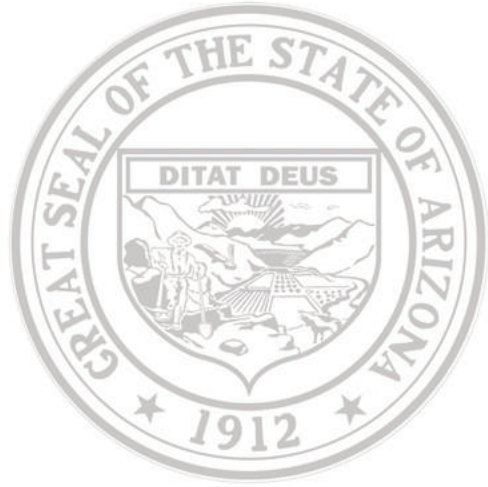




Annual Comprehensive Financial Report



An agency of the State of Arizona



Your investment.
Your future.
Secure for your lifetime.

Delivering service with

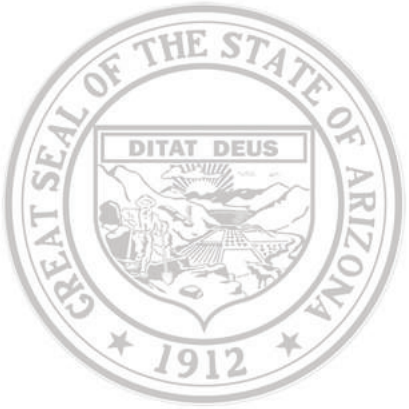


Our Values

Professionalism	A highly capable workforce will promote a professional and respectful environment and lead the organization.
Results	A results-oriented approach to operations will energize the organization.
Improvement	A climate of continuous quality improvement and enhanced efficiencies will drive the organization.
Diversity	Engagement of diversity by the appreciation, recognition, and support for all people will propel the organization to ever greater achievement.
Excellence	A commitment to service excellence will permeate the organization.

Our Vision

To be a top-performing retirement plan, leading the nation in customer service, investment performance, and organizational effectiveness.



An agency of the State of Arizona

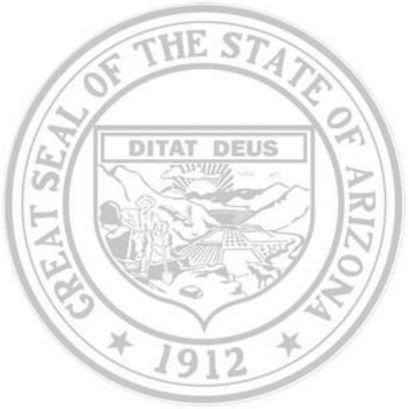
ARIZONA STATE RETIREMENT SYSTEM

A component unit of the State of Arizona



Mr. René Guillen, Chair
Paul Matson, Executive Director
Report prepared by the staff of the Arizona State Retirement System.

**Annual Comprehensive Financial Report
for fiscal year ended June 30, 2024**



An agency of the State of Arizona

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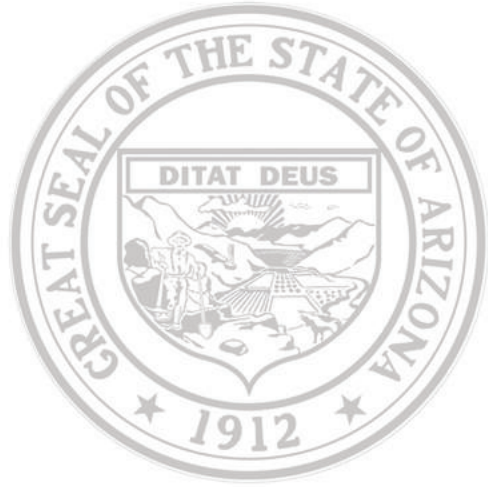
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Schedules and information are derived from ASRS internal sources unless otherwise noted.

Introductory Section





An agency of the State of Arizona



MAILING ADDRESS: PO Box 33910, Phoenix, AZ 85067-3910 | **DIRECTOR:** Paul Matson
STREET ADDRESS: 3300 North Central Avenue, Phoenix, AZ 85012
PHONE: 602.240.2000 | **TOLL FREE:** 1.800.621.3778 | **ONLINE:** AzASRS.gov

November 1, 2024

To: Arizona State Retirement System Members, Employers, and Members of the Board of Trustees

We are pleased to present, on behalf of the ASRS staff, the Annual Comprehensive Financial Report of the Arizona State Retirement System (ASRS), a component unit of the State of Arizona, for the fiscal year ended June 30, 2024.

Title 38 of the Arizona Revised Statutes requires the ASRS Board of Trustees (ASRS Board) to submit an annual report to the Governor and the Legislature within eight months of the close of each fiscal year. This report complies with the legal requirements governing the preparation and content of annual reports.

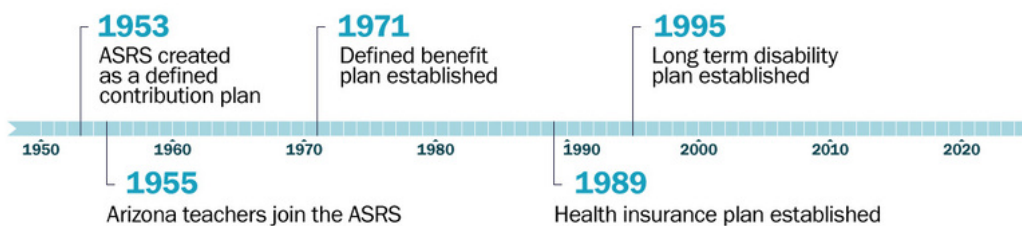
Responsibility for both the accuracy of the data, and the completeness and fairness of the presentation, rests with the ASRS management. Management relies on a comprehensive framework of internal controls to provide reasonable, rather than absolute, assurance that the financial statements are free of any material misstatements. Cost/benefit considerations, the risk of management override, and the risk of collusion are inherent limitations on any system of internal control.

CliftonLarsonAllen LLP has issued an unmodified (“clean”) opinion on the ASRS financial statements for the year ended June 30, 2024. The Independent Auditors’ Report is located at the front of the Financial Section of this report.

Management’s Discussion and Analysis (MD&A) immediately follows the Independent Auditors’ Report and provides a narrative introduction, overview, and analysis of the basic financial statements. MD&A complements this letter of transmittal and should be read in conjunction with it.

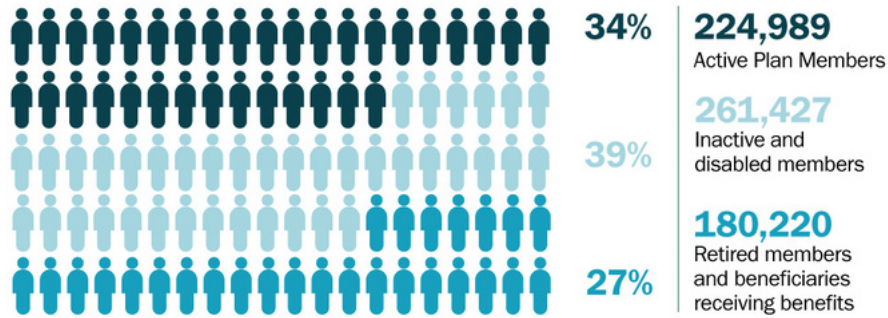
History and Overview

The ASRS was established in 1953 to provide defined contribution retirement benefits to employees of the State of Arizona, Arizona universities and political subdivisions. Over the years, the ASRS has grown and developed to include Arizona public schools and provide additional benefits including health insurance premium benefits and long term disability benefits.

