION – PENSION PLAN

	JUNE 30	
	2024	2023
ACTIVE CONTRIBUTING MEMBERS:		
Employees	25,402	24,640
Teachers	17,655	18,141
Police Officers	4,126	4,042
Firefighters	1,806	1,766
TOTAL ACTIVE CONTRIBUTING MEMBERS*	48,989	48,589
*Excludes inactives		
RETIRED MEMBERS:		
Employees	22,043	21,302
Teachers	16,366	15,607
Police Officers	4,909	4,764
Firefighters	2,012	1,930
TOTAL RETIRED MEMBERS	45,330	43,603
TERMINATED MEMBERS ENTITLED TO BUT NOT YET RECEIVING BENEFITS:		
Employees	1,830	1,668
Teachers	1,427	1,364
Police Officers	183	185
Firefighters	53	49
TOTAL TERMINATED MEMBERS ENTITLED TO BUT NOT YET RECEIVING BENEFITS:	3,493	3,266
INACTIVE MEMBERS:		
Non-Vested Inactive Members	20,159	18,826
TOTAL TERMINATED AND INACTIVE MEMBERS	20,159	18,826

MEMBERSHIP COMPOSITION – OPEB PLAN

	JUNE 30	
	2024	2023
ACTIVE CONTRIBUTING MEMBERS:		
OPEB Plan	340	448
TOTAL ACTIVE CONTRIBUTING MEMBERS	340	448
RETIRED MEMBERS:		
OPEB Plan	8,743	8,869
TOTAL RETIRED MEMBERS	8,743	8,869
TERMINATED MEMBERS ENTITLED TO BUT NOT YET RECEIVING BENEFITS:		
OPEB Plan	936	2,963
TOTAL TERMINATED MEMBERS ENTITLED TO BUT NOT YET RECEIVING BENEFITS:	936	2,963
INACTIVE MEMBERS:		
Non-Vested Inactive Members	—	—
TOTAL TERMINATED AND INACTIVE MEMBERS	936	2,963

**SUMMARY OF PRINCIPAL PLAN
PROVISIONS AS INTERPRETED
FOR VALUATION PURPOSES**

1 — GENERAL

Legal Plan Name	New Hampshire Retirement System.
Plan Type	Cost-sharing multiple-employer defined benefit pension plan and Cost-sharing multiple-employer defined benefit OPEB plan.
Effective Date	July 1, 1967.
Membership	Prospectively, any employee or teacher becomes a Group I member as a condition of employment. Any employee appointed to an unclassified position with no fixed term on or after July 1, 2011 will also become a member of the retirement system as a condition of employment. Membership is optional for elected officials, officials appointed for fixed terms, unclassified state employees with no fixed term prior to July 1, 2011 or employees of the general court.
Average Final Compensation (AFC)	Average annual earnable compensation during highest 3 years of creditable service. For active members who commenced service on or after July 1, 2011 or who have non-vested status on or after January 1, 2012 — Average annual earnable compensation during the highest 5 years of creditable service.
NOTE:	A more detailed description of the plan provisions is available from the retirement system's administrative office or by visiting www.nhrs.org .

2 — BENEFITS

GROUP I MEMBERS (EMPLOYEES AND TEACHERS)

Service Retirement

Eligibility	Age 60 years (age 65 for members commencing service on or after July 1, 2011).
Amount of Benefit	<p>A member's annuity equal to the actuarial equivalent of the member's accumulated contributions plus a state annuity.</p> <p>Prior to full retirement age under the Federal Social Security system, the state annuity, together with the member annuity, shall be equal to 1/60 of AFC multiplied by years of service. (1/66 of AFC times creditable service for members commencing service on or after July 1, 2011.)</p> <p>After attainment of age full retirement age under the Federal Social Security system, the state annuity, together with the member annuity, shall be equal to 1/66 of AFC multiplied by years of service.</p>

Reduced Service Retirement

Eligibility	Age plus service of at least 70, provided the member has at least 20 years of service or age 50 with at least 10 years of service (age 60 with 30 years of creditable service for members commencing service on or after July 1, 2011).
Amount of Benefit	Service retirement benefit is reduced by the following percents for each month that benefits commence prior to age 60.

Years of Service at Retirement	Monthly Percent Reduction
35 or more	1/8 of 1%
30–35	1/4 of 1%
25–30	1/3 of 1%
20–25	5/12 of 1%
less than 20	5/9 of 1%

For members commencing service on or after July 1, 2011, normal retirement benefit is reduced 1/4 or 1% for each month prior to full retirement age under the Federal Social Security system.

Ordinary Disability Retirement

Eligibility	10 years of service and permanent disability.
Amount of Benefit	Service retirement benefit if normal retirement age. Under age 60 a member annuity plus a state annuity which together equals 1.5% of AFC multiplied by the number of years of creditable service at the time of disability; provided that the benefit shall not be less than 25% of AFC.

Accidental Disability Retirement

Eligibility	Permanently disabled due to accident occurring while in the performance of duty.
Amount of Benefit	Service retirement benefit if age 60, otherwise a member annuity plus a state annuity which together equals 50% of AFC; provided that the benefit shall not be less than 50% of AFC.

Ordinary Death Benefit

Eligibility	Death, other than accidental death.
Amount of Benefit	<p>(a) If 10 years of service or if eligible for service retirement and,</p> <ul style="list-style-type: none"> (i) if survived by a spouse, 50% of the service retirement benefit payable until death or remarriage; (ii) if no surviving spouse or member designated a beneficiary other than a spouse, a lump sum equal to the greater of \$3,600 or the member's annual compensation. <p>(b) If less than 10 years of service and if not eligible for service retirement, a lump sum equal to the greater of \$3,600 or the member's annual compensation.</p>

Accidental Death Benefit

Eligibility	Accidental death occurring while in the performance of duty.
Amount of Benefit	Benefit equal to 50% of AFC.

Vested Deferred Retirement

Eligibility	10 years of service, if no withdrawal of contributions.
Amount of Benefit	Payable at age 60, a member annuity plus a state annuity which together equals the service retirement benefit that would be payable after age 60. The benefit changes at full retirement age under the Federal Social Security system, as for service retirement. At any time after attainment of age 50 (age 60 for members hired on or after July 1, 2011), a member may have his benefit commence early, however, the benefit will be reduced for early commencement using the same early retirement reduction factors as described under reduced service retirement.

Return of Members' Contributions

- (a) Upon termination of service other than for retirement or death, and if vested deferred retirement benefit has not been elected, the member's accumulated contributions are returned to him.
- (b) Upon accidental death or upon other death for which no surviving spouse's benefit is payable, the member's accumulated contributions will be paid to the member's beneficiary or estate.
- (c) Upon death prior to age 60 of a member on deferred vested retirement, the member's accumulated contributions will be paid to the member's beneficiary or estate.
- (d) Upon death of a retired member (or the survivor of a retired member, if an optional benefit was elected), the excess of his accumulated contributions at retirement over the benefits received by the retired member (and, in the case of election of an optional benefit, the benefits received by the survivor) will be paid to the beneficiary or estate of the member.

Special Provisions Applicable to Certain Members Transferred from the Employees' Retirement System of the State of New Hampshire

Certain employee members transferred to the New Hampshire Retirement System effective January 1, 1976 have elected to have their benefits calculated on the basis of the provisions of the Predecessor System.

GROUP II MEMBERS (POLICE OFFICERS AND FIREFIGHTERS)

Service Retirement

Eligibility Age 45 and 20 years of creditable service or age 60 (age 52.5 with 25 years of creditable service or age 60 for members commencing service on or after July 1, 2011).

Amount of Benefit A member annuity that is the actuarial equivalent of the member's accumulated contributions plus a state annuity.

The state annuity, together with the member annuity, shall be equal to 2-1/2% of AFC times creditable service up to 40 years (2% of AFC times creditable service up to 42.5 years for members commencing service on or after July 1, 2011). However, a member who commenced service on or after July 1, 2011 shall not receive a service retirement allowance until attaining the age of 52.5, but may receive a reduced allowance after age 50 if the member has at least 25 years of creditable service where the allowance shall be reduced, for each month by which the benefit commencement date precedes the month after which the member attains 52.5 years of age, by 1/4 of 1%.

Members hired prior to July 1, 2011 who have non-vested status as of January 1, 2012 shall be subject to the following transition provisions for years of service required for regular service retirement, the minimum age for regular service retirement, and the multiplier used to calculate the retirement annuity, which shall be applicable on January 1, 2012 according to the following table:

Creditable Service on January 1, 2012	Minimum Years of Service	Minimum Age Attained	Annuity Multiplier
(1) Less than 4 years	24 Years	Age 49	2.1%
(2) At least 4 years but less than 6 years	23 Years	Age 48	2.2%
(3) At least 6 years but less than 8 years	22 Years	Age 47	2.3%
(4) At least 8 years but less than 10 years	21 Years	Age 46	2.4%

Effective July 1, 1992, if a member retires on a full service retirement, the minimum annual benefit (prior to reduction for optional form of payment) is \$10,000.

Reduced Service Retirement

Eligibility Members commencing service on or after July 1, 2011 after attaining age 52.5 with at least 25 years of creditable service.

Amount of Benefit The allowance shall be reduced for each month by which the benefit commencement date precedes the month after which the member attains 52.5 years of age, by 1/4 of 1%.

Ordinary Disability Retirement

Eligibility 10 years service and permanent disability.

Amount of Benefit A member annuity plus a state annuity which together equals the service retirement benefit; provided that the benefit shall not be less than 25% of the member's annual compensation.

Accidental Disability Retirement

Eligibility	Permanent disability occurring while in the performance of duty.
Amount of Benefit	Members hired prior to July 1, 2011 who have vested status as of January 1, 2012 are eligible for an accidental disability benefit and shall receive a benefit equal to 2/3 of AFC. If a member has more than 26-2/3 years of service, the member will receive a supplemental disability benefit equal to 2-1/2% of AFC times years of creditable service in excess of 26-2/3 years but not in excess of 40 years. Members commencing service on or after July 1, 2011 are eligible for an accidental disability benefit and shall receive a benefit equal to 2/3 of AFC. If a member has more than 33-1/3 years of service, the member will receive a supplemental disability benefit equal to 2% of AFC times years of creditable service in excess of 33-1/3 years but not in excess of 42.5 years. Members hired prior to July 1, 2011 who have non-vested status as of January 1, 2012 are eligible for an accidental disability benefit and shall receive a benefit equal to 2/3 of AFC. The calculation of the supplemental allowance shall be as provided in the transition provisions with the number of years for the supplement adjusted proportionally.

