Request for Quote (RFQ)

The response shall be addressed and delivered

via Bonfire

City of Milwaukee
Employes' Retirement System
789 N Water Street, Suite 300
Milwaukee, Wisconsin 53202

Responses must be received no later than 5:00 P.M., CST,
on Monday, April 28, 2025

Questions can be e-mailed via Bonfire

Please note: ERS reserves the right to reject a Request for Quote (RFQ) that is not completed as specified within this document. ERS also reserves the right to accept or reject any response, to not to proceed with any action and to accept only those response that are in the best interest of the ERS. The ERS will incur no liability for the cost of the RFQ preparation.

Contents

Introduction and purpose of the RFQ

With this RFQ, we request information regarding your company and your external audit services and pricing. The purpose of this RFQ document is to gain a better understanding of the current market for the services.

Scope

Specific information is requested according to the form below.

RFQ procedure

- Please respond to each item in the attached Questionnaire.
- Provide a cover letter with primary point of contact and contact information (name, title, address, telephone number(s), fax number and e-mail address).
- Provide a signature of an individual authorized to enter into a contract.
- Describe your organization and the services you provide.
- Provide information demonstrating your ability to fulfill the services identified in this RFQ. Include information about working with public pension plans.
- E-mail the contact listed below with any questions by the date and time given.
- Answers to this RFQ will be evaluated by the management from different areas of the ERS.
- The ERS may require oral presentations by telephone or WebEx. Responses should be complete on their face. The ERS reserves the right to request clarifying information at any point.

Questions

Any questions concerning this RFQ may be submitted via Bonfire. The deadline for questions is 5:00 p.m., Central time**,** on Friday, April 11, 2025. The ERS will transmit responses via Bonfire to questions received by 5:00 p.m., Central time, on Friday, April 18, 2025. Responders may not rely on any representations from the ERS or Annuity and Pension Board members other than the responses provided through the above-described procedure.

Timeline

3/26/25	Issue RFQ.
4/11/25	Last date for questions via Bonfire (5:00 pm CST).
4/18/25	Responses to questions issued via Bonfire (5:00 pm CST).
4/30/25	RFQ response deadline via Bonfire (5:00 pm CST).
5/31/25	Selection of Vendor
7/1/25	Contract start date

Scoring Criteria

ERS will evaluate all submitted proposals along the following criteria including, but not limited to:

• Proposer experience and references	40%
• Approach, work plan, exceptions to contract	30%
• Cost	30%

Background Description of What is Requested

The Employes' Retirement System of the City of Milwaukee (ERS) invites qualified vendors to submit Requests for Quote (RFQs) in providing professional services to perform external audit services specifically for ERS' Schedules of Employer Allocations and Pension Amounts by Employer report (Employer Schedules). All RFQ responses must be submitted by a single primary vendor.

Objectives

The objectives of this RFQ are to:

- Convey ERS' external audit requirements to qualified vendors.
- Understand the vendor's approach and work plan, organizational and personnel qualifications, previous experience, price and ability to perform external audit work.
- Contract with a professional services firm to fulfill the RFQ requirements.

ERS Overview

The ERS manages a $6.0 billion defined-benefit pension fund. The ERS was created by an act of the Wisconsin Legislature in 1937 to provide retirement-related benefits for members and their beneficiaries. Chapter 36 of the Milwaukee City Charter is the codified provisions of the pension law and the Board Rules and Regulations further define the law. The Annuity and Pension Board (Board) governs ERS, and serves as trustee of the System's funds. The ERS' Executive Director is responsible for daily operations, and also serves as Secretary to the Board. 2023 WI Act 12 closed the ERS to new members as of 1/1/2024 and required the WI Legislative Audit Bureau to perform an annual financial statement audit.

Background

The ERS provides a wide variety of benefits to its members and their beneficiaries, including:

- Service retirement benefits
- Disability retirement benefits
- Separation benefits
- Death benefits
- Survivorship options
- Group life insurance for all City employees
- Health and COBRA dental insurance programs for eligible retirees

The ERS covers approximately 14,000 active or deferred employees from the City of Milwaukee or its participating city agencies. Participating agencies include any board, commission, division, department, office, or agency of the City government, including Milwaukee Public Schools (noncertified staff), Milwaukee Metropolitan Sewerage District, Milwaukee Area Technical College, Veolia, Wisconsin Center District, and the Housing Authority of the City of Milwaukee. Approximately 13,867 retirees, survivors, and beneficiaries receive monthly pension payments.

The ERS is a cost-sharing , multi-employer governmental pension plan.

Current Organization
ERS currently has 52 full time equivalent budgeted positions and 1 contractor who provide IT services.

ERS' Executive Director is responsible for daily operations, and reports to the Annuity and Pension Board. Functional areas include Member Services: counseling and providing direct service to members, administering group life, health, and dental insurance benefits; Fiscal Services: accounting and financial reporting activities, retiree payroll, staff payroll, benefit calculations; Investment Services: monitoring of investment managers' performance, fund re-balancing; Information Services: handling the network, hardware and software functions and maintenance of the information systems; and, Administration: agency governance, research activities and general administrative functions.

ERS staff is experienced, well trained and very knowledgeable about the activities needed to be performed in its various areas for the successful functioning of all its business concerns.

Actuarial Consultants
The ERS' consulting actuary is Cavanaugh MacDonald Consulting LLC. They provide ERS with actuarial valuations, experience investigations, asset/liability studies, actuarial audits, and pension consulting services.

Cavanaugh MacDonald prepares Governmental Accounting Standards Board (GASB) 68 reports for ERS. The reports provide information required under GASB statement 68, which establishes accounting and financial reporting requirements for governmental employers who provide pension benefits to their employees through a trust. The 2024 GASB 68 report will be based upon the January 1, 2024 actuarial valuation with actuarial liabilities rolled forward to December 31, 2024.

Business Applications
ERS' primary line-of-business application is a pension management information system named MERITS. MERITS is a java-based n-tier application that provides the capability to process customers throughout the membership lifecycle from enrollment to withdrawal, retirement, or death. Each month the system is used to pay about 13,500 annuitants and process employer contribution reports for 10,800 active members. ERS also uses the Sage AccPac accounting package for general ledger and accounts receivable processing. Departmental payroll and accounts payable services are delivered by the City under a cooperation agreement, and use PeopleSoft products. Investments are held by ERS' custodian, Northern Trust.

More information can be found at www.cmers.com.

Services Required

ERS is soliciting the services of a qualified firm to conduct external audit services for a period of three years with an option to renew for an additional two years.

Scope of Work to be Performed

General
ERS' current auditor is the WI Legislative Audit Bureau (LAB) and they will complete their financial audit of the ERS' Annual Comprehensive Financial Report (ACFR) for the year ended December 31, 2024 by July 2025. ERS also prepares the Employer Schedules, which will also need to be audited. ERS believes that WI Act 12 requiring that LAB audit ERS only

covers its ACFR and the Employer Schedules are outside of the scope of the LAB audit requirement. The Employer Schedules audit will occur after the conclusion of the LAB's audit of the ACFR. Due to LAB's confidentiality statute, they cannot disclose audit information to third parties until after their audit is concluded.

Areas for Audit

ERS staff is seeking bids for the external audit of its Schedule of Employers Allocations and Pension Amounts by Employer for the year ended December 31, 2024. The external auditor selected may need to work with LAB to review the ACFR audit, as it is closely intertwined with the Employer Schedules.

Irregularities and/or Illegal Acts

Auditors shall be required to make a written report of all irregularities and illegal acts or indications of illegal acts of which they become aware to the ERS Board.

Additional Services

Should the Board decide to request additional external audit work outside the agreed upon schedule, the auditor will perform such work at an agreed upon rate and time schedule.

Working Paper Retention and Access to Working Papers

All working papers and reports must be retained, at the Auditor's expense, for a minimum of 7 years, unless notified in writing from the ERS of the need to extend the retention period. The Auditor will be required to make working papers available upon request to the ERS.

Available Documents

Attached to this RFQ are copies of the 2023 ACFR, 2023 Employer Schedules, GASB 68 Actuarial Report, A&O Audit Charter and a Sample Contract (See appendixes A, B, C, D and E).

Additional actuarial and financial reports can be found on ERS' website. Please see: https://www.cmers.com/CMERS_RD/About-ERS--The-Fund/Financial-Reports--Policies.htm

Proprietary Information

Proprietary data or trade secrets should be clearly identified as such in the proposal. ERS will not disclose any portion of the proposals except to members of the evaluation term prior to the contract award. ERS reserves the right to disclose the names of the Proposers, proposals and any other information pertinent to the selection of the Proposer.

LBE/SBE Policies

If a Local Business Enterprise (LBE) is a responsive and responsible bidder, the LBE shall be awarded the contract provided its bid does not exceed the lowest bid by more than 5% and the difference does not exceed $25,000. If the LBE is certified as a Small Business Enterprise (SBE) with the City of Milwaukee's Office of Small Business Development, the LBE shall be awarded the contract provided its bid does not exceed the lowest bid by more than 10% and the difference does not exceed $30,000.

Submission of a proposal constitutes acceptance of all conditions contained in this request for proposals, unless clearly and specifically noted in the proposal submitted and confirmed and expressly excepted in the subsequent contract between the firm and the ERS.

Questionnaire

Background of the consulting firm (2 page maximum)

1. Briefly describe your firm's background, history, and ownership structure, including any parent, affiliated or subsidiary company, and any business partners. Provide an organization chart of your firm and describe the relationship between each component and your consulting group.

2. Within the past three years, have there been any significant developments in your organization such as changes in ownership, restructuring, or personnel reorganizations? Do you anticipate future significant changes in your organization?

3. Please give the address of your corporate office and indicate which office(s) will service the ERS.

4. Will one primary contact be assigned to our account? If so, provide complete contact information.

5. List any exceptions to the Sample Contract (Appendix E).

Standards of conduct (1 page maximum):

1. Does your firm have a written code of conduct or a set of standards for professional behavior? If so, how are they monitored and enforced?

2. Within the last five years, has your organization or an officer or principal been involved in litigation or other legal proceedings relating to your external audit services assignments? If so, please provide an explanation and indicate the current status or disposition.

3. Has your firm ever been censured by any regulatory body? If so, please describe the situation.

Conflicts of Interest (3 page maximum):

1. Are there any potential conflict of interest issues your firm would have in servicing the ERS? If so, describe them.

2. How does your firm identify and manage conflicts of interest?

3. Have you or anyone in your firm provided any gifts, travel and room expenses, entertainment or meals to any ERS Board member or staff during the past 12 months? If yes, please describe the amount of expenses and what it was for.

Audit team (2 page maximum):

1. How many external audit consultants does your firm have?

2. Please provide contact information for each consultant that will be assigned to the ERS in a grid similar to the following:

Name	Address	Business Phone	Business Fax	E-mail Address

3. Please describe the role of each consultant for this assignment.

4. Please describe your team's experience with similar work performed for other public retirement systems or corporate pension.

5. State whether the individuals assigned to the work have any responsibilities other than providing audit services, and if so, specify such responsibilities.

6. Describe the resources your firm has that specifically address the needs of public sector clients.

References:

1. Please provide three references from current clients for whom work similar to that requested in this RFQ has been performed.

2. Please list public sector clients who have terminated your relationship during the past three years and their reasons for doing so. Please include their names, titles and telephone numbers.

Fees:

1. Please list your fees for the external audit services, assuming this will be a three year contract.

2. Please give hourly rates you will charge for work within the scope of services for which the precise number of hours is unknown.

Appendix A: A&O Audit Charter

Appendix B: 2023 Annual Comprehensive Financial Report

Appendix C: 2023 Schedules of Employer Allocations and Pension Amounts by Employer

Appendix D: 2023 GASB 68 Actuarial Report

Appendix E: Sample Contract

Employes' Retirement System
of the City of Milwaukee

Administration & Operations Committee Audit Charter
January 2025

Purpose

The purpose of this Administration and Operations (A&O) Committee Audit Charter dated January 2025 is to assist the Board Members in fulfilling their oversight responsibilities for the financial reporting process, the system of internal control, the audit process, and the agency's process for monitoring compliance with laws and regulations and the code of conduct. Because of the existing member composition of the A&O Committee as well as the limited number of members, this committee will also have responsibility for the Internal Audit function.

I. AUTHORITY

The A&O Committee has authority to request the Board to conduct or authorize investigation in to any matters within its scope of responsibility. It is empowered to:

- Comply with provisions of section 13.94(1)(x)-(y), Wisconsin Statutes, regarding the financial and actuarial audits of the ERS, review and approve audit fees charged by the Wisconsin Legislative Audit Bureau (LAB).

- Recommend independent auditors to be engaged by the agency, review and approve the planned and budgeted fees of the independent auditors, review and evaluate the performance of the independent auditors and obtain Board approval for any proposed discharge of the independent auditors.[1]

- Pre-approve all auditing and non-audit services.[1]

[1] Pursuant to section 13.94(1)(x)-(y), Wisconsin Statutes, the WI LAB is mandated by the State of Wisconsin to perform financial and actuarial audits of ERS. For this reason, auditor interactions by the A&O Committee will exclude the audit of the annual financial statements.

- Resolve any disagreements between management and the audit team encountered during the course of the audit including any restrictions on the scope of the work or access to required information. [1]

- Retain independent accountants, or others to advise the A&O Committee or assist in the conduct of an investigation as necessary.

- Seek any information required from employees, all of who are directed to cooperate with the committee's requests.

II. RESPONSIBILITIES

The committee will oversee the following responsibilities:

(1) Financial Statements

- Review significant accounting and reporting issues, including complex or unusual transactions, highly judgmental areas, and recent professional and regulatory pronouncements, and understand their impact on the financial statements.

- Review the annual financial statements and consider whether they are complete, consistent with information known to committee members and reflect appropriate accounting principles.

- Review with the City Attorney or outside legal counsel the status of legal matters that may have an effect on the financial statements.

- Understand how management develops interim financial information, and the nature and extent of external and internal auditor involvement.

- Review interim financial reports with management and consider whether they are complete and consistent with the information known to committee members.

(2) System of Risk Management

- Ensure that the organization has a comprehensive policy on risk management.

- Consider the effectiveness of the organization's risk management system, including risks of information technology systems.

- Consider the risks of business relationships with significant vendors and consultants.

- Review reports on management's self-assessment of risks and the mitigations of these risks.

- Understand the scope of the internal auditor's review of risk management over financial reporting and internal controls and obtain reports on significant findings and recommendations with management's responses.

- Hire outside experts and consultants in risk management as necessary.

(3) Internal Control

- Consider the effectiveness of the organization's internal control system, including information technology security and control.
- Understand the scope of internal auditor's and external auditor's review of internal control over financial reporting and its processes and obtain reports on significant findings and recommendations with management's responses.
- Ensure that the organization has a comprehensive policy on internal control and compliance and periodically review the policies on ethics, the code of conduct and fraud.
- Review the role of the internal auditor's involvement in the governance process, including governance documentation and training.
- Ensure that contracts with external service providers contain appropriate record-keeping and audit language.

(4) Internal Audit

- Assure and maintain through the organizational structure of the agency and by other means, the independence of the internal audit process. Review with management the department charter, objectives, plans, activities, staffing, budget, qualifications, and organizational structure of the internal audit function.
- Obtain the information and training needed to enhance the committee members' understanding of the purpose of internal audits so that the committee may adequately oversee the internal audit function.
- Ensure there are no unjustified restrictions or limitations placed on Internal Audit and internal audit staff. Ensure that internal auditors have access to all documents, information and systems in the organization.
- Receive and review all internal audit reports and management letters. Review any changes in the scope of their internal audit. Review the responsiveness and timeliness of management's follow-up activities pertaining to any reported findings and recommendations.
- Review the performance of Internal Audit periodically.

(5) External Audit of the Financial Statements

Pursuant to section 13.94(1)(x)-(y), Wisconsin Statutes, the WI LAB is mandated by the State of Wisconsin to perform financial and actuarial audits of ERS. For this reason, auditor interactions by the A&O Committee will exclude the audit of the annual financial statements. The A&O Committee may, at its discretion, retain other audit firms to execute agreed upon procedures, preparation of employer schedules, internal audit, etc., and to have reports from such firms be presented to the A&O Committee for review, consideration, and action as deemed necessary.

Pursuant to the Laws of 1937, chapter 396, section 15(1), and consistent with the

Wisconsin Supreme Court decision in *Milwaukee Police Assn. v. City of Milwaukee (2018),* the Milwaukee City Charter (Section 15-1), and the Annuity & Pension Board Rules & Regulations (Section IV.D), the Annuity & Pension Board retains the authority to approve the LAB audit Engagement Agreement Letter and authorize ERS staff to make representations on behalf of the Annuity & Pension Board regarding the reasonableness of actuarial assumptions determined by the Board.

During the external audit of the financial statements, ERS Management is authorized to sign the required management representation letter, including a representation that the actuarial assumptions and rates used by the System are those that are specifically approved by the Annuity and Pension Board, and that the authority to adopt such assumptions and rates resides exclusively with the Annuity and Pension Board.

Pursuant to section 13.94(1s)(c)(1m), Wisconsin Statutes, the WI Legislative Audit Bureau may charge the retirement system for the cost of auditing the financial statements. The A&O Committee shall continue to review the reasonableness of all charges for such audits and authorize payments of such charges.

(6) Agency's Processes for Monitoring Regulatory Compliance

- Review the effectiveness of the system for monitoring compliance with laws and regulations and the results of management's investigation and follow-up (including disciplinary action) of any instance of noncompliance.
- Review the findings of any examinations by regulatory agencies and any auditor observations, including investigations of misconduct and fraud.
- Review the process for communicating to all affected parties the ethics policy, code of conduct and fraud policy to agency personnel and for monitoring compliance.
- Obtain regular updates from management and organization legal counsel regarding compliance matters.
- Monitor changes and proposed changes in laws, regulations and rules affecting the agency.

(7) Special Investigations and Whistleblower Mechanism

- Institute and oversee special investigations as needed.
- Provide an appropriate confidential mechanism for whistleblowers to provide information on potentially fraudulent financial reporting or breaches of internal control to the A&O Committee, City Comptroller's Fraud Hotline or City of Milwaukee Ethics Board.

(8) A&O Committee Management and Reporting Responsibilities

- Provide an open avenue of communication between internal audit, other external auditors, and management Board members.
- Confirm annually that all responsibilities outlined in this charter have been carried out and

review the charter on an annual basis to determine updates.

- Report annually to the Board, members, retirees and beneficiaries describing the committee's composition, responsibilities and how they were discharged and any other pertinent information, including approval of non-audit services and proposed changes and ensure appropriate disclosure as may be required by law or regulation.
- Evaluate the committee's and individual member's performance on a regular basis and report to the Board.

III. MEETINGS

The A&O Committee will meet at least four times a year on a quarterly basis. All committee members are expected to attend each meeting. The agendas for meetings should be prepared and provided to members in advance, along with appropriate briefing materials. The committee may invite members of management or others to attend meetings and provide pertinent information as necessary. Minutes will be prepared by and filed with the Board members.

EMPLOYES' RETIREMENT SYSTEM
OF THE CITY OF MILWAUKEE

ANNUAL COMPREHENSIVE FINANCIAL REPORT

For the Year Ended December 31, 2023

Employes' Retirement System of the City of Milwaukee
789 North Water Street, Suite 300
Milwaukee, WI 53202

ANNUAL COMPREHENSIVE FINANCIAL REPORT

EMPLOYES' RETIREMENT SYSTEM OF THE CITY OF MILWAUKEE

For the year ended December 31, 2023

Prepared by:
Bernard J. Allen, Executive Director,
David Silber, CFA, CAIA, Chief Investment Officer, &
Daniel Gopalan, CPA, Chief Financial Officer

Table of Contents

Table of Contents

INTRODUCTORY SECTION

City of Milwaukee
Employes' Retirement System

Bernard J. Allen
Executive Director

David M. Silber, CFA, CAIA
Chief Investment Officer

Melody Johnson
Deputy Director

Executive Director's Letter of Transmittal

November 11, 2024

On behalf of the Annuity and Pension Board (the Board) of the Employes' Retirement System of the City of Milwaukee (ERS, the System, or the Plan), we are pleased to present this Annual Comprehensive Financial Report (ACFR) of the Employes' Retirement System of the City of Milwaukee as of and for the year ended December 31, 2023.

ERS is a defined benefit plan created under Chapter 396 of the Laws of Wisconsin of 1937 and the City of Milwaukee Charter, Chapter 36. ERS is a qualified retirement plan under the Internal Revenue Code. The ERS Pension and Annuity Board (the Board) serves as trustee of the Plan.

ERS was created to provide retirement, survivor, and disability benefits to eligible employees. Currently, this includes eligible employees of the City of Milwaukee and some of its agencies, such as Milwaukee Metropolitan Sewerage District, Wisconsin Center District, Veolia Water Milwaukee LLC, Milwaukee Housing Authority, and non-certified staff of Milwaukee Public Schools (Agencies).

Financial Information

The System's administration is responsible for the accuracy of the data, completeness, and fairness of the presentation of the ACFR, including all disclosures. The Plan's record-keeping, financial statements, and investment controls are also performed by the System's administration. To the best of our knowledge and belief, this report is accurate in all material respects and is reported in a manner designed to present fairly the fiduciary net position and the change in fiduciary net position. All disclosures necessary to enable the reader to gain an understanding of the Plan's financial activities have been included. Users of this report are strongly encouraged to review the Management's Discussion and Analysis portion of the financial section in order to obtain a more complete understanding of ERS' financial condition and activity.

Major Initiatives

There were three major undertakings during 2023: Asset-Liability Modeling Study, Banking Services Request for Proposals (RFP), and information technology upgrades.

Asset-Liability Modeling Study: The Investment Committee, in conjunction with ERS investment staff and Callan, ERS' outside investment consultant, undertook the asset-liability study to establish a long-term strategic asset allocation target for ERS. The analysis focused on the expected return and risk of the Fund's asset allocation and review of the actuarial discount rate based upon Callan's capital markets assumptions. The Investment Committee selected, and the Board approved, an asset allocation that forecasted the ERS' long term expected rate of return of 7.5% for investment purposes as of June 2023. The long-term investment rate of return was subsequently updated to 6.8% to comply with the provisions of 2023 WI Act 12.

Banking Services RFP: ERS issued a request for proposals for banking services in 2023. We received responses from four banks, and ended up selecting US Bank for ERS banking services in the fall of 2023. ERS previously used Wells Fargo for its banking services. The contract with US Bank was approved by the Board in October 2023. Staff worked to implement US Bank for benefit payments to ERS members effective January 2024.

Information Technology Upgrades: In 2023, the ERS continued major security enhancements and upgrades to its IT infrastructure and disaster recovery/business continuity portfolio. The ERS completed the implementation of tools to manage mobile devices, including laptops and cell phones. Better control of these devices decreases risk for its networks and systems. Server and storage library hardware was implemented as part of standard life cycle processes. The new hardware is projected to have capacity and capability for a minimum of 7 years. System log/event collection and analysis continued to be enhanced with additional logs being incorporated, providing better insight and ability to correlate security events. A Security Operations Center was brought online for 24/7 incident response capabilities and risk mitigation. Work continued on upgrading key components of the MERITS software architecture, including additional client driven reviews and upgrades of the user navigation tools and security components within the product.

Impact of 2023 Wisconsin Act 12 (Act 12)

On June 20, 2023, the 2023 Wisconsin Legislature enacted 2023 Act 12, which allows the City of Milwaukee to impose a new sales tax. The summary of changes and changes made to comply with Act 12 are:

- The City of Milwaukee elects to join the Wisconsin Retirement System (WRS) for all new employees effective January 1, 2024. ERS members as of December 31, 2023 will continue to accrue benefits with ERS. The City of Milwaukee amended Chapter 36 of the City Charter to implement the requirements of Act 12.
- The tax will cease the earlier of: 30 years or the first year the ERS actuary determines ERS to be fully funded.
- The Stable Employer Contribution Policy is repealed with employer contributions being determined by the annual actuarial valuation.
- ERS's actuary must use a 30-year amortization of the January 1, 2024 UAAL (unfunded actuarial accrued liability), and
- ERS' investment return assumption will be no higher than the investment return assumption used by WRS. WRS uses an investment return assumption of 6.8% for active employees for 2023.

To address the passage of Act 12, the Board implemented the following changes:

- <u>One-year contribution lag</u> – The contribution lag is the term used for the difference between the valuation date and the date the actuarially determined employer contributions from that valuation are to be contributed. For example, the January 1, 2024 actuarial valuation will be used to determine the actuarially determined employer contributions for the 2025 plan year.
- <u>Amortization policy for future UAAL</u> – A layered amortization policy was adopted, where future increases in the UAAL are amortized over a closed 10-year period with payments calculated as level-dollar amounts, and future decreases in the UAAL will be amortized over either a closed 10-year period or the remainder of the 30-year period beginning on January 1, 2024, whichever is longer.
- <u>Allocation of actuarially determined employer contribution across agencies</u> – Due to the closure of CMERS to new hires after January 1, 2024, each employer's actuarially determined employer contribution will be determined using the actual normal cost amount for their participating employees, and an allocation of the total administrative expenses and UAAL payment based on their percentage share of the total actuarial accrued liability (AAL).

- <u>Replace employer contribution rates with employer contribution dollars</u> – Because the closure of CMERS will eventually result in employers having no payroll upon which to apply rates, the actuarial valuation will only show the amount of the actuarially determined employer contributions.

Actuarial and Funding Results

ERS' consulting actuary, Cavanaugh MacDonald, prepared three actuarial reports. The three reports are as follows:

- The actuarial valuation is prepared for funding purposes and produced annually. Cavanaugh Macdonald prepared the most recent actuarial valuation as of January 1, 2023. In 2023, the actuarial valuation was prepared twice. The *first* January 1, 2023 valuation was approved at the June 28, 2023 meeting of the Board and determines the contributions due to ERS from employers on January 31, 2024. After the passage of Act 12, the *second* actuarial valuation as of January 1, 2023 was prepared and reflects the impact of Act 12, as described above. The second January 1, 2023 valuation determines the contributions due to ERS from employers on December 31, 2024. The *second* January 1, 2023 actuarial valuation was approved by the Board in March 2024.
- The GASB Statement No. 67 report is prepared annually, with the most recent report completed as of December 31, 2023 by Cavanaugh Macdonald. The GASB 67 report focuses on the reporting aspects of ERS' assets and liabilities.
- The experience study is completed every five years and the study sets the actuarial assumptions used to calculate the pension liabilities for ERS. Cavanaugh MacDonald completed the most recent experience study based on a measurement date of December 31, 2021. The experience study was adopted at the February 27, 2023 meeting of the Annuity and Pension Board.

The *first* actuarial valuation was conducted on January 1, 2023 to determine the employer contributions for Plan Year 2023. The valuation showed the actuarial value of assets was $5.85 billion as of January 1, 2023. The actuarial liability was $7.07 billion, the unfunded actuarial liability was $1.22 billion, and the present value of future normal costs was $738 million. The System's funded ratio, which is the ratio of actuarial assets to actuarial liability, decreased from 83.4% in 2022 to 76.6% in 2023. The decrease in ERS' funded ratio is primarily attributable to the impact of the passage of Act 12, which decreased the funded ratio by 6.1%. Demographic experience decreased the funded ratio by 0.4%, primarily due to more retirements than expected. The changes implemented due to the updated experience study decreased the funded ratio by 0.3%.

The required employer contribution is determined actuarially, based on the annual cost of accrual of benefits and amortization of the unfunded actuarial liability offset by employee contributions. The recommended employer contribution for 2023 was $182.5 million for all ERS employers and was due to ERS by January 31, 2024.

Additional information regarding the actuarial valuation can be found in the Actuarial section of this report.

For GASB 67 reporting purposes, the System's Fiduciary Net Position (FNP) increased from $5.53 billion as of December 31, 2022 to $5.71 billion as of December 31, 2023. This was a 3.25% increase from 2022's net position. The FNP was insufficient to offset the Total Pension Liability (TPL) of $7.77 billion as of December 31, 2023 resulting in a Net Pension Liability (NPL) of $2.06 billion as provided on page 41. The NPL is the TPL less the FNP. This represents an increase of $536.6 million in NPL from 2022. The increase in NPL is mainly attributed to the System's decrease in the assumed rate of return from 7.5% to 6.8%. All data related to GASB 67 is provided in the Notes to Basic Financial Statements and the Required Supplementary Information sections.

Investments

The Board is responsible for the investment of the System's assets. The responsibilities of the Board relating to the investment management of the System's assets include: establishing reasonable investment objectives and policy guidelines; using reasonable care, skill and caution in selecting investment professionals; and evaluating performance results of investment managers and other investment professionals on a systematic and regularly scheduled basis. The Board has a fiduciary duty to exercise its investment authority prudently and solely in the interest of the System's participants and beneficiaries.

The System's investment goal is to obtain the highest return possible on its investments within corresponding acceptable levels of investment risk and liquidity requirements in recognition of prudent person standards and applicable local, state, and federal laws.

The System's investment objective is to earn or exceed the actuarial assumption rate or to outperform its policy benchmark over the long term. The System's 10.0% net of fee return, which exceeded the actuarial assumption rate of 6.8%, nevertheless, the net of fee return underperformed the policy benchmark for the year, which was 12.4% in 2023. Although the system underperformed the benchmark in 2023, the System's net of fee return outperformed the policy benchmark over the past 3- and 5-year periods. Please see the Schedule of Investment Results on page 71 of this report for further detail. The investment consultant provides the Board with quarterly and annual evaluation reports. Their annual analysis and the target asset allocation is found in the Investment Section of this report. Please refer to the MD&A for more investment and financial analysis.

Professional Services

The Board retains professional consultants to prudently discharge its fiduciary responsibility for the proper administration of the Plan. Cavanaugh Macdonald provides actuarial services and the corresponding certification. Northern Trust serves as the master custodian. Callan Associates provides investment consulting and other investment-related services. The State of Wisconsin Legislative Audit Bureau audits ERS' financial statements and CliftonLarsonAllen, LLP performs reviews of operations. The City Attorney's Office provides legal representation.

Internal Controls

Management is responsible for establishing and maintaining a system of internal controls to protect the System from loss, theft, or misuse and to ensure adequate accounting data is compiled for the preparation of financial statements in conformity with generally accepted accounting principles. The cost of internal control should not exceed anticipated benefits; the objective is to provide reasonable, rather than absolute, assurance that the financial statements are free of any material misstatements.

Awards

Government Finance Officers Association of the United States and Canada (GFOA) awarded a Certificate of Achievement for Excellence in Financial Reporting to ERS for its annual comprehensive financial report for the fiscal year ended December 31, 2022. This was the fifth consecutive year that ERS has achieved this prestigious award. In order to be awarded a Certificate of Achievement, a government must publish an easily readable and efficiently organized annual comprehensive financial report. This report must satisfy both generally accepted accounting principles and applicable legal requirements.

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

ERS was also awarded a Certificate of Transparency by NCPERS (National Conference on Public Employee Retirement Systems) in 2023 for a fourth consecutive year. The Certificate of Transparency was awarded for ERS's contribution to the 2024 NCPERS Public Retirement Systems Study, a comprehensive study exploring the retirement practices of the public sector. The study covers 22 topics, including current and target asset allocations, returns and governance practices. The results of the study are available on NCPERS' website.

Acknowledgements

The guidance provided by the Board is greatly appreciated. The preparation of this report is a collaborative effort of many individuals and I would like to acknowledge the hard work of the ERS staff, especially Robin Hayes, CPA. The intention of this report is to provide complete and reliable information to the members of ERS, employers of the members, the City of Milwaukee, and other important users of ERS' financial and demographic information.

Respectfully submitted,

Bernard J. Allen

Bernard J. Allen
Executive Director

Government Finance Officers Association

Certificate of Achievement for Excellence in Financial Reporting

Presented to

City of Milwaukee Employes' Retirement System
Wisconsin

For its Annual Comprehensive
Financial Report
For the Fiscal Year Ended

December 31, 2022

Christopher P. Morrill

Executive Director/CEO

NCPERS 1941

Certificate of TRANSPARENCY

This Certificate of Transparency is awarded to the

City of Milwaukee Employee Retirement System

for its participation in the *2024 NCPERS Public Retirement Systems Study*, which seeks to further open disclosure, data collection, and encourage the public's understanding of public retirement systems.

Hank Kim, Esq.
Executive Director & Counsel

List of Principal Officials

Annuity & Pension Board Members as of December 31, 2023

Elected Representatives - Active Members:

Matthew Bell	Milwaukee Police Department
Molly Christianson	City of Milwaukee Mayor's Office - Fiscal Policy Director
Timothy Heling	Milwaukee Fire Department

Elected Representative - Retirees:

Thomas Klusman	Retired

Appointed by the President of the Common Council:

Deborah Ford	Retired
Rudolph Konrad	Retired
Nik Kovac	City of Milwaukee Budget & Management Director

Ex-Officio Member:

Aycha Sawa	City of Milwaukee Comptroller

List of Professional Relationships

Investment Managers:

Abbott Capital Management LLC
Almanac Realty Investors, LLC
Apogem Capital LLC
Apollo Global Real Estate Management, L.P.
AQR Capital Management, LLC
BlackRock Investments, LLC
Brandes Investment Partners, LP
Bryanston Realty Partners LLC
CastleArk Management LLC
Colony Capital, LLC
Deutsche Asset Management
Dimensional Fund Advisors LP
Earnest Partners LLC
Fortress Investment Group
Goldman Sachs Asset Management
Greenfield Multi-State Partners, L.P.
H/2 Capital Partners
J.P. Morgan Investment Management Inc.
LaSalle Investment Management, Inc.
Loomis, Sayles & Company, L.P.
M&G Real Estate
Mesirow Financial, Inc.
MFS Investment Management
Morgan Stanley Real Estate Advisor, Inc.
Neuberger Berman
Northern Trust Securities, Inc.
Polen Capital Management, LLC
Principal Asset Management
Prologis, LP
Reams Asset Management
R.W. Baird & Co., Inc.
Standard Life
Stockbridge Capital Partners, LLC
UBS Hedge Fund Solutions, LLC
Walton Street Capital, L.L.C.
William Blair Investment Management, LLC

Investment Trading Analytics:

Global Trading Analytics, LLC

Legal Counsel:

Bernstein Litowitz Berger & Grossman LLP
Foley & Lardner LLP
Ice Miller LLP
Reinhart Boerner Van Deuren
Tearman Spencer, Milwaukee City Attorney

Bank:

Wells Fargo Bank Wisconsin, NA

Investment Consultants:

Callan LLC

Custodians:

The Northern Trust Company
G. Spencer Coggs, City of Milwaukee Treasurer

Auditors:

Baker Tilly US, LLP
CliftonLarsonAllen LLP
State of Wisconsin Legislative Audit Bureau

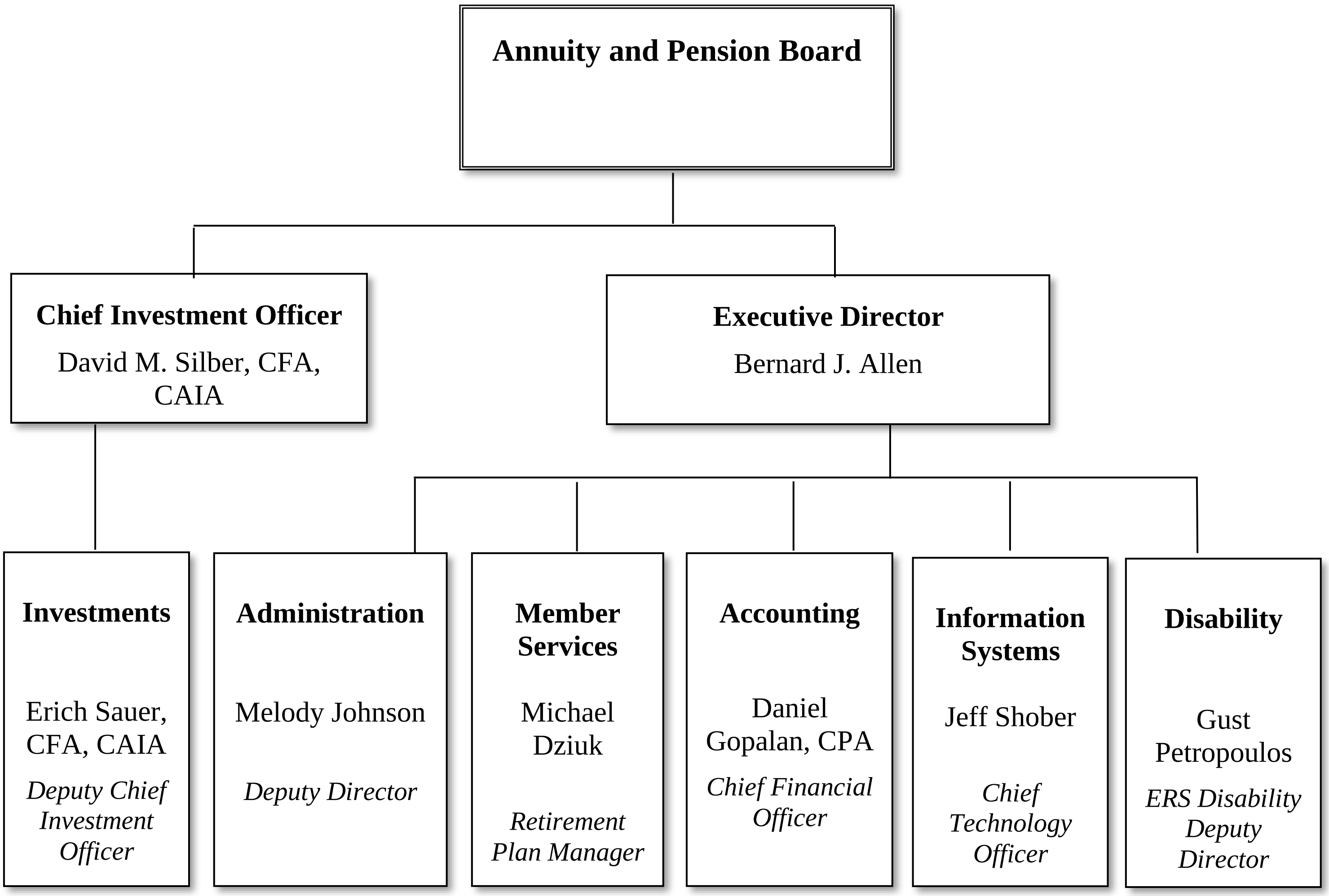
Actuaries:

Cavanaugh Macdonald Consulting, LLC

Medical Advisors:

Gregory Brotzman, M.D.
David L. Drury, M.D.
William Greaves, M.D.

Employes' Retirement System Organization Chart



Investments are managed externally through investment managers. Please refer to the Summary of Management Fees on page 74 in the Investment Section and the Schedule of Brokerage Commissions on page 75 in the Investment Section.

FINANCIAL SECTION

STATE OF WISCONSIN
Legislative Audit Bureau

Joe Chrisman
State Auditor

22 East Mifflin Street, Suite 500
Madison, Wisconsin 53703

Main: (608) 266-2818
Hotline: 1-877-FRAUD-17

www.legis.wisconsin.gov/lab
AskLAB@legis.wisconsin.gov

Independent Auditor's Report on the Financial Statements and Other Reporting Required by *Government Auditing Standards*

Senator Eric Wimberger and
Representative Robert Wittke, Co-chairpersons
Joint Legislative Audit Committee

Members of the Annuity and Pension Board and
Mr. Bernard J. Allen, Executive Director
Employes' Retirement System of the City of Milwaukee

Report on the Audit of the Financial Statements

Opinion

We have audited the Statement of Fiduciary Net Position, the Statement of Changes in Fiduciary Net Position, and the related notes for the Employes' Retirement System of the City of Milwaukee (Retirement System) as of and for the year ended December 31, 2023, which collectively comprise the Retirement System's basic financial statements.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the financial position of the Retirement System as of December 31, 2023, and the changes in its financial 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 and the standards applicable to financial audits contained in *Government Auditing Standards*, which is 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 Retirement 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.

Emphases of Matter

As discussed in Note 3 to the financial statements, the Retirement System corrected an error in the calculation of the net pension liability required by Governmental Accounting Standards Board (GASB) Statement Number 67, *Financial Reporting for Pension Plans—an amendment to GASB Statement No. 25*. Beginning with 2023 reporting, the Retirement System began excluding the net position of the Employers' Reserve Fund in calculating the Retirement System's net pension liability, as disclosed in Note 6.

As discussed in Note 3 to the financial statements, to comply with the requirements of GASB Statement Number 84, *Fiduciary Activities*, the Retirement System changed the presentation of the Securities

Lending program and incorporated this activity into the Global Combined Fund. The implementation of this change did not affect the net position of the Retirement System.

Our opinion is not modified with respect to these matters.

Responsibilities of Management for the Financial Statements

Management of the Retirement System 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 Retirement System's ability to continue as a going concern for twelve 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. Therefore, reasonable assurance is not a guarantee that an audit conducted in accordance with auditing standards generally accepted in the United States of America 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 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 auditing standards generally accepted in the United States of America and *Government Auditing Standards*, we exercised professional judgment and maintained professional skepticism throughout the audit. We also identified and assessed the risks of material misstatement of the financial statements, whether due to fraud or error, and designed and performed audit procedures responsive to those risks. Such procedures included examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

In addition, we obtained an understanding of internal control relevant to the audit in order to design audit procedures that were appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Retirement System's internal control. Accordingly, no such opinion is expressed. We also evaluated the appropriateness of accounting policies used and the reasonableness of significant accounting estimates and related disclosures made by management, and evaluated the overall presentation of the financial statements. We also concluded whether, in our judgment, there were conditions or events, considered in the aggregate, that raise substantial doubt about the Retirement 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 found on pages 21 through 26, and the following information found on pages 57 through 60 be presented to supplement the basic financial statements: the Schedule of Changes in the Net Pension Liability, the Schedules of Net Pension Liability and Investment Returns, the Schedule of Employers' Contributions, and the related note disclosures. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by GASB that 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. These procedures 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 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 basic financial statements that collectively comprise the Retirement System. The supplementary information including the Schedules of Administrative Expenses, Investment Expenses, and Payments to Consultants; the Combining Schedule of Fiduciary Net Position—Non-Consenter Funds; and the Combining Schedule of Changes in Fiduciary Net Position—Non-Consenter Funds found on pages 62 through 64 are presented for purposes 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 Schedules of Administrative Expenses, Investment Expenses, and Payments to Consultants; the Combining Schedule of Fiduciary Net Position—Non-Consenter Funds; and the Combining Schedule of Changes in Fiduciary Net Position—Non-Consenter Funds 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 report. The other information comprises the Introductory Section on pages 5 through 15, the Investment Section on pages 65 through 76, the Actuarial Section on pages 77 through 119, and the Statistical Section on pages 120 through 130, 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 provide any other 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.

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated November 11, 2024, and published in report 24-19, on our consideration of the Retirement System's internal control over financial reporting; our testing of its compliance with certain provisions of laws, regulations, and contracts; 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 Retirement System's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* and should be used in considering the Retirement System's internal control over financial reporting and compliance. Report 24-19 is available on our website at *www.legis.wisconsin.gov/lab*.

LEGISLATIVE AUDIT BUREAU

Legislative Audit Bureau

November 11, 2024

We are pleased to provide this analytical overview of the financial activities of the Employes' Retirement System of the City of Milwaukee ("ERS", "the System", or "the Plan") for the year ended December 31, 2023. The information provided is intended to be considered in conjunction with the Plan's financial statements.

Financial Highlights

- The System's Fiduciary Net Position increased by $270,545,000 and 4.9% during 2023. The increase in Net Position is primarily attributable to both the positive investment return and increased employer contributions in 2023.

- As members consent to the Global Pension Settlement, their member balances are transferred from the Non-Consenter fund to the Global Combined Fund. Balances transferred for 2023 totaled $644,752.

- The ERS's funding objective is to meet long-term benefit obligations through contributions and investment income. As of December 31, 2023, pursuant to GASB Statement No. 67, ERS's funded ratio is 73.51%. In general, this means the Plan has 73.51 cents of assets to cover every dollar of benefits due.

- For 2023, Northern Trust, the ERS custodian, reported a 10.0% annual net of fees total fund return, while in 2022 the return was a negative 6.5%. Returns are calculated using geometrically-linked, time and asset-weighted returns, net of investment manager fees.

Overview of the Financial Statements

The following discussion and analysis are intended to serve as an introduction to the Plan's financial statements and the Financial Section of this report.

The **Statement of Fiduciary Net Position** presents ERS' assets and liabilities, as well as the net position restricted for pensions and other governments at December 31, 2023. The assets comprise receivables, mainly from investment activity, investments at fair value, and securities lending collateral.

The **Statement of Changes in Fiduciary Net Position** presents information showing how the Plan's net position changed during the year. Plan member contributions are recognized in the period in which the contributions are due. Employer contributions are recognized when a formal commitment has been made by the City or Agencies to provide the contributions. All investment gains and losses are shown at trade date. Both realized and unrealized gains and losses are shown on investments. Benefits and refunds are recognized when due and payable in accordance with the terms of the Plan.

The **Notes to Basic Financial Statements** provide additional information that is essential to a full understanding of the data provided in the financial statements. The notes are an integral part of the financial statements and included detailed information not readily evident in the basic financial statements.

The statements and notes are presented in conformity with U.S. generally accepted accounting principles. These principles require certain financial statement presentations and disclosures, including the use of accrual basis of accounting to record assets and liabilities, and revenues and expenses.

The Statement of Fiduciary Net Position and the Statement of Changes in Fiduciary Net Position can be found on pages 28 and 29 of this report, respectively.

The **Required Supplementary Information** that follows immediately after the notes to the basic financial statements include the Schedules of Changes in Net Pension Liability, Net Pension Liability, Investment Returns, Contributions, and the Notes to Required Supplementary Information. See the Required Supplementary Information beginning on page 56 of this report.

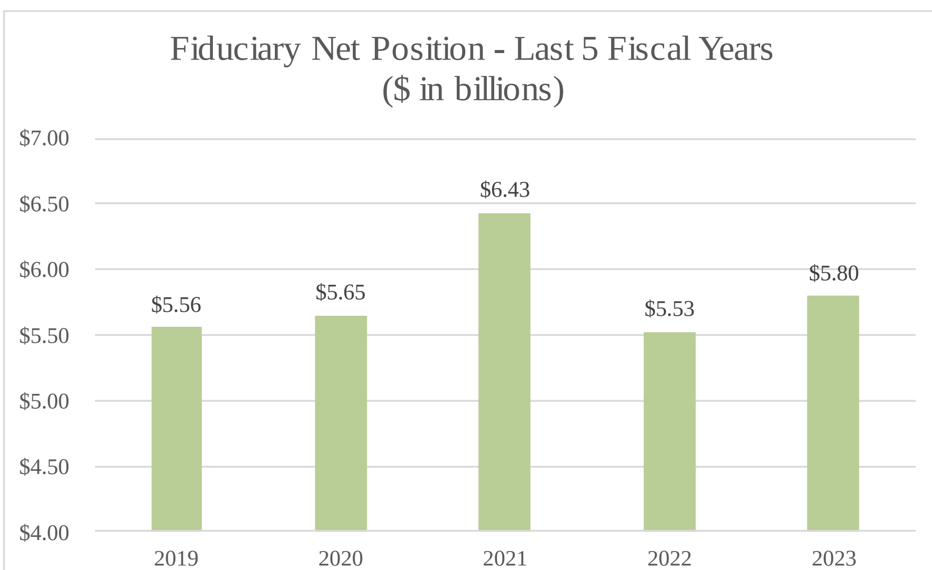
The remaining supplemental schedules provide additional detailed information concerning administrative expenses, investment expenses, and payments to consultants. All of this information is considered useful in understanding and evaluation the financial activities of the Plan.

Financial Analysis

Net Position

Net position may serve over time as a useful indicator of the ERS's financial position. At December 31, 2023, assets exceeded liabilities by $5.8 billion. The net position is available to meet ERS' ongoing obligation to participants and their beneficiaries. As of December 31, 2023, total net position increased by 4.9% compared to the prior year. The change in net position is attributable to both an increase in investment market value in 2023, along with the market overall, as well as an increase in employer contributions in 2023. The increase in employer contributions is due to updated employer contribution rates under the Stable Employer Contribution Policy. Management believes that ERS is in a strong financial position to meet its obligations to the members, retirees, and their beneficiaries.

	For the year ended December 31,		
Fiduciary Net Position ($ in thousands)	**2023**	**2022**	**Change**
Investments	$ 5,928,699	$ 5,612,985	$ 315,714
Other assets	548,838	423,391	125,447
Total assets	6,477,537	6,036,376	441,161
Total liabilities	(681,035)	(510,419)	(170,616)
Total net position	$ 5,796,502	$ 5,525,957	$ 270,545



(See Independent Auditors' Report)

Investments

ERS is a long-term investor and manages its assets with long-term objectives in mind. A primary element of this investment philosophy is to employ a diversification of assets as the best possible way to achieve its goals. After conducting an asset-liability study with investment staff and ERS' consultant, the Board established an asset allocation plan taking into account the risk associated with each asset class as well as the financial objectives of the plan. Investments are stated at fair value and include the recognition of unrealized gains and losses in the current period.

The rate of return on investments (net of investment fees) for the year ended December 31, 2023 was 10.0%, a 16.5% increase compared to the fiscal year 2022 rate of return of negative 6.5%. Returns are calculated using geometrically-linked, time and asset-weighted returns, net of investment manager fees. The Fund's 10.0% net of fee return exceeded the actuarial assumption rate of 6.8% and increased along with the majority of the capital markets. However, the Fund underperformed the benchmark performance by 2.4%. The annualized rate of return (net of fees) for the last three and five periods ended December 31, 2023 were 6.9% and 9.1%, respectively.

The Investment Section beginning on page 65 gives detailed information on the ERS's investment policies. See page 71 of this report for a table showing the asset allocation targets established by the Board and actual asset allocation of the System's assets at December 31, 2023.

Liabilities

The liabilities are payables incurred by the transaction activity of the investment assets, securities lending, retirement benefit expenses, and administrative expenses of the Fund. Long-term liabilities consist of commitments for lease payments. More detailed information regarding the lease liabilities can be found in Note 10 of the financial statements.

Changes in Fiduciary Net Position

($ in thousands)

	2023	2022	Change
Additions			
Employer contributions	$ 171,042	$ 121,571	$ 49,471
Member contributions	32,688	32,204	484
Investing Activity:			
Net appreciation (depreciation) in fair value of investments	477,961	(646,750)	1,124,711
Interest, dividends and other investment income	130,427	115,668	14,759
Less: Direct investment expense	(64,612)	(65,499)	887
Securities Lending Activity:			
Securities lending income	18,886	6,822	12,064
Less: Securities lending expenses	(16,784)	(4,616)	(12,168)
Total Additions:	$ 749,608	$ (440,600)	$ 1,190,208
Deductions			
Administrative expenses	$ (8,015)	$ (7,181)	$ (834)
Benefits paid	(466,604)	(452,407)	(14,197)
Refund of contributions	(4,444)	(5,211)	767
Total Deductions	$ (479,063)	$ (464,799)	$ (14,264)
Net Increase (Decrease)	$ 270,545	$ (905,399)	$ 1,175,944
Net Position Restricted			
Beginning of year	5,525,957	6,431,356	
End of year	$ 5,796,502	$ 5,525,957	

Contributions and Investment Income

Employer contributions increased by 40.7% over last year's contributions. Up to and including Plan Year 2023, the employer contributions are actuarially determined in the prior year and due by January 31st of the following year. The increase in employer contributions is due to updated employer contribution rates under the Stable Employer Contribution Policy. The primary driver of the updated employer contribution rates was the decrease in the discount rate from 8.25% to 7.5% in 2017. Due to the Stable Employer Contribution Policy, the effect of this change in the actuarial valuation was not applied to employers' contribution rates until the first January 1, 2023 valuation (which determined the 2023 contribution). Plan members' contributions increased by 1.5%. Plan member contributions are determined by the City Charter and by contracts signed with bargaining units. In 2023, the Fund generated positive investment returns (net of fees), along with the market overall. Net investment income includes securities lending income and investment expenses. The Stable Employer Contribution Policy was repealed by the City of Milwaukee Common Council in 2023.