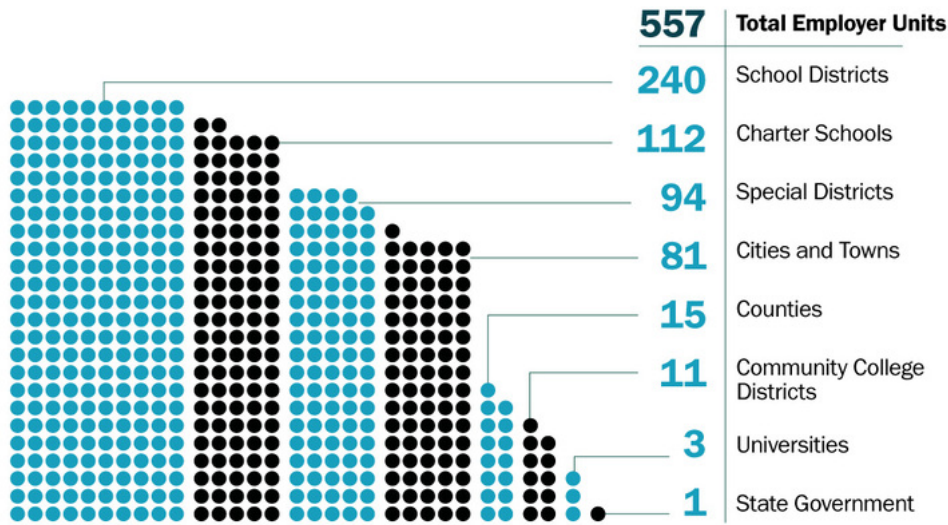


Letter of Transmittal

At June 30, 2024, total ASRS membership was 666,636, including active (a contributing member), inactive (a non-retired member that has an account balance but is no longer contributing), as well as disabled and retired members, which is broken out below.



There are 557 employer units participating in the ASRS, including school districts, charter schools, state colleges and universities, and local, county and state governments, which are broken out as follows:



In addition to pension benefits, the ASRS provides a health insurance premium benefit supplement (Health Benefit Supplement, HBS) and sponsors medical and dental coverage for retired and disabled members and their eligible dependents. Active members also receive long term disability insurance coverage up to two-thirds of pay at the time of disablement.

During fiscal year 2024, 180,220 retired annuitants, their beneficiaries, and 2,335 disabled members received approximately \$4.0 billion in benefits. There were 83,987 retired members or beneficiaries receiving Health Benefit Supplements, of which approximately 50,000 members and their families were enrolled in ASRS-sponsored medical programs during the fiscal year.

Major Initiatives for Fiscal Year 2024

Strategic Planning

- The ASRS adopted a new strategic plan during fiscal year 2024, which promotes and aligns a dynamic, forward-looking work environment that ensures the ASRS is a top performing benefit provider with a solid reputation and sustainable plan design. The new five-year strategic plan, effective July 1, 2023, has five primary goals to excel in:
 1. **Customer Service** – Strategic objectives for this goal include fostering well-educated members, increasing retirees’ confidence, and enhancing support for beneficiaries and web users’ satisfaction.
 2. **Investment Performance** – Strategic objectives for this goal include investment risk mitigation, increasing staff time for higher order analysis, and increasing investment management flexibility.
 3. **Risk Management** – Strategic objectives for this goal include enhanced user experience and security and embedding a culture of risk management.
 4. **Cost Effectiveness** – Strategic objectives for this goal include maximizing peer benchmarking, optimizing continuous process improvement, and identifying new IT solutions.
 5. **Organizational Sustainability and Governance** – Strategic objectives for this goal include an alignment of processes, retaining new hires, and enhancing continuity of operations.

Employee Engagement

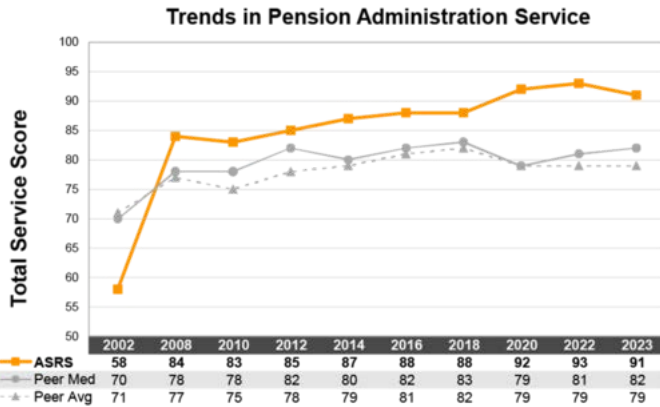
- To help achieve the five goals outlined in the new strategic plan, the ASRS relies on a highly engaged and motivated staff, as evidenced by the most recent engagement survey conducted independently by the Arizona Department of Administration. This year, the ASRS achieved an engagement score of 87% – which places the ASRS in the category of an outstanding organization.

Agency Reorganization

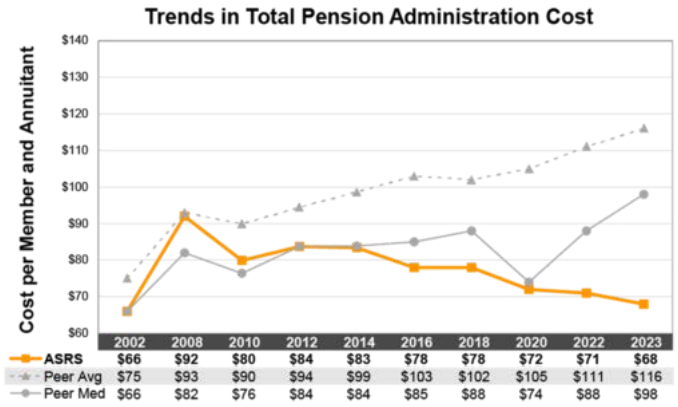
- Incorporating one of our key principles of continuous improvement, the ASRS implemented several organizational, staffing, and reporting structure changes during the fiscal year. Some of the key changes made were:
 - The ‘Member Benefits’ unit was moved from ‘Financial and Employer Services’ to ‘Member Services and Benefits’, which now includes all our primary member facing units, along with the units that process retirements and forfeitures.
 - The ‘Employer Relations’ unit was moved from ‘Member Services and Benefits’ to ‘Financial and Employer Services’, unifying our employer service model into one division that has many natural crossovers and synergies with existing business units.