Ordinary Death Benefit

Eligibility	Death other than accidental death.
Amount of Benefit	<p>(a) If 10 years service or if eligible for service retirement and,</p> <ul style="list-style-type: none"> (i) if survived by a spouse, 50% of the service retirement benefit payable until death or remarriage. (ii) if no surviving spouse or member designated a beneficiary other than a spouse, a lump sum equal to the greater of \$3,600 or member's annual compensation. <p>(b) If less than 10 years service and not eligible for service retirement, a lump sum equal to the greater of \$3,600 or the member's annual compensation.</p>

Accidental Death Benefit

Eligibility	Accidental death occurring while in the performance of duty.
Amount of Benefit	50% of the annual rate of compensation payable first to spouse until death or remarriage, then to children under age 18 or if no spouse or children, to dependent parent.

Death after Retirement

	Retirement Prior to April 1, 1987
	Lump sum of \$3,600 unless accidental disability retirement, then surviving spouse receives 50% of the retired member's disability benefits payable until death or remarriage.
	Retirement on or after April 1, 1987
	Benefit payable to surviving spouse until death or remarriage equal to 50% of the member's service, ordinary disability or accidental disability retirement allowance if member was married on the date of retirement plus a lump sum. The lump sum shall be equal to:
	If retired prior to July 1, 1988: \$ 3,600
	If retired on or after July 1, 1988:
	If Group II member as of June 30, 1988 \$10,000
	If becomes a Group II member after June 30, 1988 and prior to July 1, 1993 \$ 3,600

Special Death Benefit – Old Firefighter's System

	Continuance of duty-connected disability benefits to spouse of deceased retired member payable until death or remarriage.
--	---------------------------------------------------------------------------------------------------------------------------

Vested Deferred Retirement

Eligibility	10 years of service, if no withdrawal of contributions.
Amount of Benefit	A benefit determined as for service retirement payable when the member would be age 45 with 20 years of service or age 60 if earlier.

Return of Members' Contributions

- (a) Upon termination of service other than for retirement or death, and if vested deferred retirement has not been elected, the member's accumulated contributions are returned to the member.
- (b) Upon accidental death or upon other death for which no surviving spouse's benefit is payable, the member's accumulated contributions will be paid to the member's beneficiary or estate.
- (c) Upon death of a member on vested deferred retirement prior to the time benefits commence, the member's accumulated contributions will be paid to the member's beneficiary or estate.
- (d) Upon death of the survivor of a member retired on accidental disability and their spouse in receipt of the accidental disability survivor benefit, the excess of the member's accumulated contributions at retirement over the benefits received by the member and the spouse will be paid to the beneficiary or estate.
- (e) Upon death of a retired member (or the survivor of a retired member, if an optional benefit was elected), the excess of accumulated contributions at retirement over the benefits received by the retired member (and, in the case of election of an optional benefit, the benefits received by the survivor) will be paid to the beneficiary or estate of the member.

3—CONTRIBUTIONS

GROUP I MEMBERS (EMPLOYEES AND TEACHERS)

By Members	7.0% of earnable compensation. Interest on member contributions shall be 2 percentage points less than either the most recent Board of Trustees approved assumed rate of return determined under RSA 100-A:16, II(g) or the actual rate of return, whichever is lower.
By Local Employer	
For Employee Members	100% of the normal contribution rate for their employees, plus accrued liability contributions, if any.
For Teacher Members	100% of the normal contribution rate for their employees, plus accrued liability contributions, if any.
By the State	
For Employee Members	100% of the normal contribution rate for its employees, plus accrued liability contributions, if any.
For Teacher Members	100% of the normal contribution rate for teachers employed by local employers, plus accrued liability contributions, if any.

GROUP II MEMBERS (POLICE OFFICERS AND FIREFIGHTERS)

By Members	
Firefighters	11.80% of earnable compensation.
Police Officers	11.55% of earnable compensation.
By Local Employer	100% of the normal contribution rate for their employees, plus accrued liability contributions, if any.
By the State	100% of both the normal and accrued liability contributions, if any.

OPEB PLAN PROVISIONS

Medical subsidy benefits provided under the OPEB plan are as follows:

	Monthly Amounts	
	Pre-65	Post-65
Single	\$375.56	\$236.84
Couple	\$751.12	\$473.68

The amounts above will not increase.

The following Group I members and their qualified spouses are eligible for coverage under the postemployment medical plan if they are receiving health coverage under the group plan offered by their former employer:

- Employee and teacher members of political subdivisions who were eligible to retire as of July 1, 2008 and who actually retired on or before July 1, 2009, on Service, Early Service, Vested Deferred or Ordinary Disability retirement after completing at least 20 years of creditable service and who subsequently attain age 60 or after completing at least 30 years of creditable service and who subsequently attain age 55.
- Employee and teacher members of political subdivisions who retired on Accidental Disability Retirement on or before July 1, 2004.
- Employee members of the State who retired on or before July 1, 2004, on Service, Ordinary Disability or Vested Deferred Retirement become eligible for the medical subsidy at age 60 with at least 20 years of creditable service; or as early as age 55 with at least 30 years of creditable service.
- Surviving spouses of deceased employee and teacher members of political subdivisions who die while in service, provided that such surviving spouse was covered as the member's spouse in the employer-sponsored plan before the member's death and is entitled to a monthly allowance under Accidental Death, Ordinary Death, or an Optional Allowance.
- Surviving spouses and children of employee and teacher members of political subdivisions and employee members of the State who die as the natural and proximate result of injuries suffered while in the performance of duty. Eligibility for the medical subsidy ceases when the dependent child attains age 18 or age 23, if attending school on a full-time basis, or upon the spouse's remarriage.
- Vested terminated employee members of the State (and spouses) who completed at least 20 years of creditable service and as of July 1, 2004 received an allowance and who subsequently attain age 60.
- Employee members of the State (and spouses) who retired on or before July 1, 2004 after completing at least 20 years of creditable service and who subsequently attained age 60; or after completing at least 30 years of creditable service and who subsequently attained age 55.
- Surviving spouses of deceased employee members of the State who died while in service on or before July 1, 2004, provided that such surviving spouse was covered as the member's spouse in the employer-sponsored plan before the member's death and is entitled to a monthly allowance under Accidental Death, Ordinary Death, or an Optional Allowance.

The following Group II members are eligible for the postemployment medical plan:

- Group II police officer members (or beneficiaries) who are active or retired as of June 30, 2000.
- Group II firefighter members (or beneficiaries) who are active or retired as of June 30, 2000.
- Persons who prior to July 1, 1988, had completed at least 20 years of Group II service and were eligible as of July 1, 1993 for a vested deferred retirement benefit.
- Group II members retired as of July 1, 1991 with a split benefit under RSA 100-A:19-c who had at least 10 years of Group II service.
- Group II members as of June 30, 2005 who subsequently became disabled while in the performance of duty at any time in the future.
- Surviving spouses of deceased Group II members who retired prior to April 1, 1987 and who are not receiving a monthly allowance.
- Any Group II member retired on a violent accidental disability retirement allowance
 - The maximum medical subsidy amount payable by the retirement system for a member who retires with violent accidental disability benefit who is not entitled to Medicare benefits is \$1,000 per month and the maximum for those entitled to Medicare benefits is \$630.63 per month.

NEW HAMPSHIRE RETIREMENT SYSTEM

STATISTICAL SECTION

[CLICK HERE TO RETURN TO TABLE OF CONTENTS](#)

**STATISTICAL
SECTION
SUMMARY**

The schedules that follow in this Statistical Section contain statistical and historical data that is considered useful in assessing the economic condition of the Pension and OPEB plan and for evaluating financial and demographic trends over longer periods of time. Included in this section are the following schedules:

- Schedules of Changes in Net Position for both plans for the past ten years
- Schedules of Benefit and Refund Deductions for both plans over the past ten years
- Schedules of Retired Members by Type of Benefit for both plans
- Schedules of Average Benefit Payment Amounts for both plans
- Schedules of the Principal Participating Employers for both plans
- A Listing of Participating Employers

The NHRS has prepared the data presented for the Changes in Net Position schedules, Benefit and Refund Deduction schedules, the Principal Participating Employers schedules, and the Listing of Participating Employers. The schedules of Retired Members by Type of Benefit and the Schedules of Average Benefit Payments Amounts were prepared by the NHRS's actuary.

The investment climate over the past decade has been volatile. Investment returns for fiscal year 2024 (8.8%), fiscal year 2023 (8.2%), fiscal year 2022 (-6.1%), fiscal year 2021 (29.4%), and fiscal year 2020 (1.1%), have offset the losses experienced during the economic crisis and recession of fiscal years 2008–2009. Investment returns were positive overall for the decade and net investment income was able to achieve results above the assumed investment return assumption for that period. In absolute dollars, employer contributions to the pension plan have risen 82% over the decade, member contributions to the pension plan were 32% higher than a decade ago. Pension benefits rose 59% over the decade. OPEB contributions have decreased 26% and benefits paid have decreased 26% over the decade.

The number of NHRS retirees continues to grow along with the average annual pension benefits paid out. The active membership rolls have remained fairly static throughout the decade and have increased slightly in fiscal year 2024. The number of participating employers remains stable.

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SCHEDULE OF CHANGES IN NET POSITION

CHANGES IN NET POSITION – PENSION PLAN LAST TEN FISCAL YEARS

	FY 2024	FY 2023	FY 2022	FY 2021
Additions:				
Employer Contributions	\$ 605,314	\$ 601,402	\$ 579,028	\$ 459,278
Member Contributions	268,502	254,679	243,982	236,879
Net Investment Income (Loss)	989,751	850,472	(690,177)	2,617,660
Other	7,140	53,692	—	—
Total Additions to Net Position	\$ 1,870,707	\$ 1,760,245	\$ 132,833	\$ 3,313,817
Deductions:				
Pension Benefits	\$ 1,000,616	\$ 971,121	\$ 913,994	\$ 858,211
Refunds of Contributions	25,520	27,386	23,727	19,884
Administrative Expense	10,930	9,638	9,523	8,417
Professional Fees	622	453	517	546
Other	2,525	619	594	244
Total Deductions from Net Position	\$ 1,040,213	\$ 1,009,217	\$ 948,355	\$ 887,302
Change in Net Position	\$ 830,494	\$ 751,028	\$ (815,522)	\$ 2,426,515

CHANGES IN NET POSITION OPEB PLAN – LAST TEN FISCAL YEARS

	FY 2024	FY 2023	FY 2022	FY 2021
Additions:				
Employer Contributions	\$ 36,433	\$ 43,619	\$ 42,064	\$ 48,054
Net Investment Income (Loss)	3,959	3,652	(2,820)	10,704
Total Additions to Net Position	\$ 40,392	47,271	\$ 39,244	\$ 58,758
Deductions:				
Benefits Paid	\$ 39,550	\$ 41,862	\$ 43,809	\$ 45,499
Administrative Expense	343	237	234	172
Professional Fees	2	2	2	2
Other	11	3	2	1
Total Deductions from Net Position	\$ 39,906	\$ 42,104	\$ 44,047	\$ 45,674
Change in Net Position	\$ 486	\$ 5,167	\$ (4,803)	\$ 13,084

(in thousands)