Retirement Benefits and Administrative Expenses

The Plan was created to provide lifetime service retirement benefits, survivor benefits, and disability benefits to eligible members and their beneficiaries. The cost of such programs includes recurring benefit payments, death benefits, payments to terminated members, and the administrative expenses of the ERS. The primary source of expense during 2023 was for the payment of continuing retirement benefits totaling $467 million, compared to $452 million in 2022. The increase was attributable to new retirees and cost of living increases to retirees.

Requests for Information

Members of the Annuity and Pension Board and ERS senior management are fiduciaries of the pension fund and are responsible for ensuring that ERS assets are used exclusively for the benefit of plan participants and their beneficiaries. This financial report is designed to provide an overview of the financial condition of ERS, and to account for the resources entrusted to ERS for the benefit its stakeholders. Questions concerning any of the information provided in this report or requests for additional financial information should be addressed to:

Bernard J. Allen
Executive Director and Secretary
Employes' Retirement System – City of Milwaukee
789 North Water Street, Suite 300
Milwaukee, WI 53202

BASIC FINANCIAL STATEMENTS

EMPLOYES' RETIREMENT SYSTEM OF THE CITY OF MILWAUKEE
Statement of Fiduciary Net Position
As of December 31, 2023
(in thousands)

	Pension Trust Funds		Custodial Fund	
	Global Combined Fund	Non-consenter Retirement Funds	Employers' Reserve Fund	Total
ASSETS				
CASH AND CASH EQUIVALENTS	$ 94,544	$ 1,036	$ 2,868	$ 98,448
INVESTMENTS (Notes 1 and 9)				
Fixed income	1,728,164	4,310	82,217	1,814,691
Public equity	2,260,699	5,637	-	2,266,336
Absolute return	441,996	1,103	-	443,099
Real assets	636,577	1,588	-	638,165
Private equity	764,501	1,907	-	766,408
Total Investments	5,831,937	14,545	82,217	5,928,699
RECEIVABLES AND OTHER ASSETS				
Employer (Note 1)	109	-	-	109
Member (Note 1)	986	-	-	986
Actuarially determined contributions (Note 2)	26,124	25	-	26,149
Interest, dividends and foreign tax recoverable (Note 1)	16,313	40	24	16,377
Investments sold	68,290	169	-	68,459
Software development and equipment, net of depreciation (Note 1)	593	-	-	593
Securities lending collateral (Note 9)	335,751	-	-	335,751
Lease assets, net of accumulated amortization (Note 10)	1,609	-	-	1,609
Subscription-based information technology arrangements, net of accumulated amortization (Note 11)	357	-	-	357
Total Receivables and Other Assets	450,132	234	24	450,390
Total Assets	6,376,613	15,815	85,109	6,477,537
LIABILITIES				
CURRENT LIABILITIES				
Benefits payable	1,164	-	-	1,164
Unearned contributions	29,638	-	-	29,638
City of Milwaukee (Notes 5 and 7)	1,198	-	-	1,198
Securities lending obligation (Note 9)	333,086	-	-	333,086
Investments purchased	313,391	782	-	314,173
Short-term lease liability (Note 10)	240	-	-	240
Total Current Liabilities	678,717	782	-	679,499
LONG-TERM LIABILITIES				
Long-term lease liability (Note 10)	1,536	-	-	1,536
Total Liabilities	680,253	782	-	681,035
NET POSITION				
Restricted for:				
Pensions	5,696,360	15,033	-	5,711,393
Other Governments	-	-	85,109	85,109
TOTAL NET POSITION	$ 5,696,360	$ 15,033	$ 85,109	$ 5,796,502

See Independent Auditors' Report.

The accompanying notes to financial statements are an integral part of these financial statements.

EMPLOYES' RETIREMENT SYSTEM OF THE CITY OF MILWAUKEE
Statement of Changes in Fiduciary Net Position
For the Fiscal Year Ended December 31, 2023
(in thousands)

	Pension Trust Funds		Custodial Fund	
	Global Combined Fund	Non-consenter Retirement Funds	Employers' Reserve Fund	Total
ADDITIONS				
Contributions				
Employer (Note 2)	$ 170,822	$ 220	$ -	$ 171,042
Member	32,687	1	-	32,688
Total Contributions	203,509	221	-	203,730
Investment Income				
From Investing Activity:				
Net appreciation in fair value of investments	474,663	1,185	2,113	477,961
Interest, dividends, and other investment income	127,650	318	2,459	130,427
Total Investing Activity Income	602,313	1,503	4,572	608,388
Less: Direct investment expense (Note 7)	(64,410)	-	(202)	(64,612)
Net Investing Activity Income	537,903	1,503	4,370	543,776
From Securities Lending Activity:				
Securities lending income	18,886	-	-	18,886
Less: Securities lending borrower rebates and fees (Note 7)	(16,784)	-	-	(16,784)
Net Securities Lending Activity Income	2,102	-	-	2,102
Total Net Investment Income	540,005	1,503	4,370	545,878
Total Additions	743,514	1,724	4,370	749,608
DEDUCTIONS				
Administrative expenses (Note 7)	(8,015)	-	-	(8,015)
Benefits paid (Note 2)	(466,506)	(98)	-	(466,604)
Refunds of contributions	(4,313)	(131)	-	(4,444)
Interfund transfers (Note 4)	645	(645)	-	-
Total Deductions	(478,189)	(874)	-	(479,063)
NET INCREASE IN NET POSITION	265,325	850	4,370	270,545
NET POSITION RESTRICTED				
Beginning of Year	5,431,035	14,183	80,739	5,525,957
End of Year	$ 5,696,360	$ 15,033	$ 85,109	$ 5,796,502

See Independent Auditors' Report.

The accompanying notes to financial statements are an integral part of these financial statements.

NOTES TO BASIC FINANCIAL STATEMENTS

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Presentation

For accounting and financial reporting purposes, the Employes' Retirement System of the City of Milwaukee ("ERS", "the Retirement System", "the System", or "the Plan") conforms with accounting principles generally accepted in the United States and reporting standards as promulgated by the Governmental Accounting Standards Board (GASB), which designates accounting principles and financial reporting standards applicable to the Plan. This report includes solely the accounts of the Plan.

As required by generally accepted accounting principles (GAAP), the System's financial statements include all funds for which financial transactions are recorded in its accounting system and for which the Annuity and Pension Board exercise administrative responsibility. The operations of ERS are accounted for in the funds described below. All the funds presented are classified as fiduciary funds.

Pension Trust Funds

Global Combined Fund: This fund is used to account for all pension-related activity, other than the activity attributed to members belonging to the Non-Consenter Retirement Fund.

Non-Consenter Retirement Fund: This fund is used to account for activity related to members who have not consented to the Global Pension Settlement, including collection of employer contributions, earnings on investments, and the payment of benefits to the fund's members.

Custodial Fund

Employers' Reserve Fund: This fund is used to account for holding voluntary employer contributions made by participating employers and the investment earnings on those contributions.

Reporting Entity

The reporting entity for the ERS consists of the primary government and any legally separate organizations in which ERS owns a majority of the equity interest.

Majority Equity Interests

CMERS Low Beta, LLC - CMERS Low Beta, LLC was created by the ERS to serve as a hedge fund of funds investment vehicle for the Retirement System. CMERS Low Beta, LLC is a legally separate entity governed by a board of directors appointed by the Annuity and Pension Board of the ERS. UBS Hedge Fund Solutions, LLC serves as investment manager for the hedge fund of funds portfolio. Although it is a legally separate entity, CMERS Low Beta, LLC is reported and included as part of the ERS because it meets the definition of an investment as defined in GASB 72 and the investment is measured in accordance with the requirements of that same standard. MUFG Fund Services (Canada) Limited is the administrator and Ernst and Young is the external auditor for the LLC. Separate financial statements are issued annually for CMERS Low Beta, LLC.

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

CMERS Low Beta 2, LLC - CMERS Low Beta 2, LLC was created by the ERS to serve as a hedge fund of funds investment vehicle for the Retirement System. CMERS Low Beta 2, LLC is a legally separate entity. Goldman Sachs Asset Management serves as investment manager for the hedge fund of funds portfolio. Although it is a legally separate entity, CMERS Low Beta 2, LLC is reported and included as part of the ERS because it meets the definition of an investment as defined in GASB 72 and the investment is measured in accordance with the requirements of that same standard. SEI Investments Company is the administrator and PricewaterhouseCoopers International Limited is the external auditor for the LLC. Separate financial statements are issued annually for CMERS Low Beta 2, LLC.

Basis of Accounting

The financial statements have been prepared on the accrual basis of accounting. Investment income is recorded when earned and expenses are recorded when they are incurred. Plan member and employer contributions are recognized in the period in which the contributions are due. Benefits and refunds are recognized when due and payable in accordance with the terms of the Plan.

Contributions

The Retirement System records employee contributions as they are earned and employer contributions in the period that they relate to. Contributions earned but not yet received from the City of Milwaukee, participating city agencies and members are reported as contributions receivable. Overpayments and prepayments of contributions are reported as liabilities.

Cash and Cash Equivalents

Cash and cash equivalents are composed of cash in local banks, cash held by the custodian, and cash equivalents. Cash equivalents are defined as short-term, highly liquid investments that are both (a) readily convertible to known amounts of cash and (b) so near maturity they present insignificant risk of changes in value due to changes in interest rates. Investments with an original maturity of three months or less are considered cash equivalents. Restricted securities held as collateral for Securities Lending are not included as cash equivalents.

Methods Used to Value Investments

Investments of the Retirement System are reported at fair value in accordance with applicable GASB statements. Fair value is defined as the amount that a plan can reasonably expect to receive for an investment in a current sale between a willing buyer and a willing seller. The fair value of investments is based on published market prices and quotations from major investment brokers at current exchange rates, as available. Many factors are considered in arriving at that value. In general, however, bonds and mortgage obligations are valued based on yields currently available on comparable securities of issuers with similar credit ratings.

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

Receivables and payables relating to investment transactions that were initiated but not settled at year-end, are recorded as assets or liabilities.

Real estate consists of equity and debt participation in diversified real estate investments. The majority of properties in the portfolio are offices, industrial warehouses, multi-family and retail. Real estate investments are carried at fair value as of December 31, 2023. Annual assessments performed by independent professional appraisers are used for market values, which approximate fair values.

Private equity consists of equity and debt participation in diversified private equity investments. The majority of investments in the portfolio consist of buyouts and venture capital. Private equity investments are carried at fair value as of December 31, 2023.

The Retirement System may have investments in certain derivative vehicles, including interest rate, credit, and currency futures; bond futures; deliverable and non-deliverable forward contracts; bond forwards; currency forwards; U.S. equity indices, and U.S. equity index futures; total return swaps; and to-be-announced (TBA) securities. The ERS allows UBS Hedge Fund Solutions, LLC to allocate funds within CMERS Low Beta, LLC and Goldman Sachs Asset Management to allocate funds within CMERS Low Beta 2, LLC to hedge fund managers who may invest in derivatives including, but not limited to, the derivatives listed earlier. Derivative investments comply with the Annuity and Pension Board Investment Policy and Guidelines. Additional information on derivatives for ERS, including the notional and contractual amounts, market values and unrealized gains and losses of holdings, are contained in Note 9.

All investments are made in accordance with the provisions of Section 36-09 of Chapter 36 of the Milwaukee City Charter. The provisions require several funds of the Retirement System to be invested within the requirements of ss. 40.03(1) (n) and 62.63 (3) Wisconsin Statutes. During 2023, investments were in compliance with the Annuity and Pension Board Investment Policy and Guidelines.

Investments in stocks of corporations in 2023, as measured quarterly by their cost, did not exceed 44.4% of the total assets.

The Retirement System invests in financial instruments such as U.S. Treasury Strips, collateralized mortgage obligations and asset backed securities. Investment managers may temporarily invest small amounts of available cash in short-term investments prior to purchasing securities.

The Retirement System's international equity managers may invest in warrants and foreign exchange forward contracts as a hedge for foreign currency fluctuations. The unrealized gains and losses on these positions as of December 31, 2023, are detailed in Note 9.

Investment securities, in general, are exposed to various risks, such as, but not limited to, interest rate, credit, and overall market volatility. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term.

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

These value changes could materially affect the amounts reported in the Statement of Fiduciary Net Position.

Investment Income

Dividends, interest and realized gains and losses are recorded as earned. Generally, investment income is allocated between the two pension trust funds based on fund balances at the beginning of the year. However, investment income earned in the securities lending program is allocated fully to the Global Combined Fund (see Note 9 for further information on the securities lending program). Investment income earned in the Employers' Reserve Fund is held separately from the pension trust funds and is recorded as earned to the Employers' Reserve Fund only.

Estimates

The financial statements are presented in conformity with generally accepted accounting principles. These principles require management to make estimates and assumptions that affect the reported amounts of assets and liabilities, disclosures of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period. Actual results may differ from those estimates.

Capitalization

The Retirement System capitalizes hardware and software development costs. Amounts incurred for hardware (including printers, monitors, disk drives, network infrastructure, switches) are capitalized in a yearly hardware pool and depreciated over three years. Capitalized costs are depreciated over their useful lives, with a half of a year's depreciation expensed in the year of acquisition.

Costs related to the development of the Pension Management Information System were capitalized as Software Development costs. The system went live in 2006 and as of December 31, 2014, the development costs were fully depreciated. As of December 31, 2023, the cost of the Retirement System's hardware and software development totaled $19,820,000 and accumulated depreciation totaled $19,227,000. During 2023, depreciation of $377,000 was recognized and included in Administrative Expenses in the accompanying Statement of Changes in Fiduciary Net Position.

Leases

The Retirement System enters into lease agreements as a lessee for financing the temporary acquisition of office space and equipment. The present value of future payments is recorded as an intangible right-to-use lease asset and amortized using the straight-line method over the term of the lease. As of December 31, 2023, the underlying lease assets totaled $2,143,000 and the related accumulated amortization totaled $534,000. During 2023, amortization of $267,000 was recognized and included in Administrative Expenses in the accompanying Statement of Changes in Fiduciary Net Position.

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

Subscription-Based IT Arrangements

The Retirement System enters into subscription-based IT arrangements (SBITAs) to use vendor-provided information technology. SBITAs provide the System with the right to use the vendor's information technology for a period of time. The present value of future payments is recorded as an intangible right-to-use lease asset and amortized using the straight-line method over the term of the lease. As of December 31, 2023, the underlying lease assets totaled $495,000 and the related accumulated amortization totaled $138,000. During 2023, amortization of $138,000 was recognized and included in Administrative Expenses in the accompanying Statement of Changes in Fiduciary Net Position.

Contingencies

Claims and judgments are recorded if all the conditions of GASB pronouncements are met. Claims and judgments are recorded as expenses when the related liabilities are probable and management can reasonably estimate the amounts.

Tax Status

The Plan is a tax-exempt governmental plan qualified under Section 401 and exempt under Section 501(a) of the Internal Revenue Code.

New Pronouncements

In April 2022, the GASB issued Statement No. 99, "Omnibus 2022". The objective of this Statement is to enhance comparability in accounting and financial reporting and to improve the consistency of authoritative literature by addressing (1) practice issues that have been identified during implementation and application of certain GASB Statements and (2) accounting and financial reporting for financial guarantees. The requirements of this Statement are effective at varying times, ranging from immediately upon issuance to the 2024 fiscal year. The requirements of Statement No. 99 that are effective have been implemented. When the remaining requirements of Statement No. 99 become effective, the application of this standard may result in the restatement of a portion of these financial statements.

In June 2022, the GASB issued Statement No. 100, "Accounting Changes and Error Corrections". The objective of this Statement is to enhance accounting and financial reporting requirements for accounting changes and error corrections to provide more understandable, reliable, relevant, consistent, and comparable information for making decisions or assessing accountability. The requirements of this Statement will become effective in the 2024 fiscal year. However, earlier application was encouraged and the standard was implemented in the 2023 fiscal year.

In June 2022, the GASB issued Statement No. 101, "Compensated Absences". The objective of this Statement is to better meet the information needs of financial statement users by updating the recognition and measurement guidance for compensated absences. The requirements of this Statement will become effective in the 2024 fiscal year. When Statement No. 101 becomes effective, the application of this standard may result in the restatement of a portion of these financial statements.

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

In December 2023, the GASB issued Statement No. 102, "Certain Risk Disclosures". The objective of this Statement is to provide users of government financial statements with essential information about risks related to a government's vulnerabilities due to certain concentrations or constraints. The requirements of this Statement will become effective in the 2025 fiscal year. When Statement No. 102 becomes effective, the application of this standard may result in the restatement of a portion of these financial statements.

2. DESCRIPTION OF RETIREMENT SYSTEM

The following description of the more common provisions of the Employes' Retirement System of the City of Milwaukee is provided for financial statement purposes only. The provisions reflect changes to the Retirement System enacted in 2000, known as the Global Pension Settlement (GPS). GPS increased benefits to current and future retirees and also allowed changes to the ERS administration, including permitting the use of ERS funds to pay costs related to plan administration. The 99.3% of existing members who have consented to GPS are accounted for in the Global Combined Fund. Members who have not consented are accounted for in one or more of the non-consenter funds. Refer to Chapter 36 of the City of Milwaukee Charter for more complete information.

GPS requires that members enrolled through June 28, 2000 provide written consent to ERS in order to be eligible for the benefit enhancements of GPS. Members enrolled after June 28, 2000, are automatically eligible and are included in the Combined Fund.

Subsequent to completion of the January 1, 2023 actuarial valuation, seven members who were enrolled as of June 28, 2000 and had not consented to GPS, elected to consent.

Plan Administration

The Retirement System was established pursuant to the Retirement Act (Chapter 396 of the Laws of Wisconsin of 1937) to provide payment of retirement and other benefits to employees of the City of Milwaukee (City). Chapter 441 of the Laws of Wisconsin of 1947 made the benefits contractual and vested. The ERS is a cost-sharing, multi-employer plan, which provides benefits to employees of the City of Milwaukee (including Fire and Police), Milwaukee Metropolitan Sewerage District, Wisconsin Center District, Veolia Water Milwaukee LLC, Milwaukee Housing Authority, and non-certified staff of Milwaukee Public Schools (Agencies). City employees comprise approximately 54% of the active participants in the Retirement System.

The Annuity and Pension Board ("the Board") governs the ERS, and serves as trustee of the System's funds. The Board consists of eight members, composed as follows:

- Three representatives appointed by the President of the Milwaukee Common Council,
- Three representatives elected by the active members of the ERS,
- One member elected by retired members of the ERS, and
- The City of Milwaukee Comptroller, who serves as ex-officio voting member.

2. DESCRIPTION OF RETIREMENT SYSTEM (cont.)

The 2023 Wisconsin Act 12 authorized the City of Milwaukee to impose a sales tax for limited purposes, subject to certain conditions. Under the Act and the subsequent amendments to the City Charter by the Milwaukee Common Council, the plan has closed to new members as of January 1, 2024.

Membership

Full-time employees, part-time employees who are eligible under adopted rules and regulations, and elected officials who have evidenced their intent to join are members of the Retirement System. The Plan is closed to new members as of January 1, 2024.

At January 1, 2023, the measurement date, the membership of the plan was as follows:

Plan members currently receiving benefits	13,853
Inactive plan members entitled to, but not yet receiving benefits	5,960
Current employees:	
Vested	6,967
Non-vested	2,833
Total	29,613

This membership data is as of January 1, 2023, and reasonably approximates membership data through December 31, 2023.

Contributions

Member contributions to the ERS are required under Chapter 36-08-7. The City of Milwaukee, in its legislative capacity, has sole authority to make changes to Chapter 36, and to set contribution requirements and benefit terms. It is a section 401(a), Internal Revenue Code, qualified cost-sharing, multiple-employer defined benefit plan for participating public employees.

2. DESCRIPTION OF RETIREMENT SYSTEM (cont.)

Contribution rates, as a percentage of earnable compensation, are as follows:

a) General Employees
   i. Tier 1 (enrolled prior to January 1, 2014) – 5.5%
   ii. Tier 2 (enrolled on or after January 1, 2014) – 4.0%
b) Firemen and Policemen – 7.0%
c) Elected Officials
   i. Tier 1
      i. Enrolled prior to January 1, 2014 and elected to an office prior to January 1, 2014 – 7.0%
      ii. Enrolled prior to January 1, 2014, and elected for the first time to an office on or after January 1, 2014, and employee was paying contributions prior to being elected – employees pay contributions at the rate they were paying prior to becoming an elected official
      iii. Enrolled prior to January 1, 2014, and elected for the first time to an office on or after January 1, 2014, and employer was paying contributions on behalf of the employees prior to being elected – employer pays 7.0%
   ii. Tier 2 (enrolled on or after January 1, 2014) – 4.0%

Commencing in 1999, contributions of one dollar of each police officer's longevity pay per year are made by police officers on their own behalf. This excludes sergeant of police, detective lieutenant and any ranks above same.

In addition to the above percentage contributions, additional contributions were required of general city employees who were enrolled as active members after January 1, 2000. To participate in the Global Combined Fund, each new member was required to contribute 1.6% of his or her pensionable earnings for a period of eight years. However, the 1.6% required contributions did not apply to members required to make member contributions under 36-08-7-a or c.

The Retirement System requires regular payroll contributions from its agencies and members for all active employees covered by the plan on a biweekly basis.

Employer contributions are calculated by the actuary. During 2023, the Board repealed the Stable Employer Contribution Policy and participating employers are now required to contribute an actuarially-calculated amount each year. In order to administer the revised funding policy, the Board adopted a one-year contribution lag. For example, the *second* January 1, 2023 valuation calculated the employer contributions due for the 2024 plan year. The 2024 plan year contributions are due December 31, 2024, and accrue interest at 6.8% per annum if paid after January 1, 2024.

2. DESCRIPTION OF RETIREMENT SYSTEM (cont.)

Benefits Provided

The normal retirement benefit is a monthly pension for the life of the member. A service retirement allowance is payable to any member who meets one of the following eligibility criteria:

Class	Enrollment Date	Eligibility for Service Retirement*
General City	Prior to January 1, 2014	Age 60, or age 55 with 30 years of creditable service
General City	On/after January 1, 2014	Age 65, or age 60 with 30 years of creditable service
Fire	Prior to July 30, 2016	Age 57, or age 49 with 22 years of creditable fire or police service
Fire	On/after July 30, 2016	Age 57, or age 52 with 25 years of creditable fire service
Police	Prior to December 20, 2015	Age 57, or any age with 25 years of creditable fire or police service
Police	On/after December 20, 2015	Age 57, or age 50 with 25 years of creditable police service

**These eligibility criteria assume consent to the provisions of the Global Pension Settlement (GPS); most members have consented to GPS.*

For General City employees, the service retirement allowance is 2%, or 1.6% for members enrolled on or after January 1, 2014, of the member's final average salary (the highest average of earnable compensation during any 3 years preceding retirement, death or termination) for each year of creditable service. The service retirement allowance for General City employees who retire after January 1, 1989, cannot exceed 70% of their final average salary.

For police officers and firefighters, the retirement allowance is 2.5% of their final average salary (computed on the year of creditable service during which earnable compensation was highest) for each year of creditable service. The retirement allowance for firefighters hired after March 1, 1989, and police officers hired after July 1, 1989, is limited to 90% of their final average salary (excluding any imputed service credit provided under the GPS).

For elected officials enrolled prior to January 1, 2014, the retirement allowance is 2.6% of their final average salary for each year of creditable service as an elected official for years before 1996 and is limited to 70% of the final average salary. For the years 1996 and forward, the accrual rate is 2.5% (For the Mayor, the accrual rate is 2.0%) for creditable service, imputed military service, or seasonal service and is limited to 70% of their final average salary. However, elected officials who were enrolled prior to 2014 and are first elected to office on or after January 1, 2014, have an accrual rate of 2% for each year if they contribute 5.5% of their earnable compensation, or 2.5% for each year if they contribute 7% of their earnable compensation. For elected officials enrolled on or after January 1, 2014, the accrual rate is 1.6% of their final average salary for each year of creditable service as an elected official, and is limited to 70% of their final average salary.

2. DESCRIPTION OF RETIREMENT SYSTEM (cont.)

Chapter 36 of the Milwaukee City Charter addresses pension escalators. General City employees participating in the Global Combined Fund and enrolled prior to January 1, 2014 and retiring on a service retirement allowance on or after January 1, 2000, are eligible for a pension escalator of 1.5% on the second, third and fourth anniversaries of their retirement, and 2% on each anniversary thereafter. Police officers and firefighters participating in the Global Combined Fund retiring on a service retirement allowance on or after January 1, 2000, are eligible for a pension escalator based upon the percentage increase in the prior year's Consumer Price Index-All Urban Consumers (CPI-U), effective on their first anniversary and each anniversary thereafter. The percentage increase is determined annually by measuring the change in the Index from November to November of each year. The pension escalator is guaranteed to be at least two percent, but is capped at three percent.

General City employees enrolled on or after January 1, 2014, retiring on a service retirement allowance are eligible for a pension escalator of 2% on their fifth anniversary of retirement and each anniversary thereafter.

Rules governing pension escalators provided to retirees retiring prior to January 1, 2000, before the Global Pension Settlement, differ from those described herein. In addition, a one-time "catch up" adjustment was provided in January of 1996 to employees who retired on a service retirement allowance on or before September 30, 1987, to partially offset the increase in inflation. For a complete description of the escalator rules, see Chapter 36 of the Milwaukee City Charter.

3. CHANGES IN ACCOUNTING PRINCIPLES AND OTHER CHANGES

In May 2020, the Governmental Accounting Standards Board issued Statement No. 96 – Subscription-Based Information Technology Arrangements. This Statement provides guidance on the accounting and financial reporting for subscription-based information technology arrangements (SBITAs) for governments. The Statement establishes that a SBITA results in a right-to-use subscription asset and a corresponding subscription liability. This standard was implemented as of January 1, 2023. The change resulted in the addition of the line "Subscription-based information technology arrangements, net of accumulated amortization" on the Statement of Net Position. The implementation of this standard did not affect beginning net position.

To better comply with the requirements of GASB Statement No. 84, the presentation of the securities lending program has changed from the presentation in previously issued financial statements. The activity in the program was presented previously as a separate fund on the Statement of Fiduciary Net Position and the Statement of Changes in Fiduciary Net Position. The activity previously presented in the Securities Lending Fund is now presented as part of the Global Combined Fund. This change had no effect on the beginning net position of ERS in total; however, the beginning net position of the Global Combined Fund differs from the ending net position shown on the 2022 financial statements by $2,208,000, the ending net position of the Securities Lending Fund on the 2022 financial statements. As a result of this change, the investment income section on the Statement of Changes in Fiduciary Net Position has been expanded to differentiate income and expenses from investing activities and securities lending activities.

3. CHANGES IN ACCOUNTING PRINCIPLES AND OTHER CHANGES (cont'd)

ERS also made an error correction in how it reports its GASB 67 plan disclosures. Prior to 2023, the Employer Reserve Fund was included as an ERS plan asset for the purposes of calculating its Net Pension Liability under GASB 67. ERS had included the Employer Reserve Fund as part of the Pension Net Position and reduced the Net Pension Liability (NPL) reported in Note 6 and the Required Supplementary Information section. For 2023, ERS determined that the Employers' Reserve Fund should not be considered in calculating the Retirement System's Net Pension Liability under GASB 67 since the assets of Employers' Reserve Funds cannot be used for pension benefits, until authorized by the contributing employer. The Net Pension liability reported as of December 31, 2022 In Note 6 was overstated by $80.8 million. Management doesn't plan to restate the prior periods containing the Employer Reserve Fund as part of the NPL in the prior year periods presented.

4. CONSENT STATUS CHANGES

Members who have not consented to the GPS have either objected to the settlement or never responded. The deadline to consent of April 24, 2004, has been extended indefinitely for those who never responded. Often, non-responders consent to GPS at the time they apply for benefits. As of the January 1, 2023 actuarial valuation, 233 members were non-consenting, including 34 active members, 188 inactive members, and 11 benefit recipients. During 2023, seven members elected to consent to the GPS, resulting in a transfer of $645,000 to the Global Combined Fund from the non-consenter funds.

5. EMPLOYERS' RESERVE FUND

The City of Milwaukee and other Agencies participating in the Retirement System may voluntarily contribute to the Employers' Reserve Fund, which was established per Section 36-08-8 of Chapter 36. Deposits to the Employers' Reserve Fund may be used to fund employer contribution requirements, but this requires a formal resolution directing a fund transfer. Employers' Reserve Fund resources are invested according to City of Milwaukee investment policies.

In 2023, there were no net contributions made to the Employers' Reserve Fund and there were no net transfers out of the fund to pay contributions. As of December 31, 2023, the City of Milwaukee is the only employer participating in the fund and the balance of the fund is $85,109,000.

6. NET PENSION LIABILITY

The components of the pension liability at December 31, 2023, were as follows (in thousands):

Total pension liability	$ 7,769,353
Plan fiduciary net position	(5,711,392)
Net pension liability	$ 2,057,961

Plan fiduciary net position as a percentage of total pension liability	73.51%

6. NET PENSION LIABILITY (cont.)

Actuarial Assumptions: The last actuarial valuation was performed as of January 1, 2023, and these amounts were used to roll-forward the total pension liability for the year ended December 31, 2023. The valuation was determined using the following actuarial assumptions, which were applied to all prior periods included in the measurement:

Valuation Date	1/1/2023 - Second valuation
Actuarial Cost Method	Entry Age Normal - Level Percentage of Pay
Amortization Method	Level percent of payroll, closed
Asset Valuation Method	5-year smoothing of difference between expected return on actuarial value and actual return on market value
Actuarial Assumptions:	
Long-term Rate of Return, Net of Investment Expense, Including Price Inflation	6.8%
Projected Salary Increases, including wage inflation	General City: 3.0% - 7.5% Police & Fire: 3.0% - 19.0%
Inflation Assumption	2.5%
Cost of Living Adjustments	Varies by employee group and decrement type (see plan provisions)
Mortality Assumption	Pre-retirement mortality rates for General employees were based on the Pub-2010 Below Median General Employee Mortality Table with a one-year age setback for males and a two-year age set forward for females, projected generationally using SOA Scale MP-2021. Pre-retirement mortality rates for Police and Firemen were based on the Pub-2010 Median Public Safety Employee Mortality Table with a one-year age set forward for males and females, projected generationally using SOA Scale MP-2021. Post-retirement mortality rates for General retirees were based on the Pub-2010 Below Median General Retiree Mortality Table with a one-year age setback for males and a two-year age set forward for females, projected generationally using SOA Scale MP-2021. Post-retirement mortality rates for Police and Firemen retirees were based on the Pub-2010 Median Public Safety Retiree Mortality Table with a one-year age set forward for males and females, projected generationally using SOA Scale MP-2021. Mortality rates for survivors of General employees were based on the Pub-2010 Below Median Contingent Survivors Mortality Table with a one-year age setback for males and a two-year age set forward for females, projected generationally using SOA Scale MP-2021. Mortality rates for survivors of Police and Firemen were based on the Pub-2010 Median Contingent Survivors Mortality Table with a one-year age set forward for males and females, projected generationally using SOA Scale MP-2021. Disabled mortality rates for General employees were based on the Pub-2010 Non-Safety Disabled Retiree Mortality Table with a one-year age setback for males and a two-year age set forward for females, projected generationally using SOA Scale MP-2021. Disabled mortality rates for Police and Firemen were based on the Pub-2010 Safety Disabled Retiree Mortality Table with a one-year age set forward for males and females, projected generationally using SOA Scale MP-2021.
Experience Study	The actuarial assumptions used in this valuation, are based on the results of the most recent experience study covering the five-year period ending December 31, 2021, except for the investment return assumption. The investment return assupm was lowereed from 7.50% to 6.80% effective with the *Second* January 1, 2023 actuarial valuation

The total pension liability as of December 31, 2023 was determined by rolling forward the total pension liability as of January 1, 2023 to December 31, 2023.

The actuarial assumptions used in this valuation were based on the results of the most recent experience study covering the five-year period ending December 31, 2021. The experience study was performed by Cavanaugh MacDonald, LLC and adopted by the Board at the February 27, 2023 meeting.

6. NET PENSION LIABILITY (cont.)

The rate of return assumption was based on the Retirement System's target asset allocation. In the experience review, the consultants developed best estimate ranges of expected future real rates of return (net of inflation) for the portfolio, based on the expected returns of each major asset class and their weights within the portfolio.

The consultants used an econometric model that forecasts a variety of economic environments and then calculates asset class returns based on functional relationships between the economic variables and the asset classes. Expected investment expenses were subtracted and expected inflation was added to arrive at the long-term expected nominal return. The rate for the long term expected return was selected for the portfolio such that there was a better than 50% likelihood of the emerging returns exceeding the expected return.

Best estimates of arithmetic real rates of return (net of inflation) for each major asset class included in the Retirement System's target asset allocation were developed as part of the most recent experience study completed as of December 31, 2021 are listed in the table below:

Asset Class	Target Asset Allocation	Long-term Expected Real Rate of Return*
Public Equity	44.0%	7.31%
Fixed Income & Cash	23.0%	3.08%
Real Estate	9.7%	5.07%
Real Assets	3.3%	4.55%
Private Equity	10.0%	10.01%
Absolute Return	10.0%	3.61%
	100.0%	

** Rates provided by the System's investment consultant, Callan Associates*

Discount Rate: The discount rate used to measure the total pension liability was 6.8 percent. The projection of cash flows used to determine the discount rate assumed that contributions from plan members will be made at the current contribution rate and that contributions from the City and Agencies will be made at contractually required rates, as determined by the actuary. Based on those assumptions, the ERS' fiduciary net position was projected to be available to make projected future benefit payments for current members. The crossover analysis produced a single rate of 6.8 percent, which reflects the long-term expected rate of return on ERS investments. Based on the analysis, the discount rate was applied to all periods of projected benefit payments to determine the total pension liability.

6. NET PENSION LIABILITY (cont.)

Sensitivity of the net pension liability to changes in the discount rate: The following presents the net pension liability calculated using the discount rate of 6.8 percent, a discount rate that is 1-percentage-point lower (5.8 percent) and a discount rate that is 1-percentage-point higher (7.8 percent) (in thousands):

	1% Decrease (5.8%)	Current Discount (6.8%)	1% Increase (7.8%)
Net Pension Liability	$ 3,015,198	$ 2,057,961	$ 1,265,021

7. EXPENSES

As provided under Section 36-08-9 of Chapter 36 of the Milwaukee City Charter, administrative and investment expenses of the Retirement System are the direct obligation of the Global Combined Fund. Expenses are normally paid by the City of Milwaukee and then reimbursed to the City by ERS.

Direct investment expenses were approximately $64,612,000 and securities lending fees and rebates were approximately $16,784,000, for a total investment-related expenses of $81,396,000. The administrative expenses of approximately $8,015,000 were charged to the Retirement System in 2023.

8. INCOME TAX STATUS

The most recent determination letter is dated February 7, 2017, with the Internal Revenue Service (IRS) stating that the Retirement System, as then designed and in conjunction with the proposed amendments required by the IRS, was in compliance with the applicable requirements of the Internal Revenue Code. The Retirement System's management believes that the plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code. Therefore, the accompanying basic financial statements reflect no provision for income taxes.

9. INVESTMENTS

Investment Policies

The Retirement System's policy for the allocation of invested assets is established, and amended, as needed, by the ERS Board. The ERS Board's adopted asset allocation policy as of December 31, 2023, is provided on pages 70 and 71. ERS publishes its latest Investment Policy on its website. Plan assets are managed on a total return basis with a long-term objective of achieving and maintaining a fully funded status for the benefits provided through the Retirement System.

9. INVESTMENTS (cont.)

Rate of Return

For the year ended December 31, 2023, the annual money-weighted rate of return on ERS investments, net of pension plan investment expense, was 9.92 percent, as calculated by the custodian. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

Fair Value Measurement

The Retirement System categorizes their fair value measurements within the fair value hierarchy established by generally accepted accounting principles. ERS had the following recurring fair value measurements as of December 31, 2023 (in thousands):

		Fair Value Measurements Using		
Investment Type	**Fair Value**	**Level 1**	**Level 2**	**Level 3**
Public Equity	$ 2,159,878	$ 1,125,531	$ 1,034,347	$ -
Fixed Income	1,814,691	150,519	1,664,172	-
Public Diversified Real Assets	175,601	-	175,601	-
Total assets in the Fair Value Hierarchy	$ 4,150,170	$ 1,276,050	$ 2,874,120	$ -
Investments measured at Net Asset Value *	1,778,529			
Investments at Fair Value	$ 5,928,699			

** Per GASB 72, investments that are measured using the net asset value per share (or its equivalent) are not classified in the fair value hierarchy. The fair value presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the Statement of Fiduciary Net Position.*

The hierarchy is based on the valuation inputs used to measure the fair value of the asset and give the highest priority (Level 1) to unadjusted quoted prices in active markets for identical assets or liabilities and the lowest priority (Level 3) to unobservable inputs.

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.

The following is a description of the valuation methodologies used for assets measured at fair value. There were no changes to the methodologies during the year ended December 31, 2023.

9. INVESTMENTS (cont.)

U.S. treasury securities, equity securities, Real Estate Investment Trusts, and Exchange Traded Funds classified in Level 1 are valued using prices quoted in active markets for those securities.

Debt and debt derivative securities classified in Level 2 are valued using either a bid evaluation or a matrix pricing technique. Bid evaluations may include market quotations, yields, maturities, call features and ratings. Matrix pricing is used to value securities based on the securities relationship to benchmark quoted prices.

Index linked debt securities are valued by multiplying the external market price feed by the applicable day's Index Ratio. Level 2 debt securities also have nonproprietary information from multiple independent sources that were readily available to market participants who are known to be actively involved in the market. Equity and equity derivative securities classified in Level 2 are securities whose values are derived daily from associated traded securities.

The System's assessment of the significance of particular inputs to these fair value measurements requires judgment and considers factors specific to each asset or liability. When inputs used to measure fair value fall into different levels in the fair value hierarchy, fair value measurements in their entirety are categorized based on the lowest level input that is significant to the valuation.

Real estate, hedge fund-of-funds, and private equity are valued using the net asset value (NAV) per share (or its equivalent). These investments are considered "alternative investments" and, unlike more traditional investments, generally do not have readily obtainable fair values and take the form of limited partnerships. These investments are valued based on the partnerships' audited financial statements. If December 31 statements are available, those values are used. If December 31 values are not available, the valuation is adjusted from the most recently available valuation taking into account subsequent calls and distributions, adjusted for unrealized appreciation/depreciation, other income, and fees.

The summary of unfunded commitments for these types of alternative investments is reported below (in thousands).

Investment Type	Fair Value	Unfunded Commitments	Redemption Frequency (If Currently Eligible)	Redemption Notice Period
Private Equities	$ 766,408	$ 433,382	N/A	N/A
Public Equities	106,458	-	Twice per Month	15 days
Absolute Return	443,099	-	Monthly - 30 Months	30 - 180 Days
Real Assets - Non-Core	10,422	4,610	N/A	N/A
Real Assets - Core	452,142	50,000	Quarterly	90 Days
Totals	$ 1,778,529	$ 487,992		

9. INVESTMENTS (cont.)

Private Equities

This consists of four "fund of funds" managers that invest in a multitude of underlying private equity funds. The primary investment type of the underlying funds is buyout, venture capital, and growth equity. Investments can never be redeemed from the funds. Instead, distributions are received through the liquidation of the underlying assets of the funds. It is expected that the funds will be liquidated over the next 15-20 years. The funds are valued on a quarterly basis using appraisals based on the best estimate of fair value.

Public Equities

Public equities consist of a limited partnership that primarily invests in emerging market public equity and equity related securities (equity index futures, equity index swaps) and currency forwards. The fund may also invest in fixed-income securities, exchange-traded funds, options, warrants, equity swaps, futures, and other derivatives. Withdrawals are available on the 15th and the last calendar day of each month, with written notice given 15 calendar days before the redemption date. The fund is valued monthly based upon the best estimate of fair value.

Real Estate Investments – Non-Core

This consists of 10 closed-end funds that invest primarily in U.S. commercial real estate. Investments can never be redeemed from the funds. Instead, distributions are received through the liquidation of the underlying assets of the funds. It is expected that the funds will be liquidated over the next 3 to 6 years. The funds are valued on a quarterly basis using appraisals based on the best estimate of fair value.

Real Estate Investments – Core

This consists of five open-end funds that invest primarily in U.S. commercial real estate. Investments can be redeemed from the funds on a quarterly basis with 90 days' notice, subject to availability of sufficient capital to cover the redemption. The funds are valued on a quarterly basis using appraisals based on the best estimate of fair value.

Absolute Return

This consists of hedge funds-of-funds with the goal of providing CMERS returns regardless of how the overall markets does. The redemption notice period can vary between 30 to 180 days. The redemption frequency can vary from monthly to every 30 months. The lock-up period can vary from none up to three years of hard lock-up. The investor gate level ranges from none to 5%. At the fund gate level, the gating can vary from none to 25%.

9. INVESTMENTS (cont.)

Deposits and Custodial Credit Risk

Custodial credit risk is the risk that, in the event a financial institution or counterparty fails, the Retirement System will not be able to recover the value of its deposits, investments, or securities. Investment securities are exposed to custodial credit risk if the securities are uninsured, are not registered in the Retirement System's name, and held by the counterparty. As of December 31, 2023, no investments or securities were exposed to custodial credit risk.

The Retirement System is also exposed to custodial credit risk for uncollateralized cash and cash equivalents that are not covered by federal depository insurance. As of December 31, 2023, approximately $235,000 of cash and cash equivalents was exposed to custodial credit risk.

The Retirement System was established to provide for the present and future retirement, disability, and death and survivor benefit payments for all city and city agency employees. All of the funds of the Retirement System taken in the aggregate constitute a special trust subject to applicable local, state, and

federal laws, including but not limited to sections 36-15, 36-09-1, and 36-09-6 of the Milwaukee City Charter.

Concentration of Credit Risk

Concentration of credit risk is the risk of loss attributed to the magnitude of an entity's investment in a single issuer. As of December 31, 2023, the Retirement System has no single issuer that exceeds 5% of total investments. Investments issued or explicitly guaranteed by the U.S. Government and investments in mutual funds, external investment pools, and other pooled investments are excluded.

Interest Rate Risk

Interest rate risk is the risk that changes in interest rates will adversely affect the fair value of an investment. The Retirement System's investment guidelines limit how much each fixed income manager may deviate duration from their respective benchmarks. Duration is the approximate percentage change in price for a 100-basis-point change in yield. Depending on the investment manager, the duration of the Retirement Systems active fixed income managers must either be between 50% and 250% of the duration of the Bloomberg U.S. Aggregate Index or +/- 2 years of the Bloomberg U.S. Aggregate Index. As of December 31, 2023, the segmented time distribution of the various investment types of debt securities for the Retirement System is as follows (in thousands):

9. INVESTMENTS (cont.)

Investment Type	Fair Value	Years to Maturity 1 Year or Less	1 to 5 Years	6 to 10 Years	More than 10 Years
Asset Backed Securities	$ 152,883	$ -	$ 127,960	$ 9,861	$ 15,062
Commercial Mortgage-Backed	31,218	4,901	95	197	26,025
Corporate Bonds	487,458	2,559	172,256	242,850	69,793
Corporate Convertible Bonds	5,490	-	5,482	8	-
Government Agencies	2,114	-	1,129	954	31
Government Bonds	599,931	-	271,217	98,393	230,321
Government Mortgage Backed Securities	247,046	-	3,220	1,281	242,545
Gov't-issued Commercial Mortgage-Backed	-	-	-	-	-
Municipal/Provincial Bonds	3,234	-	-	-	3,234
Non-Government Backed C.M.O.s	69,088	-	-	-	69,088
Short Term Bills and Notes	152,251	152,251	-	-	-
Totals	$ 1,818,141	$ 159,711	$ 635,229	$ 359,471	$ 663,730

The risk above is disclosed only for investments evidenced by securities in separate accounts and commingled funds. Assets held in commingled funds are classified based on the individual fund's characteristics as of December 31, 2023.

Foreign Currency Risk

Foreign currency risk is the risk that changes in currency exchange rates will adversely affect the fair value of an investment or deposit. For separate accounts, ERS investment guidelines allow foreign currency contracts for defensive hedging purposes. In addition, the guidelines recommend adequate diversification by country and currency. As of December 31, 2023, the Retirement System's exposure to foreign currency risk, expressed in U.S. Dollars, is as follows (in thousands):

Foreign Currency	Equities	Fixed Income	Absolute Return	Real Assets	Private Equity	Total Fair Value
Australian dollar	$ 1,359	$ -	$ -	$ -	$ -	$ 1,359
Brazilian real	12,603	3,388	-	-	-	15,991
British pound sterling	91,853	-	-	-	-	91,853
Canadian dollar	20,963	-	-	-	-	20,963
Danish krone	6,514	-	-	-	-	6,514
Euro	194,804	-	-	-	111	194,915
HK offshore Chinese Yuan Renminbi	2,388	-	-	-	-	2,388
Hong Kong dollar	16,438	-	-	-	-	16,438
Indonesian rupiah	-	2,185	-	-	-	2,185
Japanese yen	83,348	-	-	193	-	83,541
Mexican peso	4,807	2,184	-	-	-	6,991
New Taiwan dollar	5,855	-	-	-	-	5,855
Norwegian krone	808	-	-	-	-	808
Singapore dollar	1,449	-	-	-	-	1,449
South African rand	-	2,217	-	-	-	2,217
South Korean won	20,093	-	-	-	-	20,093
Swedish krona	9,443	-	-	-	-	9,443
Swiss franc	36,767	-	-	-	-	36,767
Totals	$ 509,492	$ 9,974	$ -	$ 193	$ 111	$ 519,770

9. INVESTMENTS (cont.)

Credit Risk of Debt Securities

Credit risk is the risk that an issuer or other counterparty to an investment will not fulfill its obligations. The Retirement System's investment guidelines require its fixed income managers to have an Investment Grade average portfolio. The Retirement System's active fixed income managers are allowed to hold a maximum of 20% of their respective portfolio's fair value in issues rated B- or B3, and an additional 5% may be invested in non-rated issues. The quality ratings of investments in fixed income securities of the Retirement System as described by Standard & Poor's as of December 31, 2023, are as follows (in thousands):

Rating	Fair Value	% of Total
AAA	101,682	5.6%
AA	7,632	0.4%
A	126,093	6.9%
BBB	270,546	14.9%
BB	63,352	3.5%
B	30,714	1.7%
CCC	8,188	0.5%
US Government Guaranteed	1,049,607	57.7%
Not Rated	160,327	8.8%
	1,818,141.00	100.0%

The risk above is disclosed only for investments evidenced by securities in separate accounts and commingled funds. Assets held in commingled funds are classified based on the individual fund's characteristics as of December 31, 2023. Fair Values within this table may differ from the Basic Financial Statements provided on page 27 and the Summary of Investment Holdings provided on page 76 due to Corporate Convertible Bonds classified as Public Equities on those pages.

Derivatives

The ERS' Statement of Investment Policy written objectives and guidelines governing the investment of Fund assets allows separate account investment managers to use forward contracts and derivatives traded on a recognized derivatives exchange for hedging and efficient portfolio management purposes if the Board approves their use within the individual manager's written guidelines. No assets shall be committed to futures, options, options on futures, forwards and other derivatives unless approved by the Board in writing.

Prohibited investments in separate accounts include mortgage interest only, principal only, inverse floaters or other CMO derivatives that have uncertain or volatile duration or price movement.

9. INVESTMENTS (cont.)

In 2023, the Retirement System's separate account investment managers utilized currency forwards, bond futures, and credit default swaps. Currency forwards are necessary to purchase or sell non-U.S. securities. Bond forwards and futures are sometimes more liquid and easier to trade than the respective underlying security and can allow an investment manager to reduce the costs of constructing an efficient portfolio.

Currency Forwards

A foreign currency forward is a contractual agreement between two parties to pay or receive amounts of foreign currency at a future date in exchange for another currency at an agreed upon exchange rate. The Retirement System's International Equity and Global Equity managers entered into foreign exchange positions, such as forward and spot contracts, to hedge foreign currency exposure or obtain a currency for a pending cash transaction. The ERS has two Fixed Income managers who are allowed to invest globally, and they enter into spot contracts to obtain a currency for a pending cash transaction. The majority of the contracts are short-term in duration and mature within 90 days. Any exceptions require written permission of the ERS Board.

Bond Futures

A futures contract is a standardized contractual agreement between two parties, made through an organized exchange, to buy or sell a pre-determined amount of a bond at a future date in exchange for a price agreed upon today. The counterparty credit risk for a futures contract is generally less than privately negotiated forward contracts because the organized exchange acts as a clearinghouse that typically settles net changes to futures contract values daily. ERS had no futures contracts as of December 31, 2023.

The following table summarizes the aggregate notional or contractual amounts for the ERS' separate account managers as of December 31, 2023 (in thousands):

	Notational/ Contractual Amounts	Fair Value	Gain/(Loss)
Foreign exchange forward spot contracts receivable	$ 518	$ 518	$ -
Foreign exchange forward spot contracts payable	(518)	(518)	-
Foreign exchange forward long-term receivable	12,885	13,466	581
Foreign exchange forward long-term payable	(12,885)	(12,902)	(17)

These instruments are recorded in cash and cash equivalents, investment receivables, and investments in the Statements of Fiduciary Net Position. The changes in fair value are included in investment income in the Statement of Changes in Fiduciary Net Position.

Fixed Income Index Credit Default Swaps

A credit default swap is a type of swap designed to transfer the credit exposure of a fixed income product from one party to another. ERS grants one of its managers the ability to sell protection on the CDS index. This position is equivalent to the credit risk of holding the underlying bonds, but carries significantly

9. INVESTMENTS (cont.)

lower trading costs. The CDSs may not be used to create leverage, and must be fully collateralized by cash or US Treasury securities.

Derivative Risk

The total exposure of all hedges is limited to 100% of the total portfolio value, at market. Shorting currency exposure in countries without any underlying security exposure is prohibited.
The ERS is also exposed to market risk, the risk that future changes in market conditions may make an instrument less valuable. Exposure to market risk is managed through the limits placed on an investment manager within the Statement of Investment Policy.

The ERS is exposed to credit risk in the event of non-performance by counterparties to financial instruments. Typical counterparties for ERS are major financial institutions and broker-dealers. A counterparty's financial condition, cash on hand, and general credit worthiness is evaluated prior to entering into a transaction. In addition, ratings agencies' evaluations are reviewed.