Service Standards and Cost Structure

- The ASRS participates in an annual benchmarking survey that compares our performance against a group of public pension plans across the United States. In the most recent survey conducted by CEM Benchmarking, the ASRS was shown to be a top-tier provider of services, while maintaining a lower-tier cost structure. As noted in the graphs below, the ASRS scored 91 out of a possible 100 in service, compared to the peer average of 79 and the universe average of 77. For the cost section, the ASRS had a cost of \$68 per member, compared to the average costs of our peers of \$116, and the universe at \$136.



Source: CEM Benchmarking



Source: CEM Benchmarking

Top Place to Work Recognition

- During fiscal year 2024, the ASRS was selected as one of the top places to work in Arizona. The recognition comes from Best Companies Group, a firm that examines companies’ practices, programs and benefits and surveys employees for their perspectives. Upon meeting certain criteria, a company can then be recognized as a “Top Place to Work.” Consideration in earning the Top Place to Work recognition was based upon the benefits afforded to our employees, the overall work environment that we are able to provide to our employees, and the responses of our employees to a detailed survey, among other criteria.

Employer Outreach

- The ASRS officially launched a new 'break-out session' format for both our Employer Basics and Employer Conference meetings in an effort to tailor the information provided for our employers to their role and job. The new format, which now provides a general session with information relevant to all employers and then has several break-out sessions for specific topics, was met with positive feedback from the employers that the meetings were much more useful to what they do each day in relation to the ASRS as compared to the prior format.

Annualized Time-Weighted Rates of Return (Net of Fees)

	1 Year	3 Year	5 Year	10 Year	Since Inception (June 30, 1975)
Total Fund	9.0 %	6.1 %	8.5 %	7.6 %	9.5 %

The ASRS has implemented investment guidelines for its internal and external investment managers, which include a set of policies, procedures and compliance requirements, as well as oversight by the internal Investment Management Division to ensure that investment assets are prudently managed. Both internal and external generated compliance procedures are in place. The investment returns are estimated to place the ASRS in the top 7% of our peers for the 10 year period, and the top 4% for the 20 year period, ending June 30, 2024. As a result, over the past 10 years, it is estimated that the ASRS fund has grown to be approximately \$4.1 billion larger than it would be if it had achieved median returns. Details of the ASRS investment policies and investments are contained in the Investment Section of this report.

Funding

The funding objective of the ASRS is to ensure long-term full funding in a manner consistent with the capital market, demographic, risk tolerance and other parameters.

The Arizona Revised Statutes require the ASRS to conduct an annual actuarial valuation of its plan assets and liabilities. According to the most recently available actuarial valuation, dated June 30, 2023, the total actuarial value of the retirement fund and the HBS fund assets was \$50,187 million. The total actuarial accrued liability of these funds was \$68,642 million. The unfunded actuarial accrued liability of \$18,455 million results in an actuarial funding ratio of 73.1% for the total plan, which is an increase from 72.7% at June 30, 2022. There are also deferred (unrecognized) investment gains of approximately \$1.7 billion.

A detailed discussion of funding is provided in the Actuarial Section of this report.

Contribution Rate Projections

The ASRS has taken numerous steps over past years to significantly mitigate contribution rate volatility, while ensuring that contribution rates plus investment earnings continue to fund the pension, health, and disability benefits earned. By amortizing future unfunded actuarial accrued liabilities over a 20-year period for the pension plan (and over a 15-year period for the health insurance premium benefit supplement and long term disability plan), by allocating investment gains and losses over a ten-year period, by phasing in the impact of significant assumption changes including lower economic growth expectations, and by developing a very diversified investment portfolio, the ASRS has been able to obtain greater stability in contribution rates while funding the benefits earned. Contribution rates are expected to decrease marginally each year, and are expected to reach approximately 7.0% over the next 24 years.

Awards

The Government Finance Officers Association of the United States and Canada (GFOA) awarded a Certificate of Achievement for Excellence in Financial Reporting to the ASRS for its Annual Comprehensive Financial Report for the fiscal year ended June 30, 2023. The ASRS has received this prestigious award in each of the last 35 years.

To be awarded a Certificate of Achievement, a government must publish an easily readable and efficiently organized Annual Comprehensive Financial Report that satisfies both accounting principles generally accepted in the United States of America and applicable legal requirements. A Certificate of Achievement is valid for 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 the GFOA to determine its eligibility for another certificate.

The GFOA also has given an Award for Outstanding Achievement in Popular Annual Financial Reporting to the ASRS for its Popular Annual Financial Report for the fiscal year ended June 30, 2023. The Award for Outstanding Achievement in Popular Annual Financial Reporting is a prestigious national award recognizing conformance with the highest standards for preparation of state and local government popular reports. In order to receive an Award for Outstanding Achievement in Popular Annual Financial Reporting, a government unit must publish a Popular Annual Financial Report, whose contents conform to program standards of creativity, presentation, understandability, and reader appeal. An Award for Outstanding Achievement in Popular Annual Financial Reporting is valid for a period of one year only. The ASRS has received a Popular Award for the last thirteen consecutive years (fiscal years ended 2011-2023).

In addition, the Public Pension Coordinating Council bestowed the Pension Standards Award for 2024 to the ASRS for meeting professional standards, plan design and administration. To qualify for the Pension Standards Award, a public employee retirement system must certify that it meets requirements in six areas of assessment. The areas assessed are comprehensive benefits program, funding adequacy, actuarial, audit, investments and communications. The Pension Standards Award is valid for one year. This is the 20th year the ASRS has received this award.

Acknowledgments

This report represents the culmination of hours of hard work by the ASRS General Accounting and Investment Management Division staff. It is intended to provide complete and reliable information for decision making, to ensure compliance with legal requirements, and is a means of measuring the responsible stewardship of the assets of the ASRS.

We would like to express our gratitude to the ASRS Board for its support and leadership in overseeing the financial affairs of the ASRS in a responsible and progressive manner. The ASRS Board, along with the ASRS's executive and senior management, and the entire staff of the ASRS has been instrumental in maintaining the high quality of service and performance, which has become the standard for the ASRS.

Respectfully submitted,

Paul Matson, Executive Director

Erica Syring, Chief Financial Officer



Government Finance Officers Association

Certificate of
Achievement
for Excellence
in Financial
Reporting

Presented to

Arizona State Retirement System

For its Annual Comprehensive
Financial Report
For the Fiscal Year Ended

June 30, 2023

Christopher P. Morill

Executive Director/CEO

The Government Finance Officers Association of the United States and Canada (GFOA) awarded a Certificate of Achievement for Excellence in Financial Reporting to the Arizona State Retirement System for its Annual Comprehensive Financial Report for the fiscal year ended June 30, 2023. This was the 35th consecutive year that the Arizona State Retirement System has received this prestigious award.



Public Pension Coordinating Council

**Public Pension Standards Award
For Funding and Administration
2024**

Presented to

Arizona State Retirement System

In recognition of meeting professional standards for
plan funding and administration as
set forth in the Public Pension Standards.