FY 2020	FY 2019	FY 2018	FY 2017	FY 2016	FY 2015
\$ 445,021	\$ 434,407	\$ 422,659	\$ 366,653	\$ 357,482	\$ 332,294
229,726	223,995	217,572	213,061	207,949	204,063
101,039	488,272	717,089	978,246	61,878	249,806
—	—	—	—	—	—
\$ 775,786	\$ 1,146,674	\$ 1,357,320	\$ 1,557,960	\$ 627,309	\$ 786,163
\$ 816,708	\$ 780,907	\$ 741,753	\$ 706,304	\$ 670,360	\$ 631,312
23,312	23,464	24,010	23,408	24,233	26,345
8,282	7,436	7,767	7,671	7,061	7,582
656	686	687	644	950	1,318
237	275	224	263	313	308
\$ 849,195	\$ 812,768	\$ 774,441	\$ 738,290	\$ 702,917	\$ 666,865
\$ (73,409)	\$ 333,906	\$ 582,879	\$ 819,670	\$ (75,608)	\$ 119,298

(in thousands)

FY 2020	FY 2019	FY 2018	FY 2017	FY 2016	FY 2015
\$ 46,460	\$ 45,509	\$ 44,194	\$ 59,197	\$ 58,174	\$ 48,915
396	1,979	3,129	4,045	148	1,119
\$ 46,856	\$ 47,488	\$ 47,323	\$ 63,242	\$ 58,322	\$ 50,034
\$ 46,816	\$ 47,798	\$ 49,251	\$ 50,560	\$ 51,805	\$ 53,297
169	152	33	32	17	34
2	2	3	4	2	5
1	1	1	—	1	2
\$ 46,988	\$ 47,953	\$ 49,288	\$ 50,596	\$ 51,825	\$ 53,338
\$ (132)	\$ (465)	\$ (1,965)	\$ 12,646	\$ 6,497	\$ (3,304)

**SCHEDULE OF
BENEFIT AND REFUND
DEDUCTIONS BY TYPE**

**BENEFIT AND REFUND DEDUCTIONS BY TYPE – PENSION PLAN
LAST TEN FISCAL YEARS**

	FY 2024	FY 2023	FY 2022	FY 2021
Type of Benefit				
Age and Service Benefits:				
Service Retirement	\$ 646,861	\$ 631,654	\$ 593,274	\$ 551,328
Early Retirement	186,799	189,951	183,310	178,981
Survivors	62,269	48,462	44,094	40,745
Vested Deferred	48,972	45,193	40,811	36,949
Other	16,496	16,003	15,369	14,709
Death in Service Benefit	2,872	3,002	2,413	2,254
Disability Benefits:				
Duty Related	23,164	23,722	22,252	21,153
Non Duty Related	9,101	10,071	9,750	9,533
Survivors	4,082	3,063	2,721	2,558
Total Benefits	\$ 1,000,616	\$ 971,121	\$ 913,994	\$ 858,210
Type of Refund				
Separation	\$ 19,240	\$ 19,732	\$ 18,950	\$ 14,995
Death	6,279	7,654	4,777	4,889
Total Refunds	\$ 25,519	\$ 27,386	\$ 23,727	\$ 19,884

**BENEFIT AND REFUND DEDUCTIONS BY TYPE – OPEB PLAN
LAST TEN FISCAL YEARS**

	FY 2024	FY 2023	FY 2022	FY 2021
OPEB PLAN				
Type of Benefit				
Medical Subsidy Payments	\$ 39,550	\$ 41,862	\$ 43,809	\$ 45,499
Total Benefits	\$ 39,550	\$ 41,862	\$ 43,809	\$ 45,499

(in thousands)

FY 2020	FY 2019	FY 2018	FY 2017	FY 2016	FY 2015
\$ 518,060	\$ 491,781	\$ 452,862	\$ 425,306	\$ 398,056	\$ 368,298
176,605	171,766	168,717	166,373	162,987	159,342
38,083	43,832	41,693	39,420	36,989	34,572
34,261	31,554	29,321	27,581	25,937	24,161
14,234	13,432	12,624	12,066	11,201	10,421
3,190	3,495	2,396	2,314	2,608	2,430
20,615	22,594	22,216	21,843	21,599	21,152
9,322	10,027	9,772	9,410	9,200	9,047
2,338	2,426	2,152	1,991	1,783	1,889
\$ 816,708	\$ 780,907	\$ 741,753	\$ 706,304	\$ 670,360	\$ 631,312
\$ 18,393	\$ 18,768	\$ 18,504	\$ 19,032	\$ 18,856	\$ 20,121
4,919	4,696	5,507	4,376	5,377	6,224
\$ 23,312	\$ 23,464	\$ 24,011	\$ 23,408	\$ 24,233	\$ 26,345

(in thousands)

FY 2020	FY 2019	FY 2018	FY 2017	FY 2016	FY 2015
\$ 46,816	\$ 47,798	\$ 49,251	\$ 50,560	\$ 51,805	\$ 53,298
\$ 46,816	\$ 47,798	\$ 49,251	\$ 50,560	\$ 51,805	\$ 53,298

SCHEDULE OF RETIRED AND VESTED MEMBERS BY TYPE OF BENEFIT

**SCHEDULE OF RETIRED AND VESTED MEMBERS BY TYPE OF BENEFITS AS OF JUNE 30, 2024
PENSION PLAN**

Amount of Monthly Benefit	Number of Retirees	Type of Retirement*						
		1	2	3	4	5	6	7
EMPLOYEES								
\$1-500	5,231	4,367	37	2	14	—	588	223
501-1,000	6,561	4,935	253	81	17	—	526	749
1,001-1,500	4,326	3,266	102	202	21	—	288	447
1,501-2,000	2,615	2,105	27	103	7	—	171	202
2,001-2,500	1,715	1,442	17	43	2	—	107	104
2,501-3,000	1,146	1,020	6	14	3	—	58	45
3,001-3,500	778	705	—	10	3	—	31	29
3,501-4,000	571	525	1	2	—	—	29	14
Over \$4,000	930	872	2	4	5	—	30	17
Totals	23,873	19,237	445	461	72	—	1,828	1,830

TEACHERS								
\$1-500	1,404	1,272	—	—	3	—	115	14
501-1,000	2,516	1,794	29	—	4	—	181	508
1,001-1,500	2,603	1,963	74	3	8	—	135	420
1,501-2,000	2,584	2,134	32	4	11	—	155	248
2,001-2,500	2,507	2,227	24	12	3	—	132	109
2,501-3,000	2,014	1,842	10	5	1	—	91	65
3,001-3,500	1,693	1,576	3	2	—	—	78	34
3,501-4,000	1,101	1,037	—	1	3	—	44	16
Over \$4,000	1,371	1,322	—	1	1	—	34	13
Totals	17,793	15,167	172	28	34	—	965	1,427

POLICE OFFICERS								
\$1-500	244	199	1	—	—	—	44	—
501-1,000	398	213	10	1	2	—	156	16
1,001-1,500	503	226	20	2	3	—	191	61
1,501-2,000	416	202	19	24	2	—	116	53
2,001-2,500	440	296	12	47	2	—	56	27
2,501-3,000	471	330	9	83	—	—	40	9
3,001-3,500	453	372	1	46	5	—	23	6
3,501-4,000	405	337	2	51	1	—	10	4
Over \$4,000	1,762	1,630	2	100	5	—	18	7
Totals	5,092	3,805	76	354	20	—	654	183

FIREFIIGHTERS								
\$1-500	56	34	—	—	—	—	22	—
501-1,000	105	45	2	—	—	—	57	1
1,001-1,500	186	65	8	2	2	—	93	16
1,501-2,000	182	66	5	5	1	—	89	16
2,001-2,500	157	91	8	8	3	—	40	7
2,501-3,000	183	131	3	21	1	—	22	5
3,001-3,500	181	147	—	22	2	—	7	3
3,501-4,000	158	138	—	17	1	—	1	1
Over \$4,000	857	803	—	36	3	—	11	4
Totals	2,065	1,520	26	111	13	—	342	53

* Type of Retirement: 1—Service and early retirement. 2—Ordinary disability retirement. 3—Accidental disability retirement. 4—Ordinary death in active service. 5—Accidental death in active service. 6—Beneficiaries of deceased members who retired on a service or disability allowance. 7—Vested member with future benefit.

Option Selected #										
No Option	Option 1	Option 2	Option 3	Option 4	Option 5	Option 6	Option 7	Option 8	Option 9	Other*
3,460	76	403	149	635	261	14	10	—	—	223
3,940	65	532	156	793	296	24	6	—	—	749
2,441	46	440	108	617	210	13	4	—	—	447
1,455	22	278	91	398	153	11	5	—	—	202
883	16	223	72	289	110	4	4	—	—	104
533	16	172	50	229	98	2	1	—	—	45
362	5	132	47	138	64	1	—	—	—	29
268	6	97	40	96	46	2	2	—	—	14
413	9	169	73	150	93	5	1	—	—	17
13,755	261	2,456	786	3,345	1,331	76	33	—	—	1,830
802	16	114	41	321	88	3	5	—	—	14
1,357	28	166	41	333	75	7	1	—	—	508
1,322	33	231	57	412	114	6	8	—	—	420
1,356	38	213	65	486	161	6	11	—	—	248
1,297	32	248	87	522	194	9	9	—	—	109
1,001	35	183	66	457	197	5	5	—	—	65
842	17	171	66	409	142	6	6	—	—	34
558	14	144	37	230	101	—	1	—	—	16
761	15	177	56	226	123	—	—	—	—	13
9,296	228	1,647	516	3,396	1,195	42	46	—	—	1,427
181	2	12	13	20	16	—	—	—	—	—
308	4	13	10	18	26	1	2	—	—	16
346	7	21	20	18	30	—	—	—	—	61
256	8	11	19	14	55	—	—	—	—	53
237	15	17	55	12	75	—	2	—	—	27
221	18	18	75	17	112	1	—	—	—	9
191	10	9	104	10	122	—	1	—	—	6
152	7	7	84	11	140	—	—	—	—	4
585	19	26	462	24	635	4	—	—	—	7
2,477	90	134	842	144	1,211	6	5	—	—	183
49	—	1	—	2	4	—	—	—	—	—
99	—	1	—	1	3	—	—	—	—	1
144	4	6	6	5	4	1	—	—	—	16
138	3	4	7	6	8	—	—	—	—	16
93	5	6	15	7	23	1	—	—	—	7
82	7	4	32	8	45	—	—	—	—	5
64	7	5	42	3	57	—	—	—	—	3
58	2	3	27	3	63	—	1	—	—	1
286	14	2	216	6	328	—	1	—	—	4
1,013	42	32	345	41	535	2	2	—	—	53

Option Selected: No option—Straight life. Option 1—Cash refund. Option 2—100% Joint & Survivorship. Option 3—50% Joint & Survivorship. Option 4—100% Pop-Up. Option 5—50% Pop-Up. Option 6—Other % Joint & Survivorship. Option 7—Other % Pop-Up. Option 8—Fixed amount to Beneficiaries. Option 9—Widow’s benefit (accidental disability) 50%

* Elections for vested members with future benefits are made at commencement of benefits.