The following table summarizes the counterparty credit risk amounts for the ERS for derivatives as of December 31, 2023 (in thousands):

Investment Type	Exchange Traded	Quality Rating Not Available
Assets		
Forwards		
Foreign Exchange Contracts	$ -	$ 581
Swaps		
Credit Contracts	2,040	-
Liabilities		
Forwards		
Foreign Exchange Contracts	-	(17)
Total Value by Rating	$ 2,040	$ 564

Securities Lending

ERS started the securities lending program in 1993. ERS is authorized to operate the securities lending program under Chapter 36-09-6 of the Milwaukee City Charter. Eligible securities are loaned out through the ERS custodian, Northern Trust. ERS earns a daily fee for securities loaned and incurs a reduction in earnings per the indemnification agreement with the custodian. Each security loan is initially collateralized by securities or cash for at least 102% of its fair value (105% for international securities). Collateral is held by the custodian. Cash collateral received from borrowers is invested in a short-term investment pool, which is managed by Northern Trust. The custodian's lending program does not operate the collateral investments as a "matched program" where the length of the loaned assets is specifically matched to the length of the portfolio investments. Loans are open and renewed each day until they are no longer needed. ERS does not have the ability to pledge or sell collateral unless there is a borrower default.

9. INVESTMENTS (cont.)

Revenue earned from securities lending is used to offset expenses of the Retirement System. If revenues are not expended within one calendar year following receipt, the remaining amount is distributed to the Non-Consenter Retirement Fund. For the year ended December 31, 2023, the Retirement System earned revenue from securities lending of approximately $18,886,000 and paid custodian fees and rebates of approximately $16,784,000. The ERS also disbursed $792,000 to offset some of the Retirement System's administrative costs.

As of December 31, 2023, ERS has securities on loan with a fair value of approximately $325,435,000 and the short-term collateral investment pool has a fair value of approximately $335,751,000.

Investment Type	Securities on Loan Fair Value
Global Equities	$ 1,428,809
US Corporate Fixed	84,979,725
US Equities	27,340,220
US Government Fixed	211,685,929
Totals	$ 325,434,683

The two main risks in securities lending are counterparty risk and collateral investment risk. Counterparty risk is the risk that the borrower defaults on a loan and is unable to return the security. The ERS' contract with Northern Trust indemnifies ERS of any losses suffered as a result of the securities lending program due to counterparty default. Collateral investment risk is the risk that an investment in a collateral option becomes impaired or decreases in value. ERS is responsible to refund any losses to the borrower as a result of losses in the collateral pool. As of December 31, 2023, the ERS' collateral pool was trading at or near fair value with no impairments.

10. LEASES

The Retirement System has entered into lease agreements as a lessee for financing the temporary acquisition of office space and equipment. These agreements qualify as leases for accounting purposes and, therefore, the assets and obligations have been recorded at the present value of the future minimum lease payments as of the inception date. The obligations for the leased assets will be repaid from the Global Combined Fund and the Securities Lending program.

Description	Lease Inception	Final Maturity	Interest Rate	Balance
Office Space - 789 N Water Street, Suite 300	1/1/2022*	3/1/2030	4.35%	$ 1,430,173
Office Space - 10850 West Park Place, Suite 450	1/1/2022*	3/31/2030	3.97%	248,982
Office Space - Disaster Recovery Computer Facility	1/1/2022*	12/31/2029	7.50%	84,489
Equipment - Copiers	1/1/2022*	1/31/2025	7.50%	12,105
Total				$ 1,775,749

* The lease inception date reflects the implementation date of GASB 87 for leases that commenced prior to the implementation of GASB 87.

Annual lease payment requirements to maturity for the lease liabilities are as follows:

Year	Principal	Interest	Total
2024	$ 240,132	$ 79,272	$ 319,404
2025	258,990	68,410	327,400
2026	272,175	56,696	328,872
2027	292,721	44,587	337,308
2028	314,410	31,563	345,973
Thereafter	397,321	18,040	415,361
Total	$ 1,775,749	$ 298,569	$ 2,074,318

11. SOFTWARE-BASED INFORMATION TECHNOLOGY ARRANGEMENTS

The Retirement System enters into subscription-based information technology arrangements (SBITAs) to use vendor-provided information technology. SBITAs provide the System with the right to use the vendor's information technology for a period of time. The present value of future payments is recorded as an intangible right-to-use lease asset and amortized using the straight-line method over the term of the lease. The total cost of the obligations for the subscription arrangements was paid at the arrangements' inception out of the Global Combined Fund and the Securities Lending program. Therefore, no subscription liability was recorded.

As of December 31, 2023, the total of SBITA assets was $495,000, the accumulated amortization was $138,000, and the net asset balance was $357,000.

12. COMMITMENTS & CONTINGENCIES

The Retirement System is involved in litigation and disputes arising during the normal course of operations. Management does not believe the settlement of such matters will have a material impact on the Retirement System's basic financial statements.

13. SUBSEQUENT EVENTS

The Retirement System has evaluated subsequent events occurring through the date the financial statements were available to be issued, for subsequent events requiring recording or disclosure in the Plan's financial statements.

The Milwaukee Police Supervisors Organization (MPSO) and Local 215 filed suit on behalf of certain duty disability retirees against the City of Milwaukee and ERS alleging the defendants violated the collective bargaining agreements as it relates to the payment of the 5.8% employee pension contribution offset. On March 21, 2023, the WI Supreme Court reversed the prior Court of Appeals decision, and ruled in favor of Petitioners (Local 215). The court ruled that the pension offset amounts should be included in the calculation of the duty disability benefit calculations. This ruling results in increased benefits for both current and potential future recipients, as well as retroactive lump sum payments for members whose DDR benefit determination did not include the pension offset payment. In addition, to the DDR retirees that were members of the MPSO and Local 215, the ruling affects other similarly situated members of the Milwaukee Police Association (MPA).

The lawsuit will result in an increase in the Unfunded Accrued Actuarial Liability (UAAL) of $22.9 million and following Actuarial Standards of Practice, will be amortized over 10 years, effective with the January 1, 2024 actuarial valuation. The plan year 2025 actuarially determined employer contribution will increase by $1.0 million for Policemen and $2.3 million for Firemen. The actuarially determined employer contributions amounts for employers other than the City of Milwaukee will not be affected. The lawsuit will be recognized on the financial statements as the increased duty disability benefits are paid and management doesn't believe that any prior financial statements will need to be reissued.

REQUIRED SUPPLEMENTARY INFORMATION

(See Independent Auditors' Report)

EMPLOYES' RETIREMENT SYSTEM OF THE CITY OF MILWAUKEE
Required Supplementary Information
Schedule of Changes in the Net Pension Liability
Last 10 Fiscal Years
(in thousands)

	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
Total pension liability										
Service cost	$ 84,638	$ 83,123	$ 85,158	$ 88,215	$ 87,285	$ 75,119	$ 77,681	$ 70,377	$ 70,500	$ 69,693
Interest	517,549	505,466	495,668	482,120	463,215	464,845	441,811	430,745	418,874	409,899
Changes in benefit items	-	-	-	-	-	-	-	-	-	-
Differences between expected and actual experience	21,320	(5,552)	3,169	50,316	119,477	(91,515)	67,154	(9,921)	(30,035)	-
Changes of assumptions	569,618	40,766	-	-	-	475,766	244,993	-	(5,206)	-
Benefit payments including refunds of member contributions	(471,048)	(457,618)	(445,256)	(428,950)	(409,086)	(393,526)	(385,331)	(351,303)	(347,889)	(342,569)
Net change in total pension liability	722,077	166,185	138,739	191,701	260,891	530,689	446,308	139,898	106,244	137,023
Total pension liability - beginning	7,047,276	6,881,091	6,742,352	6,550,651	6,289,760	5,759,071	5,312,763	5,172,865	5,066,621	4,929,598
Total pension liability - ending	$ 7,769,353	$ 7,047,276	$ 6,881,091	$ 6,742,352	$ 6,550,651	$ 6,289,760	$ 5,759,071	$ 5,312,763	$ 5,172,865	$ 5,066,621
Plan fiduciary net position										
Contributions - employer	$ 171,042	$ 121,571	$ 91,177	$ 87,661	$ 96,389	$ 83,166	$ 83,524	$ 74,095	$ 72,198	$ 72,844
Contributions - member	32,688	32,204	31,444	32,191	32,633	32,085	32,494	35,918	49,553	43,663
Net investment income (loss)	541,506	(594,375)	1,110,990	409,136	893,278	(160,190)	787,809	383,747	34,982	238,985
Benefit payments, including refunds of member contributions	(471,048)	(457,618)	(445,256)	(428,950)	(409,086)	(393,526)	(385,332)	(351,303)	(347,889)	(342,569)
Administrative expense	(8,015)	(7,181)	(6,733)	(7,381)	(7,018)	(7,181)	(8,637)	(8,096)	(9,686)	(10,831)
Net change in plan fiduciary net pension	266,173	(905,399)	781,622	92,657	606,196	(445,646)	509,858	134,361	(200,842)	2,092
Plan fiduciary net position - beginning	5,445,219	6,431,356	5,649,734	5,557,077	4,950,881	5,396,527	4,886,669	4,752,308	4,953,150	4,951,058
Plan fiduciary net position - ending	$ 5,711,392	$ 5,525,957	$ 6,431,356	$ 5,649,734	$ 5,557,077	$ 4,950,881	$ 5,396,527	$ 4,886,669	$ 4,752,308	$ 4,953,150
Net pension liability - ending	$ 2,057,961	$ 1,521,319	$ 449,735	$ 1,092,618	$ 993,574	$ 1,338,879	$ 362,544	$ 426,094	$ 420,557	$ 113,471

See independent auditors' report and notes to required supplementary information.

EMPLOYES' RETIREMENT SYSTEM OF THE CITY OF MILWAUKEE
Required Supplementary Information
Schedules of Net Pension Liability and Investment Returns
Last 10 Fiscal Years
(in thousands)

Schedule of Net Pension Liability

	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
Total pension liability	$ 7,769,353	$ 7,047,276	$ 6,881,091	$ 6,742,352	$ 6,550,651	$ 6,289,760	$ 5,759,071	$ 5,312,763	$ 5,172,865	$ 5,066,621
Plan fiduciary net position	(5,711,392)	(5,525,957)	(6,431,356)	(5,649,734)	(5,557,077)	(4,950,881)	(5,396,527)	(4,886,669)	(4,752,308)	(4,953,150)
Net pension liability	$ 2,057,961	$ 1,521,319	$ 449,735	$ 1,092,618	$ 993,574	$ 1,338,879	$ 362,544	$ 426,094	$ 420,557	$ 113,471
Plan fiduciary net position as a percentage of total pension liability	73.51%	78.41%	93.46%	83.79%	84.83%	78.71%	93.70%	91.98%	91.87%	97.76%
Covered payroll	$ 599,284	$ 579,351	$ 586,369	$ 596,386	$ 581,663	$ 574,394	$ 577,119	$ 583,950	$ 535,802	$ 529,939
Net pension liability as a percentage of covered payroll	343.40%	262.59%	76.70%	183.21%	170.82%	233.09%	62.82%	72.97%	78.49%	21.41%

Schedule of Investment Returns

	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
Annual money-weighted rate of return, net of investment expense	9.92%	-6.58%	18.89%	5.88%	18.51%	-2.75%	16.41%	8.77%	0.55%	5.17%

The returns on this schedule were calculated by ERS' custodian, Northern Trust

See independent auditors' report and notes to required supplementary information.

EMPLOYES' RETIREMENT SYSTEM OF THE CITY OF MILWAUKEE
Required Supplementary Information
Schedule of Employers' Contributions
For Last 10 Fiscal Years
(in thousands)

	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
Actuarially determined employer contribution	$ 171,042	$ 81,571	$ 83,177	$ 84,661	$ 83,025	$ 83,166	$ 83,524	$ 74,095	$ 72,198	$ 72,844
Actual employer contributions	171,042	81,571	83,177	79,661	83,025	83,166	83,524	74,095	72,198	72,844
Annual contribution deficiency (excess)	$ -	$ -	$ -	$ 5,000	$ -	$ -	$ -	$ -	$ -	$ -
Covered payroll	$ 599,284	$ 579,351	$ 586,369	$ 596,386	$ 581,663	$ 574,394	$ 577,119	$ 583,950	$ 535,802	$ 529,939
Actual contributions as a percentage of covered payroll	28.54%	14.08%	14.19%	13.36%	14.27%	14.48%	14.47%	12.69%	13.47%	13.75%

See independent auditors' report and notes to required supplementary information.

1. This information presented in the required supplementary schedules, for pension funding purposes, was based on the actuarial valuations at the dates indicated. Additional information as of the latest actuarial valuation is as follows:

Valuation Date	First Annual Actuarial Valuation of the Employes' Retirement System of the City of Milwaukee as of January 1, 2023 - Used for determining the actuarially determined employer contributions for 2023
Actuarial Cost Method	Entry age normal-level percent of pay
Amortization Method	Level percent of payroll, closed
Amortization Period	Initial UAAL Base: 25 years as of January 1, 2019 Subsequent Experience Bases: 15 years for bases established before 2023 and 20 years for bases established on or after 2023 Assumption Change Base: 25 years
Asset Valuation Method	5-year smoothing of difference between expected return on actuarial value and actual return on market value
Price Inflation	2.50 percent
Salary Increases, Including Price Inflation	General City: 3.00% to 7.50% Police & Fire: 3.00% to 19.00%
Long-term Rate of Return, Net of Investment Expense, Including Price Inflation	7.50 percent
Cost of Living Adjustments	Varies by employee group and decrement type (see plan provisions)
Mortality Table	Pre-retirement mortality rates for General employees were based on the Pub-2010 Below Median General Employee Mortality Table with a one-year age setback for males and a two-year age set forward for females, projected generationally using SOA Scale MP-2021. Pre-retirement mortality rates for Police and Firemen were based on the Pub-2010 Median Public Safety Employee Mortality Table with a one-year age set forward for males and females, projected generationally using SOA Scale MP-2021. Post-retirement mortality rates for General retirees were based on the Pub-2010 Below Median General Retiree Mortality Table with a one-year age setback for males and a two-year age set forward for females, projected generationally using SOA Scale MP-2021. Post-retirement mortality rates for Police and Firemen retirees were based on the Pub-2010 Median Public Safety Retiree Mortality Table with a one-year age set forward for males and females, projected generationally using SOA Scale MP-2021. Mortality rates for survivors of General employees were based on the Pub-2010 Below Median Contingent Survivors Mortality Table with a one-year age setback for males and a two-year age set forward for females, projected generationally using SOA Scale MP-2021. Mortality rates for survivors of Police and Firemen were based on the Pub-2010 Median Contingent Survivors Mortality Table with a one-year age set forward for males and females, projected generationally using SOA Scale MP-2021.

2. The total pension liability contained in the Schedule of Net Pension Liability was provided by the Retirement System's actuaries, Cavanaugh Macdonald Consulting, LLC for 2018 and subsequent years and Conduent HR Consulting, LLC for years prior to 2018. The net pension liability is measured as the total pension liability less the amount of the fiduciary net position of the Retirement System. Effective for the 12/31/2023 reporting, contributions to the Employers' Reserve Fund are no longer presented in the Schedule of Contributions and all periods were restated to remove the contributions to this fund.
3. The required employer contributions and percent of contributions made are presented in the Schedule of Contributions.
4. The plan is closed to employees hired on or after January 1, 2024.
5. Effective with 12/31/2023 GASB 67 actuarial report, ERS no longer uses assets of the Employers' Reserve Fund as part of its Plan Net Fiduciary Position (PNP) to reduce the amount of Net Pension Liability, resulting in an decrease of $80.8 million in the beginning balance of the PNP. Prior periods were not restated to remove the Employers' Reserve Fund from the calculation of the Net Pension Liability.

SUPPLEMENTARY INFORMATION

(See Independent Auditors' Report)

EMPLOYES' RETIREMENT SYSTEM OF THE CITY OF MILWAUKEE
Schedules of Administrative Expenses, Investment Expenses, and Payments to Consultants
For the Year Ended December 31, 2023

Schedule of Administrative Expenses

Salaries	$ 3,591,408
Fringe benefits	1,451,440
Professional services	681,658
Other operating services & supplies	562,281
Facility operations & maintenance	385,881
Depreciation of equipment	377,355
Information technology services	266,570
Amortization of lease assets	266,806
General office expense	194,722
Amortization of SBITAs	138,259
Interest portion of lease payments	88,961
Equipment usage fees	9,286
	$ 8,014,627

Schedule of Investment Expenses

Investment manager expense	$ 62,586,212
Employers' Reserve Fund investment manager expense	201,704
Security lending fees	207,885
Security lending rebates	16,575,889
Investment consulting fees	479,635
Investment custodian fees	300,000
Other investment related expenses	1,044,630
	$ 81,395,955

Schedule of Payments to Consultants

Actuary services	$ 112,848
Audit	169,362
Legal services	96,899
Medical advisors	292,329
Memberships	6,625
Other professional services	3,595
	$ 681,658

(See Independent Auditors' Report)

EMPLOYES' RETIREMENT SYSTEM OF THE CITY OF MILWAUKEE
Combining Schedule of Fiduciary Net Position
Non-Consenter Funds
As of December 31, 2023
(in thousands)

	Retirement Fund	Combined Retirement Fund	General Employes' Duty Disability Fund	Total
ASSETS				
CASH AND CASH EQUIVALENTS	$ 553	$ 479	$ 4	$ 1,036
INVESTMENTS (Notes 1 and 9):				
Fixed income	2,481	1,813	16	4,310
Public equity	3,246	2,371	20	5,637
Absolute return	635	464	4	1,103
Real assets	914	668	6	1,588
Private equity	1,098	802	7	1,907
Total Investments	8,374	6,118	53	14,545
RECEIVABLES AND OTHER ASSETS				
Actuarially determined contributions (Note 2)	-	25	-	25
Interest, dividends and foreign tax recoverable (Note 1)	23	17	-	40
Investments sold	98	70	1	169
Total Receivables and Other Assets	121	112	1	234
Total Assets	9,048	6,709	58	15,815
LIABILITIES				
Investments purchased	450	329	3	782
Total Liabilities	450	329	3	782
NET POSITION RESTRICTED FOR PENSIONS	$ 8,598	$ 6,380	$ 55	$ 15,033

See Independent Auditors' Report.

EMPLOYES' RETIREMENT SYSTEM OF THE CITY OF MILWAUKEE
Combining Schedule of Changes in Fiduciary Net Position
Non-Consenter Funds
For the Fiscal Year Ended December 31, 2023
(in thousands)

	Retirement Fund	Combined Retirement Fund	General Employes' Duty Disability Fund	Total
ADDITIONS				
Contributions				
Employer (Note 6)	$ -	$ 220	$ -	$ 220
Member	-	1	-	1
Total Contributions	-	221	-	221
Investment Income				
Net appreciation in fair value of investments	682	497	6	1,185
Interest, dividends, and other investment income	183	134	1	318
Total Investment Income	865	631	7	1,503
Investment expense (Note 7)	-	-	-	-
Net Investment Income (Loss)	865	631	7	1,503
Total Additions	865	852	7	1,724
DEDUCTIONS				
Benefits paid	(52)	(46)	-	(98)
Refunds of contributions	(10)	(121)	-	(131)
Interfund transfers	(371)	(268)	(6)	(645)
Total Deductions	(433)	(435)	(6)	(874)
NET INCREASE IN NET POSITION	432	417	1	850
NET POSITION RESTRICTED FOR PENSIONS				
Beginning of Year	8,166	5,963	54	14,183
End of Year	$ 8,598	$ 6,380	$ 55	$ 15,033

See Independent Auditors' Report.

INVESTMENT SECTION

City of Milwaukee
Employes' Retirement System

Bernard J. Allen
Executive Director

David M. Silber, CFA, CAIA
Chief Investment Officer

Melody Johnson
Deputy Director

June 7, 2024

To the Annuity and Pension Board and Our Members:

The Annuity and Pension Board (Board), as trustee of the funds in the Employes' Retirement System of the City of Milwaukee ("the Fund"), employs a prudent investment process. Together with the Fund's staff and the Fund's investment consultant, Callan Associates, the Board oversees the investment strategy through periodic reviews of return and volatility assumptions, asset class structures, and investment manager implementation.

Major stock markets around the world have exhibited volatile calendar year returns in recent years, and 2023 was no exception. While stock market volatility had a negative impact on the Fund's returns in 2022, stock market volatility had a positive impact on the Fund's returns in 2023. The Fund generated a positive return in 2023, net of fees, but underperformed its benchmark.

- The Fund's return of 10.0% in 2023, net of investment management fees, underperformed its benchmark by 242 basis points.
- As a result of the Fund's 10.0% investment return, the System's Fiduciary Net Position increased from $5.53 billion in 2022 to $5.80 billion in 2023, even after accounting for benefit payments that exceeded contributions.
- Over the past 10 years, the Fund generated annualized returns of 7.2%, net of investment management fees, which exceeded its benchmark by an annualized 49 basis points. The Fund's returns rank in the first or second quartile of its public fund peer universe over the 3, 5, and 10-year time periods, as measured by both its custodian and investment consultant, respectively.
- The Fund's Public Equity allocation generated the highest return for the Fund in 2023, at 21.0% net of fees. The Fund's Real Assets allocation generated the lowest return for the Fund in 2023, at -7.2% net of fees.
- The Fund, and all the asset classes the Fund invests in, has generated positive returns and has exceeded its respective benchmark in the 5, 7, and 9½ -year time periods, net of fees (9½ years reflects the inception date of the Fund's Absolute Return asset class return).

The Consultant's Commentary; a summary of the Fund's goals, objectives, and guidelines; and selected investment schedules follow for your review.[1]

David Silber

David M. Silber, CFA, CAIA
CMERS Chief Investment Officer

[1] Data provided to the Fund by its custodian and its investment consultant form the basis of the information that is presented throughout the Investment Section. Data is based upon market values. All portfolio rates of return are presented using time and asset-weighted returns, based on the market rate of return. Returns are calculated net of investment manager fees.

Callan

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120 North LaSalle Street
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Chicago, IL 60602

Main 312.346.3536
Fax 312.346.1356

www.callan.com

June 6, 2024

Annuity and Pension Board
Employes' Retirement System of the City of Milwaukee
789 N. Water Street, Suite 300
Milwaukee, WI 53202

Dear Annuity and Pension Board,

Callan LLC is pleased to present the Employes' Retirement System of the City of Milwaukee ("Fund") results for fiscal year ended December 31, 2023. As of year-end, the Fund reported a fair value of $5.8 billion.

The most widely predicted recession in recent history did not materialize in 2023. In late 2022, 85% of economists polled by the Financial Times predicted a recession in 2023. Consumers were also gloomy, affected by post-pandemic blues and worries over rising inflation, especially gas and food prices, and stagnating wages. In March, an unforeseen regional banking crisis and continued rate hikes portended a potentially bleak remainder of the year. However, markets defied the early 2023 pessimism, and most asset classes and sectors posted robust gains for the year. Global stocks surged and the S&P 500 closed the year just shy of a record. Even bond markets sharply reversed course in the fourth quarter to bring 2023 results into the black. As a stark reminder of how quickly fortunes can be reversed, bond markets were on track to post a third consecutive year of negative returns as late as October of 2023.

U.S. stock indices rebounded sharply following a challenging year in 2022. Resilient economic data and strong earnings results drove markets higher during the year. The S&P 500 Index was up an impressive 26.3% for the year. The tech sector was the clear winner for the year (+57.8%) while Energy (-1.3%) was the only sector to register a 2023 decline. Index concentration had a notable impact on returns throughout the year. The "Magnificent Seven," which comprise over 25% of the S&P 500, accounted for 76% of the 2023 return for the index. The S&P 500 Index would have been up only about 10% for the year without these stocks, and the equally weighted version of the index returned 13.9% for the year. Small capitalization securities lagged large caps for the year, and growth stocks substantially outperformed value across the capitalization spectrum.

Non-U.S. equity markets, as measured by the MSCI ACWI ex-USA IMI Index, advanced 15.6% for the year but lagged domestic equities. Developed markets outperformed emerging markets, led by strong results from the Euro zone and Japan. China's continued weak market performance dragged on emerging market returns as concerns surrounding real estate and the resiliency of its economy remained prevalent. The dollar gained against major currencies over the full year, which detracted from global ex-U.S. results for U.S. investors.

Fixed Income markets also bounced back in 2023. Falling rates in the fourth quarter drove returns for the Bloomberg US Aggregate to 5.5% in 2023, a sharp contrast to the -1.2% year-to-date return as of 9/30/23. The 10-year U.S. Treasury yield was volatile in 2023—ranging from an April low of 3.31% to the October high of 4.99% and subsequently declining into year-end for a 3.88% close.

Corporate credit strongly outperformed U.S. Treasuries for the year, and High Yield posted an equity-like gain of 13.4% for the year. The yield curve remained inverted, but to a much lesser extent; .35% between the 2-year and 10-year U.S. Treasury yields versus more than 1% earlier in the year.

Commercial real estate suffered a disappointing year. The NCREIF ODCE Value-weighted Net Index, representing equity ownership positions in U.S. core real estate, fell 12.7% in 2023. All major property sectors and regions experienced negative returns. These lower valuations are reflective of higher interest rates, which have put upward pressure on capitalization rate and discount rate assumptions. Office was the worst performing property type for the year, driven by uncertainty around future office occupancy as companies struggled with work from home policies. Transaction volume for commercial real estate properties slowed meaningfully during the year and ended the year well below five-year averages. Open-end private real estate funds have seen a continued increase in redemption requests. While redemption queues can be concerning as they may indicate a lack of investor confidence in an open-end real estate fund, a large proportion of these redemptions are partial, driven by portfolio rebalancing and liquidity needs following a volatile period in financial markets. Current ODCE redemption queues average approximately 15.3%, with a median queue of 13.4%. This is comparable to the Global Financial Crisis when queues peaked at approximately 17% of NAV.

Hedge funds entered 2023 very defensive on concerns about rising inflation, the possibility of a recession, and worries the Fed would continue to aggressively raise interest rates. Following the banking crisis in March, hedge funds started to increase their risk as equity markets soared on the back of large capitalization technology stocks. Within credit, spreads tightened throughout the year despite some distressed opportunities popping up. Overall, the markets have assumed the Fed has accomplished its mission of taming inflation, despite no labor market weakness in its official data. Hedge funds finished off 2023 on a strong note with the HFRI Fund Weighted Composite ending 8.1% higher and the Callan Institutional Hedge Fund Peer Group, a proxy for large, broadly diversified hedge funds with low-beta exposure to equity markets, gaining 7.5%. Markets rallied into year-end on expectations that the Federal Reserve was done raising interest rates during this market cycle and would soon begin the easing process.

The strong recovery of the public equity market in 2023 (led by the “Magnificent Seven” technology stocks) has left private equity in its wake. Private equity doesn’t recover as quickly as the public markets because the smoothing effect dampens private equity returns in both up and down markets. In 2023, the number of funds raised declined sharply by ~50% from the highs of 2021–22. The 2023 vintage experienced the full impact of the denominator effect, which when combined with slower deal activity and exits, left minimal capital for new commitments. Exits in 2023 have declined dramatically by over 50% compared to their record in 2021. Only 8% of total private equity AUM generated liquidity in 2023 (the lowest level ever, lower even than in the depths of the Global Financial Crisis).

As noted in the Schedule of Investment Results, the Fund generated a total return of approximately 9.98% (net of-management fees) for the year ended December 31, 2023, which trailed the 12.39% return of the Fund’s benchmark (the Policy Benchmark). In aggregate, the Fund’s allocation to International Equity Strategies provided the strongest relative and absolute contributions. For the last five years, the Fund generated an approximate 9.1% annualized return, ahead of the benchmark return of 8.2%. For the last ten years, the Fund returned an annualized 7.2% versus the benchmark return of 6.7%.

Sincerely,

John P. Jackson, CFA
Senior Vice President, Callan LLC

INVESTMENT GOALS AND OBJECTIVES

The overall investment goal is to provide participants with retirement, disability and death and survivor benefits. The purpose of the Fund establishing an investment policy is to obtain the highest return possible on Fund investments within corresponding acceptable levels of minimum investment risk and liquidity requirements in recognition of prudent person standards and compliance with applicable local, state, and federal laws governing the operation and activities of the Fund. In particular, the Fund is bound by the City of Milwaukee Charter Chapter 36.

FUNDING LEVELS AND LIQUIDITY REQUIREMENTS

The Board seeks to keep Plan benefits as well funded as possible at all times. Additionally, the Board wishes to remain as fully invested as possible at all times, while maintaining appropriate liquidity. Generally, the Fund will maintain enough liquidity to meet one month of payments and expenses.

ASSET ALLOCATION CONSIDERATIONS

The Board implements an asset allocation policy that is predicated on a number of factors, including:

1. A projection of actuarial assets, liabilities, and benefit payments and the cost of contributions;
2. Historical and expected long-term capital market risk and return behavior;
3. An assessment of future economic conditions, including inflation and interest rate levels; and,
4. The current and projected funding status.

TARGET ALLOCATIONS

The Board has determined that the following asset allocation policy is appropriate for the Fund. This allocation policy will be reviewed periodically and may be modified, if appropriate, in light of changes in the structure or goals of the Fund.

Public Equity	**Target**	**Minimum**	**Maximum**
Domestic Equity			
Passive Large Cap	6.9%		
Active Large Cap	4.4%		
Active Mid/Small Cap	6.2%		
Total Domestic Equity	**17.5%**	**13.5%**	**21.5%**
Total International Equity	**13.7%**	**10.7%**	**16.7%**
Total Global Equity	**7.8%**	**3.8%**	**11.8%**
Total Public Equity	**39%**	**34%**	**44%**
Fixed Income			
Cash	1%	0%	5.0%
Passive Fixed Income	7.2%		
Core Opportunistic Fixed Income	20.8%		
Total Fixed Income	**29%**	**26%**	**32%**
Real Assets			
Private Real Estate	**9.7%**		
Public Diversified Real Assets	**3.3%**	**1.3%**	**5.3%**
Total Real Assets	**13%**	**10%**	**16%**
Private Equity	**12%**	**9%**	**17%**
Absolute Return	**7%**	**4%**	**12%**
Total	**100%**		

EMPLOYES' RETIREMENT SYSTEM OF THE CITY OF MILWAUKEE
Schedule of Investment Results
For the Year Ended December 31, 2023

	2023	3 Years	5 Years
Total Fund	10.0%	6.9%	9.1%
Policy Benchmark[1]	12.4%	4.3%	8.2%
Fixed income	6.7%	-0.4%	1.6%
Bloomberg U.S. Aggregate Index	5.5%	-3.3%	1.1%
Public equity	21.0%	7.1%	12.2%
ACWI IMI	21.6%	5.5%	11.5%
Absolute return	6.3%	12.7%	6.6%
90 Day Treasury Bill + 3%	8.3%	5.5%	5.0%
Public Diversified Real Assets	3.3%	4.6%	6.4%
Blended Benchmark[2]	4.3%	4.7%	6.1%
Private Real Estate	-10.9%	6.6%	5.4%
NCREIF Fund Index ODCE	-12.7%	4.0%	3.3%
Private equity[3]	2.9%	18.0%	18.5%
Cambridge Private Equity Index	9.3%	13.5%	17.2%

[1] The policy benchmark is a composite index designed to track the target asset allocation. Historical data on the Total Fund benchmark allocations can be found in the Fund's Statement of Investment Policy.

[2] Effective April 1, 2022, the blended benchmark is as follows: 15% Bloomberg U.S. TIPS, 30% S&P Global Infrastructure, 15% S&P Global Natural Resources, 15% Bloomberg Commodity, 25% FTSE NAREIT. Prior to April 1, 2022, the blended benchmark was as follows: 35% Bloomberg U.S. TIPS, 20% S&P Global Infrastructure, 20% Global Natural Resources, 15% Bloomberg Commodity, 10% FTSE NAREIT.

[3] Private Equity returns shown above are calculated by the Fund's custodian at a 1-quarter lag.

Note: With the exception of Real Estate, returns are calculated by the Fund's custodian using geometrically-linked, time and asset-weighted returns, based on the market rate of return. Returns are calculated net of investment manager fees. Real Estate returns are calculated by the Fund's Real Estate consultant.

EMPLOYES' RETIREMENT SYSTEM OF THE CITY OF MILWAUKEE
Schedules of Top Ten Largest Holdings
For the Year Ended December 31, 2023

Top Ten Equity Holdings	Fair Value
Microsoft Corp.	$ 24,603,921
Alphabet Inc.	14,707,680
Visa Inc.	12,351,785
Amazon.com Inc.	11,509,607
Accenture PLC	11,029,452
Takeda Pharmaceutical Co. Ltd.	9,733,051
Adobe Inc.	9,653,585
Rolls-Royce Holdings PLC	9,633,097
ServiceNow Inc.	8,707,489
Heineken Holding NV	8,214,286

Top Ten Fixed Income Holdings	Fair Value
FNMA Single Family Mortgage 5% 30 Years	$ 61,528,018
FNMA Pass-throughs 5.5% 30 Years	60,606,211
U.S. Treasury Notes 1.25% Due 4/15/2028	53,869,745
FNMA Pass-throughs 6.0% 30 Years	38,667,448
U.S. Treasury Bonds 4.0% Due 8/15/2053	35,277,734
U.S. Treasury Bonds 2.0% Due 2/15/2052	31,361,101
U.S. Treasury Bonds 4.0% Due 11/15/2042	31,344,178
U.S. Treasury Notes 4.625% Due 3/15/2026	31,004,889
FNMA Single Family Mortgage 4.0% 30 Years	26,316,913
FNMA Single Family Mortgage 3.5% 30 Years	24,184,517

The schedules above exclude commingled funds.

A complete list of the portfolio holdings is available for review upon request.

EMPLOYES' RETIREMENT SYSTEM OF THE CITY OF MILWAUKEE
Summary of Management Fees
For the Year Ended December 31, 2023

	Assets Under Management	Management Fee	Performance Fee	Fund of Fund Fee	Total Fees
Public Equity					
Domestic					
Passive Large Cap Equity	$ 387,442,742	$ 45,459	$ -	$ -	$ 45,459
Active Large Cap Equity	259,070,784	659,375	-	-	659,375
Active Mid/Small Cap Equity	366,172,083	1,275,335	1,020,845	-	2,296,180
International					
Active International Equity	814,282,492	3,836,695	-	-	3,836,695
Global					
Active Global Equity	447,185,223	993,603	575,557	-	1,569,160
Total Public Equity	$ 2,274,153,324	$ 6,810,467	$ 1,596,402	$ -	$ 8,406,869
Private Equity Fund of Funds [1]	$ 766,407,764	$ 7,320,049	$ 9,853,592	$ 7,446,897	$ 24,620,538
Fixed Income					
Cash	$ 47,056,593	$ -	$ -	$ -	$ -
Passive Fixed Income	359,087,888	56,123	-	-	56,123
Active Fixed Income	1,184,745,035	1,343,730	-	-	1,343,730
Total Fixed Income	$ 1,590,889,516	$ 1,399,853	$ -	$ -	$ 1,399,853
Absolute Return [1]	$ 443,098,146	$ 8,420,723	$ 10,279,653	$ 3,467,956	$ 22,168,332
Real Estate					
Private Real Estate - Core	$ 452,141,952	$ 4,214,185	$ 408,306	$ -	$ 4,622,491
Private Real Estate - Non-Core	10,420,655	112,877	199,991	-	312,867
Total Real Estate	$ 462,562,607	$ 4,327,062	$ 608,297	$ -	$ 4,935,359
Real Assets					
Public Real Assets	$ 175,601,312	$ 1,055,261	$ -	$ -	$ 1,055,261
Employers' Reserve Fund					
Fixed Income					
Active Fixed Income	$ 85,109,460	$ 201,704	$ -	$ -	$ 201,704
Total Fixed Income	$ 85,109,460	$ 201,704	$ -	$ -	$ 201,704
Total External Management Fees		$ 29,535,119	$ 22,337,944	$ 10,914,853	$ 62,787,916

Assets under management amounts may differ from the Basic Financial Statements on page 28. Assets under management reflect the categorization of the manager, not necessarily the categorization of the assets held within separate accounts.

Fees are paid quarterly on quarter-end asset values for the majority of investment managers. Basis point calculations made from the data presented here would not be reflective of the fund's true fee rates.

[1] Management Fee and Performance Fee for Private Equity Fund of Funds and Hedge Fund of Funds (included in Absolute Return) includes, but may not be limited to, management fees and performance/carry at the underlying fund level, respectively.

EMPLOYES' RETIREMENT SYSTEM OF THE CITY OF MILWAUKEE
Schedule of Brokerage Commissions
For the Year Ended December 31, 2023

Broker Name	Number of Shares	Commissions	Cost Per Share
Goldman Sachs & Co.	21,751,353,024	$ 68,864	$ 0.000003
J.P Morgan Securities LLC	2,065,918,488	38,870	0.000019
Merrill Lynch International Ltd	6,383,383,985	36,114	0.000006
William Blair & Company LLC	588,040	22,977	0.039074
Jefferies LLC	9,305,289	22,444	0.002412
Morgan Stanley & Co LLC	1,723,123,128	19,836	0.000012
Jefferies International Ltd	2,459,264	17,090	0.006949
Craig Hallum	379,040	15,094	0.039822
UBS AG	8,294,717	14,548	0.001754
J.P Morgan Securities PLC	8,822,838	14,191	0.001608
Total - Top Ten Brokers	31,953,627,813	270,028	0.000008
Total - Other Brokers	15,519,675,034	305,654	0.000020
Grand Total	47,473,302,847	$ 575,682	$ 0.000012

The schedule above excludes commingled funds.

EMPLOYES' RETIREMENT SYSTEM OF THE CITY OF MILWAUKEE
Summary of Investment Holdings
For the Year Ended December 31, 2023
(in thousands)

Asset Class	Fair Value	Percent of Total	Target Allocation
Cash and cash equivalents	$ 95,580	2%	0%
Fixed income	1,732,474	29%	29%
Public equity	2,266,336	38%	39%
Absolute return	443,099	7%	7%
Real assets	638,165	11%	13%
Private equity	766,408	13%	12%
	$ 5,942,062	100%	100%

This chart excludes pending investment sales and purchases for the asset class totals.

The summary above excludes investments held as part of the Employers' Reserve Fund.

ACTUARIAL SECTION

June 6, 2024

Annuity and Pension Board
Employes' Retirement System of the City of Milwaukee
789 North Water Street, Suite 300
Milwaukee, WI 53202

Members of the Board:

At your request, we performed the *Second* Eighty-fifth Annual Actuarial Valuation of the Employes' Retirement System of the City of Milwaukee (referred to as "ERS" or "System") as of January 1, 2023 to be used for determining actuarially determined employer contributions for the 2024 Plan Year. The *First* Eighty-fifth Annual Actuarial Valuation of the Employes' Retirement System of the City of Milwaukee as of January 1, 2023 had been performed and submitted on June 8, 2023, and was used for determining the actuarially determined employer contributions for the 2023 Plan Year.

There have been several Changes to the set of actuarial assumptions and methods since the January 1, 2022 valuation that were adopted by the Board on February 27, 2023 based on the results of the Experience Study based on calendar years 2017 through 2021. The key assumption changes include:

- Mortality assumption: For General employees, move to Pub-2010 Below Median General Mortality Table with one-year age setback for males and two-year set forward for females. For Policemen and Firemen, move to Pub-2010 Median Public Safety Mortality Tables with one-year age set forward for males and females. Future mortality improvements are modeled using SOA Scale MP-2021.
- Retirement: Lower early retirement rates for General Employees and adjust normal retirement rates for males and females to better fit experience. Increase retirement rates for Police and Fire to better reflect actual experience.
- Termination: Move to service-based assumption for General as well as Policemen and Firemen.
- Disability: Lower the disability assumption for all groups to partially reflect the observed experience.
- Duty-Related Disability: 20% for General and Non-union Police and Fire. 60% for MPA Police and 75% for MPFFA Fire. No disabilities are assumed to be eligible for 90% benefit.
- Salary Increase: Move to service-based assumption for General Employees as well as Policemen and Firemen, with 3.0% general wage increase assumption.
- Future Service Accruals: Active members are assumed to earn a full year of service each year in the future.

In addition to the assumption changes, the Board also adopted the following changes to the UAAL amortization schedule:

- Future changes to the UAAL arising from actual experience that is different than assumed will be amortized over a closed 20-year period instead of a closed 15-year period. This has since been superseded by the changes introduced under 2023 Wisconsin Act 12 (Act 12).
- If the UAAL is negative, all prior bases will be eliminated, and the participating employers will be required to contribute their share of the annual normal cost and administrative expenses.
- Changes to the UAAL arising from contributions which are above or below the actuarially determined employer contribution amount will be amortized over a closed 5-year period.
- Changes to the UAAL arising from other sources will be amortized over various periods, depending on the nature of the change and which participants are affected.

Following the submission of the First January 1, 2023 actuarial valuation, on June 20, 2023, the 2023 Wisconsin Legislature enacted Act 12, which allows the City of Milwaukee to impose a sales tax if the following conditions are met:

- The City of Milwaukee elects to join WRS for all new employees effective January 1, 2024. CMERS members as of December 31, 2023 continue to accrue benefits under CMERS.
- The tax will cease the earlier of 30 year or with the first year the CMERS actuary determines CMERS to be fully funded.
- The Stable Employer Contribution Policy is repealed with employer contributions being determined by the annual actuarial valuation.
- 30-year amortization of the January 1, 2024 UAAL, and
- Investment return assumption no higher than WRS. This valuation uses an investment return assumption of 6.80% which is consistent with that used by WRS for active employees.

Act 12 was silent on many issues needed to complete this annual valuation and was inconsistent with Board policy in some areas. To address those issues, CMC recommended the following changes to implement Act 12, which were adopted by the Board:

- ***Implement a One-Year Contribution Lag***: "Contribution Lag" is the term used for the difference between the valuation date and the date the actuarially determined employer contributions from that valuation are to be contributed. The *First* January 1, 2023 actuarial valuation dated June 8, 2023 did not incorporate a contribution lag – that valuation was used to determine employer contributions for Plan Year 2023. The *Second* January 1, 2023 actuarial valuation uses a one-year contribution lag and as such is for determining actuarially determined employer contributions for Plan Year 2024. *Note, this means we are using the January 1, 2023 actuarial valuation for both Plan Year 2023 and Plan Year 2024 employer contribution requirements. Subsequent actuarial valuations will be for the year following – for example the January 1, 2024 actuarial valuation will be used to determine the actuarially determined employer contributions for Plan Year 2025.*

- ***Amortization Policy for Future UAAL***: At the February 27, 2023 Retirement Board meeting, one of CMC's recommendations, which the Retirement Board adopted, was the use of a 10-year level dollar amortization of the UAAL if CMERS was closed. As noted above, Act 12 prescribed a 30-year amortization of the January 1, 2024 UAAL, which is inconsistent with our recommendation. We recommended, and the Board adopted, a layered amortization policy where future increases in the UAAL are amortized over a closed 10-year period with payments calculated as level-dollar amounts, and future decreased in the UAAL will be amortized over either a closed 10-year period or the remainder of the 30-year period beginning on January 1, 2024, whichever is longer. While not required under ASOP 4, we will be disclosing the actuarially determined employer contribution based on our pre-Act 12 recommendation of a closed 10-year level dollar payments as adopted by the Retirement Board. Had the Retirement board's policy of a 10-year level dollar amortization of the UAAL been used, the actuarially determined employer contribution would increase by $109.8 million, from $217.2 million to $327.0 million.
- ***Allocation of Actuarially Determined Employer Contribution Across Agencies***: Due to the closure of CMERS, we recommended that each employer's actuarially determined employer to be determined using the actual normal cost amount for their participating employees, and an allocation of the total administrative expense and UAAL payment based on their percentage share of the total AAL. The previous policy was to allocate based on active AAL which would have resulted in allocating actuarially determined employer contribution only to employers with active members despite there currently being inactive UAAL as a direct result of Act 12.
- ***Replace Employer Contribution Rates with Employer Contribution Dollars***: Because the closure of CMERS will eventually result in employers having no payroll upon which to apply rates, the actuarial valuation will only show the amount of the actuarially determined employer contributions.

The primary purposes of the valuation report are to determine the actuarially determined employer contribution for the 2024 Plan Year, to describe the current financial condition of ERS, and to analyze changes in such condition. Use of the report for any other purposes, or by anyone other than ERS and its auditors, may not be appropriate and may result in mistaken conclusions because of failure to understand applicable assumptions, methods, or inapplicability of the report for that purpose.

In preparing our report, we relied, without audit, on information (some oral and some in writing) supplied by the System's staff. This information includes, but is not limited to, statutory provisions, member data and financial information. Although reviewed for reasonableness and consistency with the prior valuation, these elements have not been audited by Cavanaugh Macdonald Consulting, LLC and we cannot certify as to the accuracy and completeness of the data supplied. The valuation results depend on the integrity of this information. If any of the information is inaccurate or incomplete, our results may be different and our calculations may need to be revised. Sometimes assumptions are made to interpret membership data that is imperfect. The valuation is also based on benefit and contribution provisions as disclosed herein.

The Board has the final decision regarding the appropriateness of the assumptions and adopted them as indicated in the Summary of Actuarial Assumptions and Methods section of the actuarial valuation report.

We believe that these assumptions are appropriate and reasonable, and also comply with all applicable Actuarial Standards of Practice. We certify that all costs and liabilities have been determined on the basis of actuarial assumptions and methods which are individually reasonable (taking into account the experience of the plan and reasonable expectations) and which, in combination, offer the best estimate of anticipated experience affecting the plan. Nevertheless, the emerging costs will vary from those presented in the actuarial valuation report to the extent actual experience differs from that projected by the actuarial assumptions.

Future actuarial results may differ significantly from the current measurements presented in the actuarial valuation 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) and changes in plan provisions or applicable law. Due to the limited scope of the assignment, we did not perform an analysis of the potential range of such future measurements.

Actuarial computations presented in the actuarial valuation report are for purposes of evaluating the funding of the Plan and calculating the actuarially determined employer contribution amount. The calculations in the report have been made on a basis consistent with our understanding of the Plan's funding requirements and goals. Determinations for other purposes may be significantly different from the results contained in the report. Accordingly, additional determinations may be needed for other purposes. For example, actuarial computations for purposes of fulfilling financial accounting requirements under Governmental Accounting Standard Number 67 and 68 are provided in separate reports.

This is to certify that the independent consulting actuaries are members of the American Academy of Actuaries and have experience in performing valuations for public retirement plans, that the valuation was prepared in accordance with standards of practice prescribed by the Actuarial Standards Board, and that the actuarial calculations were performed by qualified actuaries in accordance with accepted actuarial procedures, based on the current provisions of the retirement plan and on actuarial assumptions that are internally consistent and reasonably based on the actual experience of the System. The Board of Trustees has the final decision regarding the appropriateness of the assumptions and adopted them as indicated later in this section.

Respectfully submitted,

Patrice Beckham

Larry Langer, ASA, EA, FCA, MAAA
Principal and Consulting Actuary

Patrice A. Beckham, FSA, EA, FCA, MAAA
Principal and Consulting Actuary

MEMBER DATA

Active Member Data by Group as of January 1, 2023

General Employees

Valuation January 1	Active Members	Annual Payroll	Annual Average Pay	% Increase in Average Pay
2014	7,993	$331,738,000	$41,504	0.18%
2015	8,240	337,248,000	40,928	(1.39%)
2016	8,276	343,867,000	41,550	1.52%
2017	8,417	361,660,000	42,968	3.41%
2018	8,289	359,914,000	43,421	1.05%
2019	8,228	360,750,000	43,844	0.97%
2020	8,442	376,656,000	44,617	1.76%
2021	8,135	371,863,000	45,711	2.45%
2022	7,768	369,306,000	47,542	4.01%
2023	7,509	390,258,000	51,972	9.32%

Policemen

Valuation January 1	Active Members	Annual Payroll	Annual Average Pay	% Increase in Average Pay
2014	1,847	$131,568,000	$71,233	1.26%
2015	1,920	136,104,000	70,888	(0.48%)
2016	1,912	135,571,000	70,906	0.03%
2017	1,922	160,106,000	83,302	17.48%
2018	1,855	157,864,000	85,102	2.16%
2019	1,916	159,971,000	83,492	(1.89%)
2020	1,827	158,596,000	86,807	3.97%
2021	1,735	154,607,000	89,111	2.65%
2022	1,631	148,844,000	91,259	2.41%
2023	1,592	146,653,000	92,119	0.94%

Firemen

Valuation January 1	Active Members	Annual Payroll	Annual Average Pay	% Increase in Average Pay
2014	835	$58,345,000	$69,874	(0.56%)
2015	804	56,587,000	70,382	0.73%
2016	794	56,364,000	70,987	0.86%
2017	744	62,184,000	83,581	17.74%
2018	701	59,340,000	84,651	1.28%
2019	707	60,942,000	86,198	1.83%
2020	705	61,134,000	86,715	0.60%
2021	697	59,899,000	85,938	(0.90%)
2022	695	61,201,000	88,059	2.47%
2023	699	62,373,000	89,232	1.33%

Total

Valuation January 1	Active Members	Annual Payroll	Annual Average Pay	% Increase in Average Pay
2014	10,675	$521,651,000	$48,867	(0.03%)
2015	10,964	529,939,000	48,334	(1.09%)
2016	10,982	535,802,000	48,789	0.94%
2017	11,083	583,950,000	52,689	7.99%
2018	10,845	577,118,000	53,215	1.00%
2019	10,851	581,663,000	53,605	0.73%
2020	10,974	596,386,000	54,345	1.38%
2021	10,567	586,369,000	55,491	2.11%
2022	10,094	579,351,000	57,396	3.43%
2023	9,800	599,284,000	61,151	6.54%

Benefit Recipients by Group as of January 1, 2023

General Employees

Amount of Monthly Benefits	Total Monthly Benefits	Total Number of Recipients	Type of Benefit: Retired	Beneficiary	Disability
1 to 500	$595,641	2,113	1,790	297	26
501 to 1,000	1,287,868	1,761	1,341	299	121
1,001 to 1,500	1,533,256	1,241	901	259	81
1,501 to 2,000	1,614,878	924	683	190	51
2,001 to 2,500	2,152,520	956	814	116	26
2,501 to 3,000	2,337,574	850	752	75	23
3,001 to 3,500	2,193,946	677	618	46	13
3,501 to 4,000	1,558,425	419	392	24	3
4,001 to 4,500	1,263,049	297	281	15	1
4,501 to 5,000	776,380	164	150	11	3
Over 5,000	2,260,479	370	362	7	1

Policemen

Amount of Monthly Benefits	Total Monthly Benefits	Total Number of Recipients	Type of Benefit: Retired	Beneficiary	Disability
1 to 500	$15,984	47	31	15	1
501 to 1,000	44,641	59	33	26	-
1,001 to 1,500	96,721	77	15	61	1
1,501 to 2,000	151,349	87	12	71	4
2,001 to 2,500	122,093	54	20	32	2
2,501 to 3,000	190,174	69	31	28	10
3,001 to 3,500	379,535	117	72	39	6
3,501 to 4,000	535,098	142	94	43	5
4,001 to 4,500	615,982	145	114	31	-
4,501 to 5,000	1,606,038	336	290	45	1
Over 5,000	9,318,053	1,537	1,433	67	37

Firemen

Amount of Monthly Benefits	Total Monthly Benefits	Total Number of Recipients	Type of Benefit: Retired	Beneficiary	Disability
1 to 500	$6,084	19	11	8	-
501 to 1,000	8,595	12	3	9	-
1,001 to 1,500	35,544	27	4	23	-
1,501 to 2,000	67,628	38	5	33	-
2,001 to 2,500	85,490	38	11	24	3
2,501 to 3,000	125,056	45	18	20	7
3,001 to 3,500	202,016	62	27	31	4
3,501 to 4,000	273,624	73	48	21	4
4,001 to 4,500	675,557	158	139	19	-
4,501 to 5,000	943,418	198	185	11	2
Over 5,000	4,515,066	741	685	26	30

Total

Amount of Monthly Benefits	Total Monthly Benefits	Total Number of Recipients	Type of Benefit: Retired	Beneficiary	Disability
1 to 500	$617,709	2,179	1,832	320	27
501 to 1,000	1,341,104	1,832	1,377	334	121
1,001 to 1,500	1,665,521	1,345	920	343	82
1,501 to 2,000	1,833,855	1,049	700	294	55
2,001 to 2,500	2,360,103	1,048	845	172	31
2,501 to 3,000	2,652,804	964	801	123	40
3,001 to 3,500	2,775,497	856	717	116	23
3,501 to 4,000	2,367,147	634	534	88	12
4,001 to 4,500	2,554,588	600	534	65	1
4,501 to 5,000	3,325,836	698	625	67	6
Over 5,000	16,093,598	2,648	2,480	100	68

Reconciliation of Membership Data From January 1, 2022 to January 1, 2023

	Active Members	Refund Payable	Deferred Vested	Benefit Recipients: Disabled Members	Benefit Recipients: Retirees	Benefit Recipients: Beneficiaries	Total
Participants as of January 1, 2022	10,094	2,149	3,363	493	11,218	2,047	29,364
New Participants	1,165	144	52	0	0	142	1,503
Return to Work	96	(53)	(43)	0	0	0	0
Terminations							
- Refunded	(195)	(343)	(90)	0	0	0	(628)
- Refund Payable	(484)	484	0	0	0	0	0
- Deferred Vested	(496)	0	496	0	0	0	0
Service Retirements							
Annuity	(347)	0	(168)	0	515	0	0
- Lump Sum	(12)	0	(13)	0	0	0	(25)
Disabilities							
Duty-Related	0	0	0	0	0	0	0
Non Duty-Related	(4)	0	(2)	6	0	0	0
Deaths	(17)	(2)	(14)	(15)	(386)	(166)	(600)
Benefit Payments Stopped	0	0	0	0	0	(1)	(1)
Reached Service Retirement Conversion Age	0	0	0	(21)	21	0	0
Data Adjustments	0	3	(3)	3	(3)	0	0
Participants as of January 1, 2023	9,800	2,382	3,578	466	11,365	2,022	29,613

Notes: Duty disabled members who have reached their conversion age are included in the Retirees count.
Refund Payable counts include beneficiaries and estates that are owed a lump sum benefit as of January 1, 2023.