Presented by the Public Pension Coordinating Council, a confederation of

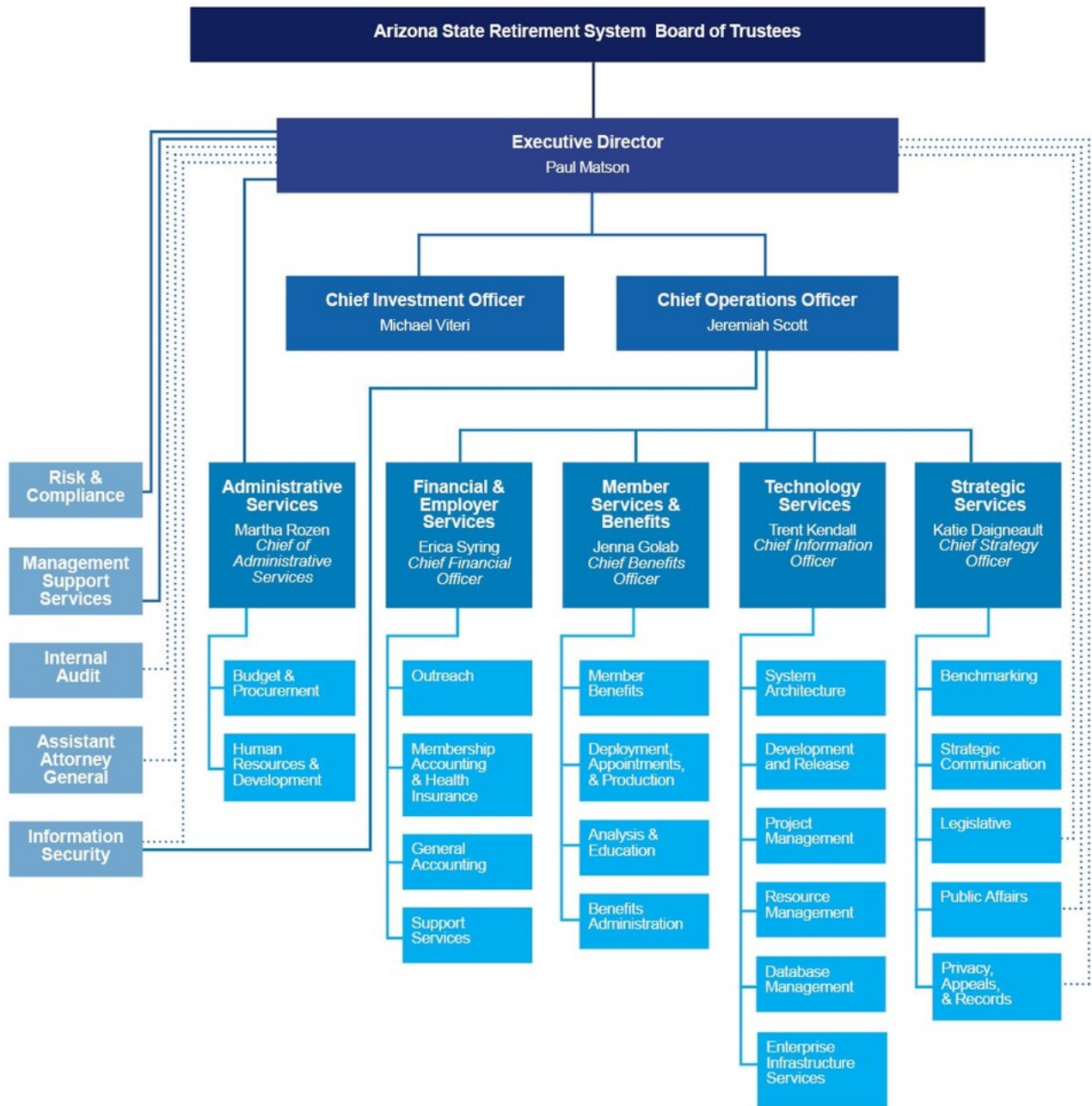
National Association of State Retirement Administrators (NASRA)
National Conference on Public Employee Retirement Systems (NCPERS)
National Council on Teacher Retirement (NCTR)

A handwritten signature in black ink, reading 'Alan H. Winkle'.

Alan H. Winkle
Program Administrator

The National Association of State Retirement Administrators (NASRA), National Conference on Public Employee Retirement Systems (NCPERS) and the National Council on Teacher Retirement (NCTR) awarded a Public Pension Standards Award to the Arizona State Retirement System for plan design and administration as set forth in the Public Pension Standards for 2024. The Public Pension Standards are intended to reflect minimum expectations for public retirement system management and administration, as well as serve as a benchmark by which all defined benefit public plans should be measured. This is the 20th consecutive year that the Arizona State Retirement System has received this prestigious award.

Organizational Chart



Organizational Chart is as of June 30, 2024

Investments are managed internally by the ASRS and externally through investment managers.

Please refer to the Schedule of Broker Commissions, which begins on page [89](#) in the Investment Section, and the Schedule of Investment Fees on page [91](#) in the Investment Section.



René Guillen
Chair
Political Subdivisions



Michael Miller
Vice-Chair
Educators



Diane Landis
Public



Michael Lofton
Public



Kevin McCarthy
Public



James Mueller
Retirees



Jay Petkunas
Public



Ashley Retsinas
State Employees



Sarah Webber
Member-at-Large

As of June 30, 2024



Paul Matson
Executive Director



Jeremiah Scott
Chief Operating Officer



Michael Viteri
Chief Investment Officer



Martha Rozen
Chief of Administrative Services



Trent Kendall
Chief Information Officer



Katie Daigneault
Chief Strategy Officer



Erica Syring
Chief Financial Officer



Jenna Golab
Chief Benefits Officer

Outside Professional Consultants

Actuarial Services

Gabriel Roeder Smith & Company
Irving, TX

Health Insurance Consultant

Segal
Glendale, CA

Long Term Disability Benefits

Broadspire, A Crawford Company
Lexington, KY

Custodial Bank

Bank of New York Mellon
New York, NY

Independent Auditors

CliftonLarsonAllen, LLP
Boston, MA

General Investment Consultant

NEPC, LLC
Cambridge, MA

Private Real Estate Consultant

RCLCO
Bethesda, MD

Private Investment Consultant

Meketa Investment Group
Boston, MA

Private Investment Consultant

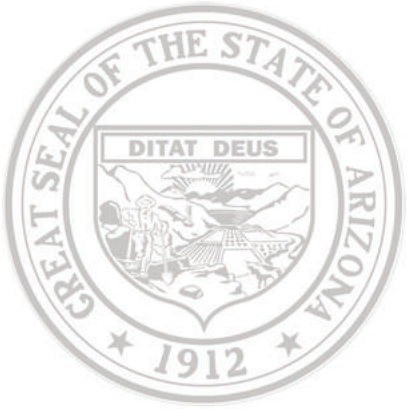
AKSIA
New York, NY

Private Investment Consultant

Mercer Investment Co
New York, NY

Financial Section





An agency of the State of Arizona



CliftonLarsonAllen LLP
CLAconnect.com

INDEPENDENT AUDITORS' REPORT

The Honorable Katie Hobbs, Governor
Arizona State Legislature
State of Arizona and Board of Trustees
Arizona State Retirement System

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of the Arizona State Retirement System (ASRS), a component unit of the State of Arizona, as of and for the year ended June 30, 2024, and the related notes to the financial statements, which collectively comprise ASRS's basic financial statements as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the fiduciary net position of the ASRS as of June 30, 2024, and the changes in fiduciary net position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the ASRS'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.