SCHEDULE OF RETIRED MEMBERS BY TYPE OF BENEFITS AS OF JUNE 30, 2024
OPEB PLAN

Amount of Monthly Benefit	Number of Retirees	One Person		Two Person	
		Pre 65	Post 65	Pre 65	Post 65
TOTAL – OPEB PLAN					
\$1-500	7,328	2,325	4,870	17	116
501-1,000	1,231	191	292	480	268
1,001-1,500	128	39	41	23	25
1,501-2,000	47	9	5	33	—
Over \$2,000	9	2	—	6	1
Total	8,743	2,566	5,208	559	410

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**SCHEDULES OF AVERAGE
BENEFIT PAYMENT
AMOUNTS**

**SCHEDULE OF AVERAGE BENEFIT PAYMENT AMOUNTS
PENSION PLAN – EMPLOYEES**

2024 Service	Years Credited Service							Total
	0-4 yrs.	5-9 yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.	30 or more yrs.	
Average monthly benefit	\$359	\$501	\$672	\$1,008	\$1,353	\$1,861	\$2,735	\$1,294
Average annual benefit	\$4,310	\$6,016	\$8,064	\$12,092	\$16,231	\$22,335	\$32,818	\$15,529
Average final compensation	\$52,488	\$47,483	\$44,7221	\$50,925	\$56,147	\$64,095	\$72,111	\$55,281
Number of retired members	1,445*	1,933	4,985	3,829	3,661	2,347	3,843	22,043**

*Includes 409 members who did not have service reported.

**Includes 5,407 members who did not have AFC reported.

2023 Service	Years Credited Service							Total
	0-4 yrs.	5-9 yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.	30 or more yrs.	
Average monthly benefit	\$347	\$497	\$664	\$995	\$1,326	\$1,837	\$2,711	\$1,277
Average annual benefit	\$4,162	\$5,944	\$7,972	\$11,940	\$15,909	\$22,044	\$32,534	\$15,324
Average final compensation	\$51,091	\$46,694	\$44,304	\$50,555	\$55,307	\$63,603	\$71,609	\$54,711
Number of retired members	1,408*	1,861	4,902	3,645	3,500	2,242	3,744	21,302**

*Includes 413 members who did not have service reported.

**Includes 5,380 members who did not have AFC reported.

2022 Service	Years Credited Service							Total
	0-4 yrs.	5-9 yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.	30 or more yrs.	
Average monthly benefit	\$341	\$488	\$660	\$989	\$1,303	\$1,800	\$2,658	\$1,250
Average annual benefit	\$4,087	\$5,851	\$7,919	\$11,864	\$15,641	\$21,598	\$31,899	\$15,005
Average final compensation	\$50,124	\$45,963	\$44,061	\$50,335	\$54,509	\$62,419	\$70,521	\$53,965
Number of retired members	1,375*	1,846	4,938	3,556	3,556	2,161	3,610	20,751**

*Includes 382 members who did not have service reported.

**Includes 5,565 members who did not have AFC reported.

2021 Service	Years Credited Service							Total
	0-4 yrs.	5-9 yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.	30 or more yrs.	
Average monthly benefit	\$336	\$480	\$651	\$976	\$1,272	\$1,755	\$2,589	\$1,214
Average annual benefit	\$4,036	\$5,756	\$7,809	\$11,709	\$15,261	\$21,055	\$31,072	\$14,572
Average final compensation	\$48,466	\$45,170	\$43,170	\$49,797	\$53,333	\$60,751	\$69,208	\$52,897
Number of retired members	1,352*	1,830	4,733	3,415	3,211	2,084	3,421	20,046**

*Includes 370 members who did not have service reported.

**Includes 5,745 members who did not have AFC reported.

2020 Service	Years Credited Service							Total
	0-4 yrs.	5-9 yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.	30 or more yrs.	
Average monthly benefit	\$333	\$473	\$638	\$958	\$1,248	\$1,717	\$2,534	\$1,184
Average annual benefit	\$3,998	\$5,675	\$7,651	\$11,482	\$14,973	\$20,608	\$30,408	\$14,210
Average final compensation	\$47,221	\$44,300	\$43,143	\$49,404	\$52,773	\$60,083	\$68,462	\$52,218
Number of retired members	1,336*	1,821	4,628	3,245	3,106	2,003	3,287	19,434**

*Includes 361 members who did not have service reported.

**Includes 5,944 members who did not have AFC reported.

2019 Service	Years Credited Service							Total
	0-4 yrs.	5-9 yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.	30 or more yrs.	
Average monthly benefit	\$329	\$465	\$631	\$946	\$1,231	\$1,698	\$2,506	\$1,165
Average annual benefit	\$3,948	\$5,577	\$7,571	\$11,350	\$14,768	\$20,380	\$30,076	\$13,981
Average final compensation	\$46,039	\$43,399	\$42,728	\$48,931	\$51,957	\$59,277	\$67,912	\$51,524
Number of retired members	1,311*	1,796	4,505	3,133	3,002	1,930	3,147	18,824**

*Includes 336 members who did not have service reported.

**Includes 6,128 members who did not have AFC reported.

2018 Service	Years Credited Service							Total
	0-4 yrs.	5-9 yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.	30 or more yrs.	
Average monthly benefit	\$318	\$460	\$625	\$933	\$1,216	\$1,667	\$2,474	\$1,141
Average annual benefit	\$3,818	\$5,520	\$7,496	\$11,200	\$14,588	\$20,000	\$29,685	\$13,693
Average final average salary	\$44,843	\$43,280	\$42,387	\$48,307	\$51,342	\$58,159	\$67,251	\$50,683
Number of retired members	1,296*	1,810	4,393	2,957	2,900	1,835	3,002	18,193**

*Includes 332 members who did not have service reported.

**Includes 6,341 members who did not have AFC reported.

2017 Service	Years Credited Service							Total
	0-4 yrs.	5-9 yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.	30 or more yrs.	
Average monthly benefit	\$313	\$453	\$618	\$919	\$1,197	\$1,636	\$2,443	\$1,121
Average annual benefit	\$3,758	\$5,442	\$7,415	\$11,030	\$14,364	\$19,637	\$29,321	\$13,451
Average final average salary	\$43,797	\$42,845	\$41,884	\$47,851	\$50,369	\$56,958	\$66,591	\$50,123
Number of retired members	1,264*	1,779	4,275	2,833	2,793	1,740	2,889	17,573**

*Includes 310 members who did not have service reported.

**Includes 6,504 members who did not have AFC reported.

2016 Service	Years Credited Service							Total
	0-4 yrs.	5-9 yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.	30 or more yrs.	
Average monthly benefit	\$310	\$460	\$634	\$957	\$1,253	\$1,757	\$2,575	\$1,152
Average annual benefit	\$3,724	\$5,516	\$7,613	\$11,481	\$15,038	\$21,084	\$30,898	\$13,823
Average final average salary	\$42,832	\$42,359	\$41,637	\$47,544	\$49,410	\$52,267	\$65,846	\$49,468
Number of retired members	1,260*	1,706	4,007	2,573	2,520	1,514	2,562	16,142**

*Includes 292 members who did not have service reported.

**Includes 5,892 members who did not have AFC reported.

2015 Service	Years Credited Service							Total
	0-4 yrs.	5-9 yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.	30 or more yrs.	
Average monthly benefit	\$299	\$451	\$622	\$941	\$1,234	\$1,718	\$2,519	\$1,122
Average annual benefit	\$3,592	\$5,409	\$7,466	\$11,288	\$14,811	\$20,622	\$30,227	\$13,462
Average final average salary	\$44,554	\$43,186	\$41,904	\$47,573	\$49,030	\$55,589	\$64,928	\$49,559
Number of retired members	1,227*	1,638	3,881	2,457	2,448	1,419	2,413	15,483**

*Includes 273 members who did not have service reported.

**Includes 6,453 members who did not have AFC reported.

2014 Service	Years Credited Service							Total
	0-4 yrs.	5-9 yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.	30 or more yrs.	
Average monthly benefit	\$326	\$418	\$591	\$878	\$1,158	\$1,568	\$2,319	\$1,078
Average annual benefit	\$3,911	\$5,019	\$7,088	\$10,532	\$13,902	\$18,812	\$27,833	\$12,932
Average final average salary	\$35,623	\$41,017	\$41,061	\$46,293	\$48,678	\$55,009	\$64,041	\$48,488
Number of retired members	992*	1,497	3,835	2,426	2,546	1,475	2,543	15,314**

*Includes 192 members who did not have service reported.

**Includes 7,334 members who did not have AFC reported.

**SCHEDULE OF AVERAGE BENEFIT PAYMENT AMOUNTS
PENSION PLAN – TEACHERS**

2024 Service	Years Credited Service							Total
	0-4 yrs.	5-9 yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.	30 or more yrs.	
Average monthly benefit	\$548	\$592	\$795	\$1,257	\$1,672	\$2,105	\$3,059	\$1,997
Average annual benefit	\$6,570	\$7,105	\$9,540	\$15,089	\$20,070	\$25,255	\$36,707	\$23,969
Average final compensation	\$57,815	\$59,120	\$53,737	\$63,949	\$69,769	\$73,694	\$77,964	\$69,859
Number of retired members	354*	406	1,934	2,212	3,273	2,704	5,483	16,366**

* Includes 168 members who did not have service reported.

** Includes 4,676 members who did not have AFC reported.

2023 Service	Years Credited Service							Total
	0-4 yrs.	5-9 yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.	30 or more yrs.	
Average monthly benefit	\$522	\$591	\$784	\$1,236	\$1,633	\$2,054	\$2,996	\$1,953
Average annual benefit	\$6,259	\$7,088	\$9,403	\$14,831	\$19,598	\$24,644	\$35,954	\$23,441
Average final compensation	\$56,909	\$59,222	\$53,559	\$63,511	\$69,111	\$72,893	\$77,474	\$69,334
Number of retired members	348*	400	1,856	2,103	3,098	2,567	5,235	15,607**

* Includes 168 members who did not have service reported.

** Includes 4,346 members who did not have AFC reported.

2022 Service	Years Credited Service							Total
	0-4 yrs.	5-9 yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.	30 or more yrs.	
Average monthly benefit	\$522	\$587	\$777	\$1,222	\$1,611	\$2,026	\$2,960	\$1,931
Average annual benefit	\$6,268	\$7,043	\$9,321	\$14,661	\$19,336	\$24,310	\$35,523	\$23,173
Average final compensation	\$56,057	\$58,987	\$53,231	\$62,992	\$68,220	\$72,016	\$76,725	\$68,654
Number of retired members	341*	394	1,818	2,015	2,985	2,464	5,107	15,154**

* Includes 167 members who did not have service reported.