ACTUARIAL EXHIBITS

Short-Term Solvency Test

In a system that has been following the discipline of level percent of payroll financing, the liabilities for active participant accumulated contributions (liability 1) and the liabilities for future benefits to retirees, beneficiaries, and inactive participants (liability 2) will be fully covered by assets if all assumptions are met. In addition, the liabilities for service already rendered by active participants (liability 3) are normally partially covered by the remainder of the present assets. Generally, if the system has been using level percent of payroll financing, the funded portion of liability 3 will increase over time. The schedule below illustrates the history of the liabilities of the system and is indicative of the system following the discipline of level percent of compensation funding (dollar amounts in thousands).

Valuation January 1	Active Participants' Accumulated Contributions (1)	Retirees, Beneficiaries and Inactive Participants (2)	Active Participants (Employer Financed) (3)	Valuation Assets	Percent Covered By Valuation Assets (1)	(2)	(3)
2014	$501,712	$3,347,689	$982,288	$4,580,729	100%	100%	74%
2015	510,917	3,434,355	990,210	4,797,437	100%	100%	86%
2016	512,752	3,552,301	1,000,088	4,899,155	100%	100%	83%
2017	508,005	3,625,511	1,125,784	5,055,700	100%	100%	82%
2018	482,151	4,140,458	1,197,153	5,233,486	100%	100%	51%
2019	468,584	4,642,839	1,289,478	5,218,294	100%	100%	8%
2020	462,798	4,842,098	1,292,561	5,285,205	100%	100%	0%
2021	443,188	5,088,288	1,213,823	5,440,867	100%	98%	0%
2022	428,753	5,290,506	1,156,668	5,734,986	100%	100%	1%
2023	420,734	5,812,302	1,397,971	5,847,404	100%	93%	0%

Analysis of Financial Experience

		(Millions)
Unfunded Actuarial Accrued Liability, January 1, 2022	$	1,140.9
- Expected Change in UAAL		(11.3)
- Actual Contributions Versus Actuarial Contributions		76.6
- Investment Experience		(4.8)
- Demographic Experience		29.4
- Assumption Changes		23.5
- Impact of 2023 Wisconsin Act 12		563.9
- Other experience		(34.6)
Unfunded Actuarial Accrued Liability, January 1, 2023	$	1,783.6

Note: This table shows the reconciliation of the unfunded actuarial accrued liability for the whole System.

Funded Ratio

	Actuarial Value of Assets	Market Value of Assets
January 1, 2022 Funded Ratio	**83.4%**	**93.5%**
- Expected Change	0.5%	1.1%
- Actual Contributions Versus Actuarial Contributions	(0.5%)	(0.5%)
- Investment Experience	0.0%	(15.3%)
- Demographic Experience	(0.4%)	(0.3%)
- Assumption Changes	(0.3%)	(0.3%)
- Impact of 2023 Wisconsin Act 12	(6.1%)	(5.8%)
- Other Experience	0.0%	0.0%
- Total change	(6.8%)	(21.1%)
January 1, 2023 Funded Ratio	**76.6%**	**72.4%**

Funding Progress

Analysis of the dollar amounts of actuarial value of assets, actuarial accrued liability, or unfunded actuarial accrued liability in isolation can be misleading. Expressing the actuarial value of assets as a percentage of the actuarial accrued liability provides one indication of the System's funded status on an on-going concern basis. Analysis of this percentage over time indicates whether the System is becoming financially stronger or weaker. Generally, the greater this percentage, the stronger the System's funding. The unfunded actuarial accrued liability and annual covered payroll are both affected by inflation. Expressing the unfunded actuarial accrued liability as a percentage of covered payroll approximately adjusts for the effects of inflation and aids analysis of the progress being made in accumulating sufficient assets to pay benefits when due. Generally, the smaller this percentage, the stronger the System's funding.

Actuarial Valuation Date	Actuarial Value of Assets (AVA)* (a)	Actuarial Accrued Liabilities (AAL)* (b)	Unfunded AAL (UAAL)* (b - a)	Funded Ratio (a / b)	Covered Payroll* (c)	UAAL as Percent of Covered Payroll [(b - a) / c]
1/1/2014	$4,580,729	$4,831,689	$250,960	94.8%	521,651	48.1%
1/1/2015	4,797,437	4,935,482	138,045	97.2%	529,939	26.0%
1/1/2016	4,899,155	5,065,141	165,986	96.7%	535,802	31.0%
1/1/2017	5,055,700	5,259,300	203,600	96.1%	583,950	34.9%
1/1/2018	5,233,486	5,819,762	586,276	89.9%	577,118	101.6%
1/1/2019	5,218,294	6,400,901	1,182,607	81.5%	581,663	203.3%
1/1/2020	5,285,205	6,597,457	1,312,252	80.1%	596,386	220.0%
1/1/2021	5,440,867	6,745,299	1,304,432	80.7%	586,369	222.5%
1/1/2022	5,734,986	6,875,927	1,140,941	83.4%	579,351	196.9%
1/1/2023	5,847,404	7,631,007	1,783,603	76.6%	599,284	297.6%

* Dollar amounts are in thousands.

SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS

Actuarial Methods

The method of financing the ERS is prescribed in Section 36.08 of the MCC.

Actuarial Cost Method

The method used to determine Normal Cost and Accrued Actuarial Liability (AAL) is the Individual Entry Age Normal Cost Method. The UAAL, under this method, is the AAL over the Actuarial Value of Assets. The total actuarially determined employer contribution is the sum of the employer portion of the Normal Cost (Total Normal Cost less expected member contributions) plus an amount to amortize the UAAL according to the Amortization Method plus an amount to reimburse the previous year's administrative expense.

Asset Values

Two asset values are used in various exhibits. A description of each and a brief explanation of where they are used follows:

- **Market Value**

  The market value of assets is the value of investments if they were to be sold on the date valued. The market value of assets is used to develop the actuarial value of assets.

- **Actuarial Value**

  The actuarial value of the assets in the Employers' Reserve Fund and the Securities Lending Fund is equal to the market value of assets. These Funds are not available to pay the benefits for ERS members, so they are excluded from the allocation of the actuarial value of assets to the various funds and groups and the resulting calculations of actuarially determined employer contributions. The actuarial value of assets for the remaining funds is a smoothed value of assets (see Table 5). The difference between (1) the expected return on the market value of assets at the beginning of the year, based on the investment return assumption and the net non-investment cash flows, and (2) the actual return on the market value of assets is smoothed equally over five years. As a result, there are five components of excess/shortfall returns to be smoothed each year.

Amortization Method

Amortization policies adopted by the Board at its February 24, 2023 meeting include:

- Future changes to the UAAL arising from actual experience that is different than assumed will be amortized over a closed 20-year period instead of a closed 15-year period. Payments are projected to increase at 2.00% per annum. This has since been superseded by the changes introduced under Act 12, as discussed below.
- If the UAAL is negative, all prior bases will be eliminated, and the participating employers will be required to contribute their share of the annual normal cost and administrative expenses.
- Changes to the UAAL arising from changes to plan provisions will be amortized over various periods, depending on the nature of the change and which participants are affected.

- Changes to the UAAL resulting from closure of CMERS will be amortized over a 10-year period as a level dollar. This has since been superseded by the changes introduced under Act 12, as discussed below.
- Changes to the UAAL arising from contributions which are above or below the actuarially determined employer contribution will be amortized over a closed 5-year period.

As a result of the passage of 2023 Wisconsin Act 12, the projected January 1, 2024 UAAL balance, as calculated in the *second* January 1, 2023 actuarial valuation, will be amortized as a level-dollar amount over a closed 30-year period. Future changes in the System's UAAL are to be amortized in accordance with Actuarial Standards of Practice. At their July 24, 2023 Board meeting, the Board adopted a policy to amortize future increases in the UAAL over a closed 10-year period upon the recommendation of their actuary. Future decreases in the UAAL will be amortized over either a closed 10-year period or the remainder of the 30-year period beginning on January 1, 2024, whichever is longer.

Contribution Lag

2023 Wisconsin Act 12 repealed the System's prior funding policy, which was to reset employer contribution rates every five years in connection with the regular experience study. As a result, participating employers are now required to contribute the Actuarially Determined Employer Contribution amount as determined in each annual actuarial valuation report. In order to more easily administer the revised funding policy, the Board, upon the recommendation of their actuary, adopted a one-year contribution lag so that results of the current valuation report will set the required contribution amount for employers during the following plan year. This policy is first effective with the *second* 2023 actuarial valuation report.

Actuarial Assumptions

Demographic assumptions are based on the experience investigation prepared as of December 31, 2021 and adopted by the Board of Trustees on September 28, 2022 for use beginning with the January 1, 2023 actuarial valuation. The set of economic assumptions was adopted by the Board of Trustees on February 27, 2023, for use in the January 1, 2023 actuarial valuation. The next experience study is scheduled to be performed for inclusion with the January 1, 2028 actuarial valuation. However, due to the passage of 2023 Wisconsin Act 12 on June 20, 2023, the investment return assumption cannot be greater than the rate used by the Wisconsin Retirement System, which has currently set their investment return assumption at 6.80% for active employees.

Investment Return Assumption: 6.80% per annum (net of investment expenses), compounded annually.

Inflation: 2.50% per annum.

Cost of Living Adjustments (COLA): For retirees whose COLA is defined as the lesser of 3.00% and CPI-U, the assumed COLA is 2.50% per annum.

Payroll Growth for UAAL amortization: None. UAAL amortization payments are developed on a level dollar basis.

Illustrative Rates of Salary Increase:

	Salary Increases*	
Service	General Employees	Firemen and Policemen
1	6.25%	18.00%
5	5.75	7.00
10	5.00	3.20
15	4.25	3.20
20	4.25	3.10
25	4.25	3.10
30	4.00	3.10
35	3.00	3.10
40	3.00	3.00

* Includes general wage increase assumption of 3.00%.

Annual increases of 2.50% per annum is assumed for Policemen, Firemen and General Employees on duty disability. The increases for duty disabled Firemen and Policemen affect both current duty disability benefits and future service retirement or extended life conversion benefits. The increases for General Employees affect only service retirement conversion benefits.

Mortality Assumptions:

a. <u>Active Members:</u> For General employees, Pub-2010 Below Median General Employee Mortality Table with a one-year age setback for males and a two-year age set forward for females, projected generationally using SOA Scale MP-2021.

   For Policemen and Firemen, Pub-2010 Median Public Safety Employee Mortality Table with a one-year age set forward for males and females, projected generationally using SOA Scale MP-2021.

b. <u>Healthy Retirees:</u> For General employees, Pub-2010 Below Median General Employee Mortality Table with a one-year age setback for males and a two-year age set forward for females, projected generationally using SOA Scale MP-2021.

   For Policemen and Firemen, Pub-2010 Median Public Safety Employee Mortality Table with a one-year age set forward for males and females, projected generationally using SOA Scale MP-2021.

c. <u>Beneficiaries:</u> For General employees, Pub-2010 Below Median General Employee Mortality Table with a one-year age setback for males and a two-year age set forward for females, projected generationally using SOA Scale MP-2021.

   For Policemen and Firemen, Pub-2010 Median Public Safety Employee Mortality Table with a one-year age set forward for males and females, projected generationally using SOA Scale MP-2021.

d. Disabled Retirees: For General employees, Pub-2010 Below Median General Employee Mortality Table with a one-year age setback for males and a two-year age set forward for females, projected generationally using SOA Scale MP-2021.

For Policemen and Firemen, Pub-2010 Median Public Safety Employee Mortality Table with a one-year age set forward for males and females, projected generationally using SOA Scale MP-2021.

Illustrative Rates of Termination:

	General Employees		Policemen	Firemen
Service	Male	Female		
1	15.00%	17.00%	4.00%	2.35%
5	9.00	10.50	2.50	1.75
10	4.50	6.75	1.25	1.00
15	4.00	4.00	0.85	0.50
20	3.00	2.75	0.85	0.50
25	1.00	2.50	0.00	0.00
30	0.00	0.00	0.00	0.00

All terminations are assumed to be involuntary.

Members who terminate vested are assumed to take a refund if it is more valuable than their deferred benefit. Regular interest credited on contribution account balances is assumed to be 4.0%.

Illustrative Rates of Early and Normal Retirement:

General Employees

	Early Retirement		Normal Retirement			
	Tier 1	Tier 2	Tier 1		Tier 2	
Age	All	All	Males	Females	Males	Females
55	2%	2%	40%	32%		
56	2	2	20	25		
57	2	2	25	25		
58	2	2	25	25		
59	4	2	25	25		
60		2	25	20	40%	32%
61		2	25	20	25	20
62		2	25	25	25	25
63		2	25	20	25	20
64		4	25	20	25	20
65			27	27	27	27
66			20	27	20	27
67			27	27	27	27
68			27	30	27	30
69			27	30	27	30
70			100	100	100	100

Policemen and Firemen

Age	Firemen	Policemen	Age	Firemen	Policemen
42		40%	53	22%	40%
43		40	54	22	40
44		40	55	30	40
45		40	56	30	40
46		40	57	30	40
47		40	58	30	25
48		40	59	40	25
49	22%	40	60	40	25
50	22	40	61	50	25
51	22	40	62	50	50
52	22	40	63	100	100

Illustrative Rates of Disability:

	Disability Rates		
Age	General Employees	Firemen	Policemen
20	0.040%	0.250%	0.024%
25	0.040	0.250	0.024
30	0.040	0.250	0.096
35	0.040	0.254	0.148
40	0.041	0.302	0.180
45	0.049	0.486	0.192
50	0.082	0.898	0.196
55	0.167	1.580	0.200
60	0.333	0.000	0.000
65	0.600	0.000	0.000

Elected officials are assumed to become disabled at the same rate as General Employees.

Duty Disabilities:

		Percentage of Duty Disabilities Assumed		
Employee Group	Percentage of Disabilities Incurred in the Performance of Duty	Eligible For The 90% Benefit	Under The Heart & Lung Law	Assumption Adopted January 1
General Employees	20.0%	N/A	N/A	2023
Police other than MPA	20.0%	0.0%	N/A	2023
MPA enrolled on or before 4/18/2005	60.0%	0.0%	N/A	2023
MPA enrolled after 4/18/2005	60.0%	0.0%	N/A	2023
Fire other than MPFFA	20.0%	0.0%	0.0%	2023
MPFFA enrolled on or before 10/3/2005	75.0%	0.0%	0.0%	2023
MPFFA enrolled after 10/3/2005	75.0%	0.0%	0.0%	2023

Upon reaching their service conversion date, 100% of Policemen and Firemen who become duty disabled are assumed to convert to a service retirement benefit.

Marriage Assumption and Duty Disability Child Allotments:

It is assumed that female spouses are three years younger than males. In absence of evidence to the contrary, it is assumed that 85% of General Employees and 95% of Policemen and Firemen are married, with dependent children, described by the following table:

Member's Age at Death or Disability	Number of Dependent Children	Age of Youngest Child
20	0.0	-
25	1.5	1
30	2.5	2
35	2.5	5
40	2.5	8
45	2.0	11
50	1.5	14
55	1.0	15
60 and Over	0.0	-

The percentage of retiring employees assumed to elect option 3, the subsidized 50% option, is 25% for males and 15% for females. The percentage of General Employees assumed electing the 100% PSO option before retirement is 40% for males and 15% for females. For Firemen and Policemen, 95% are assumed to elect the 100% PSO option before retirement.

Duty Deaths:

The following percentages of deaths in active service are assumed to incur in the performance of duty:

General Employees:	5%
Police & Fire:	10%. In addition, amongst firemen, 25% of duty deaths are assumed to occur under the Heart and Lung Law.

Imputed Military Service:

The following percentages of eligible members are assumed to earn 1 year of imputed military service credit:

General Employees:	10%
Police:	13%
Fire:	13%

These percentages are based on troop strength statistics from the Department of Defense website. (Adopted 1/1/2003)

Seasonal Service Credit: The following percentages of eligible members are assumed to receive one year of seasonable service credit:

Member's Union or Bargaining Group	Percentage with Seasonal Service	Assumption Adopted January 1
District Council 48, AFSCME	27.09%	2005
Fire Equipment Dispatchers Local 494, IBEW	0.00%	2006
Electrical Group Local 494, IBEW	31.00%	2006
Machine Shop Local 494, IBEW	12.00%	2005
Bridge Operators Local 195, IBEW	28.57%	2005
Joint 129/48 Local 139, IOUE & DC48	100.00%	2005
Machinists Local 510, IAM	5.00%	2005
Sanitation Local 61, LIUNA	98.06%	2005
TEAM (Techs, Eng, Archs of Milw)	5.00%	2005
MBCTC (Bricklayers, Carpenters, Cement Masons, Painters, Iron Workers)	10.00%	2005
Police Sworn Management, Police Civilian Management, Managers, Elected Officials (except mayor)	3.13%	2005
Non-represented in the Police Department and General City non-represented	5.00%	2005

Miscellaneous

Future Service Accrual: Active members are assumed to accrue a full year of service in each future year (adopted 1/1/2023).

Annualized Compensation: For active members, their prior year reported compensation amount is annualized based on their Future Service Accrual and further increased by a leap year adjustment factor of 1.0034 (26.089285 ÷ 26).

Deemed Inactives: Active members who worked less than 100 hours in the prior year, but who have not officially terminated employment are treated as Inactives. These members are not assumed to earn additional service credit in future years.

Decrement Timing: All withdrawals, deaths, disabilities, and retirements are assumed to occur mid-year.

Liability for Inactive Members: The data provided for inactive members does not contain all the elements to calculate the member's deferred benefit. The deferred benefit amounts for these members are estimated using the member's life-to-date earnings and assumed salary increases. For terminated members who are missing a termination date on their record, it is assumed that they terminated at age 35. The actuary is collecting data so that future members' deferred benefits can be estimated.

Administrative Expenses: Based on the most recent fiscal year end.

Normal Cost: Normal cost rate reflects the impact of new entrants during the year. Due to 2023 Wisconsin Act 12, there are no new entrants effective January 1, 2024.

Changes Since Prior Valuation: Due to the passage of 2023 Wisconsin Act 12, the following changes to the set of actuarial assumptions and methods have been adopted since the *first* January 1, 2023 actuarial valuation report was issued and adopted on June 8, 2023:

- The investment return assumption was lowered from 7.50% to 6.80%.
- The Board adopted a one-year lag to its contribution policy. This means that this January 1, 2023 valuation will be used to calculate the actuarially determined employer contributions for the 2024 Plan Year. (The original January 1, 2023 actuarial valuation dated June 8, 2023 was used to calculate the required contribution amount for the 2023 Plan Year.)
- The projected UAAL as of January 1, 2024 will be amortized using level-dollar contributions over a closed, 30-year period.
- Future increases to the System's UAAL will be amortized using level-dollar contributions over a closed 10-year period.
- Future decreases to the System's UAAL will serve to reduce the outstanding balance of the projected 2024 UAAL, unless there are fewer than 10 years remaining to amortize the projected 2024 UAAL. In which case, future decreases will be amortized over a closed, 10-year period.

SUMMARY OF BENEFIT PROVISIONS

A summary of the main benefit provisions of the Retirement System and of the sources of revenue from which benefits are paid is presented in the following digest. Items in parentheses in the text are the provisions applicable to law enforcement officers.

Eligibility for Membership

Membership is optional for all Employees that were in service as of January 1, 1938. New Employees are automatically members as a condition of employment. Membership is optional for elected officials. Note that unless specifically stated, elected officials follow the same rules as General Employees.

Additionally, effective January 1, 2014, there are two tiers of benefits. Tier 1 is for General Employees enrolled prior to January 1, 2014, and all Fire and Police Employees. Tier 2 is for General Employees enrolled on or after January 1, 2014.

Participation in the Combined Fund

On January 19, 2001 the Combined Fund was created and was retroactive to January 1, 2000. Individuals who participate in the Combined Fund may be eligible for certain benefit enhancements which are described in this Summary of Plan Provisions. Members who enroll in the ERS after June 28, 2000, and their eligible survivors, are automatically participants in the Combined Fund. Members enrolled in the ERS on or before June 28, 2000, and their eligible survivors, participate in the Combined Fund provided that the members consented in writing to the Global Pension Settlement. Eligible survivors of members or retirees who died on or before June 28, 2000 participate in the Combined Fund provided that the eligible survivors consented in writing to the Global Pension Settlement. Members or survivors whose benefit payments ceased prior to January 1, 2000, are not eligible for benefits from the Combined Fund.

Creditable Service

Creditable service equals prior service plus membership service. Prior service includes service as an employee prior to January 1, 1938, or prior to an amendment which made the employee eligible for membership in the ERS. Membership service means service as an employee since last becoming a member, on account of which contributions are made.

- For most Employees, 2080 hours of service constitute one year of creditable service. For prevailing wage Employees (carpenters and other tradespeople) 2000 hours constitute one year. For members employed by the school board for a 10-month school year, 1600 hours of service constitute a year of creditable service. After July 2006, for members serving as firefighters, 2590 hours of service constitutes one year of creditable service. After September 2016, for members serving as firefighters, 2756 hours of service constitutes one year of creditable service.

- Under certain conditions creditable service may be granted for periods of absence due to military service.

- For purposes of computing the service retirement allowance only, creditable service is granted for periods of eligibility for a duty disability retirement allowance.

- No more than one year of creditable service is granted for service in a single calendar year.

Imputed Service

Imputed service credit may be granted, under specified conditions, to members who consented to the Global Pension Settlement. Imputed service credit is used to calculate the amount of certain benefits, but is not used to determine eligibility for any kind of benefit. An individual may be eligible for one or more types of imputed service credit.

Eligibility for Imputed Service Credit

Only individuals participating in the Combined Fund can become eligible for the following types of imputed service credit.

a) Imputed military service credit: The member must have been active in the armed forces of the United States of America prior to his or her enrollment in the ERS, and must have been honorably discharged. A member must be described as in 36-04-1-c. An individual eligible for imputed military service credit must apply for the credit.

b) Imputed fire and police service credit: The member must be described as in 36-04-4-a. The member must have been in active ERS service as a fireman or policeman as of January 1, 2000, and must also retire from ERS service as a fireman or policeman, or die while a fireman or policeman eligible for protective survivorship option benefits. To be eligible, the member must retire or die as a policeman or fireman and must have attained the minimum service retirement requirements as outlined in 36-05-1.

c) Imputed service credit under the dissolution of the Firemen and Policemen's Survivorship Fund, (the "Fund"): The member must be described as in 36-04-4-b. The member must have been a policeman who was an active member of the "Fund" as of January 1, 2000. If the policeman was in active ERS service as of January 1, 2000, he must either retire as a policeman on a service retirement allowance at the minimum service retirement age of 57 or after completing 25 years of creditable service as a fireman or policeman; or he must retire on a policeman's duty disability retirement allowance and subsequently convert to a service retirement allowance. If the policeman was retired on a duty disability retirement allowance as of January 1, 2000, then he must subsequently convert to a service retirement allowance.

Benefits Affected by Imputed Service Credit

a) Imputed military service credit and/or imputed fire and police service credit: The amount of the service retirement allowance, the conversion service retirement allowance, protective survivorship option benefits, and the extended life duty disability retirement allowance are affected. If the eligible individual is also entitled to a 5% Lump Sum Bonus, and/or an 8.6% Dissolution Bonus that is based on the affected benefit, then the imputed service credit is included in calculating the base for the bonus payment(s).

b) Imputed service credit under the dissolution of the Firemen and Policemen's Survivorship Fund: The amount of the service retirement allowance and the conversion service retirement allowance are affected. If the service retirement allowance is affected, then the imputed service credit is included in calculating the base for the 5% Lump Sum Bonus.

See the benefit descriptions later in this summary for further details on how imputed service credit is used.

Amount of Imputed Service Credit

a) Imputed military service credit: A period of eligible military service consists of a period of at least 90 consecutive days of active service in the armed forces of the United States prior to enrollment in the ERS. Total eligible military service equals the sum of all periods of eligible military service. Imputed military service credit equals one-third of the member's total eligible military service, to a maximum of three years of imputed military service credit.

b) Imputed fire and police service credit: For policemen and firemen with 20 years of creditable service as a fireman or policeman - 1.5 years. For firemen with less than 20 years of creditable service as a fireman or policeman: 1.5 years times the full years of creditable fire and police service, divided by 20.

c) Imputed service credit under the dissolution of the Firemen and Policemen's Survivorship Fund: 2 years.

Seasonal Service

Seasonal service credit may be granted under specified conditions to certain General City Employees. Seasonal service credit is used to calculate the amount of certain benefits but is not used to determine eligibility for any kind of benefit.

Eligibility for Seasonal Service Credit

In order to be eligible for seasonal service credit, a member must be a General City employee with five or more years of City service credit, and a member of one of the groups as outlined in 36-04-1-d.

Benefits Affected by Seasonal Service Credit

Seasonal service credit affects the amount of the service retirement allowance, the conversion service retirement allowance and protective survivorship option benefits. If the eligible individual is also entitled to a 5% Lump Sum Bonus that is based on the affected benefit, then the seasonal service credit is included in calculating the base for the bonus payment.

Amount of Seasonal Service Credit

Seasonal service is based on the hours worked as a City Labor-Seasonal employee and/or Playground Laborer-Seasonal employee (MPS), but limited to one year of additional service credit.

Qualifying for an ERS Benefit

Rules regarding qualifying time are encapsulated in the ERS Board Rules & Regulations, XV.G. The rules have been adopted and applied prospectively for enrollments prior to 1995, 1995 to 2001 and post 2001. All members are fully vested after attaining four years of qualifying time.

Earnable Compensation

The annual regular base salary that would be payable to a member if he or she worked the full normal working time for his or her position as described in 36-02-12. Earnable compensation for the calendar year preceding retirement may also include special pays as negotiated in labor agreements such as longevity in rank pay, (limited) variable shift assignment pay, police liaison officer pay, and/or certification pay for policemen; and emergency medical technician pay for firemen. Earnable compensation for school board Employees represented by Local 950, OEIU, also includes site differential pay.

Final Average Salary

a) For General Employees, final average salary means the average annual earnable compensation computed on the 3 years of creditable service preceding retirement, death or separation from service during which earnable compensation was the highest.

b) For policemen and firemen, final average salary means the average annual earnable compensation computed on the year of creditable service preceding retirement, death or separation from service during which earnable compensation was the highest.

c) For members converting from a duty disability retirement allowance to a service retirement allowance, the service retirement allowance is computed on the basis of the current compensation of the member’s position at the service retirement date.

Service Retirement

Eligibility for Service Retirement

For Tier 1 Benefits (applicable to General Employees enrolled prior to January 1, 2014 and all Fire and Police Employees), eligibility for service retirement is as defined under 36-05-01 as follows:

a) A service retirement allowance is payable to any member who elects to retire after attaining the minimum service retirement age, which is age 60 for General Employees and age 57 for policemen and firemen.

b) General Employees that have attained age 55 and completed 30 years of qualifying time are eligible for service retirement.

c) Policemen who participate in the Combined Fund are eligible for service retirement at any age after attaining 25 years of fire or police qualifying time, if they were hired prior to December 20, 2015.

d) Policemen who participate in the Combined Fund, who have attained age 50 are eligible for service retirement after completing 25 years of police qualifying time, if they were hired on/after December 20, 2015.

e) Firemen who participate in the Combined Fund, who have attained age 49 and completed 22 years of fire or police qualifying time, are eligible for service retirement, if they were hired prior to July 30, 2016.

f) Firemen who participate in the Combined Fund, who have attained age 52 and completed 25 years of fire qualifying time, are eligible for service retirement, if they were hired on/after July 30, 2016.

g) Policeman and firemen who are not participants in the Combined Fund are eligible for service retirement after attaining age 52 and completing 25 years of fire or police qualifying time.

For Tier 2 Benefits (applicable to General Employees enrolled on or after January 1, 2014), eligibility for service retirement is as defined under 36-05-01 as follows:

a) A service retirement allowance is payable to any member who elects to retire after attaining the minimum service retirement age, which is age 65 for General Employees.

b) General Employees that have attained age 60 and completed 30 years of qualifying time are eligible for service retirement.

Amount of Service Retirement Allowance

The amount of a member's service retirement allowance under 36-05-01 is equal to the following:

a) For General Employees, enrolled prior to January 1, 2014, 2% of final average salary for each year of creditable service, imputed military service, or seasonal service limited to 70% of final average salary. For General Employees, enrolled on or after January 1, 2014, 1.6% of final average salary for each year of creditable service, imputed military service, or seasonal service limited to 70% of final average salary.

b) For firemen enrolled prior to March 1, 1989, and policemen enrolled prior to July 1, 1989, and who were in active service on or after January 1, 1995, 2.5% of final average salary for each year of creditable service or imputed service (of any kind).

c) For firemen enrolled after February 28, 1989, and policemen enrolled after June 30, 1989, 2.5% of final average salary for each year of creditable service or imputed military service, limited to 90% of final average salary, plus 2.5% of final average salary for each year of imputed fire and police service or imputed service under the dissolution of the Firemen and Policemen's Survivorship Fund.

d) For elected officials enrolled prior to January 1, 2014, 2.6% of final average salary for each year of creditable service as an elected official for years before 1996, limited to 70% of the final average salary; from 1996 forward the rate of accrual for creditable service, imputed military service, or seasonal service is 2.5% except for the mayor, who will have an accrual rate of 2.0%, limited to 70% of the final average salary, except for elected officials who were enrolled prior to 2014 and are first elected to office on or after January 1, 2014, in which case their accrual rate is 2% for each year if they contribute 5.5% of their earnable compensation, or 2.5% for each year if they contribute 7% of their earnable compensation. For elected officials enrolled on or after January 1, 2014, 1.6% of final average salary for each year of creditable service as an elected official limited to 70% of the final average salary.

Funds Charged with Service Retirement Allowance

For individuals participating in the Combined Fund, service retirement allowance payments are charged to the Combined Fund. For all other individuals, the service retirement allowance is charged to (i) the Retirement Fund if the member's enrollment date is prior to February 1, 1996, and (ii) the Combined Retirement and Disability Fund if the member enrolled on or after February 1, 1996.

Ordinary Disability Retirement Allowance

Eligibility for Ordinary Disability Retirement Allowance

A member who the medical council certifies is mentally or physically incapacitated for further performance of duty that such incapacity is likely to be permanent and that such member should be retired, is eligible for the ordinary disability retirement allowance. The ordinary disability allowance is not payable if the member qualifies for the duty disability allowance.

Amount of Ordinary Disability Retirement Allowance

Imputed service credit and seasonal service credit are not used in any part of the calculation of the Ordinary Disability Retirement Allowance. The "service retirement allowance" referred to below is calculated based on creditable service only.

a) For General Employees, 90% of the service retirement allowance based on creditable service to date of disability retirement, but no less than 25% of final average salary, provided such amount does not exceed 90% of the retirement allowance payable had the member continued in service to the minimum service retirement age.

b) For policemen and firemen hired after January 1, 1971, who have 5 years of service, 25% of final average salary plus 2% thereof for each year of creditable service in excess of 5 years up to a maximum of 50% of final average salary.

c) For policemen and firemen hired before January 1, 1971, the greater of the benefit described in (a), or the benefit described in (b).

d) The benefit is payable for life while the member remains disabled, except that for General Employees with less than 10 years of qualifying time, the duration is limited to one-fourth (1/4) of the period of the service accrued to the date of disability.

e) Members receiving benefits for life may elect reduced benefits under an optional form of payment in order to provide a death benefit to a designated beneficiary.

Funds Charged with Ordinary Disability Retirement Allowance

Ordinary disability retirement allowance payments are charged to the Combined Fund if the eligible individual is a participant in the Combined Fund. Otherwise, the allowance is charged to (i) the Retirement Fund, if the member's enrollment date is before February 1, 1996, and (ii) the Combined Retirement and Disability Fund, if the member's enrollment date is on or after February 1, 1996.

Duty Disability Retirement Allowance

Eligibility for Duty Disability Retirement Allowance

If a member becomes permanently and totally incapacitated for duty as a result of the performance of his duty, and his mental or physical incapacitation is medically certified, such member is eligible for a duty disability retirement allowance. Unless the member is beyond his/her conversion age, in which case the member would be eligible for an extended lifetime Duty Disability benefit. The medical certification is made by the Medical Council for General Employees, for members of the MPA enrolled after June 28, 2005, and for members of the MPFFA enrolled after December 13, 2005 with disability based on a mental injury. For all other members, the medical certification is made by the Medical Panel, except as indicated below. There are certain diseases that are considered presumptive for purposes of duty disabilities.

All new duty disability applications are reviewed by the Medical Council effective June 19, 2016 for MPA members, effective January 1, 2016 for MPSO members, and effective July 29, 2016 for MPFFA members.

Effective July 14, 2015, a new state law was enacted related to duty disability benefits for mental injuries (section 62.624 Wis. Stat.). The ERS may only provide a duty disability benefit for a mental injury if the following criteria are met:

a) The mental injury resulted from a situation of greater dimensions than the day-to-day mental stresses and tension and post-traumatic stress that all similarly situated Employees must experience as part of the employment, ***and***

b) The employer certifies that the mental injury is a duty-related injury.

Only if a duty-related mental injury has occurred, can the duty disability application be forwarded to the Medical Panel or Medical Council for the examination and requisite certification.

Amount of Duty Disability Related Benefits

Imputed service credit and seasonal service credit are not used when calculating a duty disability retirement allowance. Imputed service credit or seasonal service credit is used when calculating the conversion service retirement allowance referred to in paragraphs (a) - (c) below. Eligibility for imputed military service credit depends upon the date of the conversion, not upon the date of the duty disability retirement.

a) For General Employees, the duty disability retirement allowance equals 75% of the member’s final average salary. Members receive the allowance, while disability continues, until the later of age 65, or for a period of 5 years, at which time they convert to a service retirement allowance. General Employees receiving duty disability benefits may elect reduced benefits under an optional form of payment in order to provide a death benefit to a designated beneficiary.

b) For firemen and policemen, the duty disability retirement allowance is 75% of the current annual salary for the position held by the member at retirement, plus $40 per month for each child younger than age 18 (up to a maximum of 20% of the member's salary). In certain cases of extreme disability, when approved by a panel of physicians, the disability allowance will be 90% of such salary. Duty disability benefits paid to firemen on account of heart and lung disease are at the 75% level. In the event of the death of a policeman or fireman receiving a 75% or 90% disability allowance, 70% or 75%, respectively, of the amount of the member's allowance shall be paid to the member's spouse during her lifetime.

The 90% duty disability allowances are payable for life. For policemen enrolled on or after January 1, 1990, and firemen enrolled on or after December 17, 1989, the 75% duty disability allowances are payable until the earlier of attainment of age 57, or completion of 25 years of service and attainment of age 52, at which time the member must either convert to a service retirement allowance or irrevocably elect to receive a recalculated duty disability allowance, referred to as an extended life duty disability allowance, as described in (c), below. Different conversion age requirements apply to policemen enrolled prior to January 1, 1990, and firemen enrolled prior to December 17, 1989, as discussed in (d), below. A fireman or policeman who becomes duty disabled on or after his conversion age may choose between a service retirement or extended life duty disability retirement.

c) The extended life duty disability allowance referred to in (b), above, equals the lesser of the conversion service retirement allowance, or 75% of the current annual salary, provided further that the benefit will not be less than 57% of current annual salary for a fireman, or 60% of current annual salary for a policeman. "Current annual salary" here refers to the salary at the conversion age, for the position held by the member at the time of injury. The extended life duty disability allowance is payable for life and, unlike the duty disability allowance, is a fixed amount that does not change after the conversion age, notwithstanding any cost of living adjustments. Firemen or policemen receiving extended life duty disability benefits may elect reduced benefits under an optional form of payment in order to provide a death benefit to a designated beneficiary. Their spouses are not eligible to receive the 70% benefit payable to surviving spouses of firemen and policemen who die while in receipt of the 75% duty disability benefit.

d) For policemen enrolled prior to January 1, 1990, and firemen enrolled prior to December 17,1989, the conversion age determination depends upon the member's enrollment date and whether or not the member signed the DeBraska II release form.

Under Charter Ordinance 980130 Substitute 2 (DeBraska I), duty disabled firemen and policemen who retired on duty disability before October 17, 1992, have a conversion age equal to the greater of the conversion age in effect when they were enrolled, or the conversion age in effect at the time of their disability retirement.

Under Charter Ordinance 000789 (DeBraska II), duty disabled firemen and policemen who signed the DeBraska II release form are subject to the following conversion requirements: (i) members retired on duty disability prior to February 8, 1972, will receive duty disability benefits for life; (ii) members enrolled prior to February 8, 1972, who are either policemen who retired on duty disability on or after August 1, 1985, or firemen who retired on duty disability on or after March 1, 1984, will have a conversion age of 63; (iii) members enrolled on or after February 8, 1972, who retired on duty disability on or after October 17, 1992, will not be required to convert to service retirement prior to the conversion age requirements that were in effect when they enrolled; and (iv) for all other members who signed the DeBraska II release form, there is no difference between the conversion requirements of Charter Ordinance 980130 Substitute 2, and Charter Ordinance 000789. In general, only members who were duty disabled prior to January 1, 2001 were given the opportunity to sign the DeBraska II release form.

Under the Charter Ordinance (which reflects the Rehrauer decision) firemen and policemen who retire (or previously retired) on duty disability and who did not sign the DeBraska II release form will convert at the highest conversion age agreed upon during their employment (Section 36-05-3). Members who enrolled prior to February 8, 1972, who are either policemen who retired on duty disability on or after November 1, 1976, or firemen who retired on duty disability on or after October 1, 1977, will receive duty disability for life if they did not sign the DeBraska II release form, and will have a conversion age of 63 if they did sign the DeBraska II release form.

Funds Charged with Duty Disability Related Benefits

a) For participants in the Combined Fund, duty disability benefits paid to members, benefits paid to survivors of members who die while duty disabled, child allotment payments, conversion service retirement benefits, and extended life duty disability benefits are paid from the Combined Fund.

b) For General Employees who do not participate in the Combined Fund, duty disability benefits, and survivor benefits paid to beneficiaries of General Employees who elect an optional form of payment and die while disabled, are paid from (i) the General Employees Duty Disability Fund if the member's enrollment date is prior to February 1, 1996, and (ii) the Combined Retirement and Disability Fund if the member's enrollment date is on or after February 1, 1996.

c) For members who do not participate in the Combined Fund, benefits paid after conversion to either a service retirement allowance or an extended life disability benefit are charged to (i) the Retirement Fund if the member's enrollment date is prior to February 1, 1996, and (ii) the Combined Retirement and Disability Fund if the member's enrollment date is on or after February 1, 1996.

Ordinary Death Benefit

Eligibility and Amount of Ordinary Death Benefit

a) In the event of death of a member while in service, a death benefit equal to the sum of the member's accumulated contributions, plus if the member has one or more years of active service, one-half his final average salary is payable to the designated beneficiary. Optional forms of payment of such benefit to the beneficiary are provided. If the member had elected a protective survivorship option – and duty death benefits are not payable – such option will become effective and the ordinary death benefit will not be payable. If a duty death benefit is payable the ordinary death benefit will not be paid.

b) Unless the member elects an optional death benefit, the death benefit subsequent to retirement is the amount remaining, if any, of the member's contributions with interest to retirement less the sum of the allowance payments made prior to the member's death.

Funds Charged with Ordinary Death Benefits

Ordinary death benefits paid on behalf of a participant in the Combined Fund are charged to the Combined Fund. Otherwise, ordinary death benefits are charged to (i) the Retirement Fund if the member's enrollment date is prior to February 1, 1996, and (ii) the Combined Retirement and Disability Fund if the member's enrollment date is on or after February 1, 1996.

Protective Survivorship Option

Eligibility and Amount of Protective Survivorship Option

Firemen may elect a Protective Survivorship Option (PSO) during the 6 months that precede the earlier of attainment of age 49 and completion of 22 years of qualifying time as a fireman or policeman, or age 52 and 25 years of qualifying time as a fireman or policeman, or age 57. Policemen may elect a Protective Survivorship Option (PSO) during the 6 months that precede the earlier of attainment of age 57, or completion of 25 years of qualifying time as a policeman or fireman. Firemen and policemen who fail to elect a PSO during the eligible period are deemed to have elected an Option 2 PSO with the spouse as the named beneficiary.

General Employees who enrolled prior to January 1, 2014, may elect a PSO during the 6 months that precede the earlier of attainment of age 60 or completion of 30 years of qualifying time and attainment of age 55. General Employees who enrolled on or after January 1, 2014, may elect a PSO during the 6 months that precede the earlier of attainment of age 65, or completion of 30 years of qualifying time and attainment of age 60.

Firemen and policemen are allowed to reselect a PSO if they marry, or divorce, and to select a different option and/or beneficiary at retirement, if they wish. As of June 5, 2012, General Employees may also reselect a PSO if they marry, or divorce, or select a different option and/or beneficiary at retirement.

The PSO may be canceled if the joint annuitant predeceases the member before retirement; or if the member is divorced from the joint annuitant before retirement.

Under a PSO, if a member eligible to retire on a service retirement allowance dies prior to retirement, benefits begin to the named beneficiary just as if the member retired under such option immediately prior to his or her death, except that imputed service credit arising from the dissolution of the Firemen and Policemen's Survivorship Fund will not be used in the calculation of the PSO benefit. If a fireman eligible for PSO coverage dies prior to age 49, benefits for the named beneficiary will be deferred until the date the fireman would have attained age 49. Imputed military service, imputed fire and police service, and seasonal service credit may be used in the calculation of the deferred PSO benefit.

In all cases where the requirements are met for both a PSO benefit and a duty death benefit, the duty death benefit will be payable in lieu of the PSO.

Funds Charged with PSO Benefits

PSO benefits for participants in the Combined Fund are charged to the Combined Fund. Benefits for individuals who do not participate in the Combined Fund are charged to (i) the Retirement Fund if the member's enrollment date is prior to February 1, 1996, and (ii) the Combined Retirement and Disability Fund if the member's enrollment date is on or after February 1, 1996.

Duty Death Benefits

Eligibility and Amount of Duty Death Benefits

In the event the member's death occurs in the performance of his duty, a lump sum payment equal to the member's accumulated contributions, plus an annuity of 60% of such deceased member's final average salary will be paid to one of the following (payable in this order):

- The member's surviving spouse
- The member's children until their 21st birthday
- The member's dependent parents
- Death of a fireman that is due to heart or lung disease is considered a duty death.

Funds Charged with Duty Death Benefits

Benefits payable to participants in the Combined Fund are charged to the Combined Fund. Heart & Lung duty death benefits payable to individuals who are not participants in the Combined Fund are charged to the Heart & Lung Fund. Duty death benefits (other than Heart & Lung) payable to individuals who are not participants in the Combined Fund are charged to (i) the Retirement Fund for members whose enrollment dates are prior to February 1, 1996; and (ii) the Combined Retirement and Disability Fund for members whose enrollment dates are on or after February 1, 1996.

Member Contributions

Member contribution rates are the following percentages of annual salary:

General Employees	5.5% (tier 1 – enrolled prior to January 1, 2014) 4.0% (tier 2 – enrolled on or after January 1, 2014)
Firemen and Policemen	7.0%
Elected Officials	7.0% (tier 1 – enrolled prior to January 1, 2014 and elected to an office prior to January 1, 2014; if enrolled prior to January 1, 2014, and elected or the first time to an office on or after January 1, 2014, and employee was paying contributions prior to being elected, employee pays contributions at the rate they were paying prior to becoming an elected official; if enrolled prior to January 1, 2014, and elected or the first time to an office on or after January 1, 2014, and employer was picking up contributions on behalf of the employee prior to being elected, employer pays 7.0%) 4.0% (tier 2 – enrolled on or after January 1, 2014)

Under state law, per 2011 Wisconsin Act 10, participating employers are no longer permitted to make contributions on the member's behalf (with the exception of contractually agreed upon arrangements).

Member contributions made for or by participants in the Combined Fund are credited to the Combined Fund. Member contributions made for or by individuals who are not participants in the Combined Fund are credited to (i) the Retirement Fund for members whose enrollment dates are prior to February 1, 1996; and (ii) the Combined Retirement and Disability Fund for members whose enrollment dates are on or after February 1, 1996.

Pension Escalators

Several different pension escalators are paid by the ERS as listed and described under section 36-05-1(h). They are as follows:

- Fire and Police $50 Escalator

  Eligible Groups and Amounts

  a) Firemen in Local 215 who retired under a service retirement allowance between March 1, 1990, and December 31, 1992; members of the Milwaukee Police Association (MPA) who retired under a service retirement allowance between January 1, 1990, and December 31, 1992; members of the Milwaukee Police Supervisors Organization who retired under a service retirement allowance between January 1, 1991, and December 31, 1992; and firemen in Local 215 or members of the MPA who elect a deferred retirement allowance after separating from service between January 1, 1993, and December 31, 1994, with 25 years of service; are eligible for a pension escalator which increases their allowance by $50 per month on the 4th, 7th, and 10th anniversary of retirement.

  b) Members who both retired on duty disability and converted from duty disability to service retirement during the eligibility period are eligible for the escalators on the 4th, 7th, and 10th anniversaries of their conversion dates.

  c) The surviving spouses of eligible retirees, or of members who died during the eligibility period, are eligible provided that the member elected an optional benefit at retirement – or elected a protective survivorship option (PSO) prior to retirement – with the spouse as beneficiary. The member's surviving spouse receives increases on the member's 4th, 7th, and 10th anniversary of retirement (or spouse's retirement date in the case of a PSO) with the amount of the escalator adjusted to reflect the option elected by the member.

  Funds Charged with Duty Death Benefits

  Fire and Police $50 escalators paid to participants in the Combined Fund are charged to the Combined Fund.

  Fire and Police $50 escalators paid to individuals who are not participants in the Combined Fund are charged to the Retirement Fund.

- January 1996 Catch-up COLA for pre-October, 1987 Retirees

  Eligible Group

  a) General Employees that attained the minimum service retirement age and retired with a service retirement allowance prior to October 1, 1987, or who retired on a duty disability allowance and converted to a service retirement allowance prior to October 1, 1987.

  b) Firemen and policemen who retired prior to October 1, 1987, who became eligible to retire on service retirement at age 57, or after attaining age 52 and completing 25 years of service. Also, firemen and policemen who retired on a duty disability allowance and converted to a service retirement allowance prior to October 1, 1987.

c) Surviving spouses of eligible retirees, or of members who elected a PSO and died prior to October 1 1987, after naming their spouse as the designated beneficiary under Option 2, Option 3, or Option 4 with a percentage to the beneficiary.

Timing and Amount of Increase

The catch-up COLA was a permanent increase in the ERS monthly benefit which was granted effective January 1, 1996. The increase was an amount equal to (i) the total ERS benefit in payment, multiplied by the greater of (ii) the total percentage change in the cost of living for each full calendar month between the 8th anniversary of service retirement and October 1, 1995, and (iii) the total percentage change required to bring the member's allowance to 60% of its full inflation adjusted value considering inflation for the period from retirement to October 1, 1995. The percentage change in the cost of living was measured by the increase in the CPI-U, U.S. Cities, as reported by the U.S. Department of Labor, Bureau of Labor Statistics.

When the catch-up COLA was calculated, the factor was not applied to supplemental, pass-through benefits, which are paid by the ERS but are not a liability of the ERS. These pass-through benefits, which appear on the pension payroll data supplied to the actuary, are part of an old guaranteed minimum program. The ERS is a paying agent for these benefits, but is reimbursed by the City for all such payments.

Funds Charged

Catch-up COLA amounts paid to participants in the Combined Fund are charged to the Combined Fund. Catch-up COLA amounts paid to individuals who are not participants in the Combined Fund are charged to the Retirement Fund.

- 2% Escalator for pre-1993 Retirees

Eligible Group

a) General Employees that attained the minimum service retirement age and retired with a service retirement allowance prior to January 1, 1993, or who retired on a duty disability allowance and converted to a service retirement allowance prior to January 1, 1993.

b) Firemen and policemen who retired prior to January 1, 1993, who became eligible to retire on service retirement at age 57, or after attaining age 52 and completing 25 years of service. Also, firemen and policemen who retired on a duty disability allowance and converted to a service retirement allowance prior to January 1, 1993.

c) Surviving spouses of eligible members who elected Option 3 with the spouse as the beneficiary, or of members who died prior to January 1, 1993 after electing an Option 3 PSO with the spouse as the beneficiary.

Timing and Amount of Increase

The first increase occurs with the later of the January 1996 installment or the installment next following the 8th anniversary of the member's service retirement date (or the 8th anniversary of the surviving spouse's retirement date in the case of a PSO). Thereafter, increases occur annually on the anniversary of the first increase.

The first increase is 2% of the total ERS benefit in payment. That is, the monthly benefit to which the increase is applied includes $50 fire and police escalators, and the January, 1996 catch-up COLA amount, if any, but it excludes supplemental pass-through payments, if any. Increases after the first are also 2%, and are compounded -- that is, they are applied to the total ERS benefit in payment, including all prior increases, and again, excluding any supplemental pass-through payments. (The benefit initially payable to an eligible spouse upon the member's death includes 50% of any increases in payment at the member's death.)