The Honorable Katie Hobbs, Governor
Arizona State Legislature
State of Arizona and Board of Trustees
Arizona State Retirement System

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

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

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

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

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis and the schedules of changes in the net pension liability – retirement, net pension liability – retirement, employer contributions – retirement, investment returns – retirement, changes in the net OPEB liability – HBS, net OPEB liability – HBS, employer contributions – HBS, investment returns – HBS, changes in the net OPEB liability – LTD, net OPEB liability – LTD, employer contributions – LTD, investment returns – LTD, and related notes, be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with GAAS, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

The Honorable Katie Hobbs, Governor
Arizona State Legislature
State of Arizona and Board of Trustees
Arizona State Retirement System

Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the financial statements that collectively comprise the ASRS's basic financial statements. The additional supplementary information, as listed in the table of contents, is presented for purposes of additional analysis and is 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 GAAS. In our opinion, the additional supplementary information is 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, investment, actuarial, and statistical sections, as listed in the table of contents, but does not include the basic financial statements and our auditors' report thereon. Our opinions on the basic financial statements do not cover the other information, and we do not express an opinion or any form of assurance thereon.

In connection with our audit of the basic financial statements, our responsibility is to read the other information and consider whether a material inconsistency exists between the other information and the basic financial statements, or 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 1, 2024, on our consideration of the ASRS's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the ASRS's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the ASRS's internal control over financial reporting and compliance.



CliftonLarsonAllen LLP

Boston, Massachusetts
November 1, 2024

This section presents management's discussion and analysis (MD&A) of the Arizona State Retirement System's (ASRS) fiduciary net position and changes in fiduciary net position for the fiscal year ended June 30, 2024. It is presented as a narrative overview and analysis. The discussion and analysis should be read in conjunction with the letter of transmittal, the basic financial statements, and notes to the basic financial statements presented in the financial section of the ASRS Annual Comprehensive Financial Report.

Financial Highlights

During fiscal year 2024, the net position of the ASRS increased, as contributions and investment returns were greater than benefit payments made.

- At June 30, 2024, the ASRS held investments of \$55,683 million (excluding securities lending balances), an increase of \$3,930 million from fiscal year 2023.
- The combined investment portfolio experienced a time-weighted rate of return (net of fees) of 9.0%, compared to 8.2% in fiscal year 2023.

Overview of the Financial Statements

The MD&A is intended to serve as an introduction and overview of the financial section of the Annual Comprehensive Financial Report, which is comprised of the following components: 1) basic financial statements, 2) notes to the basic financial statements, 3) required supplementary information and 4) additional supplementary schedules. Collectively, this information presents the combined fiduciary net position restricted for pension/OPEB benefits for each of the funds administered by the ASRS, which includes the Retirement fund, Health Benefit Supplement fund and Long Term Disability fund, as of June 30, 2024. This financial information also summarizes the combined changes in fiduciary net position restricted for pension/OPEB benefits, for the year then ended. The information available in each of these sections is briefly summarized as follows:

Basic financial statements - For the fiscal year ended June 30, 2024, financial statements are presented for the funds administered by the ASRS. These fiduciary funds are restricted for the benefit of the ASRS members.

- The Combined Statements of Fiduciary Net Position are presented as of June 30, 2024. This financial statement reflects the resources available to pay benefits to members, including retirees and beneficiaries, as of the end of the fiscal year.
- The Combined Statements of Changes in Fiduciary Net Position are presented for the year ended June 30, 2024. This statement reflects the changes in resources available to pay benefits to retirees and other beneficiaries for the year.

Notes to the Basic Financial Statements - The notes to the basic financial statements provide additional information, which is essential to a full understanding of the data provided in the basic financial statements. The notes to the basic financial statements can be found on pages [23-43](#) of this report.

Required Supplementary Information – The schedules included in the required supplementary information section present information about the changes in the net pension and other postemployment benefits (OPEB) liabilities, employer contributions, actuarial assumptions used to calculate the actuarially determined contributions, historical trends, and other required supplementary information. This information is required by the Governmental Accounting Standards Board (GASB).

The money-weighted rate of return expresses investment performance, net of investment expense, and is disclosed per the requirements of GASB 67 and GASB 74.

Additional Supplementary Schedules - These schedules include the Combining Schedules of Retirement Fiduciary Net Position, and Changes in Retirement Fiduciary Net Position for the ASRS Plan and System retirement programs. The ASRS Plan, a defined benefit plan, and the System, a defined contribution plan with guaranteed benefits, are separate components administered within the same pension plan and trust.

Detailed information about administrative expenses, consultant fees and investment expenses are also included in this section.

Financial Analysis of the ASRS Funds

The ASRS administers retirement, health and long term disability benefits for teachers, state, county and other public municipal employees. The ASRS benefits are funded by member and employer contributions and by earnings on investments. The ASRS has three funds, retirement, health benefit supplement (HBS) and long term disability (LTD), to which the contributions are allocated according to actuarially determined contribution rates.

Fiduciary Net Position – The ASRS's total fiduciary net position restricted for pension/OPEB benefits at June 30, 2024 was \$55,793 million, a 7.1% increase from \$52,095 million at June 30, 2023. The retirement fund's fiduciary net position was \$53,360 million compared to \$49,779 million last year, a 7.2% increase. The HBS fund's net position was \$2,225 million at year end compared to \$2,121 million at fiscal year 2023, a 4.9% increase. The LTD fund's fiduciary net position was \$209 million at year end compared to \$195 million last year, a 7.2% increase. The Contribution Prepayment Program (CPP) at June 30, 2024 had a \$81.7 million balance reported as a liability, a 7.5% increase from \$76.0 million at June 30, 2023.

The increase in the total fiduciary net position and the fiduciary net position of the retirement, HBS and LTD funds was because the combination of actuarially

determined contributions and investment earnings were more than benefits paid.

Changes in Fiduciary Net Position - For the 2024 fiscal year, member and employer contributions totaled \$3,397 million, a 8.2% increase compared to \$3,141 million for fiscal year 2023. Multiple factors attributed to the increase in contribution revenue, including an increase in active plan members (2.3%), which contributed to a significant increase in covered payroll (7.1%). Retirement and HBS combined employer and employee contribution rates were 24.17% and 0.11%, respectively, in fiscal year 2024, and 23.95% and 0.11%, respectively, in 2023. LTD combined employer and employee contribution rates were 0.30% in fiscal year 2024, and 0.28% in fiscal year 2023. For employers, the alternate contribution rate was increased from 9.68% in fiscal year 2023, to 9.99% in fiscal year 2024.

For fiscal year 2024, the ASRS recognized total net investment earnings of \$4,582 million. The time-weighted rate of return on investment assets was 9%.

