

# PERA Scorecard – SF4721/HF4514

Success

Caution

Concern

Metrics Provided in 2025 Actuarial Valuation Reports

Metrics	Questions to Consider	Current Plan	SF4721/HF4514
Assumptions	Are the economic & demographic assumptions appropriate?	Yes	Yes
Financial Health	Is the plan expected to achieve and maintain fully funded status?	105% now, expected to improve	102% now, expected to improve
Benefit Amount & Retirement Age	Does the Plan provide a reasonable benefit at a reasonable retirement age for a career member?	66% of FAS @ 55 + SS	66% of FAS @ 55 + SS
Contributions	Do employees and employers contribute the appropriate amount?	Contributions 119% of Normal Cost	Contributions 102% of Normal Cost
Benefits	Do retirees have sufficient inflation protection?	100% of CPI 1.0% Min 2.5% Max	100% of CPI 1.0% Min 3.0% Max



# PERA Scorecard – Goals to Achieve Success

Metrics	Questions to Consider	Goals to Achieve Success
Assumptions	Are the economic & demographic assumptions appropriate?	Economic assumptions should be reviewed annually and deemed reasonable by our consulting actuary. Demographic assumptions should be based on assumptions from an experience study completed with the past 4 years.
Financial Health	Is the plan expected to achieve and maintain fully funded status?	Either over 100% funded and not expected to decline below 100% within 10 years or if less than 100%, expected to improve to 100% funded within 5 years.
Benefit Amount & Retirement Age	Does the Plan provide a reasonable benefit at a reasonable retirement age for a career member?	Each Plan should provide a replacement ratio of at least 80% when combined with Social Security at the full retirement age to members participating for a full career. Full retirement ages and full career service are age 66 and 40 years (General) and age 55 and 30 years (Police & Fire and Correctional).
Contributions	Do employees and employers contribute the appropriate amount?	The ratio of actual member plus employer contributions (excluding State or other contributions) divided by normal cost plus expenses should be in the range of 95% to 105%.
Benefits	Do retirees have sufficient inflation protection?	The postretirement increase should be tied to inflation (100% of CPI) with a cap of no less than 2.5%.