Funds Charged

2% escalators paid to participants in the Combined Fund are charged to the Combined Fund. 2% escalators paid to individuals who are not participants in the Combined Fund are charged to the Retirement Fund.

- CPI Escalator for post-1992 Fire and Police Retirees who don't Participate in the Combined Fund and Pre-2000 CPI Escalator for post-1992 Fire and Police Retirees who do Participate in the Combined Fund

Eligible Group

a) Firemen and policemen in active service on or after January 1, 1993, who become eligible to retire on service retirement at age 57 or after attaining age 52 and completing 25 years of service.

b) Firemen and policemen who retire on either a 75% Fire & Police duty disability benefit or a Heart & Lung duty disability benefit (i) between January 1, 1993, and December 31, 1994, and thereafter convert to service retirement; or (ii) on or after January 1, 1995, and who are eligible to elect between service retirement and extended life duty disability benefits at their conversion age.

c) Police in active service on or after January 1, 1995, who separate with 25 years of service and elect a deferred retirement allowance.

d) Surviving spouses of eligible members who elect Option 2 or 3, or who elect Option 4 with a percentage to the spouse, or who elect a PSO with a percentage to the spouse.

Timing and Amount of Increase

For members who retired on service retirement between January 1, 1993, and December 31, 1994; or who retired on duty disability between January 1, 1993, and December 31, 1994, and later convert to service retirement; and for eligible surviving spouses of members who died prior to retirement between January 1, 1993, and December 31, 1994, with PSO coverage in effect; the first increase occurs for March of the year following the first full calendar year of service retirement. For all others, the first increase occurs one full year after the member's service retirement date. Thereafter, increases occur annually on the anniversary of the first increase.

The monthly benefit is increased by an amount equal to (i) the total allowance for the preceding December (including all prior increases), multiplied by the lesser of (ii) 3%, and (iii) the increase in the CPI-U, U.S. Cities Average, for the calendar year preceding the increase. (The benefit initially payable to an eligible spouse upon the member's death includes a proportionate share of any increases in payment at the member's death, based on the option elected.)

Funds Charged

Benefits payable to participants in the Combined Fund are charged to the Combined Fund. For individuals who are not participants in the Combined Fund: (i) benefits are charged to the Retirement Fund for members whose enrollment dates are prior to February 1, 1996; and (ii) benefits are charged to the Combined Retirement and Disability Fund for members whose enrollment dates are on or after February 1, 1996.

- Post-1999 CPI Escalator for post-1992 Fire and Police Retirees who Participate in the Combined Fund

Eligible Group

The eligible group is restricted to individuals who were firemen and policemen who retired on duty disability between October 17, 1992, and December 31, 1992; or who were in active service on or after January 1, 1993, who either retire as firemen or policemen, or who die in active service as firemen or policemen; and their eligible surviving spouses. The types of benefits that receive the CPI escalator include:

a) The service retirement allowance and ordinary disability retirement allowance.

b) Benefits paid to members after the duty disability conversion age: the conversion service retirement allowance or the extended life duty disability retirement allowance.

c) Benefits paid to members after separation from service: the deferred retirement allowance, early retirement allowance, involuntary separation allowance, or the ERS allowance paid under the County transfer or State reciprocity provisions.

d) The spouse survivor allowance paid to the surviving spouse of an eligible member who elects Option 2 or 3, or who elects Option 4 with a percentage to the spouse, or who elects a PSO with a percentage to the spouse.

e) The fire and police or heart & lung duty disability surviving spouse allowance.

f) The duty death surviving spouse allowance.

Timing and Amount of Increases that occur after 1999

a) The first post-1999 increase occurs the later of March 2000 and March of the year following the first full calendar year of retirement for: members who retired on service retirement or ordinary disability between January 1, 1993, and December 31, 1994; or who convert to service retirement after a period of duty disability which commenced between January 1, 1993, and December 31, 1994; or who separated from service between January 1, 1993, and December 31, 1994, and subsequently retire on a deferred, early, involuntary separation, or County transfer/ State reciprocity allowance; eligible spouse survivors of such members, including PSO spouse survivors when the member died between January 1, 1993, and December 31, 1994; duty death surviving spouses of members who died between January 1, 1993, and December 31, 1994; and duty disability surviving spouses where both the member's duty disability retirement date and duty disabled death date were between January 1, 1993, and December 31, 1994.

b) The first post-1999 increase occurs the later of the year 2000 anniversary or the first anniversary of the member's date of death for: duty disability surviving spouses where the member's duty disability death date is on or after January 1, 1995.

c) For all others, the first post-1999 increase occurs the later of the year 2000 anniversary or the first anniversary of the member's retirement or pre-retirement death. (Note: this group includes members who retired on duty disability between October 17, 1992, and December 31, 1994, who subsequently elect an extended life duty disability retirement allowance, and members who retired on duty disability between October 17, 1992, and December 31, 1992, who subsequently convert to service retirement.)

Thereafter, increases occur annually on the anniversary of the first post-1999 increase.

The monthly benefit is increased by an amount equal to (i) the total allowance for the preceding December (including all prior increases), multiplied by the lesser of (ii) 3%, and (iii) the increase in the CPI-U, U.S. Cities Average, for the calendar year preceding the increase. If the member retired on duty disability between October 17, 1992, and December 31, 1992, and subsequently converts to service retirement, then the 2nd, 3rd, and 4th increases will not be less than 1.5%, and the 5th and subsequent increases will not be less than 2%. (The benefit initially payable to an eligible spouse upon the member's death includes a proportionate share of any increases in payment at the member's death, based on the option elected.)

Funds Charged

The CPI escalator is charged to the Combined Fund.

- 2% Guarantee for Fire and Police CPI Escalator for Participants in Combined Fund

  The eligible group is restricted to firemen and policemen who retire on service retirement, their spouse survivors, and PSO spouse survivors. In addition, firemen members of Local 215 and policemen members of the MPA must have been in active service on or after January 1, 1998; policemen members of the MPSO must have been in active service on or after January 1, 1999; and non-represented firemen and policemen must have been in active service on or after January 1, 2000. The benefit is a guarantee that the CPI Escalator will not be less than 2% per annum.

- 2% Escalator for post-1992 General Employee Retirees who do Not Participate in Combined Fund

  Eligible Group

  a) General Employees who retire on a service retirement allowance on or after January 1, 1993 who have either (i) attained age 60, or (ii) completed 30 years of service and attained age 55.
  b) General Employees receiving a duty disability retirement allowance who convert to service retirement on or after January 1, 1993.
  c) Spouses of eligible members who either elect Option 3 at retirement with the spouse as beneficiary, or who die after electing an Option 3 PSO with the spouse as beneficiary.

  Timing and Amount of Increase

  The first increase occurs with the installment next following the 8th anniversary of the member's service retirement or conversion to service retirement date (or the 8th anniversary of the surviving spouse's retirement date in the case of a PSO). Thereafter, increases occur annually on the anniversary of the first increase.

  Each increase is 2%, and increases after the first are compounded -- that is, they are applied to the total benefit in payment, including all prior increases. (The benefit initially payable to an eligible spouse upon the member's death includes 50% of any increases in payment at the member's death.)

  Funds Charged

  For members whose enrollment dates are prior to February 1, 1996, the 2% escalator for post-1992 general employee retirees is paid from the Retirement Fund. For members whose enrollment dates are on or after February 1, 1996, the 2% escalator for post-1992 general employee retirees is paid from the Combined Retirement and Disability Fund.

- Post-1999 1.5% / 2% Escalator for General Employee Retirees and for Pre-1993 Fire and Police Retirees who Participate in the Combined Fund

  Eligible Group

  The eligible group includes (i) pre-1993 retirees and surviving spouses who are not eligible for either the 2% Escalator for pre-1993 retirees, or the Post-1999 CPI Escalator for post-1992 fire and police retirees; and (ii) post-1992 general employee retirees and their surviving spouses. The types of benefits that receive the 1.5%/2% escalator include:

  a) The service retirement allowance and ordinary disability retirement allowance for all members, and the duty disability retirement allowance for General Employees.
  b) Benefits paid to members after the duty disability conversion age: the conversion service

retirement allowance for all members or the extended life duty disability retirement allowance for fire and police.

c) Benefits paid to members after separation from service: the deferred retirement allowance, early retirement allowance, involuntary separation allowance, or the ERS allowance paid under the County transfer or State reciprocity provisions.
d) The spouse survivor allowance paid to the surviving spouse of an eligible member who elects Option 2 or 3, or who elects Option 4 with a percentage to the spouse, or who elects a PSO with a percentage to the spouse.
e) The fire and police or heart & lung duty disability surviving spouse allowance.
f) The duty death surviving spouse allowance.

Timing and Amount of Increases that occur after 1999

a) The first post-1999 increase occurs for January 2000 for eligible Option 2 and 4 spouse survivors of members retired on a service retirement allowance or a conversion service retirement allowance - and for eligible Option 2 and 4 PSO spouse survivors - when the member's date of retirement or pre-retirement death was prior to January 1988.
b) The first post-1999 increase occurs the later of the year 2000 anniversary or the 2nd anniversary of the member's date of death for: duty disability surviving spouses of firemen and policemen.
c) For all others, the first post-1999 increase occurs the later of the year 2000 anniversary or the 2nd anniversary of the member's retirement or pre-retirement death.

Thereafter, increases occur annually on the anniversary of the first increase.

All increases for the group described in paragraph (a) are 2% increases. For paragraphs (b) and (c), an increase which takes effect on the 2nd, 3rd, or 4th anniversary is a 1.5% increase. An increase which takes effect on the 5th or subsequent anniversary is a 2% increase. Increases after the first one are compounded -- that is, they are applied to the total benefit in payment, including all prior increases. (The benefit initially payable to an eligible spouse upon the member's death includes the spouse's proportionate share of any increases in payment at the member's death, based on the option elected.)

Tier 2 Employees receive an increase of 2% on the fifth anniversary of their retirement and on each anniversary that follows, but only for service retirement.

Fire and Police Survivorship Benefits Prior to the Global Pension Settlement

The survivors of firemen or policemen who die in active service or while in receipt of a disability allowance may be entitled to a survivorship benefit. The survivorship benefit is payable to the spouse of the deceased member provided the spouse has one or more eligible children in her care. Eligible children include unmarried children who are either under the age of 18, or are over age 18, but who suffer from a disability which commenced before the age of 18. The amount of the survivorship benefit for a death occurring in 2000 is $600 monthly for the spouse and one child or for two or more eligible children. If there is no surviving widow and only one child, the benefit is $300. Upon attainment of age 57, $300 is payable to the spouse for her lifetime. Benefits payable to a spouse cease on remarriage and benefits payable in respect of children cease on attainment of age 18 (unless disabled prior to age 18) or marriage. For member deaths that occurred prior to 2000 the monthly amount payable depends upon the plan provisions in effect at the member's death.

Fire and Police Survivorship Benefits for Survivors Participating in the Combined Fund

Survivors of firemen or policemen who died prior to 2000 while in active service or while retired on disability (and contributing to the Fire and Police Survivorship Fund) may be entitled to a survivorship benefit. The survivorship benefit is payable to the spouse of the deceased member provided the spouse has one or more eligible children in her care. For participants in the Combined Fund, the amount of the survivorship benefit for a death occurring prior to 2000 is $600 monthly for the spouse and one child under age 18, or for two or more children under age 18. If there is no surviving widow and only one child, the benefit is $300. The monthly amount payable to a disabled child over the age of 18 depends upon the plan provisions in effect at the member’s death. Upon attainment of age 57, $300 is payable to the spouse for her lifetime. Benefits payable to a spouse cease on remarriage and benefits payable in respect of children cease on attainment of age 18 (unless disability commenced prior to age 18) or marriage.

Survivorship Benefits for Participants in the Combined Fund are charged to the Combined Fund.

Separation Benefits

Eligibility and Amounts

Should a member separate from service, and no other benefit is payable, such a member will possibly be entitled to one of the options outlined below. Additional eligibility information about Separation Benefits is provided under 36-05-6.

a) If the member has less than four years of creditable service, a refund of member contributions (not paid by the member's employer). Interest at 4.0% per annum on the 4%, 5.5%, or 7% member paid contributions is also payable.

b) If the member has four years of creditable service, a deferred allowance payable at the minimum service retirement age.

c) A refund of the member contributions and interest, including contributions paid on the member's behalf, is payable to (i) General Employees after 4 years of creditable service, or (ii) firemen or policemen after 10 years of creditable service.

d) If the member's service is involuntarily terminated, or the member terminates voluntarily after attaining age 55 and completing 15 years of creditable service, such member may elect to receive a deferred allowance at the minimum service retirement age, or an immediate allowance that is the actuarial equivalent of the deferred allowance.

e) If the member has 25 years of qualifying time as a fireman or policeman, and is not participating in the Combined Fund, a deferred allowance payable at age 52.

f) If the member is a fireman with 25 years of qualifying time as a fireman or policeman, had not attained age 49 at the date of separation from service, and is participating in the Combined Fund, a deferred allowance payable at age 52.

Imputed service credit and seasonal service credit are not used when calculating separation benefits.

Funds Charged with Separation Benefits

Benefits paid to participants in the Combined Fund are charged to the Combined Fund. Separation benefits paid to individuals not participating in the Combined Fund are charged to (i) the Retirement Fund if the member's enrollment date is prior to February 1, 1996, and (ii) the Combined Fund if the member's enrollment date is on or after February 1, 1996.

Lump Sum Bonus Payments

Under the Global Pension Settlement, various lump sum bonus payments may be made to eligible individuals participating in the Combined Fund. An individual may be eligible for one or more types of lump sum bonus payments.

Eligibility for Lump Sum Bonus Payments

Only individuals participating in the Combined Fund can become eligible for the following types of lump sum bonus payments. In addition, the following conditions apply to the individual lump sum bonuses.

a) 5% lump sum bonus: Members who are inactive as of January 1, 2000, will become eligible at the time that their deferred retirement allowance commences.

   Members in active service as of January 1, 2000, will become eligible when they first retire.

   If a member in active service as of January 1, 2000, dies prior to retirement and the member's surviving spouse is eligible for either a surviving spouse duty death benefit (including Heart & Lung duty death) or a PSO spouse survivor benefit then the surviving spouse is eligible for this bonus payment.

   Only one 5% lump sum bonus will be paid on account of an individual member. Thus, if a member receiving a duty disability retirement allowance receives a 5% lump sum bonus on account of the duty disability benefit, then the member will not be eligible for an additional 5% lump sum bonus at the time of conversion.

b) 8.6% lump sum bonus: A fireman or policeman in active service as of January 1, 2000, who (i) retires as a fireman or policeman on a service retirement allowance; or (ii) converts to service retirement or elects an extended life duty disability retirement allowance after retiring as a fireman or policeman on duty disability; (iii) attains age 63 while in receipt of an ordinary disability retirement allowance or a lifetime Fire & Police or Heart & Lung duty disability retirement allowance, is eligible for this bonus so long as the member did not receive 2 years of imputed service credit under the dissolution of the Firemen and Policemen's Survivorship Fund; (iv) or retires as a fireman or policeman on an extended life duty disability.

   If a fireman or policeman in active service as of January 1, 2000, dies prior to retirement and the member's surviving spouse is eligible for either a surviving spouse duty death benefit (including Heart & Lung duty death) or a PSO spouse survivor benefit then the surviving spouse is eligible for this bonus payment.

A fireman or policeman retired on disability as of January 1, 2000, who is also an active member of the Firemen and Policemen's Survivorship Fund as of January 1, 2000 - under age 57 at 1/1/2000, and made all required contributions to the Survivorship Fund – is eligible for this bonus if he (i) converts to service retirement or elects an extended life duty disability retirement allowance; or (ii) is ineligible to convert to service retirement and attains age 63 while in receipt of the disability retirement allowance; provided that he (iii) did not receive 2 years of imputed service credit under the dissolution of the Firemen and Policemen's Survivorship Fund.

Amount of Lump Sum Bonus Payments

Age factors are used in the 5% lump sum bonus and the 8.6% lump sum bonus calculations. The age factors for these bonus payments are contained in s. 36-05-11-a.

a) 5% lump sum bonus: For members who are either inactive or active as of January 1, 2000, who retire in the future, the bonus payment equals 5% times their initial annual retirement allowance times a factor based on attained age on the retirement date. The retirement allowance used in the bonus calculation is to be reduced for early retirement, if applicable, but is not to be reduced for any optional election the member might have made under s. 36-05-7.

   If a member in active service as of January 1, 2000 dies prior to retirement and the member's surviving spouse is eligible for this bonus payment, then the bonus will equal 5% times the spouse's initial annual benefit times a factor based on the spouse's attained age when the benefit commences.

b) 8.6% lump sum bonus: In the explanation that follows, whenever an annual allowance is used in calculating a bonus due to a member, the allowance used is the allowance that would be paid if the member did not elect an option under s. 36-05-7.

   For members who retire on service retirement: 8.6% times the annual service retirement allowance times a factor based on attained age at retirement.

   For surviving spouses who receive either a PSO benefit or a duty death benefit: 8.6% times the initial annual allowance payable to the spouse times a factor based on the spouse's attained age when the benefit commences.

   For a member who is retired on duty disability as of January 1, 2000 - or who retires on duty disability thereafter - and who is eligible to convert to service retirement: 8.6% times the annual conversion service retirement allowance earned as of the conversion age times a factor based on attained age at conversion.

   For a member who is retired on disability as of January 1, 2000 – or who retired on disability thereafter – who is ineligible to convert to service retirement, and who is age 63 or younger at the later of 1/1/2000 or the disability retirement date: 8.6% times the "hypothetical" annual conversion service retirement allowance earned at age 63 times the attained age factor for age 63. The "hypothetical" allowance is calculated as if the member were eligible to convert at age 63.

   For a member who retires on disability after January 1, 2000, who is older than age 63 at the disability retirement date: 8.6% times the annual disability allowance payable when the allowance commences times a factor based on the member's attained age at retirement.

Funds Charged

The 5% lump sum bonus and the 8.6% lump sum bonus are paid from the Combined Fund.

Benefits Not Valued

None.

STATISTICAL SECTION

Overview of the Statistical Section

The Statistical Section presents detailed information that assists users in using the basic financial statements, notes to basic financial statements, and required supplementary information to assess the economic condition of ERS. The source of the information in this section is derived from ERS internal records.

Financial Trends

The following schedule shows trend information about the changes and growth in ERS's fiduciary net position over the past 10 years:

- Changes in Fiduciary Net Position

Demographic and Economic Information

These schedules offer demographic and economic indicators to help readers understand the environment within which the System's financial activities take place.

- Schedule of Retired Members by Type of Pension Benefit
- Schedule of Average Benefit Payment Amounts – Age/Service
- Schedule of Average Benefit Payment Amounts – Death
- Schedule of Average Benefit Payment Amounts – Disability
- Principal Participating Employers

EMPLOYES' RETIREMENT SYSTEM OF THE CITY OF MILWAUKEE
Changes in Fiduciary Net Position
For Last Ten Fiscal Years
(in thousands)

	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
Additions										
Member contributions	$ 32,688	$ 32,204	$ 31,444	$ 32,191	$ 32,633	$ 32,085	$ 32,494	$ 35,918	$ 49,553	$ 43,663
Employer contributions	171,042	121,571	91,177	87,661	96,389	83,166	83,524	74,095	72,198	72,844
Investment earnings (net of expenses)	545,877	(594,375)	1,110,990	409,136	893,279	(160,190)	787,809	383,747	34,982	238,985
Total additions to fiduciary net position	749,607	(440,600)	1,233,611	528,988	1,022,301	(44,939)	903,827	493,760	156,733	355,492
Deductions										
Benefit payments										
Age/Service	434,207	419,365	407,606	391,317	371,719	354,553	343,430	313,927	301,667	289,877
Death	2,787	2,790	2,663	2,366	1,148	1,970	2,305	2,167	2,287	2,208
Disability	29,610	30,252	30,823	31,712	32,349	32,366	34,266	30,843	29,382	29,194
Total benefit payments	466,604	452,407	441,092	425,395	405,216	388,889	380,001	346,937	333,336	321,279
Refund of contributions										
Final death payout	832	1,680	1,931	1,287	1,150	1,647	1,688	971	949	1,486
Retirement lump sum equivalent	3,404	3,292	1,471	1,504	215	142	223	332	294	359
Withdrawal	209	239	762	764	2,505	2,848	3,420	3,063	2,910	6,045
Total refunds of contributions	4,445	5,211	4,164	3,555	3,870	4,637	5,331	4,366	4,153	7,890
Administrative expenses	8,015	7,181	6,733	7,381	7,018	7,181	8,637	8,096	9,686	10,831
Interfund Transfers	-	-	-	-	-	-	-	-	10,400	13,400
Total deductions from fiduciary net position	479,064	464,799	451,989	436,331	416,104	400,707	393,969	359,399	357,575	353,400
Change in fiduciary net position	$ 270,543	$(905,399)	$ 781,622	$ 92,657	$ 606,197	$(445,646)	$ 509,858	$ 134,361	$(200,842)	$ 2,092

For the fiscal years ended 2014 and 2015, the presentation of interfund transfers has been reclassified from refunds of contributions to interfund transfers.

EMPLOYES' RETIREMENT SYSTEM OF THE CITY OF MILWAUKEE
Schedule of Retired Members by Type of Pension Benefit
As of December 31, 2023

		Type of Pension Benefit		
Amount of Annual Pension Benefit	**Number of Recipients**	**Age/Service**	**Death**	**Disability**
		General City		
$0 - $10,000	4,024	3,590	140	294
$10,001 - $20,000	2,217	1,983	50	184
$20,001 - $30,000	1,636	1,536	4	96
$30,001 - $40,000	1,277	1,242	-	35
$40,001 - $50,000	724	713	1	10
$50,001 - $60,000	371	366	-	5
$60,001 - $70,000	185	184	-	1
$70,001 - $80,000	97	97	-	-
$80,001 - $90,000	46	46	-	-
$90,001 - $100,000	21	21	-	-
$100,001 - $110,000	13	13	-	-
$110,001 - $120,000	4	4	-	-
$120,001 - $130,000	1	1	-	-
$130,001 - $140,000	1	1	-	-
Totals	10,617	9,797	195	625
		Police		
$0 - $10,000	190	172	15	3
$10,001 - $20,000	199	159	32	8
$20,001 - $30,000	130	113	5	12
$30,001 - $40,000	193	173	2	18
$40,001 - $50,000	226	201	4	21
$50,001 - $60,000	389	363	2	24
$60,001 - $70,000	807	755	-	52
$70,001 - $80,000	452	430	-	22
$80,001 - $90,000	169	168	-	1
$90,001 - $100,000	84	81	-	3
$100,001 - $110,000	41	40	-	1
$110,001 - $120,000	19	19	-	-
$120,001 - $130,000	7	7	-	-
$130,001 - $140,000	2	2	-	-
$140,001 - $150,000	2	2	-	-
$170,001 - $180,000	2	2	-	-
$180,001 - $190,000	1	1	-	-
Totals	2,913	2,688	60	165
		Fire		
$0 - $10,000	78	59	5	14
$10,001 - $20,000	53	44	1	8
$20,001 - $30,000	73	61	4	8
$30,001 - $40,000	96	77	-	19
$40,001 - $50,000	127	102	-	25
$50,001 - $60,000	295	246	-	49
$60,001 - $70,000	373	306	-	67
$70,001 - $80,000	227	194	-	33
$80,001 - $90,000	95	91	-	4
$90,001 - $100,000	63	62	-	1
$100,001 - $110,000	25	24	-	1
$110,001 - $120,000	11	10	-	1
$120,001 - $130,000	6	6	-	-
$130,001 - $140,000	2	2	-	-
$140,001 - $150,000	2	2	-	-
$150,001 - $160,000	2	2	-	-
$180,001 - $190,000	1	1	-	-
Totals	1,529	1,289	10	230

EMPLOYES' RETIREMENT SYSTEM OF THE CITY OF MILWAUKEE
Schedule of Average Benefit Payment Amounts – Age/Service
For Last Ten Fiscal Years

Age/Service

Retirement Year	Employment Class	Category	Service Credit 0-5	5-10	11-15	16-20	20-25	26-30	31+
2014	General City	Average Annual Benefits	$ 1,932	$ 4,083	$ 7,888	$ 12,092	$ 17,610	$ 23,781	$ 30,727
		Average Final Average Salary	$ 21,809	$ 24,397	$ 27,271	$ 31,455	$ 36,225	$ 40,389	$ 42,471
		Number of Retired Members	551	1,402	1,070	1,143	1,006	1,296	2,280
	Police	Average Annual Benefits	$ 11,032	$ 7,979	$ 14,413	$ 21,691	$ 36,392	$ 42,096	$ 48,371
		Average Final Average Salary	$ 51,974	$ 35,813	$ 43,783	$ 45,067	$ 46,953	$ 47,130	$ 47,082
		Number of Retired Members	13	17	13	20	228	924	872
	Fire	Average Annual Benefits	$ 2,792	$ 10,382	$ 16,804	$ 19,832	$ 38,748	$ 43,372	$ 47,302
		Average Final Average Salary	$ 17,505	$ 25,052	$ 43,226	$ 43,025	$ 55,286	$ 51,958	$ 48,195
		Number of Retired Members	4	7	3	8	90	341	562
2015	General City	Average Annual Benefits	$ 1,991	$ 4,255	$ 8,309	$ 12,541	$ 18,101	$ 24,946	$ 31,947
		Average Final Average Salary	$ 22,370	$ 25,181	$ 28,282	$ 32,174	$ 37,678	$ 42,241	$ 43,590
		Number of Retired Members	572	1,441	1,068	1,148	1,008	1,323	2,286
	Police	Average Annual Benefits	$ 11,241	$ 6,993	$ 15,952	$ 24,070	$ 39,029	$ 42,750	$ 49,811
		Average Final Average Salary	$ 51,974	$ 36,363	$ 45,816	$ 45,734	$ 48,781	$ 49,122	$ 47,978
		Number of Retired Members	13	21	14	19	218	950	870
	Fire	Average Annual Benefits	$ 2,841	$ 9,707	$ 13,086	$ 22,290	$ 39,423	$ 44,635	$ 48,604
		Average Final Average Salary	$ 17,505	$ 25,720	$ 43,802	$ 43,025	$ 56,688	$ 53,316	$ 49,154
		Number of Retired Members	4	8	4	8	94	347	557
2016	General City	Average Annual Benefits	$ 2,029	$ 4,342	$ 8,455	$ 12,760	$ 18,514	$ 25,975	$ 32,531
		Average Final Average Salary	$ 22,634	$ 25,694	$ 29,210	$ 33,330	$ 38,696	$ 43,430	$ 44,644
		Number of Retired Members	591	1,493	1,094	1,176	1,018	1,337	2,313
	Police	Average Annual Benefits	$ 10,689	$ 7,428	$ 16,958	$ 24,777	$ 38,908	$ 43,989	$ 51,088
		Average Final Average Salary	$ 50,632	$ 36,078	$ 45,816	$ 47,087	$ 48,979	$ 51,967	$ 48,721
		Number of Retired Members	14	24	14	19	222	985	866
	Fire	Average Annual Benefits	$ 2,890	$ 9,782	$ 16,452	$ 22,595	$ 38,227	$ 45,319	$ 48,852
		Average Final Average Salary	$ 17,505	$ 25,720	$ 43,802	$ 43,025	$ 59,582	$ 55,504	$ 51,893
		Number of Retired Members	4	8	4	8	106	363	567
2017	General City	Average Annual Benefits	$ 2,096	$ 4,430	$ 8,763	$ 13,324	$ 19,037	$ 26,583	$ 33,276
		Average Final Average Salary	$ 23,289	$ 26,128	$ 29,934	$ 34,209	$ 39,784	$ 44,761	$ 46,059
		Number of Retired Members	602	1,522	1,104	1,185	1,031	1,357	2,363
	Police	Average Annual Benefits	$ 11,044	$ 8,016	$ 15,306	$ 26,203	$ 41,359	$ 45,231	$ 52,108
		Average Final Average Salary	$ 50,632	$ 37,646	$ 46,698	$ 47,087	$ 50,984	$ 55,902	$ 50,640
		Number of Retired Members	14	24	17	19	212	1,092	878
	Fire	Average Annual Benefits	$ 2,829	$ 11,696	$ 15,561	$ 21,233	$ 40,455	$ 47,937	$ 52,389
		Average Final Average Salary	$ 20,169	$ 25,720	$ 43,471	$ 43,025	$ 62,265	$ 57,378	$ 53,802
		Number of Retired Members	5	8	5	8	117	376	575
2018	General City	Average Annual Benefits	$ 2,149	$ 4,552	$ 9,001	$ 13,492	$ 19,642	$ 27,379	$ 34,536
		Average Final Average Salary	$ 23,695	$ 26,975	$ 30,734	$ 34,961	$ 40,767	$ 46,009	$ 47,329
		Number of Retired Members	617	1,560	1,118	1,202	1,054	1,377	2,373
	Police	Average Annual Benefits	$ 8,578	$ 8,543	$ 16,217	$ 24,061	$ 42,583	$ 48,585	$ 54,637
		Average Final Average Salary	$ 49,931	$ 41,594	$ 45,854	$ 47,632	$ 51,925	$ 58,490	$ 51,979
		Number of Retired Members	16	29	17	22	210	1,133	866
	Fire	Average Annual Benefits	$ 3,064	$ 11,342	$ 16,304	$ 24,575	$ 43,416	$ 49,715	$ 54,200
		Average Final Average Salary	$ 20,169	$ 28,340	$ 43,471	$ 47,079	$ 63,897	$ 58,938	$ 54,760
		Number of Retired Members	5	8	5	7	125	384	578

EMPLOYES' RETIREMENT SYSTEM OF THE CITY OF MILWAUKEE
Schedule of Average Benefit Payment Amounts – Age/Service
For Last Ten Fiscal Years

Age/Service - Continued

Retirement Year	Employment Class	Category	Service Credit 0-5	5-10	11-15	16-20	20-25	26-30	31+
2019	General City	Average Annual Benefits	$ 2,309	$ 4,766	$ 9,444	$ 14,051	$ 20,978	$ 29,037	$ 36,204
		Average Final Average Salary	$ 26,240	$ 27,951	$ 32,337	$ 37,201	$ 43,600	$ 49,907	$ 52,564
		Number of Retired Members	631	1,569	1,131	1,207	1,064	1,392	2,389
	Police	Average Annual Benefits	$ 8,073	$ 9,459	$ 17,060	$ 28,387	$ 45,532	$ 53,442	$ 57,435
		Average Final Average Salary	$ 40,409	$ 41,313	$ 48,305	$ 56,393	$ 58,400	$ 66,113	$ 59,847
		Number of Retired Members	17	32	17	28	198	1,176	865
	Fire	Average Annual Benefits	$ 3,113	$ 4,594	$ 16,662	$ 25,403	$ 50,046	$ 55,691	$ 58,175
		Average Final Average Salary	$ 20,169	$ 28,340	$ 43,470	$ 53,147	$ 69,313	$ 65,246	$ 62,582
		Number of Retired Members	5	7	5	8	131	405	576
2020	General City	Average Annual Benefits	$ 2,358	$ 4,745	$ 9,383	$ 13,913	$ 20,112	$ 28,116	$ 35,985
		Average Final Average Salary	$ 24,536	$ 28,345	$ 32,249	$ 36,965	$ 42,323	$ 48,065	$ 50,085
		Number of Retired Members	675	1,625	1,192	1,249	1,133	1,489	2,461
	Police	Average Annual Benefits	$ 6,653	$ 8,321	$ 16,475	$ 27,689	$ 43,869	$ 51,077	$ 57,421
		Average Final Average Salary	$ 40,253	$ 41,058	$ 46,638	$ 59,151	$ 53,897	$ 63,925	$ 55,786
		Number of Retired Members	23	41	19	33	208	1,345	907
	Fire	Average Annual Benefits	$ 3,156	$ 4,871	$ 24,186	$ 25,208	$ 47,578	$ 53,518	$ 58,473
		Average Final Average Salary	$ 20,169	$ 43,405	$ 43,471	$ 57,604	$ 67,320	$ 64,965	$ 58,130
		Number of Retired Members	5	8	6	14	141	492	599
2021	General City	Average Annual Benefits	$ 2,515	$ 4,963	$ 9,817	$ 14,612	$ 20,923	$ 29,336	$ 37,496
		Average Final Average Salary	$ 24,983	$ 29,110	$ 33,314	$ 37,942	$ 43,268	$ 49,571	$ 51,150
		Number of Retired Members	635	1,609	1,158	1,216	1,094	1,439	2,381
	Police	Average Annual Benefits	$ 8,019	$ 9,694	$ 17,439	$ 29,817	$ 45,261	$ 54,117	$ 61,144
		Average Final Average Salary	$ 40,253	$ 43,157	$ 50,073	$ 62,839	$ 55,464	$ 66,511	$ 57,511
		Number of Retired Members	19	49	23	38	203	1,325	860
	Fire	Average Annual Benefits	$ 3,912	$ 7,350	$ 17,282	$ 28,949	$ 47,664	$ 54,844	$ 59,541
		Average Final Average Salary	$ 23,090	$ 42,336	$ 43,471	$ 58,092	$ 69,512	$ 67,358	$ 59,510
		Number of Retired Members	6	10	5	13	138	467	575
2022	General City	Average Annual Benefits	$ 2,500	$ 5,125	$ 9,956	$ 15,029	$ 21,766	$ 30,521	$ 38,331
		Average Final Average Salary	$ 26,100	$ 29,684	$ 33,946	$ 38,914	$ 44,382	$ 50,726	$ 52,054
		Number of Retired Members	648	1,607	1,175	1,223	1,087	1,453	2,364
	Police	Average Annual Benefits	$ 7,833	$ 9,990	$ 18,727	$ 30,194	$ 45,825	$ 56,669	$ 62,574
		Average Final Average Salary	$ 40,433	$ 44,222	$ 50,035	$ 65,341	$ 55,923	$ 69,065	$ 59,161
		Number of Retired Members	20	57	24	43	203	1,369	858
	Fire	Average Annual Benefits	$ 4,184	$ 7,424	$ 15,286	$ 28,843	$ 47,595	$ 55,891	$ 62,080
		Average Final Average Salary	$ 23,090	$ 42,138	$ 46,829	$ 58,092	$ 72,074	$ 68,472	$ 61,379
		Number of Retired Members	6	11	6	12	150	481	563
2023	General City	Average Annual Benefits	$ 2,502	$ 5,202	$ 10,243	$ 15,335	$ 22,260	$ 29,035	$ 39,113
		Average Final Average Salary	$ 26,424	$ 30,362	$ 34,506	$ 39,725	$ 45,756	$ 51,902	$ 53,016
		Number of Retired Members	665	1,635	1,171	1,228	1,088	1,666	2,345
	Police	Average Annual Benefits	$ 7,541	$ 10,459	$ 18,456	$ 31,917	$ 46,097	$ 57,127	$ 66,034
		Average Final Average Salary	$ 40,922	$ 44,874	$ 54,302	$ 67,166	$ 58,006	$ 70,569	$ 60,096
		Number of Retired Members	23	63	27	48	209	1,483	835
	Fire	Average Annual Benefits	$ 4,274	$ 9,053	$ 19,070	$ 27,687	$ 50,403	$ 59,701	$ 64,753
		Average Final Average Salary	$ 23,090	$ 41,419	$ 46,829	$ 63,679	$ 73,914	$ 71,273	$ 63,651
		Number of Retired Members	6	14	6	14	158	538	553

EMPLOYES' RETIREMENT SYSTEM OF THE CITY OF MILWAUKEE
Schedule of Average Benefit Payment Amounts – Death
For Last Ten Fiscal Years

Death

Retirement Year	Employment Class	Category	Service Credit 0-5	5-10	11-15	16-20	20-25	26-30	31+
2014	General City	Average Annual Benefits	$ 4,842	$ 4,614	$ 8,328	$ 15,425	$ 9,285	$ 12,560	$ 16,308
		Average Final Average Salary	$ 30,966	$ 42,453	$ 37,102	$ 48,370	$ 47,899	$ 52,597	$ 47,181
		Number of Retired Members	10	28	14	13	26	20	38
	Police	Average Annual Benefits	$ 12,326	$ 7,946	$ 7,110	$ 15,975	$ 3,150	$ 11,204	$ 3,600
		Average Final Average Salary	$ 22,621	$ 46,388	$ 41,097	$ 44,785	N/A	$ 44,020	N/A
		Number of Retired Members	8	14	6	6	4	3	1
	Fire	Average Annual Benefits	$ 7,546	$ 17,891	$ 12,488	$ 5,778	$ 21,200	$ 3,076	$ 23,980
		Average Final Average Salary	$ 19,692	$ 29,819	$ 25,729	$ 16,890	$ 35,334	$ 4,252	$ 39,967
		Number of Retired Members	6	2	3	3	2	2	1
2015	General City	Average Annual Benefits	$ 4,891	$ 4,931	$ 7,908	$ 12,165	$ 9,508	$ 12,560	$ 15,342
		Average Final Average Salary	$ 31,048	$ 42,480	$ 38,019	$ 48,744	$ 47,930	$ 52,597	$ 47,181
		Number of Retired Members	10	28	17	17	25	20	38
	Police	Average Annual Benefits	$ 13,367	$ 17,139	$ 14,770	$ 15,782	$ 3,600	$ 11,356	$ 3,600
		Average Final Average Salary	$ 24,992	$ 28,565	$ 62,160	$ 45,640	N/A	$ 44,780	N/A
		Number of Retired Members	7	6	10	6	3	3	1
	Fire	Average Annual Benefits	$ 8,621	$ 18,242	$ 12,657	$ 5,611	$ 21,543	$ 3,600	$ 24,388
		Average Final Average Salary	$ 19,948	$ 30,403	$ 26,150	$ 17,053	$ 35,905	N/A	$ 40,647
		Number of Retired Members	5	2	3	3	2	1	1
2016	General City	Average Annual Benefits	$ 4,941	$ 4,947	$ 5,086	$ 10,037	$ 8,530	$ 9,749	$ 16,988
		Average Final Average Salary	$ 31,132	$ 42,508	$ 38,019	$ 45,675	$ 51,104	$ 56,809	$ 50,694
		Number of Retired Members	10	28	17	21	29	24	30
	Police	Average Annual Benefits	$ 13,450	$ 17,415	$ 14,813	$ 19,073	$ 3,600	$ 11,511	$ 3,600
		Average Final Average Salary	$ 25,153	$ 29,026	$ 62,303	$ 46,513	N/A	$ 45,556	N/A
		Number of Retired Members	7	6	10	5	3	3	1
	Fire	Average Annual Benefits	$ 7,416	$ 18,600	$ 12,828	$ 6,966	$ 21,892	$ 3,600	$ 24,804
		Average Final Average Salary	$ 20,127	$ 31,000	$ 26,579	$ 17,219	$ 36,488	N/A	$ 41,339
		Number of Retired Members	6	2	3	2	2	1	1
2017	General City	Average Annual Benefits	$ 3,881	$ 4,963	$ 5,857	$ 7,816	$ 7,885	$ 10,255	$ 17,341
		Average Final Average Salary	$ 33,585	$ 42,537	$ 35,417	$ 43,227	$ 50,959	$ 57,001	$ 51,088
		Number of Retired Members	14	28	13	25	45	24	31
	Police	Average Annual Benefits	$ 13,593	$ 17,698	$ 14,857	$ 19,393	$ 3,600	$ 10,118	$ 3,600
		Average Final Average Salary	$ 25,431	$ 29,496	$ 62,449	$ 47,403	N/A	$ 38,592	N/A
		Number of Retired Members	7	6	10	5	3	3	1
	Fire	Average Annual Benefits	$ 7,924	$ 18,965	$ 13,003	$ 7,017	$ 22,249	$ 3,600	$ 25,228
		Average Final Average Salary	$ 20,413	$ 31,609	$ 27,017	$ 17,388	$ 37,082	N/A	$ 42,046
		Number of Retired Members	6	2	3	2	2	1	1
2018	General City	Average Annual Benefits	$ 5,360	$ 4,015	$ 3,240	$ 8,988	$ 8,875	$ 11,469	$ 9,726
		Average Final Average Salary	$ 35,969	$ 42,566	$ 45,266	$ 39,896	$ 48,195	$ 51,554	$ 57,259
		Number of Retired Members	13	28	17	25	41	20	23
	Police	Average Annual Benefits	$ 10,530	$ 17,985	$ 14,451	$ 17,851	$ 8,117	$ 3,600	$ 3,600
		Average Final Average Salary	$ 19,474	$ 29,976	$ 62,598	$ 59,005	$ 79,173	N/A	N/A
		Number of Retired Members	7	6	10	5	7	2	1
	Fire	Average Annual Benefits	$ 7,784	$ 19,338	$ 13,182	$ 7,068	$ 22,613	$ 3,600	$ 25,660
		Average Final Average Salary	$ 20,780	$ 32,230	$ 27,463	$ 17,561	$ 37,688	N/A	$ 42,767
		Number of Retired Members	6	2	3	2	2	1	1

EMPLOYES' RETIREMENT SYSTEM OF THE CITY OF MILWAUKEE
Schedule of Average Benefit Payment Amounts – Death
For Last Ten Fiscal Years

Death - Continued

Retirement Year	Employment Class	Category	Service Credit 0-5	5-10	11-15	16-20	20-25	26-30	31+
2019	General City	Average Annual Benefits	$ 11,427	$ 7,943	$ 4,924	$ 9,618	$ 12,830	$ 9,992	$ 17,703
		Average Final Average Salary	$ 37,487	$ 47,985	$ 48,432	$ 39,576	$ 38,736	$ 32,327	$ 36,499
		Number of Retired Members	5	8	7	8	11	8	4
	Police	Average Annual Benefits	$ 12,261	$ 17,162	$ 12,761	$ 32,230	$ 6,151	$ 3,300	$ 3,600
		Average Final Average Salary	$ 19,435	$ 28,604	$ 28,926	$ 55,925	$ 24,483	N/A	N/A
		Number of Retired Members	6	6	5	5	4	2	1
	Fire	Average Annual Benefits	$ 9,059	$ 19,718	$ 11,612	$ 7,121	$ 24,337	$ 3,600	$ 26,101
		Average Final Average Salary	$ 12,698	$ 32,863	$ 22,080	$ 13,212	$ 40,562	$ 5,026	$ 43,502
		Number of Retired Members	5	2	3	2	1	1	1
2020	General City	Average Annual Benefits	$ 5,636	$ 5,157	$ 7,972	$ 9,791	$ 9,225	$ 11,433	$ 14,290
		Average Final Average Salary	$ 37,581	$ 44,012	$ 60,477	$ 39,633	$ 48,498	$ 51,554	$ 55,845
		Number of Retired Members	18	16	37	29	64	20	7
	Police	Average Annual Benefits	$ 12,423	$ 20,595	$ 9,498	$ 23,234	$ 9,401	$ 3,600	$ 3,600
		Average Final Average Salary	$ 23,725	$ 34,434	$ 45,525	$ 75,128	$ 79,173	N/A	N/A
		Number of Retired Members	6	5	4	9	7	1	1
	Fire	Average Annual Benefits	$ 8,866	$ 20,041	$ 16,721	$ 7,152	$ 24,671	$ 3,600	$ 26,467
		Average Final Average Salary	$ 21,539	$ 33,509	$ 44,931	$ 17,917	$ 41,249	N/A	$ 44,252
		Number of Retired Members	5	2	2	2	1	1	1
2021	General City	Average Annual Benefits	$ 6,798	$ 5,193	$ 8,133	$ 9,370	$ 9,759	$ 11,446	$ 14,388
		Average Final Average Salary	$ 37,626	$ 44,069	$ 60,477	$ 43,070	$ 48,511	$ 51,554	$ 55,845
		Number of Retired Members	18	16	37	37	64	20	7
	Police	Average Annual Benefits	$ 12,167	$ 20,956	$ 4,783	$ 37,069	$ 9,412	$ 3,593	$ 3,593
		Average Final Average Salary	$ 23,184	$ 34,998	$ 86,675	$ 75,366	$ 79,173	$ 3,600	$ 3,600
		Number of Retired Members	6	5	20	9	7	1	1
	Fire	Average Annual Benefits	$ 10,700	$ 20,459	$ 16,974	$ 1,498	$ 25,120	$ 3,593	$ 26,956
		Average Final Average Salary	$ 21,825	$ 34,168	$ 45,710	$ 3,003	$ 41,951	$ 3,600	$ 45,018
		Number of Retired Members	4	2	2	2	1	1	1
2022	General City	Average Annual Benefits	$ 6,352	$ 2,870	$ 8,127	$ 10,770	$ 8,000	$ 8,994	$ 14,482
		Average Final Average Salary	$ 37,672	$ 36,656	$ 60,477	$ 43,275	$ 46,968	$ 51,554	$ 55,845
		Number of Retired Members	18	36	37	33	68	20	7
	Police	Average Annual Benefits	$ 12,198	$ 13,575	$ 13,369	$ 30,197	$ 9,405	$ 3,600	$ 3,600
		Average Final Average Salary	$ 23,984	$ 57,202	$ 86,723	$ 84,023	$ 79,173	$ 3,600	$ 3,600
		Number of Retired Members	5	9	20	13	7	1	1
	Fire	Average Annual Benefits	$ 11,184	$ 20,846	$ 17,199	$ -	$ 25,529	$ 3,600	$ 25,092
		Average Final Average Salary	$ 22,921	$ 34,840	$ 46,504	$ -	$ 42,667	$ 3,600	$ 41,937
		Number of Retired Members	4	2	2	-	1	1	1
2023	General City	Average Annual Benefits	$ 6,308	$ 4,085	$ 8,120	$ 10,980	$ 9,707	$ 10,623	$ 14,582
		Average Final Average Salary	$ 39,422	$ 39,795	$ 60,477	$ 45,054	$ 44,867	$ 52,174	$ 55,845
		Number of Retired Members	22	40	37	29	44	16	7
	Police	Average Annual Benefits	$ 12,448	$ 15,007	$ 13,248	$ 30,891	$ 12,773	$ 3,600	$ 3,600
		Average Final Average Salary	$ 24,528	$ 57,528	$ 86,771	$ 84,188	$ 95,835	$ 3,600	$ 3,600
		Number of Retired Members	5	9	20	13	11	1	1
	Fire	Average Annual Benefits	$ 12,028	$ 21,237	$ 17,426	$ -	$ 25,943	$ 3,600	$ -
		Average Final Average Salary	$ 24,826	$ 35,525	$ 47,314	$ -	$ 43,396	$ 3,600	$ -
		Number of Retired Members	4	2	2	-	1	1	

EMPLOYES' RETIREMENT SYSTEM OF THE CITY OF MILWAUKEE
Schedule of Average Benefit Payment Amounts – Disability
For Last Ten Fiscal Years

Disability

Retirement Year	Employment Class	Category	Service Credit 0-5	5-10	11-15	16-20	20-25	26-30	31+
2014	General City	Average Annual Benefits	$ 18,708	$ 9,611	$ 9,403	$ 11,043	$ 13,646	$ 18,109	$ 18,019
		Average Final Average Salary	$ 27,539	$ 28,279	$ 32,087	$ 31,994	$ 37,437	$ 32,818	$ 26,283
		Number of Retired Members	15	133	180	158	145	84	33
	Police	Average Annual Benefits	$ 50,123	$ 41,520	$ 42,712	$ 44,306	$ 40,681	$ 50,023	$ 45,903
		Average Final Average Salary	$ 66,647	$ 66,192	$ 62,040	$ 64,594	$ 58,626	$ 69,890	$ 65,227
		Number of Retired Members	15	33	34	36	28	14	21
	Fire	Average Annual Benefits	$ 39,685	$ 44,593	$ 44,023	$ 43,369	$ 39,094	$ 44,944	$ 52,578
		Average Final Average Salary	$ 59,781	$ 62,726	$ 65,435	$ 64,797	$ 58,235	$ 68,050	$ 77,203
		Number of Retired Members	20	33	33	50	41	54	30
2015	General City	Average Annual Benefits	$ 19,075	$ 9,537	$ 9,559	$ 11,193	$ 14,170	$ 19,033	$ 19,735
		Average Final Average Salary	$ 25,491	$ 28,147	$ 32,507	$ 32,202	$ 37,795	$ 34,539	$ 27,379
		Number of Retired Members	14	133	182	161	144	81	29
	Police	Average Annual Benefits	$ 48,855	$ 39,124	$ 40,842	$ 42,403	$ 42,757	$ 52,008	$ 48,977
		Average Final Average Salary	$ 64,689	$ 62,994	$ 59,312	$ 61,801	$ 62,513	$ 71,666	$ 66,246
		Number of Retired Members	15	33	36	36	28	14	20
	Fire	Average Annual Benefits	$ 42,449	$ 45,206	$ 40,620	$ 42,980	$ 40,457	$ 44,829	$ 52,367
		Average Final Average Salary	$ 65,481	$ 64,009	$ 64,085	$ 63,882	$ 61,057	$ 68,086	$ 76,838
		Number of Retired Members	18	32	36	50	39	58	32
2016	General City	Average Annual Benefits	$ 22,435	$ 9,875	$ 9,937	$ 11,213	$ 14,344	$ 19,527	$ 19,635
		Average Final Average Salary	$ 29,740	$ 28,875	$ 32,647	$ 32,813	$ 38,407	$ 35,348	$ 27,993
		Number of Retired Members	12	133	176	161	140	78	28
	Police	Average Annual Benefits	$ 60,448	$ 47,224	$ 48,980	$ 47,777	$ 51,388	$ 56,365	$ 52,484
		Average Final Average Salary	$ 79,452	$ 74,098	$ 71,998	$ 69,675	$ 71,002	$ 75,847	$ 66,246
		Number of Retired Members	14	33	38	37	28	14	20
	Fire	Average Annual Benefits	$ 41,396	$ 44,862	$ 41,587	$ 40,471	$ 40,655	$ 47,560	$ 53,366
		Average Final Average Salary	$ 63,475	$ 63,765	$ 64,241	$ 61,942	$ 61,880	$ 70,091	$ 77,702
		Number of Retired Members	18	32	37	52	41	58	31
2017	General City	Average Annual Benefits	$ 22,882	$ 9,417	$ 9,600	$ 11,875	$ 13,920	$ 20,423	$ 20,586
		Average Final Average Salary	$ 30,090	$ 29,583	$ 32,948	$ 33,274	$ 36,145	$ 36,187	$ 27,036
		Number of Retired Members	12	141	186	158	144	77	26
	Police	Average Annual Benefits	$ 56,361	$ 42,779	$ 48,749	$ 46,454	$ 47,113	$ 56,586	$ 51,247
		Average Final Average Salary	$ 74,193	$ 67,398	$ 71,253	$ 72,135	$ 67,831	$ 78,723	$ 66,246
		Number of Retired Members	13	34	36	35	29	14	20
	Fire	Average Annual Benefits	$ 48,429	$ 55,565	$ 50,837	$ 55,184	$ 48,302	$ 54,320	$ 63,596
		Average Final Average Salary	$ 71,007	$ 78,164	$ 76,053	$ 81,113	$ 71,530	$ 76,761	$ 82,874
		Number of Retired Members	17	33	38	52	43	58	31
2018	General City	Average Annual Benefits	$ 23,339	$ 9,790	$ 9,501	$ 11,967	$ 14,533	$ 18,635	$ 21,735
		Average Final Average Salary	$ 30,448	$ 29,746	$ 33,471	$ 34,062	$ 36,476	$ 36,728	$ 27,571
		Number of Retired Members	12	133	193	160	137	85	23
	Police	Average Annual Benefits	$ 53,898	$ 44,200	$ 49,099	$ 48,487	$ 47,837	$ 57,648	$ 48,808
		Average Final Average Salary	$ 71,524	$ 69,497	$ 71,315	$ 71,307	$ 70,565	$ 78,998	$ 65,601
		Number of Retired Members	13	33	37	34	28	14	21
	Fire	Average Annual Benefits	$ 49,931	$ 47,452	$ 47,234	$ 49,220	$ 48,607	$ 51,174	$ 59,296
		Average Final Average Salary	$ 72,619	$ 68,957	$ 72,578	$ 71,919	$ 69,912	$ 72,998	$ 81,132
		Number of Retired Members	13	34	37	52	44	59	31