Deductions from the ASRS net position restricted for pension/OPEB benefits consist primarily of retirement, disability, health insurance premium benefit supplement, survivor benefits, member refunds and administrative expenses. For the 2024 fiscal year, retirement, disability, health insurance premium benefit supplement and survivor benefits totaled \$3,958 million, an increase of 2.7% over the \$3,853 million paid during fiscal year 2023. The increase is attributed to an increase in total members and beneficiaries receiving retirement benefits from 176,444 in fiscal year 2023, to 180,220 in fiscal year 2024.

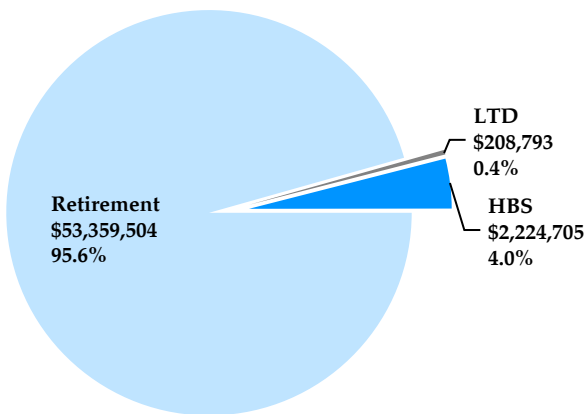
Management's Discussion and Analysis

Refunds and transfers to other plans totaled \$300.5 million in fiscal year 2024, a 4.7% increase from the \$287.0 million paid out in fiscal year 2023. In fiscal year 2024, other expenses and the cost of administering the ASRS benefits totaled \$39.1 million, an increase of 3.7% from the \$37.7 million paid in fiscal year 2023.

The following chart and tables show the ASRS fiduciary net position for fiscal year 2024 and the condensed summary of fiduciary net position and changes in fiduciary net position for fiscal years 2024 and 2023:

Exhibit F-1: ASRS Fiduciary Net Position by Fund

As of June 30, 2024
(Dollars in thousands)



Management's Discussion and Analysis

Exhibit F-2: Condensed Summary of Fiduciary Net Position

(Dollars in thousands)

	2024	2023	Change	% Change
Assets				
Cash, prepaid benefits and receivables	\$ 316,603	\$ 522,761	\$ (206,158)	(39.4)%
Investments	55,683,499	51,753,606	3,929,893	7.6 %
Securities lending	120,696	117,790	2,906	2.5 %
Total assets	56,120,798	52,394,157	3,726,641	7.1 %
Liabilities				
Payables and other liabilities	207,100	181,385	25,715	14.2 %
Securities lending	120,696	117,790	2,906	2.5 %
Total liabilities	327,796	299,175	28,621	9.6 %
Fiduciary Net Position Restricted for Pension/OPEB Benefits	\$ 55,793,002	\$ 52,094,982	\$ 3,698,020	7.1 %

Exhibit F-3: Condensed Summary of Changes in Fiduciary Net Position

(Dollars in thousands)

	2024	2023	Change	% Change
Additions				
Member contributions	\$ 1,676,832	\$ 1,552,007	\$ 124,825	8.0 %
Employer contributions	1,720,111	1,588,889	131,222	8.3 %
Other income	34	787	(753)	(95.7)%
Service credit purchase and transfers in	15,642	14,595	1,047	7.2 %
Investment activity and security lending income	4,854,747	4,037,802	816,945	20.2 %
Investment and security lending expense	(272,261)	(261,165)	(11,096)	4.2 %
Total additions	7,995,105	6,932,915	1,062,190	15.3 %
Deductions				
Retirement and disability benefits	3,890,356	3,782,968	107,388	2.8 %
Survivor benefits	67,167	69,617	(2,450)	(3.5)%
Refunds and transfers	300,500	286,995	13,505	4.7 %
Administration and other	39,062	37,663	1,399	3.7 %
Total deductions	4,297,085	4,177,243	119,842	2.9 %
Net Change	3,698,020	2,755,672	942,348	34.2 %
Fiduciary Net Position Restricted for Pension/OPEB Benefits				
Net position beginning of year	52,094,982	49,339,310	2,755,672	5.6 %
Net position end of year	\$ 55,793,002	\$ 52,094,982	\$ 3,698,020	7.1 %

Funded Status - GASB 67 and 74 require public employee pension and OPEB plans that have certain characteristics and whose assets are administered through trusts, to use a prescribed accounting methodology for financial reporting purposes. As a result, the ASRS conducts two actuarial valuations each year, one for accounting purposes and one for funding purposes. The difference between the two actuarial valuations is the assets are valued at market value for financial reporting purposes and a smoothed value is used for funding purposes.

In order to determine the retirement fund’s funded status under Generally Accepted Accounting Principles (GAAP), the ASRS used the most recently available actuarial valuation, dated June 30, 2023, and rolled it forward to June 30, 2024. The notes to the basic financial statements, as well as the required supplementary information, disclose more detailed information about the retirement fund’s net pension liability.

A detailed discussion of the funded status of the retirement fund, the HBS fund and the LTD fund, based on the ASRS funding methodology, is contained in the Actuarial Section of this report.

Exhibit F-4: Pension Valuation For Financial Reporting Purposes

Funded Status - Retirement	2024	2023
Retirement fiduciary net position as a percentage of total pension liability	76.93 %	75.47 %

In order to determine the HBS and LTD funds’ funded status under GAAP, the ASRS used the most recently available actuarial valuation, dated June 30, 2023, and rolled it forward to June 30, 2024. The notes to the basic financial statements as well as the required supplementary information disclose more detailed information about the HBS and LTD funds’ net OPEB liability.

Exhibit F-5: OPEB Valuation For Financial Reporting Purposes

Funded Status - HBS	2024	2023
HBS program assets as a percentage of total HBS OPEB liability	137.51 %	134.37 %

Funded Status - LTD	2024	2023
LTD fund fiduciary net position as a percentage of total LTD liability	98.77 %	93.70 %

Investments - During the fiscal year 2024, the ASRS investments were broadly diversified in equities, credit and interest rate sensitive instruments, real estate investments and cash equivalent instruments. A few highlights of the year are as follows:

- As of June 30, 2024, the fund held investments of \$55,683 million (excluding securities lending balances), an increase of \$3,930 million from the prior year.
- The combined investment portfolio generated approximately \$4,582 million in net investment earnings during the year.

A detailed discussion of investments is provided in the notes to the basic financial statements and the Investment Section of this report.