** Includes 4,453 members who did not have AFC reported.

2021 Service	Years Credited Service							Total
	0-4 yrs.	5-9 yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.	30 or more yrs.	
Average monthly benefit	\$520	\$579	\$767	\$1,200	\$1,573	\$1,985	\$2,896	\$1,894
Average annual benefit	\$6,235	\$6,945	\$9,198	\$14,404	\$18,878	\$23,820	\$34,757	\$22,731
Average final compensation	\$54,232	\$58,365	\$52,741	\$62,347	\$67,154	\$71,132	\$75,968	\$67,874
Number of retired members	327*	387	1,775	1,932	2,860	2,415	4,989	14,685**

* Includes 158 members who did not have service reported.

** Includes 4,532 members who did not have AFC reported.

2020 Service	Years Credited Service							Total
	0-4 yrs.	5-9 yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.	30 or more yrs.	
Average monthly benefit	\$521	\$575	\$754	\$1,183	\$1,546	\$1,964	\$2,857	\$1,872
Average annual benefit	\$6,256	\$6,897	\$9,046	\$14,191	\$18,553	\$23,573	\$34,286	\$22,466
Average final compensation	\$53,539	\$58,164	\$52,193	\$61,708	\$66,165	\$70,452	\$75,239	\$67,196
Number of retired members	317*	380	1,704	1,843	2,749	2,356	4,849	14,198**

* Includes 153 members who did not have service reported.

** Includes 4,610 members who did not have AFC reported.

2019 Service	Years Credited Service							Total
	0-4 yrs.	5-9 yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.	30 or more yrs.	
Average monthly benefit	\$511	\$573	\$748	\$1,166	\$1,529	\$1,948	\$2,829	\$1,853
Average annual benefit	\$6,131	\$6,878	\$8,974	\$13,995	\$18,350	\$23,382	\$33,948	\$22,236
Average final compensation	\$53,185	\$58,121	\$51,835	\$61,061	\$65,406	\$69,802	\$74,587	\$66,591
Number of retired members	312*	377	1,657	1,751	2,661	2,291	4,691	13,740**

* Includes 147 members who did not have service reported.

** Includes 4,689 members who did not have AFC reported.

2018 Service	Years Credited Service						30 or more yrs.	Total
	0-4. yrs.	5-9 yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.		
Average monthly benefit	\$504	\$574	\$742	\$1,154	\$1,513	\$1,940	\$2,796	\$1,836
Average annual benefit	\$6,050	\$6,882	\$8,906	\$13,850	\$18,160	\$23,278	\$33,551	\$22,025
Average final average salary	\$51,800	\$57,933	\$51,273	\$60,591	\$64,454	\$69,267	\$73,802	\$65,890
Number of retired members	298*	366	1,611	1,660	2,542	2,227	4,519	13,223**

* Includes 139 members who did not have service reported.

** Includes 4,747 members who did not have FAS reported.

2017 Service	Years Credited Service						30 or more yrs.	Total
	0-4. yrs.	5-9 yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.		
Average monthly benefit	\$504	\$573	\$733	\$1,140	\$1,502	\$1,927	\$2,765	\$1,817
Average annual benefit	\$6,051	\$6,870	\$8,799	\$13,679	\$18,018	\$23,127	\$33,176	\$21,804
Average final average salary	\$52,263	\$57,449	\$50,750	\$59,866	\$63,691	\$68,520	\$72,099	\$65,211
Number of retired members	292*	360	1,556	1,557	2,437	2,165	4,329	12,696**

* Includes 135 members who did not have service reported.

** Includes 4,808 members who did not have FAS reported.

2016 Service	Years Credited Service						30 or more yrs.	Total
	0-4. yrs.	5-9 yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.		
Average monthly benefit	\$499	\$586	\$755	\$1,193	\$1,626	\$2,097	\$2,905	\$1,928
Average annual benefit	\$5,986	\$7,029	\$9,065	\$14,316	\$19,508	\$25,166	\$34,860	\$23,134
Average final average salary	\$51,934	\$56,982	\$49,999	\$59,017	\$62,964	\$67,641	\$72,517	\$64,533
Number of retired members	278*	333	1,422	1,375	2,161	1,897	\$3,944	\$11,410**

* Includes 125 members who did not have service reported.

** Includes 4,080 members who did not have FAS reported.

2015 Service	Years Credited Service						30 or more yrs.	Total
	0-4. yrs.	5-9 yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.		
Average monthly benefit	\$485	\$570	\$743	\$1,172	\$1,603	\$2,072	\$2,883	\$1,913
Average annual benefit	\$5,825	\$6,840	\$8,919	\$14,059	\$19,239	\$24,868	\$34,595	\$22,961
Average final average salary	\$52,242	\$56,107	\$49,238	\$58,293	\$62,540	\$67,126	\$71,943	\$64,076
Number of retired members	259*	307	1,346	1,280	2,079	1,808	3,780	10,859**

* Includes 108 members who did not have service reported.

** Includes 4,203 members who did not have FAS reported.

2014 Service	Years Credited Service						30 or more yrs.	Total
	0-4. yrs.	5-9 yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.		
Average monthly benefit	\$457	\$531	\$702	\$1,081	\$1,459	\$1,872	\$2,702	\$1,783
Average annual benefit	\$5,480	\$6,367	\$8,419	\$12,976	\$17,506	\$22,467	\$32,419	\$21,401
Average final average salary	\$51,979	\$56,039	\$48,107	\$57,182	\$61,625	\$66,117	\$71,311	\$63,299
Number of retired members	239*	289	1,342	1,241	2,126	1,889	3,839	10,965**

* Includes 100 members who did not have service reported.

** Includes 4,974 members who did not have FAS reported.

**SCHEDULE OF AVERAGE BENEFIT PAYMENT AMOUNTS
PENSION PLAN – POLICE OFFICERS**

2024 Service	Years Credited Service							Total
	0-4. yrs.	5-9. yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.	30 or more yrs.	
Average monthly benefit	\$1,101	\$1,543	\$1,717	\$2,551	\$3,554	\$5,133	\$6,598	\$3,376
Average annual benefit	\$13,209	\$18,517	\$20,599	\$30,611	\$42,648	\$61,601	\$79,176	\$40,516
Average final compensation	\$59,755	\$59,618	\$59,377	\$73,345	\$91,237	\$103,216	\$111,804	\$87,191
Number of retired members	528*	214	506	486	2,033	823	319	4,909**

* Includes 368 members who did not have service reported.

** Includes 1,789 members who did not have AFC reported.

2023 Service	Years Credited Service							Total
	0-4. yrs.	5-9. yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.	30 or more yrs.	
Average monthly benefit	\$1,056	\$1,462	\$1,673	\$2,509	\$3,496	\$5,055	\$6,575	\$3,318
Average annual benefit	\$12,678	\$17,549	\$20,075	\$30,111	\$41,957	\$60,664	\$78,906	\$39,818
Average final compensation	\$58,381	\$58,924	\$58,555	\$72,745	\$89,776	\$102,246	\$111,724	\$86,204
Number of retired members	519*	216	493	463	1,954	811	308	4,764**

* Includes 365 members who did not have service reported.

** Includes 1,810 members who did not have AFC reported.

2022 Service	Years Credited Service							Total
	0-4. yrs.	5-9. yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.	30 or more yrs.	
Average monthly benefit	\$1,032	\$1,422	\$1,657	\$2,502	\$3,433	\$4,985	\$6,500	\$3,266
Average annual benefit	\$12,389	\$17,066	\$19,886	\$30,027	\$41,200	\$59,819	\$77,998	\$39,189
Average final compensation	\$57,453	\$58,218	\$58,181	\$71,964	\$88,234	\$101,183	\$111,153	\$85,049
Number of retired members	507*	216	489	450	1,887	790	305	4,644**

* Includes 355 members who did not have service reported.

** Includes 1,819 members who did not have AFC reported.

2021 Service	Years Credited Service							Total
	0-4. yrs.	5-9. yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.	30 or more yrs.	
Average monthly benefit	\$1,025	\$1,422	\$1,630	\$2,422	\$3,341	\$4,857	\$6,490	\$3,183
Average annual benefit	\$12,299	\$17,062	\$19,559	\$29,063	\$40,094	\$58,281	\$77,878	\$38,192
Average final compensation	\$57,310	\$57,326	\$56,875	\$70,223	\$85,858	\$98,567	\$109,567	\$82,952
Number of retired members	483*	213	484	422	1,788	749	288	4,427**

* Includes 337 members who did not have service reported.

** Includes 1,816 members who did not have AFC reported.

2020 Service	Years Credited Service							Total
	0-4. yrs.	5-9. yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.	30 or more yrs.	
Average monthly benefit	\$1,006	\$1,412	\$1,622	\$2,373	\$3,259	\$4,773	\$6,369	\$3,113
Average annual benefit	\$12,070	\$16,949	\$19,451	\$28,475	\$39,111	\$57,277	\$76,430	\$37,357
Average final compensation	\$54,972	\$57,300	\$56,107	\$69,655	\$84,335	\$97,751	\$109,507	\$81,762
Number of retired members	462*	205	466	410	1,696	717	271	4,227**

* Includes 320 members who did not have service reported.

** Includes 1,803 members who did not have AFC reported.

2019 Service	Years Credited Service							Total
	0-4. yrs.	5-9. yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.	30 or more yrs.	
Average monthly benefit	\$988	\$1,428	\$1,626	\$2,327	\$3,215	\$4,715	\$6,287	\$3,076
Average annual benefit	\$11,856	\$17,134	\$19,510	\$27,928	\$38,585	\$56,579	\$75,445	\$36,908
Average final compensation	\$53,911	\$57,433	\$55,574	\$68,749	\$82,921	\$97,193	\$108,491	\$80,632
Number of retired members	441*	206	458	388	1,626	703	260	4,082**

* Includes 298 members who did not have service reported.

** Includes 1,794 members who did not have AFC reported.

2018 Service	Years Credited Service						30 or more yrs.	Total
	0–4. yrs.	5–9 yrs.	10–14 yrs.	15–19 yrs.	20–24 yrs.	25–29 yrs.		
Average monthly benefit	\$975	\$1,394	\$1,625	\$2,276	\$3,175	\$4,664	\$6,186	\$3,027
Average annual benefit	\$11,697	\$16,728	\$19,503	\$27,317	\$38,095	\$55,973	\$74,231	\$36,328
Average final average salary	\$53,160	\$57,073	\$55,252	\$67,465	\$81,875	\$96,419	\$108,214	\$79,703
Number of retired members	423*	205	444	369	1,564	675	243	3,923**

* Includes 274 members who did not have service reported.