EMPLOYES' RETIREMENT SYSTEM OF THE CITY OF MILWAUKEE
Schedule of Average Benefit Payment Amounts – Disability
For Last Ten Fiscal Years

Disability - Continued

Retirement Year	Employment Class	Category	Service Credit 0-5	5-10	11-15	16-20	20-25	26-30	31+
2019	General City	Average Annual Benefits	$ 23,804	$ 10,056	$ 10,441	$ 13,968	$ 17,351	$ 21,468	$ 22,182
		Average Final Average Salary	$ 30,743	$ 29,828	$ 34,414	$ 37,022	$ 41,194	$ 44,100	$ 36,060
		Number of Retired Members	12	121	172	137	115	71	21
	Police	Average Annual Benefits	$ 58,446	$ 48,053	$ 50,976	$ 45,527	$ 57,926	$ 63,741	$ 56,804
		Average Final Average Salary	$ 77,626	$ 77,381	$ 75,704	$ 79,160	$ 79,635	$ 81,557	$ 71,296
		Number of Retired Members	12	29	37	34	30	15	21
	Fire	Average Annual Benefits	$ 50,358	$ 50,626	$ 46,885	$ 51,367	$ 48,879	$ 55,498	$ 68,092
		Average Final Average Salary	$ 73,019	$ 79,171	$ 78,986	$ 81,735	$ 71,652	$ 78,708	$ 82,455
		Number of Retired Members	13	28	38	46	42	58	33
2020	General City	Average Annual Benefits	$ 24,262	$ 9,760	$ 9,976	$ 12,622	$ 15,156	$ 19,207	$ 22,139
		Average Final Average Salary	$ 31,156	$ 30,114	$ 34,153	$ 35,447	$ 37,703	$ 35,821	$ 29,132
		Number of Retired Members	11	118	182	157	132	76	20
	Police	Average Annual Benefits	$ 57,599	$ 46,814	$ 51,089	$ 46,024	$ 50,060	$ 59,407	$ 53,095
		Average Final Average Salary	$ 77,380	$ 74,533	$ 74,106	$ 72,929	$ 72,885	$ 81,146	$ 67,200
		Number of Retired Members	10	29	37	31	31	17	20
	Fire	Average Annual Benefits	$ 44,270	$ 51,043	$ 44,850	$ 47,361	$ 47,255	$ 54,210	$ 61,644
		Average Final Average Salary	$ 66,094	$ 76,339	$ 72,091	$ 72,133	$ 67,948	$ 76,378	$ 83,112
		Number of Retired Members	14	26	38	43	36	69	42
2021	General City	Average Annual Benefits	$ 24,934	$ 9,602	$ 9,894	$ 12,670	$ 15,639	$ 19,428	$ 22,202
		Average Final Average Salary	$ 31,567	$ 29,712	$ 34,555	$ 36,073	$ 38,432	$ 36,144	$ 32,010
		Number of Retired Members	10	110	180	154	126	75	15
	Police	Average Annual Benefits	$ 57,934	$ 47,575	$ 54,877	$ 47,267	$ 52,169	$ 66,161	$ 53,926
		Average Final Average Salary	$ 77,779	$ 75,036	$ 79,846	$ 75,199	$ 77,602	$ 88,547	$ 68,140
		Number of Retired Members	10	28	37	29	28	16	21
	Fire	Average Annual Benefits	$ 48,109	$ 48,457	$ 44,456	$ 46,347	$ 46,052	$ 55,059	$ 62,241
		Average Final Average Salary	$ 74,169	$ 76,273	$ 73,456	$ 71,880	$ 67,594	$ 76,363	$ 83,454
		Number of Retired Members	11	25	32	36	34	61	41
2022	General City	Average Annual Benefits	$ 20,987	$ 9,935	$ 10,196	$ 13,086	$ 16,047	$ 19,083	$ 23,469
		Average Final Average Salary	$ 25,989	$ 30,260	$ 34,948	$ 36,538	$ 39,165	$ 36,671	$ 29,414
		Number of Retired Members	10	111	174	147	123	75	13
	Police	Average Annual Benefits	$ 63,135	$ 51,744	$ 56,643	$ 45,596	$ 51,140	$ 64,763	$ 54,933
		Average Final Average Salary	$ 84,636	$ 81,894	$ 82,622	$ 75,126	$ 76,048	$ 85,160	$ 68,416
		Number of Retired Members	9	25	34	31	27	18	21
	Fire	Average Annual Benefits	$ 48,866	$ 52,197	$ 44,342	$ 46,553	$ 45,875	$ 57,473	$ 63,940
		Average Final Average Salary	$ 75,354	$ 80,534	$ 76,310	$ 72,732	$ 68,614	$ 78,975	$ 84,125
		Number of Retired Members	10	23	33	33	33	57	42
2023	General City	Average Annual Benefits	$ 23,628	$ 10,034	$ 9,868	$ 13,295	$ 16,642	$ 21,263	$ 18,053
		Average Final Average Salary	$ 28,947	$ 30,290	$ 34,919	$ 37,098	$ 39,531	$ 37,957	$ 29,024
		Number of Retired Members	9	106	165	141	123	68	13
	Police	Average Annual Benefits	$ 58,166	$ 49,406	$ 55,746	$ 48,267	$ 49,172	$ 65,248	$ 57,301
		Average Final Average Salary	$ 79,037	$ 80,230	$ 81,392	$ 76,269	$ 75,652	$ 86,201	$ 71,034
		Number of Retired Members	8	27	33	30	28	18	21
	Fire	Average Annual Benefits	$ 51,146	$ 49,787	$ 45,480	$ 41,138	$ 46,813	$ 57,987	$ 67,460
		Average Final Average Salary	$ 74,183	$ 83,293	$ 76,701	$ 69,925	$ 73,075	$ 81,695	$ 87,652
		Number of Retired Members	8	20	30	32	33	62	45

EMPLOYES' RETIREMENT SYSTEM OF THE CITY OF MILWAUKEE
Principal Participating Employers
Current Year and Nine Years Ago

	As of December 31, 2023			As of December 31, 2014		
	Active Members	Percentage of Total Plan	Rank	Active Members	Percentage of Total Plan	Rank
Participating Government						
City of Milwaukee	5,486	54.27%	1	6,078	56.98%	1
Milwaukee Public Schools	3,824	37.83%	2	3,968	37.20%	2
Milwaukee Water Works	321	3.18%	3	296	2.77%	3
Milwaukee Metropolitan Sewerage District	238	2.35%	4	218	2.04%	4
Wisconsin Center District	128	1.27%	5	53	0.50%	5
Housing Authority - City of Milwaukee	104	1.03%	6	-	0.00%	8
Veolia Water	7	0.07%	7	53	0.50%	5
Milwaukee Technical College	-	0.00%	N/A	1	0.01%	7
Total	10,108	100%		10,667	100%	

EMPLOYES' RETIREMENT SYSTEM
OF THE CITY OF MILWAUKEE

Schedules of Employer Allocations and Pension Amounts by Employer
As of and for the year ended December 31, 2023

Table of Contents

STATE OF WISCONSIN
Legislative Audit Bureau

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Independent Auditor's Report on the Employer Schedules and Other Reporting Required by *Government Auditing Standards*

Senator Eric Wimberger and
Representative Robert Wittke, Co-chairpersons
Joint Legislative Audit Committee

Members of the Annuity and Pension Board and
Mr. Bernard J. Allen, Executive Director
Employes' Retirement System of the City of Milwaukee

Report on the Audit of the Employes' Retirement System of the City of Milwaukee Employer Schedules

Opinions

We have audited the Schedule of Employer Allocations and the related notes of the Employes' Retirement System of the City of Milwaukee (Retirement System) as of and for the year ended December 31, 2023. We have also audited the total for all entities of the columns titled Ending Net Pension Liability, Total Deferred Outflows of Resources, Total Deferred Inflows of Resources, and Total Employer Pension Expense in the Schedule of Pension Amounts by Employer and the related notes of the Retirement System as of and for the year ended December 31, 2023.

In our opinion, the accompanying schedules referred to above present fairly, in all material respects, the employer allocations and the totals for the columns titled Ending Net Pension Liability, Total Deferred Outflows of Resources, Total Deferred Inflows of Resources, and Total Employer Pension Expense for the Retirement System as of and for the year ended December 31, 2023, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, which is 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 Employer Schedules section. We are required to be independent of the Retirement 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 opinions.

Responsibilities of Management for the Employer Schedules

Management is responsible for the preparation and fair presentation of the schedules 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 the schedules that are free from material misstatement, whether due to fraud or error.

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

Auditor's Responsibilities for the Audit of the Employer Schedules

Our objectives are to obtain reasonable assurance about whether the Schedule of Employer Allocations and the specified column totals included in the Schedule of Pension Amounts by Employer are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance. Therefore, reasonable assurance is not a guarantee that an audit conducted in accordance with auditing standards generally accepted in the United States of America 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 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 schedules.

In performing an audit in accordance with auditing standards generally accepted in the United States of America and *Government Auditing Standards*, we exercised professional judgment and maintained professional skepticism throughout the audit. We also identified and assessed the risks of material misstatement, whether due to fraud or error, of the Schedule of Employer Allocations and the specified column totals included in the Schedule of Pension Amounts by Employer and designed and performed audit procedures responsive to those risks. Such procedures included examining, on a test basis, evidence regarding the amounts and disclosures in the Schedule of Employer Allocations and the specified column totals included in the Schedule of Pension Amounts by Employer.

In addition, we obtained an understanding of internal control relevant to the audit in order to design audit procedures that were appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Retirement System's internal control. Accordingly, no such opinion is expressed. We also evaluated the appropriateness of accounting policies used and the reasonableness of significant accounting estimates and related disclosures made by management, and evaluated the overall presentation of the Schedule of Employer Allocations and the specified column totals included in the Schedule of Pension Amounts by Employer. We also concluded whether, in our judgment, there were conditions or events, considered in the aggregate, that raise substantial doubt about the Retirement 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.

Other Matter

We have audited the financial statements of the Retirement System as of and for the year ended December 31, 2023, in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*. In our report thereon, dated November 11, 2024, we express an unmodified opinion on those financial statements, as detailed in report 24-19. Our report included an emphasis of matter related to the correction of an error in the calculation of the net pension liability required under Governmental

Accounting Standards Board (GASB) Statement Number 67, *Financial Reporting for Pension Plans—an amendment to GASB Statement No. 25.* Beginning with 2023 reporting, the Retirement System began excluding the net position of the Employer Reserve Fund in calculating the Retirement System's net pension liability.

Restriction on Use

Our report is intended solely for the information and use of the Legislature, the Retirement System's management, the Annuity and Pension Board, and the Retirement System's plan employers and their auditors, and is not intended to be and should not be used by anyone other than these specified parties.

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated November 11, 2024, and published in report 24-20, on our consideration of the Retirement System's internal control over financial reporting; our tests of its compliance with certain provisions of laws, regulations, and contracts; 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 Retirement System's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* and should be used when considering the Retirement System's internal control over financial reporting and compliance. Report 24-20 is available on our website at *www.legis.wisconsin.gov/lab*.

LEGISLATIVE AUDIT BUREAU

Legislative Audit Bureau

November 11, 2024

EMPLOYES' RETIREMENT SYSTEM OF THE CITY OF MILWAUKEE
Schedule of Employer Allocations
As of and for the year ended December 31, 2023

Employer	Current Year Actuarial Employer Contributions	Employer Allocation Percentage	Prior Year Actuarial Employer Contributions	Employer Allocation Percentage
City of Milwaukee - General City	$ 37,924,701	20.8110591%	$ 14,391,252	16.3404774%
City of Milwaukee - Water Department	3,886,442	2.1326727%	1,532,759	1.7403638%
Milwaukee Public Schools	28,339,100	15.5509910%	11,031,493	12.5256554%
Milwaukee Metropolitian Sewerage District	4,595,754	2.5219054%	1,683,570	1.9116014%
Veolia Water Milwakee LLC	145,109	0.0796281%	76,081	0.0863858%
Wisconsin Center District	1,361,168	0.7469366%	446,224	0.5066629%
Housing Authority of the City of Milwaukee	1,386,065	0.7605988%	586,351	0.6657694%
City of Milwaukee - Policemen	73,672,934	40.4277883%	40,565,027	46.0593638%
City of Milwaukee - Firemen	30,922,129	16.9684200%	17,758,427	20.1637201%
Total	$ 182,233,402	100.0000000%	$ 88,071,184	100.0000000%

The accompanying notes are an integral part of the Schedules of Employer Allocations and Pension Amounts by Employer.

EMPLOYES' RETIREMENT SYSTEM OF THE CITY OF MILWAUKEE
Schedule of Pension Amounts by Employer
As of and for the year ended December 31, 2023
(in thousands)

			Deferred Outflows of Resources					Deferred Inflows of Resources				Pension Expense		
Employer	Beginning Net Pension Liability	Ending Net Pension Liability	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Earnings on Pension Plan Investments	Changes of Assumptions	Changes in Proportion	Total Deferred Outflows of Resources	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Earnings on Pension Plan Investments	Changes in Proportion	Total Deferred Inflows of Resources	Proportionate Share of Plan Pension Expense	Net Recognition of Deferred Amounts from Changes in Proportionate Share	Total Employer Pension Expense
City of Milwaukee - General City	$ 261,784	$ 428,283	$ 3,242	$ 50,781	$ 86,511	$ 38,789	$ 179,323	$ 486	$ -	$ 146	$ 632	$ 65,844	$ 17,090	$ 82,934
City of Milwaukee - Water Department	27,882	43,890	332	5,204	8,865	3,585	17,986	50	-	167	217	6,748	1,673	8,421
Milwaukee Public Schools	200,668	320,033	2,423	37,945	64,645	28,239	133,252	363	-	-	363	49,202	14,405	63,607
Milwaukee Metropolitan Sewerage District	30,625	51,900	393	2,833	10,483	5,726	19,435	59	-	-	59	7,979	2,766	10,745
Veolia Water Milwaukee LLC	1,384	1,639	12	509	331	-	852	2	-	243	245	252	(248)	4
Wisconsin Center District	8,117	15,372	116	1,822	3,105	2,661	7,704	17	-	329	346	2,363	1,066	3,429
Housing Authority of the City of Milwaukee	10,666	15,653	118	4,861	3,162	822	8,963	18	-	328	346	2,406	(27)	2,379
City of Milwaukee - Policemen	737,897	831,988	6,299	98,648	168,057	-	273,004	943	-	54,095	55,038	127,910	(26,741)	101,169
City of Milwaukee - Firemen	323,034	349,203	2,644	41,404	70,537	3,222	117,807	396	-	27,736	28,132	53,687	(9,984)	43,703
Total for All Entities	$ 1,602,057	$ 2,057,961	$ 15,579	$ 244,007	$ 415,696	$ 83,044	$ 758,326	$ 2,334	$ -	$ 83,044	$ 85,378	$ 316,391	$ -	$ 316,391

The accompanying notes are an integral part of the Schedules of Employer Allocations and Pension Amounts by Employer.

Plan Description

The following brief description of the more common provisions of the Employes' Retirement System of the City of Milwaukee (the "Retirement System" or "ERS") is provided for financial statement purposes only. The provisions described reflect changes to the Retirement System enacted in 2000 as part of what is known as the Global Pension Settlement ("GPS"). GPS increased benefits to all members who consented to the settlement in exchange for allowing the City to make certain changes in plan administration, including allowing the use of Retirement System assets to pay for all costs to administer the Retirement System.

The 2023 Wisconsin Act 12 authorized the City of Milwaukee to impose a sales tax for limited purposes, subject to certain conditions. Under the Act and the subsequent amendments to the City Charter by the Milwaukee Common Council, the ERS is closed to new members as of January 1, 2024. ERS members as of December 31, 2023 will continue to accrue benefits under ERS. ERS' investment return assumption can be no higher than the assumed rate of investment return used for the Wisconsin Retirement System, which was 6.8% for WRS active employees.

Plan Administration

The Retirement System was established pursuant to the Retirement Act (Chapter 396 of the Laws of Wisconsin of 1937) to provide payment of retirement and other benefits to employees of the City of Milwaukee (City). Chapter 441 of the Laws of Wisconsin of 1947 made the benefits contractual and vested. The ERS is a cost-sharing, multi-employer plan, which provides benefits to employees of the City of Milwaukee (including Fire and Police), Milwaukee Metropolitan Sewerage District, Wisconsin Center District, Veolia Water Milwaukee LLC, Milwaukee Housing Authority, and non-certified staff of Milwaukee Public Schools (Agencies). City employees comprise approximately 54% of the active participants in the Retirement System.

Measurement Focus and Basis of Accounting

The ERS is accounted for using the flow of economic resources measurement focus and the accrual basis of accounting. Under the accrual basis of accounting, contributions are recognized in the accounting period in which the underlying earnings on which the contributions are based are due and the employer has made a formal commitment to provide the contributions. Benefits and refunds are recognized when due and payable in accordance with the terms of the ERS. Investment transactions and the related gains and losses are recorded on a trade date basis. Dividend and interest income are accrued as earned. Investments are reported at fair value.

Estimates

The financial statements are presented in conformity with generally accepted accounting principles. These principles require management to make estimates and assumptions that affect the reported amounts of assets and liabilities, disclosures of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period. Actual results may differ from those estimates.

(DOLLAR AMOUNTS IN THOUSANDS)

Long-term Expected Rate of Return

The long-term expected rate of return on pension plan investments was reviewed as part of the regular experience study, covering the five-year period ending December 31, 2021, which was adopted by the ERS Pension and Annuity Board in February 2023. Several factors are considered in evaluating the long-term rate of return assumption, including long-term historical data, estimates inherent in current market data, and an analysis in which best-estimate ranges of expected future real rates of return (expected returns, net of investment expense and inflation), along with estimates of variability and correlations, as developed by the Retirement System's investment consultant, for each major asset class. These ranges were combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and then adding expected inflation. This assumption is intended to be a long-term assumption (30 to 50 years) and is not generally expected to change absent a significant change in the asset allocation, a change in the inflation assumption, or a fundamental change in the market that alters expected returns in future years.

Best estimates of arithmetic real rates of return (net of inflation) for each major asset class included in the Retirement System's target asset allocation based upon the experience study completed on December 31, 2021, are listed in the table below:

Asset Class	Asset Allocation	Long-term Expected Real Rate of Return*
Public Equity	44.0%	7.3%
Fixed Income & Cash	23.0%	3.1%
Real Estate	9.7%	5.1%
Real Assets	3.3%	4.6%
Private Equity	10.0%	10.0%
Absolute Return	10.0%	3.6%
	100.0%	

** Rates provided by the System's investment consultant, Callan Associates*

Wisconsin 2023 Act 12 requires that ERS use the WRS' assumed investment rate of return. For 2023, the ERS used 6.8% as its assumed rate of return.

Rate of Return

For the year ended December 31, 2023, the annual money-weighted rate of return, net of investment expense is shown below. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

	2023
Annual money-weighted rate of return, net of investment expense	9.92%

(DOLLAR AMOUNTS IN THOUSANDS)

Actuarial Assumptions

The last actuarial valuation was performed as of January 1, 2023, and the amounts were used to roll-forward the total pension liability to the plan's year-end, December 31, 2023, and was determined using the following actuarial assumptions, applied to all prior periods included in the measurement:

Valuation Date	1/1/2023 - Second valuation
Actuarial Cost Method	Entry Age Normal - Level Percentage of Pay
Amortization Method	Level percent of payroll, closed
Asset Valuation Method	5-year smoothing of difference between expected return on actuarial value and actual return on market value
Actuarial Assumptions:	
Long-term Rate of Return, Net of Investment Expense, Including Price Inflation	6.8%
Projected Salary Increases, including wage inflation	General City: 3.0% - 7.5% Police & Fire: 3.0% - 19.0%
Inflation Assumption	2.5%
Cost of Living Adjustments	Varies by employee group and decrement type (see plan provisions)
Mortality Assumption	Pre-retirement mortality rates for General employees were based on the Pub-2010 Below Median General Employee Mortality Table with a one-year age setback for males and a two-year age set forward for females, projected generationally using SOA Scale MP-2021. Pre-retirement mortality rates for Police and Firemen were based on the Pub-2010 Median Public Safety Employee Mortality Table with a one-year age set forward for males and females, projected generationally using SOA Scale MP-2021. Post-retirement mortality rates for General retirees were based on the Pub-2010 Below Median General Retiree Mortality Table with a one-year age setback for males and a two-year age set forward for females, projected generationally using SOA Scale MP-2021. Post-retirement mortality rates for Police and Firemen retirees were based on the Pub-2010 Median Public Safety Retiree Mortality Table with a one-year age set forward for males and females, projected generationally using SOA Scale MP-2021. Mortality rates for survivors of General employees were based on the Pub-2010 Below Median Contingent Survivors Mortality Table with a one-year age setback for males and a two-year age set forward for females, projected generationally using SOA Scale MP-2021. Mortality rates for survivors of Police and Firemen were based on the Pub-2010 Median Contingent Survivors Mortality Table with a one-year age set forward for males and females, projected generationally using SOA Scale MP-2021. Disabled mortality rates for General employees were based on the Pub-2010 Non-Safety Disabled Retiree Mortality Table with a one-year age setback for males and a two-year age set forward for females, projected generationally using SOA Scale MP-2021. Disabled mortality rates for Police and Firemen were based on the Pub-2010 Safety Disabled Retiree Mortality Table with a one-year age set forward for males and females, projected generationally using SOA Scale MP-2021.
Experience Study	The actuarial assumptions used in this valuation, are based on the results of the most recent experience study covering the five-year period ending December 31, 2021, except for the investment return assumption. The investment return assumption was lowered from 7.50% to 6.80% effective with the *Second* January 1, 2023 actuarial valuation.

(DOLLAR AMOUNTS IN THOUSANDS)

Net Pension Liability

The components of the pension liability of the ERS as of December 31, 2023, were as follows:

Total pension liability	$ 7,769,353
Plan fiduciary net position	(5,711,392)
Net pension liability	$ 2,057,961
Plan fiduciary net position as a percentage of total pension liability	73.51%
Covered payroll	$ 599,284
Net pension liability as a percentage of covered payroll	343.40%

Discount Rate

The discount rate used to measure the total pension liability was 6.80 percent. The projection of cash flows used to determine the discount rate assumed that contributions from plan members will be made at the current contribution rate and that contributions from ERS agencies will be made at contractually required rates, actuarially determined. Based on those assumptions, the ERS' fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. The cross over analysis produces a single rate of 6.80 percent, which reflects the long-term expected rate of return on ERS investments. Therefore, the discount rate was applied to all periods of projected benefit payments to determine the total pension liability.

Sensitivity of the Net Pension Liability to Changes in the Discount Rate

The following presents the net pension liability of the ERS calculated using the discount rate of 6.80 percent, as well as what the ERS' net pension liability would be if it were calculated using a discount rate that is 1-percentage-point lower (5.80 percent) or 1-percentage-point higher (7.80 percent) than the current rate:

	1% Decrease (5.8%)	Current Discount (6.8%)	1% Increase (7.8%)
Net Pension Liability	$ 3,015,198	$ 2,057,961	$ 1,265,021

EMPLOYES' RETIREMENT SYSTEM OF THE CITY OF MILWAUKEE
NOTES TO THE SCHEDULES OF EMPLOYER ALLOCATIONS AND PENSION AMOUNTS BY EMPLOYER
AS OF AND FOR THE YEAR ENDED DECEMBER 31, 2023
(DOLLAR AMOUNTS IN THOUSANDS)

Schedule of Employer Allocations

The Employer Allocation Percentage is based on the employers' required contribution compared to the required contribution for all employers. The Employer Allocation Percentage is rounded to seven decimal places.

Schedule of Pension Amounts

The employer's proportionate share of the Collective Net Pension Liability, Deferred Outflows of Resources, Deferred Inflows of Resources, and Total Employer Pension Expense (Income) is based on the Employer Allocation Percentage.

The Total Pension Liability is measured as of December 31, 2023 based on a January 1, 2023 actuarial valuation rolled forward to December 31, 2023 using standard roll-forward techniques as shown below:

	2023
Total pension liability	
Service cost	$ 84,638
Interest	517,549
Changes in benefit items	-
Differences between expected and actual experience	21,320
Changes of assumptions	569,618
Benefit payments including refunds of member contributions	(471,048)
Net change in total pension liability	722,077
Total pension liability - beginning	7,047,276
Total pension liability - ending	$ 7,769,353
Plan fiduciary net position	
Contributions - employer	$ 171,042
Contributions - member	32,688
Net investment income (loss)	541,506
Benefit payments, including refunds of member contributions	(471,048)
Administrative expense	(8,015)
Net change in plan fiduciary net pension	266,173
Plan fiduciary net position - beginning	5,445,219
Plan fiduciary net position - ending	$ 5,711,392
Net pension liability - ending	$ 2,057,961

(DOLLAR AMOUNTS IN THOUSANDS)

The Fiduciary Net Position is 73.51% of the Total Pension Liability, so the ERS has a Net Pension Liability.

The Collective Deferred Inflows and Outflows of Resources due to liabilities are amortized over the Average Expected Service Lives of all Employees of 3.33 years. The Collective Deferred Inflows and Outflows of Resources due to the net difference between projected and actual earnings on pension plan investments is amortized over five years.

Collective Deferred Inflows and Outflows of Resources to be recognized in the Current Pension Expense are as follows:

	Outflows of Resources	Inflows of Resources	Net Outflows (Inflows) of Resources
Differences between expected and actual experience	$ 18,650	$ (1,609)	$ 17,041
Changes of assumptions	182,872	-	182,872
Differences between projected and actual earnings	-	(62,783)	(62,783)
Changes in proportion	40,286	(40,286)	-
	$ 241,808	$ (104,678)	$ 137,130

Collective Deferred Inflows and Outflows of Resources to be recognized in the Future Pension Expense are as follows:

	Outflows of Resources	Inflows of Resources	Net Outflows (Inflows) of Resources
Differences between expected and actual experience	$ 15,579	$ (2,334)	$ 13,245
Changes of assumptions	415,696	-	415,696
Differences between projected and actual earnings	244,007	-	244,007
Changes in proportion	83,044	(83,044)	-
	$ 758,326	$ (85,378)	$ 672,948

Deferred Outflows and Inflows of Resources to be recognized in the Future Pension Expense are as follows:

(DOLLAR AMOUNTS IN THOUSANDS)

Year Ending December 31,	Net Outflows (Inflows) of Resources
2024	$ 232,052
2025	226,579
2026	242,966
2027	(28,649)

Employers may also need to recognize a Deferred Outflow or Inflow of Resources related to a change in their proportionate share of the Net Pension Liability and for differences between employer contributions and proportionate share of contributions.

The Collective Pension Expense is determined as follows:

Service cost	$ 84,638
Interest cost on total pension liability	517,549
Projected earnings on plan investments	(398,253)
Contributions - Member	(32,688)
Administrative expense	8,015
Recognition of net deferred outflows (inflows)	
Changes in assumptions	171,056
Differences between expected and actual liability experience	6,402
Difference between projected and actual earnings	(28,651)
Recognition of prior years':	
Deferred outflows	237,119
Deferred inflows	(248,796)
Total Pension Expense	$ 316,391

Additional Financial Information for the ERS - For additional information regarding ERS's financial statements and audit report, please visit the ERS web site at: http://www.cmers.com/About-Us/Reports.htm

Other Supplementary Information

Net Pension Liability (NPL) Beginning Balance Adjustment - Employers may need to adjust their beginning NPL as to match the beginning NPL balance reported on page 6. CMERS adjusted the beginning NPL balance by removing the Employers' Reserve Fund from the Plan Net Position, resulting in an increase in the total beginning balance of NPL by approximately $80.8 million. Employers should adjust their beginning balance by crediting the NPL based upon their prior year's proportionate share of the NPL.

Other Changes - ERS also revised how it reports its GASB 67 plan disclosures. Prior to 2023, the Employer Reserve Fund was included as an ERS plan asset for the purposes of calculating its Net Pension Liability under GASB 67. ERS had included the Employer Reserve Fund as part of the Pension Net Position and reduced the Net Pension Liability (NPL). For 2023, ERS determined that the Employers' Reserve Fund should not be considered in calculating the Retirement System's Net Pension Liability under GASB 67 since the assets of Employers' Reserve Funds cannot be used for pension benefits until the authorized by the contributing employer. Management doesn't plan to restate the prior periods containing the Employer Reserve Fund as part of the NPL in the prior year periods presented.

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GASB STATEMENT NO. 68 REPORT

FOR THE

EMPLOYES' RETIREMENT SYSTEM

OF THE

CITY OF MILWAUKEE

MEASUREMENT DATE: DECEMBER 31, 2023

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August 1, 2024

Annuity and Pension Board
Employes' Retirement System of the City of Milwaukee
789 North Water Street, Suite 300
Milwaukee, WI 53202

Dear Members of the Board:

Presented in this report is information to assist the Employes' Retirement System of the City of Milwaukee (System) in providing information required under the Governmental Accounting Standards Board (GASB) Statement No. 68 to participating employers. GASB Statement No. 68 establishes accounting and financial reporting requirements for governmental employers who provide pension benefits to their employees through a trust. This report has been prepared as of December 31, 2023 (Measurement Date). The calculations in this report have been made on a basis that is consistent with our understanding of this accounting standard (GASB 68).

The information in this report is based on the two actuarial valuations performed by Cavanaugh Macdonald Consulting (CavMac) as of January 1, 2023, with actuarial liabilities rolled forward to December 31, 2023 using the *Second* January 1, 2023 actuarial valuation. The valuations were based upon data, furnished by the System's staff, concerning active, inactive and retired members along with pertinent financial information. This information was reviewed for completeness and internal consistency, but was not audited by us. The valuation results depend on the integrity of the data. If any of the information is inaccurate or incomplete, our results may be different and our calculations may need to be revised. Please see the actuarial valuation report for additional details on the funding requirements for the System including actuarial assumptions, actuarial methods, and the funding policy.

To the best of our knowledge, the information contained in this report is complete and accurate. The calculations were performed by qualified actuaries according to generally accepted actuarial principles and practices, as well as in conformity with Actuarial Standards of Practice issued by the Actuarial Standards Board. In order to prepare the results in this report, we have utilized actuarial models that were developed to measure liabilities and develop actuarial costs. These models include tools that we have produced and tested, along with commercially available valuation software that we have reviewed to confirm the appropriateness and accuracy of the output. In utilizing these models, we develop and use input parameters and assumptions about future contingent events along with recognized actuarial approaches to develop the needed results. The calculations are based on the current provisions of the System, and on actuarial assumptions that are internally consistent and individually reasonable based on the actual experience of the System. In addition, the calculations were completed in compliance with applicable law and, in our opinion, meet the requirements of GASB 68.

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These results are only for financial reporting and may not be appropriate for funding purposes or other types of analysis. Calculations for purposes other than satisfying the requirements of GASB 68 may produce significantly different results. Future actuarial results may differ significantly from the current results presented in this report due to such factors as changes in plan experience or changes in economic or demographic assumptions.

We, Larry Langer, ASA, Patrice Beckham, FSA, and Aaron Chochon, ASA, are members of the American Academy of Actuaries and meet the Qualification Standards to render the actuarial opinion contained herein. We are available to answer any questions on the material contained in this report or to provide explanations or further details as may be appropriate.

Respectfully submitted,

Larry Langer, ASA, EA, FCA, MAAA
Principal and Consulting Actuary

Patrice Beckham, FSA, EA, FCA, MAAA
Consulting Actuary

Aaron Chochon, ASA, EA, FCA, MAAA
Senior Actuary

TABLE OF CONTENTS

GASB STATEMENT NO. 68

THE EMPLOYES' RETIREMENT SYSTEM
OF
THE CITY OF MILWAUKEE

SECTION I - SUMMARY OF PRINCIPAL RESULTS
($ in Thousands)

Valuation Date (VD):	January 1, 2023
Prior Measurement Date:	December 31, 2022
Measurement Date (MD):	December 31, 2023
Membership Data:	
Retirees and Beneficiaries	13,853
Inactive Vested Members	3,578
Inactive Nonvested Members	2,382
Active Employees	9,800
Total	29,613
Single Equivalent Interest Rate (SEIR):	
Long-Term Expected Rate of Return	6.80%
Municipal Bond Index Rate at Prior Measurement Date	3.65%
Municipal Bond Index Rate at Measurement Date	3.38%
Year in which Fiduciary Net Position is Projected to be Depleted	N/A
Single Equivalent Interest Rate at Prior Measurement Date	7.50%
Single Equivalent Interest Rate at Measurement Date	6.80%
Net Pension Liability:	
Total Pension Liability (TPL)	$7,769,353
Fiduciary Net Position (FNP)	5,711,392
Net Pension Liability (NPL = TPL – FNP)	$2,057,961
FNP as a percentage of TPL	73.51%
Collective Pension Expense:	$316,391
Collective Deferred Outflows of Resources:	$1,153,482
Collective Deferred Inflows of Resources:	$480,534

SECTION II – INTRODUCTION

The Governmental Accounting Standards Board issued Statement No. 68 (GASB 68), *"Accounting and Financial Reporting for Pensions"* in June 2012. GASB 68's effective date for employers is the first fiscal year beginning after June 15, 2014.

This report, prepared as of December 31, 2023 (the Measurement Date), presents information to assist the Employes' Retirement System of the City of Milwaukee (CMERS) in providing the required information under GASB 68 to participating employers. Employers can use the information in this report for fiscal years ending on or before December 31, 2024. The CMERS is a cost-sharing multiple employer plan, so the Net Pension Liability and Pension Expense are allocated among the participating employers. Those amounts, which are needed for the employers' financial statements, are provided in Appendix D.

A significant event affecting the System needs further discussion and disclosure to provide context for the results of this report. On June 20, 2023, the 2023 Wisconsin Legislature enacted Act 12, which allows the City of Milwaukee to impose a tax if certain conditions are met. These conditions included:

- The City of Milwaukee elects to join the Wisconsin Retirement System (WRS) for all new employees effective January 1, 2024. CMERS members as of December 31, 2023 continue to accrue benefits under CMERS.
- The Stable Employer Contribution Policy is repealed with employer contributions being determined by the annual actuarial valuation.
- 30-year amortization of the projected January 1, 2024 unfunded actuarial accrued liability, and
- Investment return assumption no higher than WRS. This valuation uses an investment return assumption of 6.80% which is consistent with that used by WRS for active employees.

The legislation was silent on several issues needed to complete an actuarial valuation and was inconsistent with Board policy in some areas. To address those issues, CavMac recommended further changes to the System's funding policy, which were adopted by the Board. Please see Section II of this report for a full list of changes.

Due to the magnitude of the changes brought on by 2023 Wisconsin Act 12, a *Second* January 1, 2023 actuarial valuation report was issued on February 21, 2024. The *First* January 1, 2023 actuarial valuation was used for determining the required employer contributions for Plan Year 2023. The *Second* January 1, 2023 actuarial valuation was used for determining the required employer contributions for Plan Year 2024, reflecting the implementation of a one-year contribution lag.

Much of the material provided in this report, including the Net Pension Liability, is based on the results of the GASB 67 report for the CMERS, which was issued June 27, 2024. See that report for more information on the member data, actuarial assumptions and methods used in developing the Net Pension Liability and other GASB 67 results.

GASB 68 requires the inclusion of a proportionate share, as appropriate, of the Collective Net Pension Liability (NPL) on the participating employer's Statement of Net Position and to determine and show a proportionate share, as appropriate, of a Collective Pension Expense (PE) in the Notes to the Financial Statements that may bear little relationship to the employer's funding requirements. In fact, it is possible for the PE to be a negative expense item in some years. The NPL is set equal to the Total Pension Liability (TPL) minus the Fiduciary Net Position (FNP). Effective with the December 31, 2023 report, the FNP no longer includes the assets held under the Employers' Reserve Fund. FNP amounts previous to December 31, 2023 included the Employers' Reserve Fund. The benefit provisions recognized in the calculation of the TPL are summarized in Appendix B.

PE includes amounts for Service Cost (the Normal Cost under Entry Age Normal (EAN) for the year), interest on the TPL, employee contributions, administrative expenses, other cash flows during the year, recognition of increases/decreases in the TPL due to changes in the benefit structure, actual versus expected experience, actuarial assumption changes, and recognition of investment gains/losses. The actual experience and assumption change impacts are recognized over the average expected remaining service life of the System membership as of the beginning of the measurement period, while investment gains/losses are recognized equally over five years. The development of the PE is shown in Section III. The unrecognized portions of each year's experience, assumption changes and investment gains/losses are used to develop Collective Deferred Outflows of Resources and Collective Deferred Inflows of Resources, the proportionate share of which, as appropriate, also must be included on the participating employer's Statement of Net Position.

Among the items needed for the TPL calculation is a discount rate, as defined by GASB, or a Single Equivalent Interest Rate (SEIR). To determine the SEIR, the FNP must be projected into the future for as long as there are anticipated benefits payable under the plan provisions applicable to the membership and beneficiaries of the System on the Measurement Date. If the FNP is not projected to be depleted at any point in the future, the long-term expected rate of return on plan investments expected to be used to finance the benefit payments may be used as the SEIR.

If, however, the FNP is projected to be depleted at a future measurement date, the SEIR is determined as the single rate that will generate a present value of benefit payments equal to the sum of the present value determined by discounting all projected benefit payments through the date of depletion by the long-term expected rate of return, and the present value determined by discounting those benefits after the depletion date by a 20-year tax-exempt municipal bond (rating AA/Aa or higher) rate (Municipal Bond Index Rate). The rate used, if necessary, for this purpose is the monthly average of the Bond Buyer General Obligation 20-year Municipal Bond Index (formerly published monthly by the Board of Governors of the Federal Reserve System).

Our calculations indicate that the FNP is not projected to be depleted, so the Municipal Bond Index Rate is not used in the determination of the SEIR for either the December 31, 2022 or the December 31, 2023 TPL. The SEIR for the Prior Measurement Date was 7.50% and the SEIR for the current Measurement Date is 6.80%, the long-term assumed rate of return on investments. Please see Paragraph 31.b.(1) for more explanation of the development of the SEIR.

The FNP projections are based upon the Employes' Retirement System of the City of Milwaukee's financial status on the Measurement Date, the indicated set of methods and assumptions, and the requirements of GASB 67 and 68. As such, the FNP projections are not reflective of the cash flows and asset accumulations that would occur on an ongoing plan basis, reflecting the impact of future members. Therefore, the results of this test do not necessarily indicate whether or not the fund will actually run out of money, the financial condition of the System, or the System's ability to make benefit payments in future years.

The sections that follow provide the results of all the required aggregate calculations, presented in the order laid out in GASB 68 for note disclosure and Required Supplementary Information (RSI).

SECTION III – PENSION EXPENSE

As noted earlier, the Collective Pension Expense (PE) consists of a number of different items. GASB 68 refers to the first item as Service Cost, which is the Normal Cost using the Entry Age Normal (EAN) actuarial funding method. The second item is interest on the TPL at 7.50%, the SEIR in effect as of the Prior Measurement Date.

The next three items refer to any changes that occurred in the TPL due to:

- benefit changes,
- actual versus expected experience, or
- changes in actuarial assumptions or other inputs.

Benefit changes, which are reflected immediately, will increase PE if there is a benefit improvement for existing System members or decrease PE if there is a benefit reduction. For the year ended December 31, 2023, there were no benefit changes to be recognized.

The next item to be recognized is the portion of current year changes in TPL due to actual versus expected experience for the year. The portion to recognize in the current year is determined by spreading the total change over the average expected remaining service life of the entire System membership at the beginning of the measurement period. The average expected remaining service life of active members is the average number of years the active members are expected to remain in covered employment. At the beginning of the measurement period, this number is 10.06 years. The average expected remaining service life of the inactive members is zero. Therefore, the recognition period is the weighted average of these two amounts or 3.33 years.

The last item under changes in TPL is changes in actuarial assumptions or other inputs. There was one change in the actuarial assumptions since the Prior Measurement Date. The long-term assumed rate of return on investments was lowered from 7.50% to 6.80%. This change will be recognized over the average expected remaining service life of the entire System membership, using the same approach that applied to experience gains and losses, as described in the prior paragraph.

Employee contributions for the year and projected earnings on the FNP, at the long-term expected rate of return are subtracted from the amount determined thus far. One-fifth of current-period difference between projected and actual earnings on the FNP is recognized in the PE.

The current year portions of previously determined experience, assumption changes and earnings amounts, recognized as Collective Deferred Outflows of Resources and Collective Deferred Inflows of Resources are included next. Collective Deferred Outflows of Resources are added to the PE while Collective Deferred Inflows of Resources are subtracted from the PE. Finally, administrative expenses and other miscellaneous items are included.

The calculation of the Collective PE for the year ended December 31, 2023 is shown in the following table.

Collective Pension Expense
For the Year Ended
($ in Thousands)

	December 31, 2023
Service Cost at end of year	$84,638
Interest on the Total Pension Liability	517,549
Benefit term changes	0
Expensed portion of current-period difference between expected and actual experience in the Total Pension Liability	6,402
Expensed portion of current-period assumption changes	171,056
Employee contributions	(32,688)
Projected earnings on plan investments	(398,253)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(28,651)
Administrative expenses	8,015
Other	0
Recognition of beginning Deferred Outflows of Resources	237,119
Recognition of beginning Deferred Inflows of Resources	(248,796)
Total Pension Expense	**$316,391**

Note: Average expected remaining service life for all members is 3.33.

SECTION IV – NOTES TO FINANCIAL STATEMENTS

The material presented herein will follow the order presented in GASB 68. Paragraph numbers are provided for ease of reference. Amounts are shown in the aggregate, unless otherwise indicated.

Paragraphs 74 – 76(c)(2): This information is not provided by Cavanaugh Macdonald Consulting.

Paragraph 76(c)(3): The contribution rates (in dollars or as a percentage of covered payroll) of those entities for the reporting period:

Members: Varies by group and date of hire:
General Employees: 5.5% if enrolled before January 1, 2014 and 4.0% if enrolled on or after January 1, 2014.
Elected Officials: 7.0% if enrolled before January 1, 2014 and 4.0% if enrolled on or after January 1, 2014.
Police Members: 7.0%
Fire Members: 7.0%

Employers: Statutorily required rates which are actuarially determined.

Amount of contributions recognized by the pension plan from employers during the reporting period (only the total amounts recognized as additions to the plan's fiduciary net position are reflected here): For the reporting period ending December 31, 2023, the plan received $171,042,000 in employer contributions.

Paragraph 76(d): This information is not provided by Cavanaugh Macdonald Consulting.

Paragraph 77: This paragraph requires information to be disclosed regarding the actuarial assumptions and other inputs used to measure the TPL. The complete set of actuarial assumptions and other inputs utilized in developing the TPL are outlined in Appendix C. The TPL as of December 31, 2023 was determined based on the *Second* January 1, 2023 Actuarial Valuation, rolled forward one year to December 31, 2023 using the following key actuarial assumptions and other inputs:

Price Inflation	2.50 percent
Wage Inflation	3.00 percent
Salary increases, including wage inflation	3.00 to 7.50 percent for General City and 3.00 to 19.00 percent for Policemen and Firemen
Long-term Rate of Return, net of investment expense, including price inflation	6.80 percent
Municipal Bond Index Rate	3.38 percent

Year FNP is Projected to be Depleted	N/A
Single Equivalent Interest Rate, net of investment expense, including price inflation	6.80 percent
Cost of Living Adjustments	Varies by employee group and decrement type (see summary of plan provisions)
Mortality	Pre-retirement mortality rates for General employees were based on the Pub-2010 Below Median General Employee Mortality Table with a one-year age setback for males and a two-year age set forward for females, projected generationally using SOA Scale MP-2021.
	Pre-retirement mortality rates for Police and Firemen were based on the Pub-2010 Median Public Safety Employee Mortality Table with a one-year age set forward for males and females, projected generationally using SOA Scale MP-2021.
	Post-retirement mortality rates for General retirees were based on the Pub-2010 Below Median General Retiree Mortality Table with a one-year age setback for males and a two-year age set forward for females, projected generationally using SOA Scale MP-2021.
	Post-retirement mortality rates for Police and Firemen retirees were based on the Pub-2010 Median Public Safety Retiree Mortality Table with a one-year age set forward for males and females, projected generationally using SOA Scale MP-2021.
	Mortality rates for survivors of General employees were based on the Pub-2010 Below Median Contingent Survivors Mortality Table with a one-year age setback for males and a two-year age set forward for females, projected generationally using SOA Scale MP-2021.
	Mortality rates for survivors of Police and Firemen were based on the Pub-2010 Median Contingent Survivors Mortality Table with a one-year age set forward for males and females, projected generationally using SOA Scale MP-2021.

Disabled mortality rates for General employees were based on the Pub-2010 Non-Safety Disabled Retiree Mortality Table with a one-year age setback for males and a two-year age set forward for females, projected generationally using SOA Scale MP-2021.

Disabled mortality rates for Police and Firemen were based on the Pub-2010 Safety Disabled Retiree Mortality Table with a one-year age set forward for males and females, projected generationally using SOA Scale MP-2021.

The actuarial assumptions used in this valuation are based on the results of the most recent experience study covering the five-year period ending December 31, 2021, except for the investment return assumption. In order to comply with 2023 Wisconsin Act 12, the investment return assumption was lowered from 7.50% to 6.80% effective with the *Second* January 1, 2023 actuarial valuation.

Paragraph 78

(a) Discount rate (SEIR). The discount rate used to measure the TPL at December 31, 2023 was 6.80%. The discount rate used to measure the TPL as of December 31, 2022 was 7.50%.

(b) Projected cash flows. The projection of cash flows used to determine the discount rate assumed that plan contributions from members and the employers will be made as follows:

a. Employee contribution rate: varies by group and date of hire.
   General Employees: 5.5% if enrolled before January 1, 2014 and 4.0% if enrolled on or after January 1, 2014.
   Elected Officials: 7.0% if enrolled before January 1, 2014 and 4.0% if enrolled on or after January 1, 2014.
   Police Members: 7.0%
   Fire Members: 7.0%
b. Employer contribution rate: It was assumed that ERS agencies will contribute the statutorily required amounts, which are actuarially determined.
c. Administrative expenses in the prior year were projected forward with price inflation as an estimate for administrative expenses in current and future years. The portion of expenses in future years allocated to the current members was based on the proportionate share of covered payroll in each year for the remainder of the existing members to the total covered payroll for all members.

Based on those assumptions, the System's FNP was projected to be available to make all projected future benefit payments of current members on the Measurement Date. Therefore, the long-term expected rate of return on System investments of 6.80% was applied to all periods of projected benefit payments to determine the TPL.

The FNP projections are based upon the Employes' Retirement System of the City of Milwaukee's financial status on the Measurement Date, the indicated set of methods and assumptions, and the requirements of GASB 67 and 68. As such, the FNP projections are not reflective of the cash flows and asset accumulations that would occur on an ongoing plan basis, reflecting the impact of future members. Therefore, the results of this test do not necessarily indicate whether or not the fund will actually run out of money, the financial condition of the System, or the System's ability to make benefit payments in future years.

(c) Long-term rate of return. Due the passage of 2023 Wisconsin Act 12 on June 20, 2023, the assumption cannot be greater than the rate used by the Wisconsin Retirement System, which has currently set their investment return assumption at 6.80% for active employees. We believe 6.80% falls within the range of reasonable assumptions.

(d) Municipal bond rate. A municipal bond rate was not used in determining the discount rate. If it were required, the rate would be 3.38% on the Measurement Date.

(e) Periods of projected benefit payments. Projected future benefit payments for all current plan members were projected through 2122.

(f) Assumed asset allocation. The target asset allocation and best estimates of arithmetic real rates of return for each major asset class as of the most recent experience study covering the five-year period ending December 31, 2021, which were used to develop the long-term rate of return, were provided by the System's investment consultant, Callan Associates. They are summarized in the following table:

Asset Class	Target Allocation	Long-Term Expected Real Rate of Return*
Global Equity	44.0%	7.31%
Fixed Income	23.0%	3.08%
Real Estate	9.7%	5.07%
Real Assets	3.3%	4.55%
Absolute Return	10.0%	3.61%
Private Equity	10.0%	10.01%
Total	100.0%	

*Arithmetic mean, net of investment expenses

(g) Sensitivity analysis. This paragraph requires disclosure of the sensitivity of the NPL to changes in the discount rate. The following presents the NPL of the System, calculated using the discount rate of 6.80 percent, as well as the NPL if it were calculated using a discount rate that is 1-

percentage-point lower (5.80 percent) or 1-percentage-point higher (7.80 percent) than the current rate.

($ in Thousands)	1% Decrease (5.80%)	Current Discount Rate (6.80%)	1% Increase (7.80%)
Total Pension Liability	$8,726,590	$7,769,353	$6,976,413
Fiduciary Net Position	$5,711,392	$5,711,392	$5,711,392
Net Pension Liability	$3,015,198	$2,057,961	$1,265,021

Paragraph 79: This information is not provided by Cavanaugh Macdonald Consulting.

Paragraph 80:

(a)-(b) This information for each participating employer is provided in Appendix D of this report.

(c) The Measurement Date of the Collective NPL is December 31, 2023. The TPL as of December 31, 2023 was determined based on the *Second* January 1, 2023 Actuarial Valuation, rolled forward one year to December 31, 2023 using standard actuarial techniques.

(d) There was one change in the actuarial assumptions since the Prior Measurement Date. The long-term assumed rate of return on investments was lowered from 7.50% to 6.80%.

(e) Since the Prior Measurement Date, there has been one event that occurred which will affect the measurement of the TPL. The Milwaukee City Charter entitles Policemen and Firemen injured on the job to duty disability retirement (DDR) benefits. DDR benefits provide for monthly wage replacement payments to members who are unable to continue active service due to injuries sustained while on duty. Under collective bargaining agreements certain members were entitled to a 5.8% pension contribution offset payment. Originally, this 5.8% pension offset payment was not included in the development of the DDR benefits for these members. The court recently ruled that the pension offset amounts should be included in the calculation of these benefits. This ruling results in increased benefits for both current and potential future recipients of DDR benefits, as well as retroactive lump sum payments for members whose DDR benefit determination did not include the pension offset payment.

(f) The information is unique to each employer and, therefore, each participating employer will provide their own information.

(g) Please see Section III for the development of the Collective PE. The proportionate share for each participating employer is provided in Appendix D.

(h)(1) – (3) Since certain expense items are recognized over closed periods each year, the deferred portions of these items must be tracked annually. If the amounts serve to reduce PE they are labeled Deferred Inflows of Resources. If they increase the PE they are labeled Deferred Outflows of

Resources. The recognition of these amounts is accomplished on a level dollar basis, with no interest included in the deferred amounts. Experience gains/losses and the impact of changes in actuarial assumptions, if any, are recognized over the average expected remaining service life of the active and inactive Plan members at the beginning of the measurement period. Investment gains and losses are recognized equally over a five-year period.