Information Requests

Request for Information – This financial report is designed to provide a general overview of the Arizona State Retirement System’s finances. Questions concerning any of the information provided in this report or requests for additional information should be addressed to:

ASRS Financial Services Division
3300 North Central Avenue
Phoenix, AZ 85012

Basic Financial Statements

Combined Statements of Fiduciary Net Position

As of June 30, 2024

(Dollars in thousands)

	Retirement Fund	Health Benefit Supplement Fund	Long Term Disability Fund	Combined
Assets				
Cash	\$ 41,085	\$ 1,701	\$ 160	\$ 42,946
Prepaid benefits	—	1,852	—	1,852
Receivables				
Accrued Interest and Dividends	32,283	1,383	122	33,788
Securities Sold	16,125	667	61	16,853
Futures Contracts	87,796	3,630	331	91,757
Contributions	89,424	366	952	90,742
Due From Other Funds	—	7,089	1,090	8,179
Investment Receivables	17,448	721	66	18,235
Other Receivables	872	5,632	5,747	12,251
Total Receivables	243,948	19,488	8,369	271,805
Investments				
Cash and Short-term Investments	665,349	36,907	2,508	704,764
Public Equity	21,940,867	907,223	82,699	22,930,789
Private Equity	6,833,701	282,563	25,758	7,142,022
Interest Rate Sensitive	2,041,195	84,400	7,694	2,133,289
Credit	11,871,898	490,886	44,747	12,407,531
Real Estate	9,917,643	410,080	37,381	10,365,104
Total Investments	53,270,653	2,212,059	200,787	55,683,499
Securities Lending Collateral	115,486	4,775	435	120,696
Total Assets	53,671,172	2,239,875	209,751	56,120,798
Liabilities				
Securities Purchased	10,504	434	40	10,978
Securities Lending Collateral	115,486	4,775	435	120,696
Futures Contracts	88,130	3,644	332	92,106
Due To Other Funds	8,179	—	—	8,179
Contribution Prepayments	81,744	—	—	81,744
Other	7,625	6,317	151	14,093
Total Liabilities	311,668	15,170	958	327,796
Fiduciary Net Position Restricted For Pension/ OPEB Benefits	\$ 53,359,504	\$ 2,224,705	\$ 208,793	\$ 55,793,002

The accompanying notes are an integral part of these statements.

Basic Financial Statements

Combined Statements of Changes in Fiduciary Net Position

For the Year Ended June 30, 2024

(Dollars in thousands)

	Retirement Fund	Health Benefit Supplement Fund	Long Term Disability Fund	Combined
Additions				
Contributions				
Member Contributions	\$ 1,656,350	\$ —	\$ 20,482	\$ 1,676,832
Employer Contributions	1,684,405	15,008	20,698	1,720,111
Transfers From Other Plans	727	—	—	727
Purchased Service	14,871	26	18	14,915
Total Contributions	3,356,353	15,034	41,198	3,412,585
Investment Activity				
Investment Activity Income:				
Net Appreciation In Fair Value of Investments	4,180,317	174,433	15,731	4,370,481
Interest	90,295	4,340	339	94,974
Dividends	361,422	15,129	1,358	377,909
Other Income	916	38	3	957
Total Investment Activity Income	4,632,950	193,940	17,431	4,844,321
Investment Activity Expense:				
Management Fees	(245,024)	(10,246)	(922)	(256,192)
Custody Fees	(1,590)	(66)	(6)	(1,662)
Consultant and Legal Fees	(6,184)	(256)	(23)	(6,463)
Internal Investment Activity Expense	(5,821)	(241)	(22)	(6,084)
Total Investment Activity Expenses	(258,619)	(10,809)	(973)	(270,401)
Net Income From Investment Activities	4,374,331	183,131	16,458	4,573,920
Securities Lending Activities:				
Securities Lending Income	9,971	418	37	10,426
Interest Expense	(870)	(36)	(3)	(909)
Management Fees	(910)	(38)	(3)	(951)
Net Income From Securities Lending Activities	8,191	344	31	8,566
Total Net Investment Income	4,382,522	183,475	16,489	4,582,486
Other Income	—	34	—	34
Total Additions	7,738,875	198,543	57,687	7,995,105
Deductions				
Benefit Payments	3,757,489	91,144	41,723	3,890,356
Survivor Benefits	67,167	—	—	67,167
Refunds To Withdrawing Members, Including Interest	300,363	—	—	300,363
Administrative Expenses	32,007	3,534	1,576	37,117
Transfers To Other Plans	137	—	—	137
Other	1,394	3	548	1,945
Total Deductions	4,158,557	94,681	43,847	4,297,085
Net Increase In Net Position	3,580,318	103,862	13,840	3,698,020
Fiduciary Net Position Restricted For Pension/OPEB Benefits				
Beginning Of Year	49,779,186	2,120,843	194,953	52,094,982
End Of Year	\$ 53,359,504	\$ 2,224,705	\$ 208,793	\$ 55,793,002

The accompanying notes are an integral part of these statements.

Note 1. Plan Description

Organization – The Arizona State Retirement System (ASRS) is a component unit of the State of Arizona. The ASRS is a cost-sharing, multiple-employer, pension plan established by the State of Arizona to provide pension benefits for employees of the State and employees of participating political subdivisions and school districts. The ASRS is administered in accordance with Title 38, Chapter 5, Articles 2 and 2.1 of the Arizona Revised Statutes (A.R.S.).

The ASRS is a qualified governmental pension plan pursuant to Internal Revenue Code (I.R.C.) § 414. The ASRS pension plan has two components, the Plan and the System (collectively, Retirement Fund). The assets of the Retirement Fund are utilized to pay benefits to members of both Plan and System. The Plan is a defined benefit plan and the System is a closed defined contribution plan, with guaranteed benefits. These plans are administered through a trust.

The System was established by the Arizona Legislature in 1953 to provide retirement and other benefits for state employees, teachers, and employees of political subdivisions that elected coverage. In 1943, the Legislature established the Arizona Teachers' Retirement System (the Teachers' System) to provide benefits for teachers. After the establishment of the ASRS, teachers who were, or later became, eligible through employment covered by the ASRS were transferred to the System. The Teachers' System then became inactive, except for continuation of retirement benefits already being paid and obligations to teacher members who did not become eligible for the ASRS.

The Plan, enacted by the Legislature in 1970, became effective July 1, 1971. Effective July 1, 1981, all non-retired members of the System became members of the Plan, as prescribed by Laws of 1980, Chapter 238.

In addition to retirement benefits, the ASRS provides retired members access to health insurance and a health insurance premium supplement benefit. The ASRS also provides a long term disability program for actively contributing members. The Health Benefit Supplement (HBS) program is administered in accordance with Title 38, Chapter 5, Article 2. The Long Term Disability (LTD) program is administered in accordance with Title 38, Chapter 5, Article 2.1.

A.R.S. § 38-783 and A.R.S. § 38-797 establish the health insurance premium benefits (HBS) program and the long term disability benefits program (LTD), respectively. Effective July 1, 1995, the ASRS established a trust for each benefit program and has reported those funds in the basic financial statements. Both the Health Benefit Supplement (HBS) Program and the Long Term Disability (LTD) Program are cost-sharing, multiple-employer postemployment benefit plans. The LTD and HBS funds' assets or income may be utilized solely for the payment of eligible member benefits.

Plan Administration – The operations and administration of the ASRS are vested with the ASRS Board, which is comprised of nine members, who are appointed by the Governor and confirmed by the Arizona Senate pursuant to A.R.S. § 38-211. The ASRS Board is responsible for establishing and maintaining the funding policy.

The composition of the ASRS Board, their qualifications and terms are defined in A.R.S. § 38-713. Five of the trustees must be ASRS members, each representing one of the following member groups: an educator, an employee of a political subdivision, a retired member, an employee of the State and an at large member who may represent any ASRS member group. Each trustee representing an ASRS member group must have no less than five years of administrative management experience. Additionally, four trustees, who are not ASRS members, are appointed to represent the public. Four trustees of the ASRS Board must have a minimum of 10 years of investment experience. There is no limit on the number of terms a trustee may serve.