** Includes 1,791 members who did not have FAS reported.

2017 Service	Years Credited Service						30 or more yrs.	Total
	0–4. yrs.	5–9 yrs.	10–14 yrs.	15–19 yrs.	20–24 yrs.	25–29 yrs.		
Average monthly benefit	\$979	\$1,368	\$1,623	\$2,230	\$3,135	\$4,611	\$6,184	\$2,992
Average annual benefit	\$11,744	\$16,412	\$19,473	\$26,759	\$37,625	\$55,333	\$74,205	\$35,903
Average final average salary	\$52,922	\$56,688	\$55,024	\$66,556	\$81,206	\$95,886	\$108,399	\$79,145
Number of retired members	404*	206	437	354	1,499	653	233	3,786**

* Includes 263 members who did not have service reported.

** Includes 1,801 members who did not have FAS reported.

2016 Service	Years Credited Service						30 or more yrs.	Total
	0–4. yrs.	5–9 yrs.	10–14 yrs.	15–19 yrs.	20–24 yrs.	25–29 yrs.		
Average monthly benefit	\$966	\$1,424	\$6,619	\$2,253	\$3,089	\$4,554	\$6,144	\$2,978
Average annual benefit	\$11,828	\$17,092	\$19,428	\$27,032	\$37,065	\$54,651	\$73,724	\$35,737
Average final average salary	\$52,067	\$56,071	\$54,163	\$65,196	\$80,290	\$95,097	\$107,758	\$78,292
Number of retired members	384*	188	418	326	1,458	633	222	3,629**

* Includes 245 members who did not have service reported.

** Includes 1,771 members who did not have FAS reported.

2015 Service	Years Credited Service						30 or more yrs.	Total
	0–4. yrs.	5–9 yrs.	10–14 yrs.	15–19 yrs.	20–24 yrs.	25–29 yrs.		
Average monthly benefit	\$929	\$1,380	\$1,607	\$2,256	\$3,032	\$4,501	\$5,999	\$2,917
Average annual benefit	\$11,149	\$16,561	\$19,287	\$27,067	\$36,380	\$54,010	\$71,987	\$35,002
Average final average salary	\$53,397	\$57,211	\$53,878	\$64,646	\$78,872	\$94,266	\$107,053	\$77,621
Number of retired members	362*	188	396	314	1,395	599	203	3,457**

* Includes 222 members who did not have service reported.

** Includes 1,785 members who did not have FAS reported.

2014 Service	Years Credited Service						30 or more yrs.	Total
	0–4. yrs.	5–9 yrs.	10–14 yrs.	15–19 yrs.	20–24 yrs.	25–29 yrs.		
Average monthly benefit	\$1,003	\$1,380	\$1,519	\$2,111	\$2,964	\$4,362	\$5,623	\$2,929
Average annual benefit	\$12,039	\$16,555	\$18,226	\$25,335	\$35,571	\$52,347	\$67,472	\$35,154
Average final average salary	\$42,303	\$51,636	\$49,456	\$60,358	\$76,729	\$90,857	\$99,377	\$77,381
Number of retired members	286*	160	355	270	1,383	601	227	3,282**

* Includes 190 members who did not have service reported.

** Includes 1,816 members who did not have FAS reported.

**SCHEDULE OF AVERAGE BENEFIT PAYMENT AMOUNTS
PENSION PLAN – FIREFIGHTERS**

2024 Service	Years Credited Service						30 or more yrs.	Total
	0-4 yrs.	5-9 yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.		
Average monthly benefit	\$1,293	\$1,561	\$1,839	\$2,550	\$3,206	\$4,708	\$7,123	\$3,815
Average annual benefit	\$15,512	\$18,728	\$22,072	\$30,597	\$38,472	\$56,495	\$85,481	\$45,778
Average final compensation	\$63,540	\$68,060	\$66,864	\$79,287	\$89,390	\$100,040	\$114,162	\$94,527
Number of retired members	175*	41	124	164	729	475	304	2,012**

* Includes 149 members who did not have service reported.

** Includes 869 members who did not have AFC reported.

2023 Service	Years Credited Service						30 or more yrs.	Total
	0-4 yrs.	5-9 yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.		
Average monthly benefit	\$1,287	\$1,508	\$1,855	\$2,511	\$3,149	\$4,606	\$7,049	\$3,747
Average annual benefit	\$15,450	\$18,100	\$22,262	\$30,127	\$37,786	\$55,276	\$84,587	\$44,968
Average final compensation	\$63,622	\$64,648	\$65,193	\$79,308	\$87,356	\$97,657	\$113,134	\$93,104
Number of retired members	178*	39	112	158	695	459	289	1,930**

* Includes 153 members who did not have service reported.

** Includes 865 members who did not have AFC reported.

2022 Service	Years Credited Service						30 or more yrs.	Total
	0-4 yrs.	5-9 yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.		
Average monthly benefit	\$1,228	\$1,386	\$1,812	\$2,483	\$3,099	\$4,570	\$6,947	\$3,696
Average annual benefit	\$14,736	\$16,627	\$21,739	\$29,794	\$37,184	\$54,841	\$83,360	\$44,350
Average final compensation	\$59,856	\$64,768	\$64,721	\$78,801	\$85,127	\$96,443	\$111,314	\$91,878
Number of retired members	168*	38	108	150	677	448	277	1,866**

* Includes 147 members who did not have service reported.

** Includes 868 members who did not have AFC reported.

2021 Service	Years Credited Service						30 or more yrs.	Total
	0-4 yrs.	5-9 yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.		
Average monthly benefit	\$1,215	\$1,322	\$1,789	\$2,431	\$3,006	\$4,472	\$6,735	\$3,579
Average annual benefit	\$14,581	\$15,858	\$21,471	\$29,166	\$36,077	\$53,663	\$80,821	\$42,948
Average final compensation	\$61,203	\$64,515	\$63,840	\$77,559	\$82,876	\$94,393	\$108,631	\$89,823
Number of retired members	167*	36	108	146	663	433	263	1,816**

* Includes 147 members who did not have service reported.

** Includes 883 members who did not have AFC reported.

2020 Service	Years Credited Service						30 or more yrs.	Total
	0-4 yrs.	5-9 yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.		
Average monthly benefit	\$1,177	\$1,311	\$1,810	\$2,363	\$2,290	\$4,372	\$6,449	\$3,447
Average annual benefit	\$14,121	\$15,731	\$21,718	\$28,355	\$35,040	\$52,461	\$77,385	\$41,365
Average final compensation	\$61,360	\$65,855	\$63,385	\$77,517	\$81,246	\$94,282	\$105,160	\$88,316
Number of retired members	162*	36	101	146	640	433	235	1,753**

* Includes 141 members who did not have service reported.

** Includes 893 members who did not have AFC reported.

2019 Service	Years Credited Service						30 or more yrs.	Total
	0-4 yrs.	5-9 yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.		
Average monthly benefit	\$1,158	\$1,323	\$1,797	\$2,268	\$2,886	\$4,321	\$6,369	\$3,384
Average annual benefit	\$13,896	\$15,880	\$21,566	\$27,218	\$34,626	\$51,853	\$76,427	\$40,606
Average final compensation	\$59,820	\$59,140	\$62,631	\$73,625	\$80,335	\$93,449	\$104,172	\$87,185
Number of retired members	163*	33	101	137	629	421	222	1,706**

* Includes 144 members who did not have service reported.

** Includes 903 members who did not have AFC reported.

2018 Service	Years Credited Service							Total
	0-4 yrs.	5-9 yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.	30 or more yrs.	
Average monthly benefit	\$1,157	\$1,364	\$1,841	\$2,226	\$2,836	\$4,221	\$6,203	\$3,314
Average annual benefit	\$13,884	\$16,363	\$22,089	\$26,713	\$34,027	\$50,652	\$74,438	\$39,764
Average final average salary	\$56,847	\$57,722	\$62,269	\$71,690	\$79,817	\$92,171	\$102,765	\$86,094
Number of retired members	158*	31	99	132	624	418	211	1,673**

* Includes 139 members who did not have service reported.

** Includes 920 members who did not have FAS reported.

2017 Service	Years Credited Service							Total
	0-4 yrs.	5-9 yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.	30 or more yrs.	
Average monthly benefit	\$1,154	\$1,407	\$1,830	\$2,189	\$2,788	\$4,165	\$6,055	\$3,253
Average annual benefit	\$13,843	\$16,879	\$21,957	\$26,625	\$33,456	\$49,985	\$72,654	\$39,033
Average final average salary	\$55,226	\$59,323	\$61,155	\$69,692	\$79,089	\$91,311	\$101,821	\$85,145
Number of retired members	150*	31	96	129	625	406	202	1,639**

* Includes 131 members who did not have service reported.

** Includes 931 members who did not have FAS reported.

2016 Service	Years Credited Service							Total
	0-4 yrs.	5-9 yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.	30 or more yrs.	
Average monthly benefit	\$1,147	\$1,353	\$1,789	\$2,185	\$2,765	\$4,138	\$5,965	\$3,213
Average annual benefit	\$13,768	\$16,230	\$21,466	\$26,218	\$33,174	\$49,655	\$71,577	\$38,553
Average final average salary	\$55,226	\$57,997	\$60,126	\$70,005	\$78,510	\$91,235	\$100,861	\$84,646
Number of retired members	143*	30	96	125	617	391	193	1,595**

* Includes 124 members who did not have service reported.

** Includes 935 members who did not have FAS reported.

2015 Service	Years Credited Service							Total
	0-4 yrs.	5-9 yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.	30 or more yrs.	
Average monthly benefit	\$1,132	\$1,417	\$1,750	\$2,114	\$2,735	\$4,101	\$5,681	\$3,130
Average annual benefit	\$13,579	\$17,007	\$20,997	\$25,371	\$32,821	\$49,215	\$68,168	\$37,557
Average final average salary	\$55,075	\$59,425	\$61,768	\$68,985	\$77,441	\$90,785	\$96,758	\$83,520
Number of retired members	139*	30	91	119	611	389	172	1,551**

* Includes 120 members who did not have service reported.

** Includes 949 members who did not have FAS reported.

2014 Service	Years Credited Service							Total
	0-4 yrs.	5-9 yrs.	10-14 yrs.	15-19 yrs.	20-24 yrs.	25-29 yrs.	30 or more yrs.	
Average monthly benefit	\$1,068	\$1,450	\$1,724	\$2,004	\$2,687	\$3,997	\$5,494	\$3,047
Average annual benefit	\$12,812	\$17,405	\$20,686	\$24,051	\$32,249	\$47,960	\$65,932	\$35,562
Average final average salary	\$45,602	\$64,928	\$56,150	\$65,849	\$75,732	\$89,221	\$93,573	\$81,886
Number of retired members	128*	29	87	119	589	383	158	1,493**

* Includes 106 members who did not have service reported.