The following tables provide the amounts of the Collective Deferred Outflows of Resources and Collective Deferred Inflows of Resources as of the Measurement Date (December 31, 2023). Detail by participating employer is provided in Appendix D of this report. Per GASB 68, reporting of the differences between projected and actual earnings should be on a net basis, with only one Deferred Outflow or Inflow. This information is provided in the following table:

($ in Thousands)	Deferred Outflows of Resources	Deferred Inflows of Resources	Net Deferred Outflows/(Inflows) of Resources
Differences between expected and actual experience	$15,579	$2,334	$13,245
Changes of assumptions	415,696	0	415,696
Differences between projected and actual earnings	639,163	395,156	244,007
Changes in proportion	83,044	83,044	0
Total	$1,153,482	$480,534	$672,948

The following tables show the Deferred Outflows of Resources and Deferred Inflows of Resources separately to provide additional detail.

Deferred Outflows of Resources								
($ in Thousands)		December 31, 2022		Additions		Recognition		December 31, 2023
Differences between expected and actual experience								
2019 Base	$	0	$	0	$	0	$	0
2020 Base		11,412		0		11,412		0
2021 Base		1,497		0		836		661
2022 Base		0		0		0		0
2023 Base		0		21,320		6,402		14,918
Total	$	12,909	$	21,320	$	18,650	$	15,579
Changes of assumptions								
2019 Base	$	0	$	0	$	0	$	0
2020 Base		0		0		0		0
2021 Base		0		0		0		0
2022 Base		28,950		0		11,816		17,134
2023 Base		0		569,618		171,056		398,562
Total	$	28,950	$	569,618	$	182,872	$	415,696
Differences between projected and actual earnings								
2019 Base	$	0	$	0	$	0	$	0
2020 Base		0		0		0		0
2021 Base		0		0		0		0
2022 Base		852,218		0		213,055		639,163
2023 Base		0		0		0		0
Total	$	852,218	$	0	$	213,055	$	639,163
Changes in proportion								
2019 Base	$	0	$	0	$	0	$	0
2020 Base		2,223		0		2,223		0
2021 Base		2,958		0		1,651		1,307
2022 Base		8,644		0		3,528		5,116
2023 Base		0		109,505		32,884		76,621
Total	$	13,825	$	109,505	$	40,286	$	83,044
Total	$	907,902	$	700,443	$	454,863	$	1,153,482

Deferred Inflows of Resources				
($ in Thousands)	December 31, 2022	Additions	Recognition	December 31, 2023
Differences between expected and actual experience				
2019 Base	$ 0	$ 0	$ 0	$ 0
2020 Base	0	0	0	0
2021 Base	0	0	0	0
2022 Base	3,943	0	1,609	2,334
2023 Base	0	0	0	0
Total	$ 3,943	$ 0	$ 1,609	$ 2,334
Changes of assumptions				
2019 Base	$ 0	$ 0	$ 0	$ 0
2020 Base	0	0	0	0
2021 Base	0	0	0	0
2022 Base	0	0	0	0
2023 Base	0	0	0	0
Total	$ 0	$ 0	$ 0	$ 0
Differences between projected and actual earnings				
2019 Base	$ 106,507	$ 0	$ 106,507	$ 0
2020 Base	1,602	0	802	800
2021 Base	419,632	0	139,878	279,754
2022 Base	0	0	0	0
2023 Base	0	143,253	28,651	114,602
Total	$ 527,741	$ 143,253	$ 275,838	$ 395,156
Changes in proportion				
2019 Base	$ 0	$ 0	$ 0	$ 0
2020 Base	2,223	0	2,223	0
2021 Base	2,958	0	1,651	1,307
2022 Base	8,644	0	3,528	5,116
2023 Base	0	109,505	32,884	76,621
Total	$ 13,825	$ 109,505	$ 40,286	$ 83,044
Total	$ 545,509	$ 252,758	$ 317,733	$ 480,534

(h)(4) Changes in each employer's proportionate share are shown on Exhibit 2 in Appendix D. The determination of proportionate share is based on individual employer contribution information, produced in the *First* January 1, 2023 actuarial funding valuation based on the Stable Employer Contribution Policy (see Exhibit 1 in Appendix D).

(h)(5) Employer contributions subsequent to the Measurement Date are considered Deferred Outflows of Resources. These amounts, if any, will be provided by each participating employer.

(i) The following table provides the Collective Deferred Outflows of Resources and Collective Deferred Inflows of Resources as of the Measurement Date (December 31, 2023) for the System that will be recognized in PE in future years ($ in Thousands). **These amounts do not reflect the deferred recognition of changes in proportionate share, recognition of actual contributions that differ from the proportionate share, or employer contributions subsequent to the Measurement Period.**

Appendix D contains the schedule, by participating employer, of the recognition of all amounts except for employer contributions subsequent to the Measurement Period.

Year Ending December 31:	Deferred Outflows of Resources	Deferred Inflows of Resources	Net Deferred Outflows/(Inflows) of Resources
2024	$402,990	$170,938	$232,052
2025	395,831	169,252	226,579
2026	271,617	28,651	242,966
2027	0	28,649	(28,649)
2028	0	0	0
Thereafter	0	0	0

(j) There are no non-employer contributing entities.

SECTION V – REQUIRED SUPPLEMENTARY INFORMATION

There are several tables of Required Supplementary Information (RSI) that need to be included in the System's financial statements:

Paragraph 81(a): Information under 81(a)(1) (a)-(b), which is determined as of the Measurement Date of the Collective NPL, is provided in Appendix D of this report.

Paragraph 81(b): This information is to be determined as of the employer's most recent fiscal year-end. Therefore, each participating employer should have the information available to populate the Schedule of Employer Contributions.

Paragraph 82: Information about factors that significantly affect trends in the amounts reported in the schedules required by paragraph 81 should be presented as notes to the schedules.

Changes of benefit and funding terms: The following changes to the plan provisions were reflected in the valuation performed as of January 1 listed below:

2023: The plan is closed to employees hired on or after January 1, 2024.

2014: A new tier of benefits applies to members of the General Employees and Elected Officials groups that were enrolled on or after January 1, 2014. The normal retirement age is extended to age 65 or age 60 with 30 years of creditable service. The service retirement benefit is 1.6% (compared to 2.0% for those enrolled before 2014) and the pension escalator is 2% commencing on the fifth anniversary of retirement. The employee contribution rate for those hired on or after January 1, 2014 is 4% of pay (rate for those hired before 2014 is 5.5%).

Changes in actuarial assumptions and methods:
Second 1/1/2023 valuation (first used for the 12/31/2023 Measurement Date):

- The investment return assumption was lowered from 7.50% to 6.80%.
- The Stable Employer Contribution Policy was repealed.
- The Board adopted a one-year lag to its contribution policy.
- Actuarial determined employer contributions will be expressed as dollar amounts rather than as rates of pay.
- The projected UAAL as of January 1, 2024 will be amortized using level-dollar contributions over a closed, 30-year period.
- Future increases to the System's UAAL are amortized using level-dollar contributions over a closed 10-year period.
- Future decreases in the UAAL will be amortized using level-dollar contributions over either a closed 10-year period or the remainder of the 30-year period beginning on January 1, 2024, whichever is longer.
- Each employer's actuarially determined employer contribution be determined using the actual normal cost amount for their participating employees, and an allocation of the total administrative expenses and UAAL payment based on their percentage share of the total AAL.

First 1/1/2023 valuation (first used for the 12/31/2022 Measurement Date):

- The wage inflation assumption was increased from 2.50% to 3.00%.
- The salary increase assumption was changed to service-based rates.
- The mortality assumption for General employees was changed to the Pub-2010 Below Median General Mortality Tables with a one-year age setback for males and a two-year set forward for females. The mortality assumption for Police and Firemen was changed to the Pub-2010 Median Public Safety Mortality Tables with a one-year age set forward for both males and females. Future mortality improvements are modeled using SOA Scale MP-2021.
- Retirement rates were modified to better reflect the actual, observed experience.
- Termination rates were changed to service-based rates.
- Disability rates, for each group, were adjusted to better fit the actual experience.
- The percent of disabilities assumed to be duty-related were modified to better reflect the actual, observed experience.
- The assumption for future service accruals was modified to a full year of service for each year in the future.
- The amortization policy was adjusted so that changes to the UAAL resulting from actuarial gains and losses are amortized over a closed 20-year period beginning on the valuation date, changes to the UAAL resulting from changes in plan provisions are amortized over various periods depending on the nature of the change, changes to the UAAL resulting from contributions above or below the adopted Stable Employer Contribution Policy are amortized over a closed 5-year period. If the UAAL is negative, all prior bases will be eliminated and the surplus will be amortized over an open 25-year period.

1/1/2019 valuation:

- The investment return assumption was lowered to 7.50%.

1/1/2018 valuation:

- The investment return assumption was lowered from 8.50% beginning in 2018 to 8.00% for calendar years 2018 through 2022 and 8.25% thereafter.
- The inflation assumption was lowered from 3.00% to 2.50%.
- The payroll growth assumption was set at 2.00%.
- Salary increase assumption was lowered for General Employees. The assumption for Police and Fire was lowered for ages under 28 and increased for ages 28 and older.
- The post-retirement mortality assumption was changed to the RP-2014 Healthy Annuitant Mortality Table, using 111% of rates for males and 110% for females, with Scale MP-2016 for future mortality improvements. Disabled mortality assumption was changed to the RP-2014 Disabled Mortality Table, using 102% of rates for males and 98% of rates for females, with Scale MP-2016 for future mortality improvements. Active mortality was changed to the RP 2014 Employee Mortality Table with future mortality improvements anticipated with Scale MP-2016.
- Retirement rates were modified to better reflect the actual, observed experience.
- Termination rates were modified to better reflect the actual experience, by group.

- Disability rates, for each group, were adjusted to better fit the actual experience.
- The actuarial cost method was changed from the Projected Unit Credit to Entry Age Normal.
- The asset valuation method was changed to eliminate the 20% corridor around the market value of assets.
- The amortization of the UAAL was changed to a "layered" approach. The UAAL as of January 1, 2018 is amortized over a closed 25-year period and new pieces of UAAL resulting from actuarial gains and losses are amortized over a closed 15-year period beginning on the valuation date. Changes to the UAAL resulting from changes in actuarial methods or plan provisions are amortized over a closed 25-year period. Amortization payments for each base increase at 2.00% per year.

APPENDIX A

ADDITIONAL INFORMATION

SCHEDULE OF CHANGES IN THE NET PENSION LIABILITY

Measurement Period Ended December 31
($ in Thousands)

	Total Pension Liability (a)	Plan Fiduciary Net Position (b)	Net Pension Liability (a) – (b)
Balances at December 31, 2022	$7,047,276	$5,445,219	$1,602,057
Changes for the year:			
Service Cost at end of year	84,638		84,638
Interest on TPL	517,549		517,549
Benefit term changes	0		0
Differences between expected and actual experience	21,320		21,320
Assumption changes	569,618		569,618
Employer contributions		171,042	(171,042)
Non-employer contributions		0	0
Employee contributions		32,688	(32,688)
Net investment income		541,506	(541,506)
Benefit payments, including member refunds	(471,048)	(471,048)	0
Administrative expenses		(8,015)	8,015
Other		0	0
Net changes	722,077	266,173	455,904
Balances at December 31, 2023	$7,769,353	$5,711,392	$2,057,961

APPENDIX B

SUMMARY OF MAIN BENEFIT PROVISIONS

A summary of the main benefit provisions of the Retirement System and of the sources of revenue from which benefits are paid is presented in the following digest. Items in parentheses in the text are the provisions applicable to law enforcement officers.

Eligibility for Membership

Membership is optional for all Employees that were in service as of January 1, 1938. Individuals employed prior to January 1, 2024 are automatically members as a condition of employment. Membership is optional for public officials elected prior to January 1, 2024. Note that unless specifically stated, elected officials follow the same rules as General Employees.

Additionally, effective January 1, 2014, there are two tiers of benefits. Tier 1 is for General Employees enrolled prior to January 1, 2014, and all Fire and Police Employees. Tier 2 is for General Employees enrolled on or after January 1, 2014.

As a result of 2023 Wisconsin Act 12, employees hired on or after January 1, 2024 are not eligible to participate in ERS.

Participation in the Combined Fund

On January 19, 2001 the Combined Fund was created and was retroactive to January 1, 2000. Individuals who participate in the Combined Fund may be eligible for certain benefit enhancements which are described in this Summary of Plan Provisions. Members who enroll in the ERS after June 28, 2000, and their eligible survivors, are automatically participants in the Combined Fund. Members enrolled in the ERS on or before June 28, 2000, and their eligible survivors, participate in the Combined Fund provided that the members consented in writing to the Global Pension Settlement. Eligible survivors of members or retirees who died on or before June 28, 2000 participate in the Combined Fund provided that the eligible survivors consented in writing to the Global Pension Settlement. Members or survivors whose benefit payments ceased prior to January 1, 2000, are not eligible for benefits from the Combined Fund.

Creditable Service

Creditable service equals prior service plus membership service. Prior service includes service as an employee prior to January 1, 1938, or prior to an amendment which made the employee eligible for membership in the ERS. Membership service means service as an employee since last becoming a member, on account of which contributions are made.

- For most Employees, 2080 hours of service constitute one year of creditable service. For prevailing wage Employees (carpenters and other tradespeople) 2000 hours constitute one year. For members employed by the school board for a 10-month school year, 1600 hours of service constitute a year of creditable service. After July 2006, for members serving as firefighters, 2590 hours of service constitutes one year of creditable service. After September 2016, for members serving as firefighters, 2756 hours of service constitutes one year of creditable service.

- Under certain conditions creditable service may be granted for periods of absence due to military service.

- For purposes of computing the service retirement allowance only, creditable service is granted for periods of eligibility for a duty disability retirement allowance.

- No more than one year of creditable service is granted for service in a single calendar year.

Imputed Service

Imputed service credit may be granted, under specified conditions, to members who consented to the Global Pension Settlement. Imputed service credit is used to calculate the amount of certain benefits, but is not used to determine eligibility for any kind of benefit. An individual may be eligible for one or more types of imputed service credit.

Eligibility for Imputed Service Credit

Only individuals participating in the Combined Fund can become eligible for the following types of imputed service credit.

a) Imputed military service credit: The member must have been active in the armed forces of the United States of America prior to his or her enrollment in the ERS, and must have been honorably discharged. A member must be described as in 36-04-1-c. An individual eligible for imputed military service credit must apply for the credit.

b) Imputed fire and police service credit: The member must be described as in 36-04-4-a. The member must have been in active ERS service as a fireman or policeman as of January 1, 2000, and must also retire from ERS service as a fireman or policeman, or die while a fireman or policeman eligible for protective survivorship option benefits. To be eligible, the member must retire or die as a policeman or fireman and must have attained the minimum service retirement requirements as outlined in 36-05-1.

c) Imputed service credit under the dissolution of the Firemen and Policemen's Survivorship Fund, (the "Fund"): The member must be described as in 36-04-4-b. The member must have been a policeman who was an active member of the "Fund" as of January 1, 2000. If the policeman was in active ERS service as of January 1, 2000, he must either retire as a policeman on a service retirement allowance at the minimum service retirement age of 57 or after completing 25 years of creditable service as a fireman or policeman; or he must retire on a policeman's duty disability retirement allowance and subsequently convert to a service retirement allowance. If the policeman was retired on a duty disability retirement allowance as of January 1, 2000, then he must subsequently convert to a service retirement allowance.

Benefits Affected by Imputed Service Credit

a) Imputed military service credit and/or imputed fire and police service credit: The amount of the service retirement allowance, the conversion service retirement allowance, protective survivorship option benefits, and the extended life duty disability retirement allowance are affected. If the eligible individual is also entitled to a 5% Lump Sum Bonus, and/or an 8.6% Dissolution Bonus that is based on the affected benefit, then the imputed service credit is included in calculating the base for the bonus payment(s).

b) Imputed service credit under the dissolution of the Firemen and Policemen's Survivorship Fund: The amount of the service retirement allowance and the conversion service retirement allowance are affected. If the service retirement allowance is affected, then the imputed service credit is included in calculating the base for the 5% Lump Sum Bonus.

See the benefit descriptions later in this summary for further details on how imputed service credit is used.

Amount of Imputed Service Credit

a) Imputed military service credit: A period of eligible military service consists of a period of at least 90 consecutive days of active service in the armed forces of the United States prior to enrollment in the ERS. Total eligible military service equals the sum of all periods of eligible military service. Imputed military service credit equals one-third of the member's total eligible military service, to a maximum of three years of imputed military service credit.

b) Imputed fire and police service credit: For policemen and firemen with 20 years of creditable service as a fireman or policeman - 1.5 years. For firemen with less than 20 years of creditable service as a fireman or policeman: 1.5 years times the full years of creditable fire and police service, divided by 20.

c) Imputed service credit under the dissolution of the Firemen and Policemen's Survivorship Fund: 2 years.

Seasonal Service

Seasonal service credit may be granted under specified conditions to certain General City Employees. Seasonal service credit is used to calculate the amount of certain benefits but is not used to determine eligibility for any kind of benefit.

Eligibility for Seasonal Service Credit

In order to be eligible for seasonal service credit, a member must be a General City employee with five or more years of City service credit, and a member of one of the groups as outlined in 36-04-1-d.

Benefits Affected by Seasonal Service Credit

Seasonal service credit affects the amount of the service retirement allowance, the conversion service retirement allowance and protective survivorship option benefits. If the eligible individual is also entitled to a 5% Lump Sum Bonus that is based on the affected benefit, then the seasonal service credit is included in calculating the base for the bonus payment.

Amount of Seasonal Service Credit

Seasonal service is based on the hours worked as a City Labor-Seasonal employee and/or Playground Laborer-Seasonal employee (MPS), but limited to one year of additional service credit.

Qualifying for an ERS Benefit

Rules regarding qualifying time are encapsulated in the ERS Board Rules & Regulations, XV.G. The rules have been adopted and applied prospectively for enrollments prior to 1995, 1995 to 2001 and post 2001. All members are fully vested after attaining four years of qualifying time.

Earnable Compensation

The annual regular base salary that would be payable to a member if he or she worked the full normal working time for his or her position as described in 36-02-12. Earnable compensation for the calendar year preceding retirement may also include special pays as negotiated in labor agreements such as longevity in rank pay, (limited) variable shift assignment pay, police liaison officer pay, and/or certification pay for policemen; and emergency medical technician pay for firemen. Earnable compensation for school board Employees represented by Local 950, OEIU, also includes site differential pay.

Final Average Salary

a) For General Employees, final average salary means the average annual earnable compensation computed on the 3 years of creditable service preceding retirement, death or separation from service during which earnable compensation was the highest.
b) For policemen and firemen, final average salary means the average annual earnable compensation computed on the year of creditable service preceding retirement, death or separation from service during which earnable compensation was the highest.
c) For members converting from a duty disability retirement allowance to a service retirement allowance, the service retirement allowance is computed on the basis of the current compensation of the member’s position at the service retirement date.

Service Retirement

Eligibility for Service Retirement

For Tier 1 Benefits (applicable to General Employees enrolled prior to January 1, 2014 and all Fire and Police Employees), eligibility for service retirement is as defined under 36-05-01 as follows:

a) A service retirement allowance is payable to any member who elects to retire after attaining the minimum service retirement age, which is age 60 for General Employees and age 57 for policemen and firemen.

b) General Employees that have attained age 55 and completed 30 years of qualifying time are eligible for service retirement.

c) Policemen who participate in the Combined Fund are eligible for service retirement at any age after attaining 25 years of fire or police qualifying time, if they were hired prior to December 20, 2015.

d) Policemen who participate in the Combined Fund, who have attained age 50 are eligible for service retirement after completing 25 years of police qualifying time, if they were hired on/after December 20, 2015.

e) Firemen who participate in the Combined Fund, who have attained age 49 and completed 22 years of fire or police qualifying time, are eligible for service retirement, if they were hired prior to July 30, 2016.

f) Firemen who participate in the Combined Fund, who have attained age 52 and completed 25 years of fire qualifying time, are eligible for service retirement, if they were hired on/after July 30, 2016.

g) Policeman and firemen who are not participants in the Combined Fund are eligible for service retirement after attaining age 52 and completing 25 years of fire or police qualifying time.

For Tier 2 Benefits (applicable to General Employees enrolled on or after January 1, 2014), eligibility for service retirement is as defined under 36-05-01 as follows:

a) A service retirement allowance is payable to any member who elects to retire after attaining the minimum service retirement age, which is age 65 for General Employees.
b) General Employees that have attained age 60 and completed 30 years of qualifying time are eligible for service retirement.

Amount of Service Retirement Allowance

The amount of a member's service retirement allowance under 36-05-01 is equal to the following:

a) For General Employees, enrolled prior to January 1, 2014, 2% of final average salary for each year of creditable service, imputed military service, or seasonal service limited to 70% of final average salary. For General Employees, enrolled on or after January 1, 2014, 1.6% of final average salary for each year of creditable service, imputed military service, or seasonal service limited to 70% of final average salary.

b) For firemen enrolled prior to March 1, 1989, and policemen enrolled prior to July 1, 1989, and who were in active service on or after January 1, 1995, 2.5% of final average salary for each year of creditable service or imputed service (of any kind).

c) For firemen enrolled after February 28, 1989, and policemen enrolled after June 30, 1989, 2.5% of final average salary for each year of creditable service or imputed military service, limited to 90% of final average salary, plus 2.5% of final average salary for each year of imputed fire and police service or imputed service under the dissolution of the Firemen and Policemen's Survivorship Fund.

d) For elected officials enrolled prior to January 1, 2014, 2.6% of final average salary for each year of creditable service as an elected official for years before 1996, limited to 70% of the final average salary; from 1996 forward the rate of accrual for creditable service, imputed military service, or seasonal service is 2.5% except for the mayor, who will have an accrual rate of 2.0%, limited to 70% of the final average salary, except for elected officials who were enrolled prior to 2014 and are first elected to office on or after January 1, 2014, in which case their accrual rate is 2% for each year if they contribute 5.5% of their earnable compensation, or 2.5% for each year if they contribute 7% of their earnable compensation. For elected officials enrolled on or after January 1, 2014, 1.6% of final average salary for each year of creditable service as an elected official limited to 70% of the final average salary.

Funds Charged with Service Retirement Allowance

For individuals participating in the Combined Fund, service retirement allowance payments are charged to the Combined Fund. For all other individuals, the service retirement allowance is charged to (i) the Retirement Fund if the member's enrollment date is prior to February 1, 1996, and (ii) the Combined Retirement and Disability Fund if the member enrolled on or after February 1, 1996.

Ordinary Disability Retirement Allowance

Eligibility for Ordinary Disability Retirement Allowance

A member who the medical council certifies is mentally or physically incapacitated for further performance of duty that such incapacity is likely to be permanent and that such member should be retired, is eligible for the ordinary disability retirement allowance. The ordinary disability allowance is not payable if the member qualifies for the duty disability allowance.

Amount of Ordinary Disability Retirement Allowance

Imputed service credit and seasonal service credit are not used in any part of the calculation of the Ordinary Disability Retirement Allowance. The "service retirement allowance" referred to below is calculated based on creditable service only.

a) For General Employees, 90% of the service retirement allowance based on creditable service to date of disability retirement, but no less than 25% of final average salary, provided such amount does not exceed 90% of the retirement allowance payable had the member continued in service to the minimum service retirement age.

b) For policemen and firemen hired after January 1, 1971, who have 5 years of service, 25% of final average salary plus 2% thereof for each year of creditable service in excess of 5 years up to a maximum of 50% of final average salary.

c) For policemen and firemen hired before January 1, 1971, the greater of the benefit described in (a), or the benefit described in (b).

d) The benefit is payable for life while the member remains disabled, except that for General Employees with less than 10 years of qualifying time, the duration is limited to one-fourth (1/4) of the period of the service accrued to the date of disability.

e) Members receiving benefits for life may elect reduced benefits under an optional form of payment in order to provide a death benefit to a designated beneficiary.

Funds Charged with Ordinary Disability Retirement Allowance

Ordinary disability retirement allowance payments are charged to the Combined Fund if the eligible individual is a participant in the Combined Fund. Otherwise, the allowance is charged to (i) the Retirement Fund, if the member's enrollment date is before February 1, 1996, and (ii) the Combined Retirement and Disability Fund, if the member's enrollment date is on or after February 1, 1996.

Duty Disability Retirement Allowance

Eligibility for Duty Disability Retirement Allowance

If a member becomes permanently and totally incapacitated for duty as a result of the performance of his duty, and his mental or physical incapacitation is medically certified, such member is eligible for a duty disability retirement allowance. Unless the member is beyond his/her conversion age, in which case the member would be eligible for an extended lifetime Duty Disability benefit. The medical certification is made by the Medical Council for General Employees, for members of the MPA enrolled after June 28, 2005, and for members of the MPFFA enrolled after December 13, 2005 with disability based on a mental injury. For all other members, the medical certification is made by the Medical Panel, except as indicated below. There are certain diseases that are considered presumptive for purposes of duty disabilities.

All new duty disability applications are reviewed by the Medical Council effective June 19, 2016 for MPA members, effective January 1, 2016 for MPSO members, and effective July 29, 2016 for MPFFA members.

Effective July 14, 2015, a new state law was enacted related to duty disability benefits for mental injuries (section 62.624 Wis. Stat.). The ERS may only provide a duty disability benefit for a mental injury if the following criteria are met:

a) The mental injury resulted from a situation of greater dimensions than the day-to-day mental stresses and tension and post-traumatic stress that all similarly situated Employees must experience as part of the employment, ***and***

b) The employer certifies that the mental injury is a duty-related injury.

Only if a duty-related mental injury has occurred, can the duty disability application be forwarded to the Medical Panel or Medical Council for the examination and requisite certification.

Amount of Duty Disability Related Benefits

Imputed service credit and seasonal service credit are not used when calculating a duty disability retirement allowance. Imputed service credit or seasonal service credit is used when calculating the conversion service retirement allowance referred to in paragraphs (a) - (c) below. Eligibility for imputed military service credit depends upon the date of the conversion, not upon the date of the duty disability retirement.

a) For General Employees, the duty disability retirement allowance equals 75% of the member's final average salary. Members receive the allowance, while disability continues, until the later of age 65, or for a period of 5 years, at which time they convert to a service retirement allowance. General Employees receiving duty disability benefits may elect reduced benefits under an optional form of payment in order to provide a death benefit to a designated beneficiary.

b) For firemen and policemen, the duty disability retirement allowance is 75% of the current annual salary for the position held by the member at retirement, plus $40 per month for each child younger than age 18 (up to a maximum of 20% of the member's salary). In certain cases of extreme disability, when approved by a panel of physicians, the disability allowance will be 90% of such salary. Duty disability benefits paid to firemen on account of heart and lung disease are at the 75% level. In the event of the death of a policeman or fireman receiving a 75% or 90% disability allowance, 70% or 75%, respectively, of the amount of the member's allowance shall be paid to the member's spouse during her lifetime.

   The 90% duty disability allowances are payable for life. For policemen enrolled on or after January 1, 1990, and firemen enrolled on or after December 17, 1989, the 75% duty disability allowances are payable until the earlier of attainment of age 57, or completion of 25 years of service and attainment of age 52, at which time the member must either convert to a service retirement allowance or irrevocably elect to receive a recalculated duty disability allowance, referred to as an extended life duty disability allowance, as described in (c), below. Different conversion age requirements apply to policemen enrolled prior to January 1, 1990, and firemen enrolled prior to December 17, 1989, as discussed in (d), below. A fireman or policeman who becomes duty disabled on or after his conversion age may choose between a service retirement or extended life duty disability retirement.

c) The extended life duty disability allowance referred to in (b), above, equals the lesser of the conversion service retirement allowance, or 75% of the current annual salary, provided further that the benefit will not be less than 57% of current annual salary for a fireman, or 60% of current annual salary for a policeman. "Current annual salary" here refers to the salary at the conversion age, for the position held by the member at the time of injury. The extended life duty disability allowance is payable for life and, unlike the duty disability allowance, is a fixed amount that does not change after the conversion age, notwithstanding any cost of living adjustments. Firemen or policemen receiving extended life duty disability benefits may elect reduced benefits under an optional form of payment in order to provide a death benefit to a designated beneficiary. Their spouses are not eligible to receive the 70% benefit payable to surviving spouses of firemen and policemen who die while in receipt of the 75% duty disability benefit.

d) For policemen enrolled prior to January 1, 1990, and firemen enrolled prior to December 17, 1989, the conversion age determination depends upon the member's enrollment date and whether or not the member signed the DeBraska II release form.

Under Charter Ordinance 980130 Substitute 2 (DeBraska I), duty disabled firemen and policemen who retired on duty disability before October 17, 1992, have a conversion age equal to the greater of the conversion age in effect when they were enrolled, or the conversion age in effect at the time of their disability retirement.

Under Charter Ordinance 000789 (DeBraska II), duty disabled firemen and policemen who signed the DeBraska II release form are subject to the following conversion requirements: (i) members retired on duty disability prior to February 8, 1972, will receive duty disability benefits for life; (ii) members enrolled prior to February 8, 1972, who are either policemen who retired on duty disability on or after August 1, 1985, or firemen who retired on duty disability on or after March 1, 1984, will have a conversion age of 63; (iii) members enrolled on or after February 8, 1972, who retired on duty disability on or after October 17, 1992, will not be required to convert to service retirement prior to the conversion age requirements that were in effect when they enrolled; and (iv) for all other members who signed the DeBraska II release form, there is no difference between the conversion requirements of Charter Ordinance 980130 Substitute 2, and Charter Ordinance 000789. In general, only members who were duty disabled prior to January 1, 2001 were given the opportunity to sign the DeBraska II release form.

Under the Charter Ordinance (which reflects the Rehrauer decision) firemen and policemen who retire (or previously retired) on duty disability and who did not sign the DeBraska II release form will convert at the highest conversion age agreed upon during their employment (Section 36-05-3).

Members who enrolled prior to February 8, 1972, who are either policemen who retired on duty disability on or after November 1, 1976, or firemen who retired on duty disability on or after October 1, 1977, will receive duty disability for life if they did not sign the DeBraska II release form, and will have a conversion age of 63 if they did sign the DeBraska II release form.

Funds Charged with Duty Disability Related Benefits

a) For participants in the Combined Fund, duty disability benefits paid to members, benefits paid to survivors of members who die while duty disabled, child allotment payments, conversion service retirement benefits, and extended life duty disability benefits are paid from the Combined Fund.

b) For General Employees who do not participate in the Combined Fund, duty disability benefits, and survivor benefits paid to beneficiaries of General Employees who elect an optional form of payment and die while disabled, are paid from (i) the General Employees Duty Disability Fund if the member's enrollment date is prior to February 1, 1996, and (ii) the Combined Retirement and Disability Fund if the member's enrollment date is on or after February 1, 1996.

c) For members who do not participate in the Combined Fund, benefits paid after conversion to either a service retirement allowance or an extended life disability benefit are charged to (i) the Retirement Fund if the member's enrollment date is prior to February 1, 1996, and (ii) the Combined Retirement and Disability Fund if the member's enrollment date is on or after February 1, 1996.

Ordinary Death Benefit

Eligibility and Amount of Ordinary Death Benefit

a) In the event of death of a member while in service, a death benefit equal to the sum of the member's accumulated contributions, plus if the member has one or more years of active service, one-half his final average salary is payable to the designated beneficiary. Optional forms of payment of such benefit to the beneficiary are provided. If the member had elected a protective survivorship option – and duty death benefits are not payable – such option will become effective and the ordinary death benefit will not be payable. If a duty death benefit is payable the ordinary death benefit will not be paid.

b) Unless the member elects an optional death benefit, the death benefit subsequent to retirement is the amount remaining, if any, of the member's contributions with interest to retirement less the sum of the allowance payments made prior to the member's death.

Funds Charged with Ordinary Death Benefits

Ordinary death benefits paid on behalf of a participant in the Combined Fund are charged to the Combined Fund. Otherwise, ordinary death benefits are charged to (i) the Retirement Fund if the member's enrollment date is prior to February 1, 1996, and (ii) the Combined Retirement and Disability Fund if the member's enrollment date is on or after February 1, 1996.

Protective Survivorship Option

Eligibility and Amount of Protective Survivorship Option

Firemen may elect a Protective Survivorship Option (PSO) during the 6 months that precede the earlier of attainment of age 49 and completion of 22 years of qualifying time as a fireman or policeman, or age 52 and 25 years of qualifying time as a fireman or policeman, or age 57. Policemen may elect a Protective Survivorship Option (PSO) during the 6 months that precede the earlier of attainment of age 57, or completion of 25 years of qualifying time as a policeman or fireman. Firemen and policemen who fail to elect a PSO during the eligible period are deemed to have elected an Option 2 PSO with the spouse as the named beneficiary.

General Employees who enrolled prior to January 1, 2014, may elect a PSO during the 6 months that precede the earlier of attainment of age 60 or completion of 30 years of qualifying time and attainment of age 55. General Employees who enrolled on or after January 1, 2014, may elect a PSO during the 6 months that precede the earlier of attainment of age 65, or completion of 30 years of qualifying time and attainment of age 60.

Firemen and policemen are allowed to reselect a PSO if they marry, or divorce, and to select a different option and/or beneficiary at retirement, if they wish. As of June 5, 2012, General Employees may also reselect a PSO if they marry, or divorce, or select a different option and/or beneficiary at retirement.

The PSO may be canceled if the joint annuitant predeceases the member before retirement; or if the member is divorced from the joint annuitant before retirement.

Under a PSO, if a member eligible to retire on a service retirement allowance dies prior to retirement, benefits begin to the named beneficiary just as if the member retired under such option immediately prior to his or her death, except that imputed service credit arising from the dissolution of the Firemen and Policemen's Survivorship Fund will not be used in the calculation of the PSO benefit. If a fireman eligible for PSO coverage dies prior to age 49, benefits for the named beneficiary will be deferred until the date the fireman would have attained age 49. Imputed military service, imputed fire and police service, and seasonal service credit may be used in the calculation of the deferred PSO benefit.

In all cases where the requirements are met for both a PSO benefit and a duty death benefit, the duty death benefit will be payable in lieu of the PSO.

Funds Charged with PSO Benefits

PSO benefits for participants in the Combined Fund are charged to the Combined Fund. Benefits for individuals who do not participate in the Combined Fund are charged to (i) the Retirement Fund if the member's enrollment date is prior to February 1, 1996, and (ii) the Combined Retirement and Disability Fund if the member's enrollment date is on or after February 1, 1996.

Duty Death Benefits

Eligibility and Amount of Duty Death Benefits

In the event the member's death occurs in the performance of his duty, a lump sum payment equal to the member's accumulated contributions, plus an annuity of 60% of such deceased member's final average salary will be paid to one of the following (payable in this order):

- The member's surviving spouse
- The member's children until their 21st birthday
- The member's dependent parents
- Death of a fireman that is due to heart or lung disease is considered a duty death.

Funds Charged with Duty Death Benefits

Benefits payable to participants in the Combined Fund are charged to the Combined Fund. Heart & Lung duty death benefits payable to individuals who are not participants in the Combined Fund are charged to the Heart & Lung Fund. Duty death benefits (other than Heart & Lung) payable to individuals who are not participants in the Combined Fund are charged to (i) the Retirement Fund for members whose enrollment dates are prior to February 1, 1996; and (ii) the Combined Retirement and Disability Fund for members whose enrollment dates are on or after February 1, 1996.

Member Contributions

Member contribution rates are the following percentages of annual salary:

General Employees	5.5% (tier 1 – enrolled prior to January 1, 2014) 4.0% (tier 2 – enrolled on or after January 1, 2014)
Firemen and Policemen-	7.0%
Elected Officials	7.0% (tier 1 – enrolled prior to January 1, 2014 and elected to an office prior to January 1, 2014; if enrolled prior to January 1, 2014, and elected or the first time to an office on or after January 1, 2014, and employee was paying contributions prior to being elected, employee pays contributions at the rate they were paying prior to becoming an elected official; if enrolled prior to January 1, 2014, and elected or the first time to an office on or after January 1, 2014, and employer was picking up contributions on behalf of the employee prior to being elected, employer pays 7.0%) 4.0% (tier 2 – enrolled on or after January 1, 2014)

Under state law, per 2011 Wisconsin Act 10, participating employers are no longer permitted to make contributions on the member's behalf (with the exception of contractually agreed upon arrangements).

Member contributions made for or by participants in the Combined Fund are credited to the Combined Fund. Member contributions made for or by individuals who are not participants in the Combined Fund are credited to (i) the Retirement Fund for members whose enrollment dates are prior to February 1, 1996; and (ii) the Combined Retirement and Disability Fund for members whose enrollment dates are on or after February 1, 1996.

Pension Escalators

Several different pension escalators are paid by the ERS as listed and described under section 36-05-1(h). They are as follows:

- Fire and Police $50 Escalator

  Eligible Groups and Amounts

  a) Firemen in Local 215 who retired under a service retirement allowance between March 1, 1990, and December 31, 1992; members of the Milwaukee Police Association (MPA) who retired under a service retirement allowance between January 1, 1990, and December 31, 1992; members of the Milwaukee Police Supervisors Organization who retired under a service retirement allowance between January 1, 1991, and December 31, 1992; and firemen in Local 215 or members of the MPA who elect a deferred retirement allowance after separating from service between January 1, 1993, and December 31, 1994, with 25 years of service; are eligible for a pension escalator which increases their allowance by $50 per month on the 4th, 7th, and 10th anniversary of retirement.

  b) Members who both retired on duty disability and converted from duty disability to service retirement during the eligibility period are eligible for the escalators on the 4th, 7th, and 10th anniversaries of their conversion dates.

  c) The surviving spouses of eligible retirees, or of members who died during the eligibility period, are eligible provided that the member elected an optional benefit at retirement – or elected a protective survivorship option (PSO) prior to retirement – with the spouse as beneficiary. The member's surviving spouse receives increases on the member's 4th, 7th, and 10th anniversary of retirement (or spouse's retirement date in the case of a PSO) with the amount of the escalator adjusted to reflect the option elected by the member.

  Funds Charged with Duty Death Benefits

  Fire and Police $50 escalators paid to participants in the Combined Fund are charged to the Combined Fund.

Fire and Police $50 escalators paid to individuals who are not participants in the Combined Fund are charged to the Retirement Fund.

- January 1996 Catch-up COLA for pre-October, 1987 Retirees

Eligible Group

a) General Employees that attained the minimum service retirement age and retired with a service retirement allowance prior to October 1, 1987, or who retired on a duty disability allowance and converted to a service retirement allowance prior to October 1, 1987.

b) Firemen and policemen who retired prior to October 1, 1987, who became eligible to retire on service retirement at age 57, or after attaining age 52 and completing 25 years of service. Also, firemen and policemen who retired on a duty disability allowance and converted to a service retirement allowance prior to October 1, 1987.

c) Surviving spouses of eligible retirees, or of members who elected a PSO and died prior to October 1 1987, after naming their spouse as the designated beneficiary under Option 2, Option 3, or Option 4 with a percentage to the beneficiary.

Timing and Amount of Increase

The catch-up COLA was a permanent increase in the ERS monthly benefit which was granted effective January 1, 1996. The increase was an amount equal to (i) the total ERS benefit in payment, multiplied by the greater of (ii) the total percentage change in the cost of living for each full calendar month between the 8th anniversary of service retirement and October 1, 1995, and (iii) the total percentage change required to bring the member's allowance to 60% of its full inflation adjusted value considering inflation for the period from retirement to October 1, 1995. The percentage change in the cost of living was measured by the increase in the CPI-U, U.S. Cities, as reported by the U.S. Department of Labor, Bureau of Labor Statistics.

When the catch-up COLA was calculated, the factor was not applied to supplemental, pass through benefits, which are paid by the ERS but are not a liability of the ERS. These pass through benefits, which appear on the pension payroll data supplied to the actuary, are part of an old guaranteed minimum program. The ERS is a paying agent for these benefits, but is reimbursed by the City for all such payments.

Funds Charged

Catch-up COLA amounts paid to participants in the Combined Fund are charged to the Combined Fund. Catch-up COLA amounts paid to individuals who are not participants in the Combined Fund are charged to the Retirement Fund.

- 2% Escalator for pre-1993 Retirees

  Eligible Group

  a) General Employees that attained the minimum service retirement age and retired with a service retirement allowance prior to January 1, 1993, or who retired on a duty disability allowance and converted to a service retirement allowance prior to January 1, 1993.

     Firemen and policemen who retired prior to January 1, 1993, who became eligible to retire on service retirement at age 57, or after attaining age 52 and completing 25 years of service. Also, firemen and policemen who retired on a duty disability allowance and converted to a service retirement allowance prior to January 1, 1993.

  b) Surviving spouses of eligible members who elected Option 3 with the spouse as the beneficiary, or of members who died prior to January 1, 1993 after electing an Option 3 PSO with the spouse as the beneficiary.

  Timing and Amount of Increase

  The first increase occurs with the later of the January 1996 installment or the installment next following the 8th anniversary of the member's service retirement date (or the 8th anniversary of the surviving spouse's retirement date in the case of a PSO). Thereafter, increases occur annually on the anniversary of the first increase.

  The first increase is 2% of the total ERS benefit in payment. That is, the monthly benefit to which the increase is applied includes $50 fire and police escalators, and the January, 1996 catch-up COLA amount, if any, but it excludes supplemental pass through payments, if any. Increases after the first are also 2%, and are compounded -- that is, they are applied to the total ERS benefit in payment, including all prior increases, and again, excluding any supplemental pass through payments. (The benefit initially payable to an eligible spouse upon the member's death includes 50% of any increases in payment at the member's death.)

  Funds Charged

  2% escalators paid to participants in the Combined Fund are charged to the Combined Fund. 2% escalators paid to individuals who are not participants in the Combined Fund are charged to the Retirement Fund.

- CPI Escalator for post-1992 Fire and Police Retirees who don't Participate in the Combined Fund and Pre-2000 CPI Escalator for post-1992 Fire and Police Retirees who do Participate in the Combined Fund

Eligible Group

a) Firemen and policemen in active service on or after January 1, 1993, who become eligible to retire on service retirement at age 57 or after attaining age 52 and completing 25 years of service.

b) Firemen and policemen who retire on either a 75% Fire & Police duty disability benefit or a Heart & Lung duty disability benefit (i) between January 1, 1993, and December 31, 1994, and thereafter convert to service retirement; or (ii) on or after January 1, 1995, and who are eligible to elect between service retirement and extended life duty disability benefits at their conversion age.

c) Police in active service on or after January 1, 1995, who separate with 25 years of service and elect a deferred retirement allowance.

d) Surviving spouses of eligible members who elect Option 2 or 3, or who elect Option 4 with a percentage to the spouse, or who elect a PSO with a percentage to the spouse.

Timing and Amount of Increase

For members who retired on service retirement between January 1, 1993, and December 31, 1994; or who retired on duty disability between January 1, 1993, and December 31, 1994, and later convert to service retirement; and for eligible surviving spouses of members who died prior to retirement between January 1, 1993, and December 31, 1994, with PSO coverage in effect; the first increase occurs for March of the year following the first full calendar year of service retirement. For all others, the first increase occurs one full year after the member's service retirement date. Thereafter, increases occur annually on the anniversary of the first increase.

The monthly benefit is increased by an amount equal to (i) the total allowance for the preceding December (including all prior increases), multiplied by the lesser of (ii) 3%, and (iii) the increase in the CPI-U, U.S. Cities Average, for the calendar year preceding the increase. (The benefit initially payable to an eligible spouse upon the member's death includes a proportionate share of any increases in payment at the member's death, based on the option elected.)

Funds Charged

Benefits payable to participants in the Combined Fund are charged to the Combined Fund. For individuals who are not participants in the Combined Fund: (i) benefits are charged to the Retirement Fund for members whose enrollment dates are prior to February 1, 1996; and (ii) benefits are charged to the Combined Retirement and Disability Fund for members whose enrollment dates are on or after February 1, 1996.

- Post-1999 CPI Escalator for post-1992 Fire and Police Retirees who Participate in the Combined Fund

  Eligible Group

  The eligible group is restricted to individuals who were firemen and policemen who retired on duty disability between October 17, 1992, and December 31, 1992; or who were in active service on or after January 1, 1993, who either retire as firemen or policemen, or who die in active service as firemen or policemen; and their eligible surviving spouses. The types of benefits that receive the CPI escalator include:

  a) The service retirement allowance and ordinary disability retirement allowance.

  b) Benefits paid to members after the duty disability conversion age: the conversion service retirement allowance or the extended life duty disability retirement allowance.

  c) Benefits paid to members after separation from service: the deferred retirement allowance, early retirement allowance, involuntary separation allowance, or the ERS allowance paid under the County transfer or State reciprocity provisions.

  d) The spouse survivor allowance paid to the surviving spouse of an eligible member who elects Option 2 or 3, or who elects Option 4 with a percentage to the spouse, or who elects a PSO with a percentage to the spouse.

  e) The fire and police or heart & lung duty disability surviving spouse allowance.

  f) The duty death surviving spouse allowance.

  Timing and Amount of Increases that occur after 1999

  a) The first post-1999 increase occurs the later of March 2000 and March of the year following the first full calendar year of retirement for: members who retired on service retirement or ordinary disability between January 1, 1993, and December 31, 1994; or who convert to service retirement after a period of duty disability which commenced between January 1, 1993, and December 31, 1994; or who separated from service between January 1, 1993, and December 31, 1994, and subsequently retire on a deferred, early, involuntary separation, or County transfer/ State reciprocity allowance; eligible spouse survivors of such members, including PSO spouse survivors when the member died between January 1, 1993, and December 31, 1994; duty death surviving spouses of members who died between January 1, 1993, and December 31, 1994; and duty disability surviving spouses where both the member's duty disability retirement date and duty disabled death date were between January 1, 1993, and December 31, 1994.

b) The first post-1999 increase occurs the later of the year 2000 anniversary or the first anniversary of the member's date of death for: duty disability surviving spouses where the member's duty disability death date is on or after January 1, 1995.

c) For all others, the first post-1999 increase occurs the later of the year 2000 anniversary or the first anniversary of the member's retirement or pre-retirement death. (Note: this group includes members who retired on duty disability between October 17, 1992, and December 31, 1994, who subsequently elect an extended life duty disability retirement allowance, and members who retired on duty disability between October 17, 1992, and December 31, 1992, who subsequently convert to service retirement.)

Thereafter, increases occur annually on the anniversary of the first post-1999 increase.

The monthly benefit is increased by an amount equal to (i) the total allowance for the preceding December (including all prior increases), multiplied by the lesser of (ii) 3%, and (iii) the increase in the CPI-U, U.S. Cities Average, for the calendar year preceding the increase. If the member retired on duty disability between October 17, 1992, and December 31, 1992, and subsequently converts to service retirement, then the 2nd, 3rd, and 4th increases will not be less than 1.5%, and the 5th and subsequent increases will not be less than 2%. (The benefit initially payable to an eligible spouse upon the member's death includes a proportionate share of any increases in payment at the member's death, based on the option elected.)

<u>Funds Charged</u>

The CPI escalator is charged to the Combined Fund.

- 2% Guarantee for Fire and Police CPI Escalator for Participants in Combined Fund

  The eligible group is restricted to firemen and policemen who retire on service retirement, their spouse survivors, and PSO spouse survivors. In addition, firemen members of Local 215 and policemen members of the MPA must have been in active service on or after January 1, 1998; policemen members of the MPSO must have been in active service on or after January 1, 1999; and non-represented firemen and policemen must have been in active service on or after January 1, 2000. The benefit is a guarantee that the CPI Escalator will not be less than 2% per annum.

- 2% Escalator for post-1992 General Employee Retirees who do Not Participate in Combined Fund

  <u>Eligible Group</u>

  a) General Employees who retire on a service retirement allowance on or after January 1, 1993 who have either (i) attained age 60, or (ii) completed 30 years of service and attained age 55.
  b) General Employees receiving a duty disability retirement allowance who convert to service retirement on or after January 1, 1993.

c) Spouses of eligible members who either elect Option 3 at retirement with the spouse as beneficiary, or who die after electing an Option 3 PSO with the spouse as beneficiary.

Timing and Amount of Increase

The first increase occurs with the installment next following the 8th anniversary of the member's service retirement or conversion to service retirement date (or the 8th anniversary of the surviving spouse's retirement date in the case of a PSO). Thereafter, increases occur annually on the anniversary of the first increase.

Each increase is 2% and increases after the first are compounded -- that is, they are applied to the total benefit in payment, including all prior increases. (The benefit initially payable to an eligible spouse upon the member's death includes 50% of any increases in payment at the member's death.)

Funds Charged

For members whose enrollment dates are prior to February 1, 1996, the 2% escalator for post-1992 general employee retirees is paid from the Retirement Fund. For members whose enrollment dates are on or after February 1, 1996, the 2% escalator for post-1992 general employee retirees is paid from the Combined Retirement and Disability Fund.

- Post-1999 1.5% / 2% Escalator for General Employee Retirees and for Pre-1993 Fire and Police Retirees who Participate in the Combined Fund

Eligible Group

The eligible group includes (i) pre-1993 retirees and surviving spouses who are not eligible for either the 2% Escalator for pre-1993 retirees, or the Post-1999 CPI Escalator for post-1992 fire and police retirees; and (ii) post-1992 general employee retirees and their surviving spouses. The types of benefits that receive the 1.5%/2% escalator include:

a) The service retirement allowance and ordinary disability retirement allowance for all members, and the duty disability retirement allowance for General Employees.
b) Benefits paid to members after the duty disability conversion age: the conversion service retirement allowance for all members or the extended life duty disability retirement allowance for fire and police.
c) Benefits paid to members after separation from service: the deferred retirement allowance, early retirement allowance, involuntary separation allowance, or the ERS allowance paid under the County transfer or State reciprocity provisions.
d) The spouse survivor allowance paid to the surviving spouse of an eligible member who elects Option 2 or 3, or who elects Option 4 with a percentage to the spouse, or who elects a PSO with a percentage to the spouse.
e) The fire and police or heart & lung duty disability surviving spouse allowance.

f) The duty death surviving spouse allowance.

Timing and Amount of Increases that occur after 1999

a) The first post-1999 increase occurs for January 2000 for eligible Option 2 and 4 spouse survivors of members retired on a service retirement allowance or a conversion service retirement allowance - and for eligible Option 2 and 4 PSO spouse survivors - when the member's date of retirement or pre-retirement death was prior to January 1988.
b) The first post-1999 increase occurs the later of the year 2000 anniversary or the 2nd anniversary of the member's date of death for: duty disability surviving spouses of firemen and policemen.
c) For all others, the first post-1999 increase occurs the later of the year 2000 anniversary or the 2nd anniversary of the member's retirement or pre-retirement death.

Thereafter, increases occur annually on the anniversary of the first increase.

All increases for the group described in paragraph (a) are 2% increases. For paragraphs (b) and (c), an increase which takes effect on the 2nd, 3rd, or 4th anniversary is a 1.5% increase. An increase which takes effect on the 5th or subsequent anniversary is a 2% increase. Increases after the first one are compounded -- that is, they are applied to the total benefit in payment, including all prior increases. (The benefit initially payable to an eligible spouse upon the member's death includes the spouse's proportionate share of any increases in payment at the member's death, based on the option elected.)

Tier 2 Employees receive an increase of 2% on the fifth anniversary of their retirement and on each anniversary that follows, but only for service retirement.

Fire and Police Survivorship Benefits Prior to the Global Pension Settlement

The survivors of firemen or policemen who die in active service or while in receipt of a disability allowance may be entitled to a survivorship benefit. The survivorship benefit is payable to the spouse of the deceased member provided the spouse has one or more eligible children in her care. Eligible children include unmarried children who are either under the age of 18, or are over age 18, but who suffer from a disability which commenced before the age of 18. The amount of the survivorship benefit for a death occurring in 2000 is $600 monthly for the spouse and one child or for two or more eligible children. If there is no surviving widow and only one child, the benefit is $300. Upon attainment of age 57, $300 is payable to the spouse for her lifetime. Benefits payable to a spouse cease on remarriage and benefits payable in respect of children cease on attainment of age 18 (unless disabled prior to age 18) or marriage. For member deaths that occurred prior to 2000 the monthly amount payable depends upon the plan provisions in effect at the member's death.

Fire and Police Survivorship Benefits for Survivors Participating in the Combined Fund

Survivors of firemen or policemen who died prior to 2000 while in active service or while retired on disability (and contributing to the Fire and Police Survivorship Fund) may be entitled to a survivorship benefit. The survivorship benefit is payable to the spouse of the deceased member provided the spouse has one or more eligible children in her care. For participants in the Combined Fund, the amount of the survivorship benefit for a death occurring prior to 2000 is $600 monthly for the spouse and one child under age 18, or for two or more children under age 18. If there is no surviving widow and only one child, the benefit is $300. The monthly amount payable to a disabled child over the age of 18 depends upon the plan provisions in effect at the member's death. Upon attainment of age 57, $300 is payable to the spouse for her lifetime. Benefits payable to a spouse cease on remarriage and benefits payable in respect of children cease on attainment of age 18 (unless disability commenced prior to age 18) or marriage.

Survivorship Benefits for Participants in the Combined Fund are charged to the Combined Fund.

Separation Benefits

Eligibility and Amounts

Should a member separate from service, and no other benefit is payable, such a member will possibly be entitled to one of the options outlined below. Additional eligibility information about Separation Benefits is provided under 36-05-6.

a) If the member has less than four years of creditable service, a refund of member contributions (not paid by the member's employer). Interest at 4.0% per annum on the 4%, 5.5%, or 7% member paid contributions is also payable.

b) If the member has four years of creditable service, a deferred allowance payable at the minimum service retirement age.

c) A refund of the member contributions and interest, including contributions paid on the member's behalf, is payable to (i) General Employees after 4 years of creditable service, or (ii) firemen or policemen after 10 years of creditable service.

d) If the member's service is involuntarily terminated, or the member terminates voluntarily after attaining age 55 and completing 15 years of creditable service, such member may elect to receive a deferred allowance at the minimum service retirement age, or an immediate allowance that is the actuarial equivalent of the deferred allowance.

e) If the member has 25 years of qualifying time as a fireman or policeman, and is not participating in the Combined Fund, a deferred allowance payable at age 52.

f) If the member is a fireman with 25 years of qualifying time as a fireman or policeman, had not attained age 49 at the date of separation from service, and is participating in the Combined Fund, a deferred allowance payable at age 52.

Imputed service credit and seasonal service credit are not used when calculating separation benefits.

Funds Charged with Separation Benefits

Benefits paid to participants in the Combined Fund are charged to the Combined Fund. Separation benefits paid to individuals not participating in the Combined Fund are charged to (i) the Retirement Fund if the member's enrollment date is prior to February 1, 1996, and (ii) the Combined Fund if the member's enrollment date is on or after February 1, 1996.

Lump Sum Bonus Payments

Under the Global Pension Settlement, various lump sum bonus payments may be made to eligible individuals participating in the Combined Fund. An individual may be eligible for one or more types of lump sum bonus payments.

Eligibility for Lump Sum Bonus Payments

Only individuals participating in the Combined Fund can become eligible for the following types of lump sum bonus payments. In addition, the following conditions apply to the individual lump sum bonuses.

a) 5% lump sum bonus: Members who are inactive as of January 1, 2000, will become eligible at the time that their deferred retirement allowance commences.

   Members in active service as of January 1, 2000, will become eligible when they first retire.

   If a member in active service as of January 1, 2000, dies prior to retirement and the member's surviving spouse is eligible for either a surviving spouse duty death benefit (including Heart & Lung duty death) or a PSO spouse survivor benefit then the surviving spouse is eligible for this bonus payment.

   Only one 5% lump sum bonus will be paid on account of an individual member. Thus, if a member receiving a duty disability retirement allowance receives a 5% lump sum bonus on account of the duty disability benefit, then the member will not be eligible for an additional 5% lump sum bonus at the time of conversion.

b) 8.6% lump sum bonus: A fireman or policeman in active service as of January 1, 2000, who (i) retires as a fireman or policeman on a service retirement allowance; or (ii) converts to service retirement or elects an extended life duty disability retirement allowance after retiring as a fireman or policeman on duty disability; (iii) attains age 63 while in receipt of an ordinary disability retirement allowance or a lifetime Fire & Police or Heart & Lung duty disability retirement allowance, is eligible for this bonus so long as the member did not receive 2 years of imputed service credit under the dissolution of the Firemen and Policemen's Survivorship Fund; (iv) or retires as a fireman or policeman on an extended life duty disability.

   If a fireman or policeman in active service as of January 1, 2000, dies prior to retirement and the member's surviving spouse is eligible for either a surviving spouse duty death benefit (including Heart & Lung duty death) or a PSO spouse survivor benefit then the surviving spouse is eligible for this bonus payment.

   A fireman or policeman retired on disability as of January 1, 2000, who is also an active member of the Firemen and Policemen's Survivorship Fund as of January 1, 2000 - under age 57 at 1/1/2000, and made all required contributions to the Survivorship Fund – is eligible for this bonus if he (i) converts to service retirement or elects an extended life duty disability retirement allowance; or (ii) is ineligible to convert to service retirement and attains age 63 while in receipt of the disability retirement allowance; provided that he (iii) did not receive 2 years of imputed service credit under the dissolution of the Firemen and Policemen's Survivorship Fund.

<u>Amount of Lump Sum Bonus Payments</u>

Age factors are used in the 5% lump sum bonus and the 8.6% lump sum bonus calculations. The age factors for these bonus payments are contained in s. 36-05-11-a.

a) 5% lump sum bonus: For members who are either inactive or active as of January 1, 2000, who retire in the future, the bonus payment equals 5% times their initial annual retirement allowance times a factor based on attained age on the retirement date. The retirement allowance used in the bonus calculation is to be reduced for early retirement, if applicable, but is not to be reduced for any optional election the member might have made under s. 36-05-7.

   If a member in active service as of January 1, 2000 dies prior to retirement and the member's surviving spouse is eligible for this bonus payment, then the bonus will equal 5% times the spouse's initial annual benefit times a factor based on the spouse's attained age when the benefit commences.

b) 8.6% lump sum bonus: In the explanation that follows, whenever an annual allowance is used in calculating a bonus due to a member, the allowance used is the allowance that would be paid if the member did not elect an option under s. 36-05-7.

   For members who retire on service retirement: 8.6% times the annual service retirement allowance times a factor based on attained age at retirement.

For surviving spouses who receive either a PSO benefit or a duty death benefit: 8.6% times the initial annual allowance payable to the spouse times a factor based on the spouse's attained age when the benefit commences.

For a member who is retired on duty disability as of January 1, 2000 - or who retires on duty disability thereafter - and who is eligible to convert to service retirement: 8.6% times the annual conversion service retirement allowance earned as of the conversion age times a factor based on attained age at conversion.

For a member who is retired on disability as of January 1, 2000 – or who retired on disability thereafter – who is ineligible to convert to service retirement, and who is age 63 or younger at the later of 1/1/2000 or the disability retirement date: 8.6% times the "hypothetical" annual conversion service retirement allowance earned at age 63 times the attained age factor for age 63. The "hypothetical" allowance is calculated as if the member were eligible to convert at age 63.

For a member who retires on disability after January 1, 2000, who is older than age 63 at the disability retirement date: 8.6% times the annual disability allowance payable when the allowance commences times a factor based on the member's attained age at retirement.

Funds Charged

The 5% lump sum bonus and the 8.6% lump sum bonus are paid from the Combined Fund.

Benefits Not Valued

None.

APPENDIX C

STATEMENT OF ACTUARIAL ASSUMPTIONS

Demographic assumptions are based on the experience investigation prepared as of December 31, 2021 and adopted by the Board of Trustees on September 28, 2022 for use beginning with the January 1, 2023 actuarial valuation. The set of economic assumptions was adopted by the Board of Trustees on February 27, 2023, for use in the January 1, 2023 actuarial valuation. The next experience study is scheduled to be performed for inclusion with the January 1, 2028 actuarial valuation. However, due the passage of 2023 Wisconsin Act 12 on June 20, 2023, the investment return assumption cannot be greater than the rate used by the Wisconsin Retirement System, which has currently set their investment return assumption at 6.80% for active employees.

Long-term Assumed Rate of Return: 7.50% per annum, compounded annually.

Inflation: 2.50% per annum.

Cost of Living Adjustments (COLA): For retirees whose COLA is defined as the lesser of 3.00% and CPI-U, the assumed COLA is 2.50% per annum.

Payroll Growth for UAAL amortization: UAAL amortization payments increase at 2.00% per annum.

Illustrative Rates of Salary Increase:

	Salary Increases*	
Service	General Employees	Firemen and Policemen
1	6.25%	18.00%
5	5.75	7.00
10	5.00	3.20
15	4.25	3.20
20	4.25	3.10
25	4.25	3.10
30	4.00	3.10
35	3.00	3.10
40	3.00	3.00

* Includes general wage increase assumption of 3.00%.

Annual increases of 2.50% per annum is assumed for Policemen, Firemen and General Employees on duty disability. The increases for duty disabled Firemen and Policemen affect both current duty disability benefits and future service retirement or extended life conversion benefits. The increases for General Employees affect only service retirement conversion benefits.

Mortality Assumptions:

a. Active Members — For General employees, Pub-2010 Below Median General Employee Mortality Table with a one-year age setback for males and a two-year age set forward for females, projected generationally using SOA Scale MP-2021.

For Policemen and Firemen, Pub-2010 Median Public Safety Employee Mortality Table with a one-year age set forward for males and females, projected generationally using SOA Scale MP-2021.

b. Healthy Retirees — For General employees, Pub-2010 Below Median General Retiree Mortality Table with a one-year age setback for males and a two-year age set forward for females, projected generationally using SOA Scale MP-2021.

For Policemen and Firemen, Pub-2010 Median Public Safety Retiree Mortality Table with a one-year age set forward for males and females, projected generationally using SOA Scale MP-2021.

c. Beneficiaries — For General employees, Pub-2010 Below Median Contingent Survivors Mortality Table with a one-year age setback for males and a two-year age set forward for females, projected generationally using SOA Scale MP-2021.

For Policemen and Firemen, Pub-2010 Median Contingent Survivors Mortality Table with a one-year age set forward for males and females, projected generationally using SOA Scale MP-2021.

d. Disabled Retirees — For General employees, Pub-2010 Non-Safety Disabled Retiree Mortality Table with a one-year age setback for males and a two-year age set forward for females, projected generationally using SOA Scale MP-2021.

For Policemen and Firemen, Pub-2010 Safety Disabled Retiree Mortality Table with a one-year age set forward for males and females, projected generationally using SOA Scale MP-2021.

Illustrative Rates of Termination:

	General Employees		Policemen	Firemen
Service	Male	Female		
1	15.00%	17.00%	4.00%	2.35%
5	9.00	10.50	2.50	1.75
10	4.50	6.75	1.25	1.00
15	4.00	4.00	0.85	0.50
20	3.00	2.75	0.85	0.50
25	1.00	2.50	0.00	0.00
30	0.00	0.00	0.00	0.00

All terminations are assumed to be involuntary.

Members who terminate vested are assumed to take a refund if it is more valuable than their deferred benefit. Regular interest credited on contribution account balances is assumed to be 4.0%.

Rates of Early and Normal Retirement:

General Employees

	Early Retirement		Normal Retirement			
	Tier 1	Tier 2	Tier 1		Tier 2	
Age	All	All	Males	Females	Males	Females
55	2%	2%	40%	32%		
56	2	2	20	25		
57	2	2	25	25		
58	2	2	25	25		
59	4	2	25	25		
60		2	25	20	40%	32%
61		2	25	20	25	20
62		2	25	25	25	25
63		2	25	20	25	20
64		4	25	20	25	20
65			27	27	27	27
66			20	27	20	27
67			27	27	27	27
68			27	30	27	30
69			27	30	27	30
70			100	100	100	100

Policemen and Firemen

Age	Firemen	Policemen	Age	Firemen	Policemen
42		40%	53	22%	40%
43		40	54	22	40
44		40	55	30	40
45		40	56	30	40
46		40	57	30	40
47		40	58	30	25
48		40	59	40	25
49	22%	40	60	40	25
50	22	40	61	50	25
51	22	40	62	50	50
52	22	40	63	100	100

Inactive vested members are assumed to begin receiving benefit payments at their minimum service retirement age, which is age 60 for Tier 1 General Employees, age 65 for Tier 2 General Employees and age 57 for Policemen and Firemen.

Illustrative Rates of Disability:

	Disability Rates		
Age	General Employees	Firemen	Policemen
20	0.040%	0.250%	0.024%
25	0.040	0.250	0.024
30	0.040	0.250	0.096
35	0.040	0.254	0.148
40	0.041	0.302	0.180
45	0.049	0.486	0.192
50	0.082	0.898	0.196
55	0.167	1.580	0.200
60	0.333	0.000	0.000
65	0.600	0.000	0.000

Elected officials are assumed to become disabled at the same rate as General Employees.

Duty Disabilities:

Employee Group	Percentage of Disabilities Incurred in the Performance of Duty	Percentage of Duty Disabilities Assumed Eligible For The 90% Benefit	Under The Heart & Lung Law	Assumption Adopted January 1
General Employees	20.0%	N/A	N/A	2023
Police other than MPA	20.0%	0.0%	N/A	2023
MPA enrolled on or before 4/18/2005	60.0%	0.0%	N/A	2023
MPA enrolled after 4/18/2005	60.0%	0.0%	N/A	2023
Fire other than MPFFA	20.0%	0.0%	0.0%	2023
MPFFA enrolled on or before 10/3/2005	75.0%	0.0%	0.0%	2023
MPFFA enrolled after 10/3/2005	75.0%	0.0%	0.0%	2023

Upon reaching their service conversion date, 100% of Policemen and Firemen who become duty disabled are assumed to convert to a service retirement benefit.

Marriage Assumption and Duty Disability Child Allotments:

It is assumed that female spouses are three years younger than males. In absence of evidence to the contrary, it is assumed that 85% of General Employees and 95% of Policemen and Firemen are married, with dependent children, described by the following table:

Member's Age at Death or Disability	Number of Dependent Children	Age of Youngest Child
20	0.0	-
25	1.5	1
30	2.5	2
35	2.5	5
40	2.5	8
45	2.0	11
50	1.5	14
55	1.0	15
60 and Over	0.0	-

The percentage of retiring employees assumed to elect option 3, the subsidized 50% option, is 25% for males and 15% for females. The percentage of General Employees assumed electing the 100% PSO option before retirement is 40% for males and 15% for females. For Firemen and Policemen, 95% are assumed to elect the 100% PSO option before retirement.

Duty Deaths:

The following percentages of deaths in active service are assumed to incur in the performance of duty:

General Employees:	5%
Police & Fire:	10%. In addition, amongst firemen, 25% of duty deaths are assumed to occur under the Heart and Lung Law.

Imputed Military Service:

The following percentages of eligible members are assumed to earn 1 year of imputed military service credit:

General Employees:	10%
Police:	13%
Fire:	13%

These percentages are based on troop strength statistics from the Department of Defense website. (Adopted 1/1/2003)

Seasonal Service Credit: The following percentages of eligible members are assumed to receive one year of seasonable service credit:

Member's Union or Bargaining Group	Percentage with Seasonal Service	Assumption Adopted January 1
District Council 48, AFSCME	27.09%	2005
Fire Equipment Dispatchers Local 494, IBEW	0.00%	2006
Electrical Group Local 494, IBEW	31.00%	2006
Machine Shop Local 494, IBEW	12.00%	2005
Bridge Operators Local 195, IBEW	28.57%	2005
Joint 129/48 Local 139, IOUE & DC48	100.00%	2005
Machinists Local 510, IAM	5.00%	2005
Sanitation Local 61, LIUNA	98.06%	2005
TEAM (Techs, Eng, Archs of Milw)	5.00%	2005
MBCTC (Bricklayers, Carpenters, Cement Masons, Painters, Iron Workers)	10.00%	2005
Police Sworn Management, Police Civilian Management, Managers, Elected Officials (except mayor)	3.13%	2005
Non-represented in the Police Department and General City non-represented	5.00%	2005

Miscellaneous

Future Service Accrual: Active members are assumed to accrue a full year of service in each future year (adopted 1/1/2023).

Annualized Compensation: For active members, their prior year reported compensation amount is annualized based on their Future Service Accrual and further increased by a leap year adjustment factor of 1.0034 (26.089285 ÷ 26).

Deemed Inactives: Active members who worked less than 100 hours in the prior year, but who have not officially terminated employment are treated as Inactives. These members are not assumed to earn additional service credit in future years.

Decrement Timing: All withdrawals, deaths, disabilities, and retirements are assumed to occur mid-year.

Liability for Inactive Members: The data provided for inactive members does not contain all the elements to calculate the member's deferred benefit. The deferred benefit amounts for these members are estimated using the member's life-to-date earnings and assumed salary increases. For terminated members who are missing a termination date on their record, it is assumed that they terminated at age 35. The actuary is collecting data so that future members' deferred benefits can be estimated.

Administrative Expenses: Based on the most recent fiscal year end.

Normal Cost: Normal cost rate reflects the impact of new entrants during the year.

Changes Since Prior Valuation: Due to the passage of 2023 Wisconsin Act 12, the following changes to the set of actuarial assumptions and methods have been adopted since the *first* January 1, 2023 actuarial valuation report was issued and adopted on June 8, 2023:

- The investment return assumption was lowered from 7.50% to 6.80%.
- The Board adopted a one-year lag to its contribution policy. This means that this January 1, 2023 valuation will be used to calculate the actuarially determined employer contributions for the 2024 plan year. (The original January 1, 2023 actuarial valuation dated June 8, 2023 was used to calculate the required contribution amount for the 2023 plan year.)
- The projected UAAL as of January 1, 2024 will be amortized using level-dollar contributions over a closed, 30-year period.
- Future increases to the System's UAAL will be amortized using level-dollar contributions over a closed 10-year period.
- Future decreases in the UAAL will be amortized using level-dollar contributions over either a closed 10-year period or the remainder of the 30-year period beginning on January 1, 2024, whichever is longer.

APPENDIX D

DETAILED INFORMATION FOR EMPLOYERS

Exhibit 1

Employes' Retirement System of the City of Milwaukee

Schedule of Employer Allocations
For the Years Ended 12/31/2022 and 12/31/2023

	Year Ended December 31, 2022		Year Ended December 31, 2023	
Entity	Dollar Amount Payable January 31, 2023*	Employer Allocated Proportion	Dollar Amount Payable January 31, 2024**	Employer Allocated Proportion
Total	$88,071,184		$182,233,402	
General City	14,391,252	16.340477%	37,924,701	20.811059%
Water Department	1,532,759	1.740364%	3,886,442	2.132673%
School Board	11,031,493	12.525655%	28,339,100	15.550991%
Milwaukee Area Technical College	-	0.000000%	-	0.000000%
Sewerage Commission	1,683,570	1.911601%	4,595,754	2.521905%
Veolia	76,081	0.086386%	145,109	0.079628%
Wisconsin Center	446,224	0.506663%	1,361,168	0.746937%
Housing Authority	586,351	0.665769%	1,386,065	0.760599%
Redevelopment Authority	-	0.000000%	-	0.000000%
Policemen	40,565,027	46.059365%	73,672,934	40.427788%
Firemen	17,758,427	20.163720%	30,922,129	16.968420%

* From table 19 of 1/1/2022 actuarial valuation report
** From table 19 of First 1/1/2023 actuarial valuation report

Exhibit 2

Employes' Retirement System of the City of Milwaukee

Schedule of Deferred Resources

Measurement Date: 12/31/2023

($ in Thousands)

			Deferred Outflows of Resources					Deferred Inflows of Resources				
Entity	12/31/22 Net Pension Liability (NPL)	12/31/23 Net Pension Liability (NPL)	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Earnings on Pension Plan Investments	Changes of Assumptions	Changes in Proportion	Total Deferred Outflows of Resources	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Earnings on Pension Plan Investments	Changes of Assumptions	Changes in Proportion	Total Deferred Inflows of Resources
Total	$1,602,057	$2,057,961	$15,579	$639,163	$415,696	$83,044	$1,153,482	$2,334	$395,156	$0	$83,044	$480,534
General City	261,784	428,283	3,242	133,017	86,511	38,789	261,559	486	82,236	0	146	82,868
Water Department	27,882	43,890	332	13,631	8,865	3,585	26,413	50	8,427	0	167	8,644
School Board	200,668	320,033	2,423	99,396	64,645	28,239	194,703	363	61,451	0	0	61,814
Milwaukee Area Technical College	0	0	0	0	0	0	0	0	0	0	0	0
Sewerage Commission	30,625	51,900	393	16,119	10,483	5,726	32,721	59	9,965	0	0	10,024
Veolia	1,384	1,639	12	509	331	0	852	2	315	0	243	560
Wisconsin Center	8,117	15,372	116	4,774	3,105	2,661	10,656	17	2,952	0	329	3,298
Housing Authority	10,666	15,653	118	4,861	3,162	822	8,963	18	3,006	0	328	3,352
Redevelopment Authority	0	0	0	0	0	0	0	0	0	0	0	0
Policemen	737,897	831,988	6,299	258,400	168,057	0	432,756	943	159,752	0	54,095	214,790
Firemen	323,034	349,203	2,644	108,456	70,537	3,222	184,859	396	67,052	0	27,736	95,184

Note: It is the employer's responsibility to adjust these numbers for any employer contributions subsequent to the Measurement Date, which are to be reported as a Deferred Outflow of Resources. Please consult GASB 68, Paragraph 89.

Exhibit 3

Employes' Retirement System of the City of Milwaukee

Schedule of Pension Amounts by Employer

Measurement Date: 12/31/2023

($ in Thousands)

	Pension Expense		
Employer	Proportionate Share of Plan Pension Expense	Net Recognition of Deferred Amounts from Changes in Proportionate Share	Total Employer Pension Expense
Total	$316,391	$0	$316,391
General City	65,844	17,090	82,934
Water Department	6,748	1,673	8,421
School Board	49,202	14,405	63,607
Milwaukee Area Technical College	0	0	0
Sewerage Commission	7,979	2,766	10,745
Veolia	252	(248)	4
Wisconsin Center	2,363	1,066	3,429
Housing Authority	2,406	(27)	2,379
Redevelopment Authority	0	0	0
Policemen	127,910	(26,741)	101,169
Firemen	53,687	(9,984)	43,703

Exhibit 4

Employes' Retirement System of the City of Milwaukee

Schedule of Recognition Amounts by Employer

Measurement Date: 12/31/2023

($ in Thousands)

	NPL Sensitivities			Schedule of Recognition of Deferred Outflows/(Inflows) of Resources for Fiscal Year					
Employer	1% Decrease (5.80%)	Current Discount Rate (6.80%)	1% Increase (7.80%)	2024	2025	2026	2027	2028	Thereafter
Total	$3,015,198	$2,057,961	$1,265,021	$232,052	$226,579	$242,966	($28,649)	$0	$0
General City	627,495	428,283	263,264	64,797	63,801	56,054	(5,962)	0	0
Water Department	64,304	43,890	26,979	6,476	6,239	5,665	(611)	0	0
School Board	468,893	320,033	196,723	48,987	46,856	41,501	(4,455)	0	0
Milwaukee Area Technical College	0	0	0	0	0	0	0	0	0
Sewerage Commission	76,040	51,900	31,903	8,510	8,033	6,876	(723)	0	0
Veolia	2,401	1,639	1,007	13	118	184	(23)	0	0
Wisconsin Center	22,522	15,372	9,449	2,696	2,766	2,111	(214)	0	0
Housing Authority	22,934	15,653	9,622	1,842	2,025	1,964	(218)	0	0
Redevelopment Authority	0	0	0	0	0	0	0	0	0
Policemen	1,218,978	831,988	511,420	69,049	69,189	91,309	(11,582)	0	0
Firemen	511,631	349,203	214,654	29,682	27,552	37,302	(4,861)	0	0

SERVICE AGREEMENT
between
[CONTRACTOR NAME]
and
Employes' Retirement System of the City of Milwaukee

General Service Description:	[BRIEF SERVICES DESCRIPTION]
Time of Performance:	[START DATE] – [END DATE]
Maximum Compensation Not to Exceed:	$[DOLLAR AMOUNT]

THIS AGREEMENT is effective [DATE] (the "Effective Date"), by and between [CONTRACTOR NAME] ("CONTRACTOR") and the Employes' Retirement System of the City of Milwaukee, a body corporate and politic under the laws of the State of Wisconsin ("ERS").

WHEREAS, CONTRACTOR represents self as being capable, experienced and qualified to undertake and perform those certain services, as hereinafter set forth, as are required in accomplishing fulfillment of the obligations under the terms and conditions of this Agreement as an independent business and not as an employee of the ERS; and

WHEREAS, ERS wishes to retain the services of CONTRACTOR as described herein.

NOW, THEREFORE, the parties hereto do mutually agree as follows:

1. RETENTION OF SERVICES, STANDARDS, CONTRACT DOCUMENTS.

1.1. The ERS hereby agrees to engage CONTRACTOR and CONTRACTOR hereby agrees to personally perform, as an independent contractor and not as an employee of the ERS, the services hereinafter set forth, all in accordance with the terms and conditions of this Agreement.

1.2. CONTRACTOR agrees that the performance of CONTRACTOR's work, services and the results produced pursuant to the terms and conditions of this Agreement shall conform to such recognized high professional standards as are prevalent in CONTRACTOR's field of endeavor and like services, and as more specifically set forth in [Exhibit ###].

1.3. The following constitute the contract documents (collectively the "Agreement"). If there is a conflict or ambiguity (including but not limited to the Effective date and/or the dates of service), the Agreement shall be governed by these listed documents in descending order of precedence:

First:	Service Agreement (this document)
Second:	[CONTRACTOR'S RFP PROPOSAL] (Exhibit A)
Third:	ERS [RFP Title] dated [DATE] (Exhibit B)

2. TIME OF PERFORMANCE.

2.1. The term of this Agreement (“Term”) shall begin on the Effective Date and shall end upon [END DATE], or if applicable, earlier termination pursuant to the provisions of this Agreement.

2.2. Continuation of the Agreement, or any subsequent extension beyond December 31st of any year, is contingent upon the proper ERS and City of Milwaukee officials appropriating funds for this purpose.

2.3. In addition to all other remedies inuring to the ERS should CONTRACTOR’s obligations and duties under the Agreement not be completed by the end of the Term, CONTRACTOR shall continue to be obligated thereafter to fulfill CONTRACTOR's responsibility to complete the scope of services and to execute any necessary amendments to this Agreement.

3. SCOPE OF SERVICES.

3.1. CONTRACTOR shall provide services as specified in [Exhibits###].

4. CONDITIONS OF PAYMENT.

4.1. CONTRACTOR shall submit invoices to ERS on a monthly basis. Upon receipt of a properly submitted and approved invoice, CONTRACTOR shall be compensated for services and equipment actually provided at the rates and prices set forth in [Exhibit ###]; however, no payments or disbursements under the Agreement shall be made until satisfactory evidence that compliance with the insurance requirements described in Section 11 has been provided.

4.2. All other costs, fees, charges and expenses (including but not limited to travel and administrative costs and fees) not set forth in [Exhibit ###] are excluded hereunder unless ERS agrees to those additional fees by written amendment, before they are incurred.

4.3. Total compensation to CONTRACTOR shall not exceed $[DOLLAR AMOUNT] over the Term, except as provided in section 14.

4.4. ERS strives to make timely payment on all invoices. Payment to CONTRACTOR shall be deemed timely if the payment is mailed, delivered, or transferred within 30 calendar days after receipt of a properly completed invoice or receipt and acceptance of the property or service under the order or contract, whichever is later. If ERS does not make payment by the 45th calendar day, ERS shall pay simple interest beginning with the 31st calendar day at the rate of 1% per month (unless ERS disputes the amount of the invoice). *Reference* Common Council File No. 101137 adopted January 19, 2011, provisions of state statute section 66.0135.

4.5. Compensation for services required under this Agreement shall be contingent upon each activity being reviewed for approval by the ERS and approved by ERS for payment. In the event of a dispute as to the services performed or the compensation to be paid, the decision of the ERS Executive Director or its designee shall prevail.

5. NOTICES. Any and all notices shall be in writing and deemed served upon depositing same with the United States Postal Services as "Certified Mail, Return Receipt Requested," addressed to the CONTRACTOR at:

[CONTRACTOR NAME]
[CONTRACTOR STREET ADDRESS]
[CONTRACTOR CITY, STATE ZIP]
Attention: [POINT OF CONTACT]

and to the ERS at:

Employes' Retirement System
789 N Water Street, Suite 300
Milwaukee, WI 53202
Attention: Bernard J. Allen, Executive Director

All other correspondence shall be addressed as above, but may be sent "Regular Mail" and deemed delivered upon receipt by the addressee.

6. REPORTS. At such times and in such forms as the ERS may require, there shall be furnished to the ERS Executive Director such statements, records, reports, data, and information as the ERS may request pertaining to matters covered by this Agreement.

7. DOCUMENT OWNERSHIP & CONFIDENTIALITY.

7.1. Document ownership. All reports, studies, analysis, memoranda and related data and material as may be developed specifically for ERS during the performance of this Agreement shall be submitted to and be the exclusive property of the ERS, which shall have the right to use same for any purpose without any additional compensation to CONTRACTOR.

7.2. Confidentiality.

7.2.1. All of the reports, information, data, documents, etc., whether electronic, hard copy, or in any other format (1) prepared or assembled by CONTRACTOR under this Agreement, (2) provided to CONTRACTOR by ERS, and/or (3) developed by CONTRACTOR based on information provided by the ERS in the performance of this Agreement (collectively referred to herein as "confidential material") are confidential and CONTRACTOR agrees that confidential material shall not be made available to any individual or organization, other than an appropriate agency of the United States Government or as otherwise required by law, without the prior written approval of the ERS Executive Director.

7.2.2. Upon termination of this Agreement, CONTRACTOR shall deliver all confidential material of the ERS in its possession to the ERS within thirty (30) business days of such termination and provide ERS with a certification that all of CONTRACTOR's copies of the material delivered to ERS have been destroyed. If there are certain confidential materials that CONTRACTOR cannot practicably return to ERS, or provide a copy to ERS and then provide certification of destruction as described above, or must continue to retain by law or regulation, CONTRACTOR shall provide notice of those retained documents to ERS, and ERS and CONTRACTOR shall consult regarding the ongoing retention, return and/or destruction of those documents. Irrespective of the foregoing, any confidential materials retained by CONTRACTOR must be maintained subject to the confidentiality restrictions set forth in this Agreement, and subject to the requirements of Section 17 “RECORDS”.

7.2.3. CONTRACTOR further agrees to abide by all federal, state, and local laws, and best business practices, related to the collection, use, storage, protection and dissemination of personally identifiable information.

7.2.4. Notice of Unauthorized Acquisition of Confidential Information. CONTRACTOR shall notify the ERS if it has knowledge of an unauthorized acquisition of confidential information within one business day of such knowledge.

8. CONTRACTOR IS INDEPENDENT CONTRACTOR.

8.1. No fringe benefits. Neither CONTRACTOR, nor CONTRACTOR’s employees, shall receive or be eligible for any fringe benefits or any other benefits to which ERS salaried employees are entitled to or are receiving.

8.2. Taxes, Social Security, Insurance, and Government Reporting. Personal income tax payments, social security contributions, insurance, and all other governmental reporting and contributions required as a consequence of CONTRACTOR receiving payment under this Agreement shall be the sole responsibility of CONTRACTOR. Insurance requirements are set forth in Section 11.

8.3. Responsibility for CONTRACTOR’s Insurance. CONTRACTOR shall be solely responsible to meet CONTRACTOR's insurance needs as required by the ERS during the terms of this Agreement or any extension thereof.

9. SUBCONTRACTING. CONTRACTOR shall not subcontract for the performance of any of the services set forth in this Agreement without prior written approval obtained from the ERS Executive Director. CONTRACTOR shall be as fully responsible to the ERS for the acts and omissions of its subcontractors and of persons either directly or indirectly employed by it, as it is for acts and omissions of persons directly employed by it.

10. INDEMNIFICATION AND DEFENSE OF SUITS.

10.1. Defense of suits. In case any action in court or proceeding before an administrative agency is brought against the ERS or any of its officers, agents, or employees for the failure or neglect of CONTRACTOR in whole or in part to perform any of the covenants, acts, matters or things required of CONTRACTOR by this Agreement, or undertaken by CONTRACTOR in fulfillment of this Agreement, or for injury or damage caused by the alleged and/or actual negligence of CONTRACTOR, its officers, subcontractors, agents or employees, CONTRACTOR shall indemnify and save harmless the Employes’ Retirement System of the City of Milwaukee, the Annuity and Pension Board, their staffs, present and former employees, officers and directors, agents and representatives from all losses, damages, costs, expenses, judgements, or decrees arising out of such action or proceeding. The ERS shall tender the defense of any claim or action at law or in equity to CONTRACTOR or CONTRACTOR’s insurer, and upon such tender it shall be the duty of CONTRACTOR and CONTRACTOR’s insurer to defend such claim or action without cost or expense to the ERS or its officers, agents, or employees. CONTRACTOR shall be solely responsible for the conduct and performance of its services, obligations and duties under the terms and conditions of this Agreement and for the results therefrom.

10.2. Indemnification. CONTRACTOR will save and indemnify and keep harmless the Employes' Retirement System of the City of Milwaukee, the Annuity and Pension Board, their staffs, present and former employees, officers and directors, agents and representatives against all liabilities, judgments, costs, attorneys fees, and expenses which may be claimed against, or incurred by, the ERS in consequence of granting this Agreement to CONTRACTOR and which result(s) from negligence and/or willful acts of CONTRACTOR, or the agents, employees, subcontractors, or workmen of CONTRACTOR in any respect whatever.

11. INSURANCE.

11.1. General Insurance Requirements.

11.1.1. CONTRACTOR will secure and maintain throughout the duration of the Agreement, insurance of such types and in such amounts as may be necessary to protect itself and the interests of the ERS against all hazards or risks of loss as hereafter specified.

11.1.2. The form, limits, and underwriter of all required insurance coverage is subject to ERS approval; however, regardless of any ERS review, it shall be the responsibility of CONTRACTOR to maintain adequate insurance coverage at all times.

11.1.3. Failure of CONTRACTOR to maintain the specified coverage or to ensure that any subcontractors maintain the specified coverage will not relieve CONTRACTOR of any contractual responsibility or obligation.

11.1.4. All policies are to contain notice requirements that ensure that 60 days advance written notice will be provided to the ERS prior to cancellation, renewal, or alteration of terms and conditions of the policies.

11.1.5. Insurers which provide the insurance coverage referenced in this section are to have an A.M. Best rating of no less than A/VIII. CONTRACTOR will provide immediate written notice to the ERS if there is any change in the A.M. Best rating of any insurer.

11.1.6. Certificates of Insurance for all of the coverage limits referenced herein must be provided prior to the Effective Date and for each year that the Agreement is in effect.

11.1.7. If subcontractors are used, each subcontractor shall meet all requirements in this section 11 (Insurance). It shall be the responsibility of CONTRACTOR to ensure that all subcontractors are in compliance with all insurance and bonding requirements.

11.1.8. **All policies other than Workers Compensation/Employers Liability, Professional Liability, Crime and Cyber Risk/Network Security are to include the Employes' Retirement System of the City of Milwaukee, the Annuity and Pension Board, their staffs, present and former employees, officers, directors,**

agents and representatives as additional insureds. CONTRACTOR shall ensure that the additional insured status is shown on the Certificates of Insurance and shall provide a copy of the endorsements.

11.1.9. No payments or disbursements under the Agreement shall be made until satisfactory evidence that compliance with the insurance requirements described in this section has been provided by CONTRACTOR to ERS.

11.1.10. All policies shall be written on an occurrence form, other than professional liability and Crime and Cyber Risk/Network Security as noted below.

11.2. <u>Commercial Automobile Liability</u>.

Combined Single Limit	$1,000,000 each accident
Uninsured Motorists/Underinsured Motorists Protection	$1,000,000 per occurrence
Medical Expense	$10,000 each person

In addition to those requirements noted above in sections 11.1.1-11.1.10:

- If CONTRACTOR owns or has any long term leased vehicles, coverage must be for Any Auto (Symbol 1). If there are no owned or long term leased vehicles, then coverage must be for Hired and Non-Owned Auto Liability (Symbols 8 and 9).
- Coverage shall include contractual liability for risks assumed in this contract.
- Coverage shall apply to the risks associated with or arising out of the services provided under this contract.
- If Federal or State government(s) require a Motor Carrier filing, such filing shall be made available to City upon request.
- Coverage shall be modified to include a Waiver of Subrogation in favor of the Employes' Retirement System of the City of Milwaukee, the Annuity and Pension Board, their staffs, present and former employees, officers, directors, agents and representatives.

11.3. <u>Commercial General Liability</u>.

Commercial General Liability	$1,000,000 each occurrence
General Aggregate – other than Products/Completed Operations	$2,000,000 aggregate
Personal & Advertising Injury Limit	$1,000,000 each occurrence
Products - Completed Operations Aggregate	$2,000,000 aggregate

In addition to those requirements noted above in sections 11.1.1-11.1.10:

- Coverage must be equivalent to ISO form CG0001 or better.
- Coverage must be occurrence based.
- Coverage will apply on a primary and non-contributory basis. We suggest the following wording:

"If you have agreed in a written contract that this policy will be primary and without right of contribution from any insurance in force for an Additional Insured for liability arising out of your operations, and the contract was executed prior to the bodily injury, property damage, personal injury or advertising injury, then this insurance will be primary over, and we will not seek contribution from, such insurance."

- Coverage shall apply to the risks associated with or arising out of the services provided under this contract.
- Coverage shall be modified to include a Waiver of Subrogation in favor of the Employes' Retirement System of the City of Milwaukee, the Annuity and Pension Board, their staffs, present and former employees, officers, directors, agents and representatives.

11.4. <u>Professional Liability (Errors and Omissions)</u>.

Combined Single Limit	$1,000,000 each accident/incident
	$1,000,000 Aggregate

In addition to those requirements noted above in sections 11.1.1-11.1.10:

- Coverage must remain in effect for a period of not less than three years beyond the termination date of the contract.
- If a claims-made form is used and a change of insurer occurs during the contract period, continuity of coverage must be maintained by either retaining the original retroactive date or exercising the extended reporting period endorsement option from the expired policy for a period of not less than three years, if the replacement insurer will not preserve the original retroactive date.
- Coverage is to be provided on a "per project" basis or, if not available for reasonable cost, a higher policy aggregate limit may be required by the ERS.
- CONTRACTOR will certify that the policy will be renewed each year of the contract.

11.5. <u>Workers' Compensation Insurance</u>.

Workers' Compensation	Statutory Coverage
Bodily Injury by Accident	$100,000 each accident
Bodily Injury by Disease	$100,000 each employee
	$500,000 policy limit

In addition to those requirements noted above in sections 11.1.1-11.1.9:

- Employer's Liability at limits noted above or higher limits if needed to meet Umbrella underlying insurance requirements.
- Coverage shall be modified to include a Waiver of Subrogation in favor of the Employes' Retirement System of the City of Milwaukee, the Annuity and Pension Board, their staffs, present and former employees, officers, directors, agents and representatives.

11.6. Umbrella (Excess) Liability.

Umbrella (Excess) Liability	$5,000,000 each occurrence
	$5,000,000 aggregate

In addition to those requirements noted above in sections 11.1.1-11.1.10:

- The Umbrella insurance policy shall provide coverage excess of the Commercial General Liability, Auto Liability, and Employer's Liability Coverages, including the amendments stated above.

11.7. Cyber Insurance.

[reserved]

11.8. Crime Coverage.

[reserved]

11.9. Self Insurance. Any request for self-insurance must be submitted in writing to the ERS and the ERS' Risk Management Consultant for consideration.

12. REGULATIONS. CONTRACTOR agrees to comply with all of the requirements of all federal, state and local laws related to the scope of work.

13. TERMINATION.

13.1. Termination of Agreement for cause. If, through any cause, CONTRACTOR shall fail to fulfill in timely and proper manner its obligations under this Agreement, or if CONTRACTOR shall violate any of the covenants, agreements, or stipulations of this Agreement, the ERS Executive Director shall thereupon have the right to terminate this Agreement by giving written notice to CONTRACTOR of such termination and specifying the effective date thereof, at least five days before the effective date of the termination. In such event, all finished or unfinished documents, data, studies, surveys, drawings, maps, models, photographs, reports, or other materials related to the services prepared by CONTRACTOR under this Agreement shall, at the option of the ERS, become the property of the ERS. Notwithstanding the foregoing, CONTRACTOR shall not be relieved of liability to the ERS for damages sustained by the ERS by virtue of any breach of the Agreement by CONTRACTOR, and the ERS may withhold any payments to CONTRACTOR for the purpose of set off until such time as the exact amount of damages due to the ERS from CONTRACTOR is determined.

13.2. Termination for convenience. The ERS may terminate this Agreement at any time for any reason by giving at least thirty (30) days' notice in writing to CONTRACTOR. If CONTRACTOR is terminated by the ERS as provided in this section 13.2, and not if terminated for cause pursuant to section 13.1, CONTRACTOR will be paid an amount for the services actually and satisfactorily performed.

14. CHANGES. The ERS Executive Director may, from time to time, request changes in the scope of services of CONTRACTOR to be performed hereunder. Such changes, including any increase or decrease in the amount of CONTRACTOR's compensation which is mutually agreed upon by and between the ERS and CONTRACTOR, shall be incorporated in written amendments to the Agreement.

15. PERSONNEL.

15.1. CONTRACTOR represents that it has or will secure at its own expense all personnel required in performing the services under this Agreement. Such personnel shall not be employees of or have any contractual relationship with the ERS.

15.2. All of the work or services required hereunder will be performed by CONTRACTOR or under their supervision and all personnel engaged in the work shall be fully qualified and shall be authorized or permitted under state and local law to perform such services.

16. ASSIGNABILITY. CONTRACTOR shall not assign any interest in this Agreement and shall not transfer any interest in same (whether by assignment, novation or any other manner), without the prior written consent of the ERS Executive Director. Provided, however that claims for money due or to become due CONTRACTOR from the ERS under this Agreement may be assigned to a bank, trust company or other financial institution without such approval. Notices of any such assignment or transfer shall be furnished promptly to the ERS Executive Director.

17. RECORDS.

17.1. <u>Establishment and Maintenance of Records</u>. Records shall be maintained in accordance with requirements prescribed by the ERS with respect to all matters covered by this Agreement. Both parties understand that the City of Milwaukee and ERS are bound by the Wisconsin Public Records Law, and as such, all of the terms of this Agreement are subject to and conditioned on the provisions of Wis. Stat. §19.21, et seq. CONTRACTOR acknowledges that it is obligated to assist the ERS and the City of Milwaukee in retaining and producing records that are subject to Wisconsin Public Records Law, and that the failure to do so shall constitute a material breach of this Agreement, and that CONTRACTOR must defend and hold the City of Milwaukee and ERS harmless from liability under that law. Except as otherwise authorized, those records shall be maintained for a period of seven years after receipt of final payment under this Agreement. **Particular attention is directed towards Wis. Stat. sec. 19.36, which states that "any record produced or collected under" this Agreement, including those by CONTRACTOR, may be subject to disclosure under the public records law.** CONTRACTOR shall disclose no record without first receiving written approval from ERS.

17.2. <u>Documentation of Costs</u>. All costs shall be supported by properly executed payrolls, time records, invoices, contracts or vouchers, or other official documentation evidencing in proper detail the nature and propriety of other accounting documents pertaining in whole or in part to this Agreement and shall be clearly identified and readily accessible.

18. AUDITS AND INSPECTIONS. At any time during normal business hours and as often as the ERS, or if federal or state grants or aids are involved, as the appropriate federal or state agency may deem necessary, there shall be made available to the ERS or such agency for examination all of its records, or copies thereof, with respect to all matters covered by this Agreement and CONTRACTOR shall permit the ERS or such agency and/or representatives of the Comptroller General to audit, examine, and make excerpts or transcripts from such records, and to make audits of all contracts, invoices, materials, payrolls, records of personnel, conditions of employment, and other data relating to all matters covered by this Agreement.

19. CONFLICT OF INTEREST.

19.1. Interest in Contract. No officer, employee or agent of the City of Milwaukee or the ERS who exercises any functions or responsibilities in connection with the carrying out of any services or requirements to which this Agreement pertains, shall have any personal interest, direct or indirect in this Agreement.

19.2. Interest of Other Local Public Officials. No member of the governing body of the locality and no other public official of such locality who exercises any functions or responsibilities in the review or approval of the carrying out of this Agreement shall have any personal interest, direct or indirect, in this Agreement.

19.3. Interest of Contractor and Employees. CONTRACTOR covenants that no person described in sections 19.1 and 19.2 above who presently exercises any functions or responsibilities in connection with the Agreement has any personal financial interest, direct or indirect, in this Agreement. CONTRACTOR further covenants that it presently has no interest and shall not acquire any interest, direct or indirect, which would conflict in any manner or degree with the performance of its services hereunder. CONTRACTOR further covenants that in the performance of this Agreement no person having any conflicting interest shall be employed. An interest on the part of CONTRACTOR or its employees must be disclosed to the ERS. Provided, however, that this paragraph shall be interpreted in such a manner so as not to unreasonably impede the statutory requirement that maximum opportunity be provided for employment of and participation by residents of the area.

20. DISCRIMINATION PROHIBITED.

20.1. In all hiring or employment made possible by or resulting from this Agreement there (1) will not be any discrimination against any employee or applicant for employment because of sex, race, religion, color, national origin or ancestry, age, disability, lawful source of income, marital status or sexual orientation or familial status, and (2) affirmative action will be taken to ensure that applicants are employed and that employees are treated during employment without regard to their sex, race, religion, color, national origin or ancestry, age, disability, lawful source of income, marital status or sexual orientation or familial status. This requirement shall apply to but not be limited to the following: employment, upgrading, demotion or transfer, recruitment or recruitment advertising, lay-off or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship. There shall be posted in conspicuous places available to employees and applicants for employment, notices required or to be provided by federal or state agencies involved setting forth the provisions of the clause. All solicitations or advertisements for employees shall state that all qualified applicants will receive consideration for employment without regard to sex, race, religion, color, national origin or ancestry, age, disability, lawful source of income, marital status or sexual orientation or familial status.

20.2. No person in the United States shall, on the ground of sex, race, religion, color, national origin or ancestry, age, disability, lawful source of income, marital status or sexual orientation or familial status, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any program or activity made possible by or resulting from this Agreement. The ERS and each employer will comply with all requirements imposed by or pursuant to the regulations of the appropriate federal agency effectuating Title VI of the Civil Rights Act of 1964.

20.3. CONTRACTOR will cause the foregoing provisions to be inserted in all subcontracts, if any, for any work covered by this Agreement so that such provisions will be binding upon each subcontractor, provided that the foregoing provisions shall not apply to contracts or subcontracts for standard commercial supplies or raw materials.

20.4. CONTRACTOR agrees that they will comply with all applicable requirements of the Americans with Disability Act of 1990, 42 U.S.C. 12101, et seq.

21. WITHHOLDING OF SALARIES. If in the performance of this Agreement there is any underpayment of salaries by CONTRACTOR or by any subcontractor thereunder, the ERS shall withhold from CONTRACTOR out of payments due to it an amount sufficient to pay to employees underpaid the difference between the salaries required hereby to be paid and the salaries actually paid such employees for the total number of hours worked. The amounts withheld shall be disbursed by the ERS for and on account of CONTRACTOR or subcontractor, if any, to the respective employees to whom they are due.

22. CLAIMS AND DISPUTES PERTAINING TO SALARY RATES. Claims and disputes pertaining to salary rates or to classifications of architects, draftsmen, technical engineers, and technicians, if any, performing work under this Agreement shall be promptly reported in writing by CONTRACTOR to the ERS for the latter's decision, which shall be final with respect thereto.

23. SEVERABILITY. If any term or condition of the Agreement shall be held invalid or unenforceable, the remainder of the Agreement shall not be affected and shall be valid and enforceable.

24. GOVERNING LAW & JURISDICTION.

24.1. Governing Law. The provisions of the Agreement will be governed by, construed, interpreted, and enforced in accordance with the laws of the State of Wisconsin.

24.2. Jurisdiction. The venue for any proceedings before a court of law (whether federal or state) will be geographically located in Milwaukee County, Wisconsin.

25. MISCELLANEOUS.

25.1. Headings. All headings and titles used in contract documents exist for the purposes of document organization and reference and will not be considered a term or condition of any agreement entered into by CONTRACTOR and the ERS.

25.2. Consent to Breach Not Waiver. The consent to a breach of any term or condition of this Agreement by either party will not be considered a waiver of such term or condition nor will such breach be considered consent to a subsequent breach.

25.3. Force Majeure. Neither party will be liable for any failure or delay in the performance of its obligations under this Agreement (and the failure or delay will not be deemed a default of this Agreement or grounds for termination) if both of the following conditions are satisfied: (1) the failure or delay could not have been prevented by reasonable precautions, and cannot reasonably be circumvented by the non-performing party through the use of alternate sources, work-around plans, or other means; and (2) the failure or delay is caused, directly or indirectly, by reason of fire or other casualty or accident; strikes or labor disputes; inability to procure raw materials, equipment, power or supplies; war, terrorism or other violence; any law, order, proclamation, regulation, ordinance, demand, or requirement of any governmental agency or intergovernmental body other than a party hereto; or any other act or condition beyond the reasonable control of the non-performing party. Upon the occurrence of an event which satisfies both of the above conditions (a "Force Majeure Event"), the non-performing party will be excused from any further performance of those obligations under this Agreement affected by the Force Majeure Event for as long as (a) the Force Majeure Event continues; and (b) the non-performing party continues to use commercially reasonable efforts to recommence performance whenever and to whatever extent possible without delay. Upon the occurrence of a Force Majeure Event, the non-performing party will immediately notify the other party by telephone (to be confirmed by written notice within two business days of the failure or delay) of the occurrence of a Force Majeure Event and will describe in reasonable detail the nature of the Force Majeure Event.

25.4. CONTRACTOR agrees time is of the essence and will meet all deadlines and any schedules as set forth in this Agreement.

[THE REMAINDER OF THIS PAGE IS BLANK]

IN WITNESS WHEREOF, the CONTRACTOR and the ERS have caused this Agreement to be executed for and on their respective behalf as of the dates hereinafter set forth.

EMPLOYES' RETIREMENT SYSTEM
OF THE CITY OF MILWAUKEE:

By:___________________________________
Matthew Bell, Chair
Pension and Annuity Board

Date:_________________________________

By:___________________________________
Bernard J. Allen, Executive Director

Date:_________________________________

CONTRACTOR:

By:______________________________

Print Name:______________________

Title:___________________________

Date:___________________________

COUNTERSIGNED:

By:____
Bill Christianson   Date
Comptroller, City of Milwaukee

EXAMINED AND APPROVED
AS TO FORM AND EXECUTION:

By:____
[Assistant City Attorney]   Date

1054-2025-251:296331