** Includes 958 members who did not have FAS reported.

SCHEDULES OF AVERAGE BENEFIT PAYMENT AMOUNTS – OPEB PLAN

	Service	2024	0-4 yrs**	5-9 yrs
Average Monthly Benefit			\$313	\$316
Average Annual Benefits			\$3,754	\$3,789
Number of retired members			129	106
**Includes members who did not have service reported				
	Service	2023	0-4 yrs**	5-9 yrs
Average Monthly Benefit			\$295	\$328
Average Annual Benefits			\$3,544	\$3,936
Number of retired members			141	116
**Includes 39 members who did not have service reported				
	Service	2022	0-4 yrs**	5-9 yrs
Average Monthly Benefit			\$302	\$330
Average Annual Benefits			\$3,620	\$3,962
Number of retired members			145	124
**Includes 40 members who did not have service reported				
	Service	2021	0-4 yrs**	5-9 yrs
Average Monthly Benefit			\$306	\$350
Average Annual Benefits			\$3,673	\$4,206
Number of retired members			156	130
**Includes 44 members who did not have service reported				
	Service	2020	0-4 yrs**	5-9 yrs
Average Monthly Benefit			\$331	\$354
Average Annual Benefits			\$3,971	\$4,244
Number of retired members			159	139
**Includes 44 members who did not have service reported				
	Service	2019	0-4 yrs**	5-9 yrs
Average Monthly Benefit			\$336	\$366
Average Annual Benefits			\$4,037	\$4,394
Number of retired members			162	141
**Includes 45 members who did not have service reported				
	Service	2018	0-4 yrs**	5-9 yrs
Average Monthly Benefit			\$349	\$381
Average Annual Benefits			\$4,187	\$4,572
Number of retired members			170	145
**Includes 47 members who did not have service reported				
	Service	2017	0-4 yrs**	5-9 yrs
Average Monthly Benefit			\$360	\$383
Average Annual Benefits			\$4,320	\$4,591
Number of retired members			175	153
**Includes 48 members who did not have service reported				
	Service	2016	0-4 yrs.**	5-9 yrs.
Average Monthly Benefit			\$366	\$393
Average Annual Benefits			\$4,390	\$4,714
Number of retired members			177	159
**Includes 44 members who did not have service reported				
	Service	2015	0-4 yrs.**	5-9 yrs.
Average Monthly Benefit			\$373	\$392
Average Annual Benefits			\$4,476	\$4,701
Number of retired members			180	168
**Includes 43 members who did not have service reported				

10-14 yrs	15-19 yrs	20-24 yrs	2024 25-29 yrs	30 or more yrs	Total
\$364	\$371	\$408	\$418	\$398	\$402
\$4,364	\$4,452	\$4,897	\$5,016	\$4,773	\$4,824
207	208	2,812	2,001	3,280	8,743

10-14 yrs	15-19 yrs	20-24 yrs	2023 25-29 yrs	30 or more yrs	Total
\$349	\$366	\$381	\$392	\$386	\$382
\$4,184	\$4,390	\$4,574	\$4,700	\$4,634	\$4,587
208	204	2,857	2,017	3,326	8,869

10-14 yrs	15-19 yrs	20-24 yrs	2022 25-29 yrs	30 or more yrs	Total
\$352	\$370	\$387	\$397	\$397	\$390
\$4,229	\$4,441	\$4,643	\$4,781	\$4,769	\$4,677
217	205	2,953	2,059	3,430	9,133

10-14 yrs	15-19 yrs	20-24 yrs	2021 25-29 yrs	30 or more yrs	Total
\$367	\$383	\$391	\$404	\$405	\$396
\$4,399	\$4,601	\$4,696	\$4,842	\$4,859	\$4,756
227	206	3,066	2,105	3,485	9,375

10-14 yrs	15-19 yrs	20-24 yrs	2020 25-29 yrs	30 or more yrs	Total
\$385	\$395	\$401	\$413	\$409	\$404
\$4,624	\$4,743	\$4,812	\$4,951	\$4,905	\$4,849
233	213	3,110	2,115	3,540	9,509

10-14 yrs	15-19 yrs	20-24 yrs	2019 25-29 yrs	30 or more yrs	Total
\$396	\$399	\$402	\$415	\$412	\$407
\$4,751	\$4,792	\$4,823	\$4,980	\$4,941	\$4,880
243	214	3,163	2,152	3,601	9,676

10-14 yrs	15-19 yrs	20-24 yrs	2018 25-29 yrs	30 or more yrs	Total
\$404	\$410	\$404	\$419	\$415	\$410
\$4,847	\$4,918	\$4,850	\$5,025	\$4,983	\$4,924
248	218	3,241	2,182	3,665	9,869

10-14 yrs	15-19 yrs	20-24 yrs	2017 25-29 yrs	30 or more yrs	Total
\$405	\$406	\$407	\$420	\$420	\$413
\$4,862	\$4,869	\$4,884	\$5,034	\$5,044	\$4,961
260	221	3,289	2,204	3,703	10,005

10-14 yrs.	15-19 yrs.	20-24 yrs.	2016 25-29 yrs.	30 or more yrs.	Total
\$408	\$410	\$411	\$423	\$430	\$419
\$4,896	\$4,918	\$4,927	\$5,075	\$5,159	\$5,031
266	230	3,345	2,237	3,746	10,160

10-14 yrs.	15-19 yrs.	20-24 yrs.	2015 25-29 yrs.	30 or more yrs.	Total
\$426	\$416	\$415	\$425	\$436	\$424
\$4,896	\$4,918	\$4,927	\$5,075	\$5,159	\$5,031
269	223	3,396	2,259	3,770	10,265

PRINCIPAL PARTICIPATING EMPLOYERS

PRINCIPAL PARTICIPATING EMPLOYERS – PENSION PLAN CURRENT YEAR AND NINE YEARS AGO

	As of June 30, 2024			As of June 30, 2015		
	# of Covered	Rank	Percentage of Total	# of Covered	Rank	Percentage of Total
Participating Government	Employees	Rank	Pension Plan	Employees	Rank	Pension Plan
State of New Hampshire	11,285	1	23.04%	10,862	1	22.72%
SAU 42 (Nashua School District)	1,343	2	2.74%	1,279	2	2.68%
Manchester School District	1,279	3	2.61%	1,252	3	2.62%
City of Dover	682	4	1.39%	608	7	1.27%
Concord School District	633	5	1.29%	568	9	1.19%
City of Nashua	622	6	1.27%	614	5	1.28%
Merrimack School District	622	6	1.27%	610	6	1.28%
Timberlane School District	588	7	1.20%	660	4	1.38%
Rochester School District	547	8	1.12%	576	8	1.20%
Londonderry School District	534	9	1.09%	541	10	1.13%
All Other*	30,854		62.98%	30,242		63.25%
Total (460 Governments)	48,989		100.00%	48,812		100.00%

*As of June 30, 2024, "All Other" consisted of:

Type	Number	Employees
City Governments	11	2,510
Town Governments & Related Entities	240	6,176
County Governments & Related Entities	12	2,746
School Districts & Administrative Units	187	19,422
Total	450	30,854

PRINCIPAL PARTICIPATING EMPLOYERS – OPEB PLAN CURRENT YEAR AND NINE YEARS AGO

	As of June 30, 2024			As of June 30, 2015		
	# of Covered	Rank	Percentage of Total	# of Covered	Rank	Percentage of Total
Participating Government	Employees	Rank	OPEB Plan	Employees	Rank	OPEB Plan
State of New Hampshire	2,015	1	23.05%	2,694	1	26.09%
Manchester School District	407	2	4.66%	489	2	4.74%
SAU 42 (Nashua School District)	333	3	3.81%	389	3	3.77%
City of Manchester	331	4	3.79%	293	4	2.84%
City of Nashua	287	5	3.28%	289	5	2.80%
City of Concord	175	6	2.00%	185	7	1.79%
Concord School District	169	7	1.93%	229	6	2.22%
Keene School District	148	8	1.69%	163	8	1.58%
Portsmouth School District	120	9	1.37%	142	9	1.38%
Town of Salem	120	9	1.37%	109	10	1.06%
All Other *	4,638		53.05%	5,343		51.75%
Total (346 Governments)	8,743		100.00%	10,325		100.00%

*As of June 30, 2024, "All Other" consisted of:

Type	Number	Employees
City Governments	10	539
Town Governments & Related Entities	127	912
County Governments & Related Entities	12	294
School Districts & Administrative Units	187	2,893
Total	336	4,638

A full list of participating employers as of June 30, 2024 begins on page 121.

LISTING OF PARTICIPATING EMPLOYERS

STATE GOVERNMENT

State of New Hampshire E, P, F
 Community College System of
 New Hampshire E
 Land & Community Heritage
 Investment Program E
 New Hampshire Retirement System E
 Pease Development Authority E

CITIES AND TOWNS (AND RELATED ENTITIES)

Alexandria E, P
 Allenstown E, P, F
 Alstead P
 Alton E, P, F
 Amherst P, F
 Andover P
 Androscoggin Valley Regional Refuse
 Disposal Dist. E
 Antrim E, P
 Ashland E, P
 Atkinson E, P, F
 Auburn E, P, F
 Barnstead E, P, F
 Barrington E, P, Fs
 Bartlett P, F
 Bath P
 BCEP Solid Waste District E
 Bedford E, P, F
 Belmont E, P, F
 Bennington E, P
 Berlin E, P, F
 Berlin Housing Authority E
 Berlin Water Works E
 Bethlehem E, P
 Boscaawen E, P
 Bow E, P, F
 Bradford P
 Brentwood E, P, F
 Bristol E, P, F
 Brookline E, P, F
 Brookline Public Library E
 Campton E, P, F

Canaan E, P
 Candia P
 Canterbury E, P
 Carroll E, P, F
 Center Conway Fire Precinct F
 Center Harbor E, P
 Central Hooksett Water Precinct E
 Charlestown E, P
 Chester E, P, F
 Chesterfield E, P
 Chichester E, P
 Claremont E, P, F
 Clarksville E
 Colebrook E, P
 Concord E, P, F
 Conway E, P
 Conway Village Fire District E, F
 Cook Memorial Library E
 Cornish E, P
 Croydon E
 Danville P
 Deerfield E, P
 Deering P
 Derry E, P, F
 Derry Housing Authority E
 Dorchester E
 Dover E, T, P, F
 Dover Housing Authority E
 Dublin E, P
 Dunbarton E, P
 Durham E, P, F
 East Kingston E, P
 Effingham P, E
 Eidelweiss Village District E
 Enfield E, P
 Epping E, P, F
 Epsom E, P, F
 Exeter E, P, F
 Farmington P, F
 Fitzwilliam E, P
 Franconia P
 Franklin E, P, F
 Freedom P
 Fremont P
 Gilford E, P, F
 Gilmanton E, P, F
 Goffstown E, P, F
 Goffstown Village Water Precinct E
 Gorham E, P, F
 Goshen E
 Grafton E, P
 Grantham E, P
 Greenfield E, P
 Greenland E, P, F
 Greenville E, P
 Groton E
 Hampstead E, P, F
 Hampton E, P, F
 Hampton Falls E, P, F
 Hancock P
 Hanover E, P, F
 Harrisville P
 Haverhill E, P
 Hebron E, P
 Henniker E, P, F
 Hill P
 Hillsborough P, F
 Hinsdale E, P
 Holderness E, P, F
 Hollis E, P, F
 Hooksett E, P, F
 Hooksett Public Library E
 Hooksett Sewer Commission E
 Hooksett Village Water Precinct E
 Hopkinton E, P, F
 Hudson E, P, F
 Jackson E, P, F
 Jaffrey E, P, F
 Jefferson E
 Keene E, P, F
 Kensington P

Franconia P
 Franklin E, P, F
 Freedom P
 Fremont P
 Gilford E, P, F
 Gilmanton E, P, F
 Goffstown E, P, F
 Goffstown Village Water Precinct E
 Gorham E, P, F
 Goshen E
 Grafton E, P
 Grantham E, P
 Greenfield E, P
 Greenland E, P, F
 Greenville E, P
 Groton E
 Hampstead E, P, F
 Hampton E, P, F
 Hampton Falls E, P, F
 Hancock P
 Hanover E, P, F
 Harrisville P
 Haverhill E, P
 Hebron E, P
 Henniker E, P, F
 Hill P
 Hillsborough P, F
 Hinsdale E, P
 Holderness E, P, F
 Hollis E, P, F
 Hooksett E, P, F
 Hooksett Public Library E
 Hooksett Sewer Commission E
 Hooksett Village Water Precinct E
 Hopkinton E, P, F
 Hudson E, P, F
 Jackson E, P, F
 Jaffrey E, P, F
 Jefferson E
 Keene E, P, F
 Kensington P

Kingston E, F, P	Nashua Airport Authority E	Raymond E, P, F
Laconia E, P, F	Nashua Housing Authority E	Rindge E, P, F
Laconia Housing & Redevelopment E	Nelson E	Rochester E, P, F
Laconia Water Works E	New Boston P, F	Rockingham Planning Commission E
Lakes Region Mutual Fire Aid E	New Castle E, P, F	Rollinsford E, P
Lakes Region Planning Commission E	New Durham E, P	Rumney E, P
Lancaster E, P, F	New Hampton E, P, F	Rye E, P, F
Landaff E	New Ipswich E, P	Rye Water District E
Langdon Public Library E	New London E, P, F	Salem E, P, F
Lebanon E, P, F	New London-Springfield Water Precinct E	Salem Housing Authority E
Lee E, P, F	Newbury P	Salisbury E
Lempster E	Newfields E, P	Sanbornton E, P, F
Lincoln E, P	Newington E, P, F	Sanbornton Public Library E
Lisbon P	Newmarket E, P, F	Sandown E, P, F
Litchfield E, P, F	Newmarket Housing Authority E	Sandown Public Library E
Littleton E, P, F	Newport E, P, F	Sandwich P, F
Littleton Public Library E	Newton E, P	Seabrook P, F
Littleton Water & Light Department E	New Hampshire Municipal Bond Bank E	Shelburne E
Londonderry E, P, F	North Conway Water Precinct/ Fire Department E, F	Somersworth E, P, F
Loudon E, P, F	North Hampton E, P, F	Somersworth Housing Authority E
Lower Bartlett Water Precinct E	Northfield E, P	South Hampton P
Lyme E, P	Northumberland E, P	Southern NH Planning Commission E
Lyndeborough P	Northwood E, P, F	Springfield E, P
Madison E, P	Nottingham P, F	Stewartstown E
Manchester P, F	Orford E, P	Strafford P, F
Marlborough E, P	Ossipee E, P	Stratford E
Marlow E	Pelham E, P, F	Stratham E, P
Mason P, F	Pembroke E, P	Sugar Hill E, P
Meredith E, P, F	Peterborough E, P, F	Sunapee E, P
Meriden Village Water District E	Piermont P, E	Sutton P
Merrimack E, P, F	Pittsburg E, P	Swanzey P, F
Merrimack Village District E	Pittsfield E, P, F	SWNH District Fire Mutual Aid E, F
Middleton P	Plainfield E, P	Tamworth E, P, F
Milford E, P, F	Plaistow E, P, F	Thornton E, P
Milford Area Communication Center E	Plaistow Public Library E	Thornton Public Library E
Milton E, F, P	Plymouth E, P, F	Tilton E, P
Monroe E	Plymouth Village Water & Sewer E	Tilton/Northfield Fire District E, F
Mont Vernon E, P	Portsmouth E, P, F	Troy E, P
Moultonborough E, P, F	Portsmouth Housing Authority E	Tuftonboro E, P, F
Nashua E, P, F		Unity E
		Village District of Eastman E

Wakefield E, P, F
 Walpole E, P
 Warner E, P
 Warner Village Water District E
 Warren P
 Washington E, P
 Waterville Estates Village District E
 Waterville Valley E, P, F
 Weare E, P, F
 Webster E, P
 Weeks Public Library E
 Westmoreland E
 Whitefield E, P
 Wilmot E, P
 Wilton P, F
 Winchester E, P
 Windham E, P, F
 Wolfeboro E, P, F
 Woodstock E, P
 Woodsville Fire District E

**COUNTY GOVERNMENTS
 (AND RELATED ENTITIES)**

Belknap County E, P
 Belknap County Conservation District E
 Carroll County E, P
 Cheshire County E, P
 Coos County E, P
 Coos County Nursing Home E
 Grafton County E, P
 Hillsborough County E, P
 Merrimack County E, P
 Rockingham County E, P
 Strafford County E, P
 Sullivan County E, P

SCHOOL DISTRICTS

Allenstown School District T
 Alton School District E, T
 Amherst School District E, T
 Andover School District E, T

Ashland School District E, T
 Auburn School District E, T
 Barnstead School District E, T
 Barrington School District E, T
 Bartlett School District E, T
 Bath School District E, T
 Bedford School District E, T
 Bethlehem School District E, T
 Bow School District E, T
 Brentwood School District E, T
 Brookline School District E, T
 Campton School District E, T
 Candia School District E, T
 Chester School District E, T
 Chesterfield School District T
 Chichester School District E, T
 Claremont School District E, T
 Colebrook School District T
 Concord School District E, T
 Contoocook Valley Regional School District E, T
 Conway School District E, T
 Cornish School District E, T
 Croydon School District T
 Deerfield School District T
 Derry Coop School District E, T
 Dresden School District E, T
 Dunbarton School District T
 East Kingston School District E, T
 Epping School District E, T
 Epsom School District T
 Errol School District T
 Exeter School District E, T
 Exeter Regional Co-Op School District E, T
 Fall Mountain Regional School District E, T
 Farmington School District E, T
 Franklin School District E, T
 Freedom School District E, T
 Fremont School District E, T
 Gilford School District E, T

Gilmanton School District E, T
 Goffstown School District E, T
 Governor Wentworth Regional School District E, T
 Grantham School District E, T
 Great Bay eLearning Charter School T
 Greenland School District E, T
 GRS Cooperative School District E, T
 Hampstead School District E, T
 Hampton Falls School District E, T
 Hampton School District E, T
 Hanover School District E, T
 Harrisville School District E, T
 Haverhill Coop School District E, T
 Henniker School District E, T
 Hill School District E, T
 Hillsboro-Deering School District E, T
 Hinsdale School District E, T
 Holderness School District E, T
 Hollis School District E, T
 Hollis/Brookline Coop School District E, T
 Hooksett School District E, T
 Hopkinton School District E, T
 Hudson School District E, T
 Inter-Lakes School District E, T
 Jackson School District E, T
 Jaffrey-Rindge Coop School District E, T
 John Stark Regional School District E, T
 Kearsarge Regional Cooperative School District E, T
 Keene School District E, T
 Kensington School District E, T
 Laconia School District E, T
 Lafayette Regional Cooperative School District E, T
 Landaff School District T
 Lebanon School District E, T
 Lempster School District E, T

Lincoln Woodstock Coop School District E, T	Oyster River Coop School District E, T	Virtual Learning Academy Charter School T
Lisbon Regional School District E, T	Pelham School District E, T	Wakefield School District E, T
Litchfield School District E, T	Pembroke School District E, T	Warren School District E, T
Littleton School District E, T	Pemi-Baker Regional School District E, T	Washington School District E, T
Londonderry School District E, T	Piermont School District E, T	Waterville Valley School District E, T
Lyme School District E, T	Pittsburg School District E, T	Weare School District T
Madison School District E, T	Pittsfield School District E, T	Wentworth School District E, T
Manchester School District E, T	Plainfield School District E, T	Westmoreland School District E, T
Marlborough School District E, T	Plymouth School District E, T	White Mountains Regional School District E, T
Marlow School District E, T	Portsmouth School District E, T	Wilton-Lyndeborough School District E, T
Mascenic Regional School District E, T	Profile Coop School District E, T	Winchester School District E, T
Mascoma Valley School District E, T	Propsect Mountain High School E, T	Windham School District E, T
Mason School District E, T	Raymond School District E, T	Winnacunnet Coop School District E, T
Merrimack School District E, T	Rivendell Interstate School District T	Winnisquam Regional School District E, T
Merrimack Valley School District E, T	Rochester School District E, T	
Middleton School District E, T	Rollinsford School District E, T	
Milan School District E, T	Rumney School District E, T	
Milford School District E, T	Rye School District E, T	SCHOOL ADMINISTRATIVE UNITS
Milton School District E, T	Salem School District E, T	SAU 2 E, T
Monadnock Regional School District E, T	Sanborn Regional School District E, T	SAU 3 E, T
Monroe School District E, T	Seabrook School District E, T	SAU 6 E
Mont Vernon School District E, T	Seacoast Charter School T	SAU 7 E, T
Moultonborough School District E, T	Shaker Regional School District E, T	SAU 9 E, T
Mountain Lakes District E	Somersworth School District E, T	SAU 13 E, T
Nelson School District T	Souhegan Cooperative School District E, T	SAU 15 E, T
New Boston School District E, T	South Hampton School District E, T	SAU 16 E, T
New Castle School District T	Stark School District E, T	SAU 19 E, T
Newfields School District E, T	Stewartstown School District T	SAU 20 E, T
Newfound Area School District E, T	Stoddard School District E, T	SAU 21 E, T
Newington School District E, T	Strafford School District E, T	SAU 23 E, T
Newmarket School District E, T	Stratford School District E, T	SAU 24 E, T
Newport School District E, T	Stratham School District E, T	SAU 29 E, T
Next Charter School T	Sunapee School District E, T	SAU 34 E
North Country Charter Academy T	Tamworth School District E, T	SAU 35 E, T
North Country Education Service E, T	Thornton School District E, T	SAU 39 E, T
North Hampton School District E, T	Timberlane Regional School District E, T	SAU 41 E, T
Northumberland School District E, T	Unity School District E, T	SAU 42 E, T
Northwood School District E, T		SAU 46 E
Nottingham School District E, T		SAU 48 E, T

SAU 50 E, T

SAU 53 E, T

SAU 58 E

SAU 67 E, T

SAU 70 E, T

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