Pursuant to the Arizona Revised Statutes, contribution requirements for active members and their participating employers are established and may be amended by the ASRS Board. Contribution rates are actuarially determined and are expected to finance the costs of benefits earned by members during the year and any unfunded accrued liability. The cost of administering the Plan is financed through employer contributions, member contributions and investment earnings.

Health Insurance - Pursuant to A.R.S. § 38-782, the Retiree Group Insurance Program makes available group health insurance coverage to eligible retired and disabled members and their dependents. Retired and disabled members of the ASRS, University Optional Retirement Plans, the Public Safety Personnel Retirement System, the Elected Officials' Retirement Plan, the Elected Officials Defined Contribution Plan, the Community College District Optional Retirement Plans and the Corrections Officer Retirement Plan are eligible for health insurance benefits through the ASRS.

As of January 1, 2022, the ASRS became self-insured for the non-Medicare health insurance plans, which is being administered by a third-party vendor. The ASRS works with outside consultants to develop the premium structure for the self-insurance plans. Actual claims experience could vary from estimates used in developing the premium prices, resulting in gains or losses to the fund.

For the fully insured plans, the ASRS, and eligible retirees, remit premiums on a monthly basis to a contracted health insurance provider as consideration for health insurance coverage provided. The ASRS contract with the insurance provider allows for a portion of the difference between the total revenues and total claims expenses incurred by the provider to be distributed back to the ASRS in the form of a Retrospective Rate Agreement (RRA) rebate. The amount is calculated based on a targeted retention ratio as agreed upon per the contract and may fluctuate from year-to-year. RRA and self-insurance assets are reported in the HBS fund but are not restricted to pay HBS program benefits.

Health Benefit Supplement Program - Pursuant to A.R.S. § 38-783, retired and disabled members, with at least five years of credited service, are eligible to participate in the HBS program. This assistance is provided to those members who elect group coverage through either the ASRS Retiree Group Insurance Program or their former member employer. For a more detailed summary of benefits, refer to the Summary of Plan Provisions in the Actuarial Section of this report.

In accordance with the funding policy as of June 30, 2024, the required contribution rate for employers for their active members was 0.11% of covered payroll. There were 83,987 retired members or beneficiaries receiving benefits as of June 30, 2024.

Notes to the Basic Financial Statements

Long Term Disability Program - Pursuant to A.R.S. § 38-797, members of the ASRS are eligible for LTD benefits in the event they become unable to perform their work. The monthly benefit is up to two-thirds of their monthly compensation. Participants continue to earn service credit up to their normal retirement dates. Members with LTD commencement dates after June 30, 1999, are limited to 30 years of service or the service on record as of the effective disability date, if their service is greater than 30 years.

In accordance with the funding policy as of June 30, 2024, the required contribution rate for employers and active members was 0.15% of covered payroll. There were 2,335 disabled members receiving long term disability benefits as of June 30, 2024.

Reporting Entity – The financial statements of the ASRS include the financial activities of the Retirement Fund, HBS Fund and LTD Fund. The ASRS is considered a component unit of the State of Arizona reporting entity and is included in the State’s financial reports as a pension trust fund.

Exhibit F-6: Plan Members

As of June 30, 2024

Member Status	Retirement Plan	HBS ¹	LTD
Retired members and beneficiaries receiving benefits	180,220	83,987	—
Inactive and disabled members	261,427	41,167	2,335
Active plan members	224,989	224,989	224,989
Total membership	666,636	350,143	227,324

¹The count of inactive plan members entitled to HBS Program benefits is less than that of the Retirement Program, because members must have at least 5 years of service to receive HBS benefits.

Exhibit F-7: Employer Units

As of June 30, 2024

Member Type	Employer Unit Count
School districts	240
Charter schools	112
Cities and towns	81
Counties	15
Special districts	94
Community college districts	11
Universities	3
State government	1
Total employer units	557

Note: The 557 employer units represent 655 total employers.

Retirement Benefits – The ASRS provides benefits under formulas and provisions described in Arizona State law. Benefits and administrative expenses are paid from monies contributed by members and employers and from earnings on investments. The ASRS provides for retirement, disability, health insurance premium supplemental benefits and survivor benefits.

Retirement benefits are calculated on the basis of total credited service, average monthly compensation, and graded multiplier, which is established on a fiscal year basis (July 1 to June 30). Members with an initial membership date before July 1, 2011, are eligible for full retirement benefits upon the earliest of attaining:

- Age 65;
- Age 62 with 10 years of credited service;
- Age plus credited service equaling 80 or more

Members with initial membership dates on or after July 1, 2011, are eligible for full retirement benefits upon the earliest of attaining:

- Age 65;
- Age 62 with 10 years of credited service;
- Age 60 with 25 years of credited service;
- Age 55 with 30 years of credited service

Average monthly compensation is determined by a 60-month or 36-month calculation depending on the membership date.

Termination pay includes vacation/sick pay (except for state and county employees), compensation time pay, termination incentive pay (excludes payments made after retirement begins, such as Voluntary Investment Program or Employee Savings Plan), or any other payments paid at the time of termination.

Exhibit F-8: Average Monthly Compensation Calculation

Membership Date	Calculation	
Prior to January 1, 1984	Greater of the following calculations:	
	36 Months	This is calculated by taking the highest consecutive 36 months of contributions within the last 120 months (10 years) of contributions reported. Termination Pay is excluded.
	60 Months	This is calculated by taking the highest consecutive 60 months of contributions within the last 120 months (10 years) of contributions reported. Termination Pay is included.
January 1, 1984 - June 30, 2011	36 Months	This is calculated by taking the highest consecutive 36 months of contributions within the last 120 months (10 years) of contributions reported. Termination Pay is excluded.
July 1, 2011, or after	60 Months	This is calculated by taking the highest consecutive 60 months of contributions within the last 120 months (10 years) of contributions reported. Termination Pay is excluded.

The graded multiplier is a percentage set by Arizona State statute. It is the percentage of the average monthly compensation members will receive for each year of credited service they have accrued at retirement. This percentage is based on their total years of service at retirement based on the following graded multiplier schedule:

Exhibit F-9: Graded Multiplier

Years of Service	Multiplier
0.00 to 19.99	2.10 %
20.00 to 24.99	2.15 %
25.00 to 29.99	2.20 %
30.00 or more years	2.30 %

Permanent Benefit Increase (PBI) – Pursuant to A.R.S. § 38-767, retired members who have been retired for at least one year, and members receiving LTD benefits, are eligible for a benefit increase adjustment annually up to a maximum of 4%, if funds are available.

The PBI is paid when the yield rate on the actuarial value of ASRS assets for the fiscal year that ended June 30 of the year prior to the year for which an increase would be paid exceeds 8%. Funds are reserved when the yield rate on the actuarial value of ASRS assets for the fiscal year that ended June 30 of the year prior to the year for which an increase would be paid exceeds 8%. If there are no excess investment earnings in the reserve, then no additional benefit increase is paid. As of June 30, 2024, there was a \$108.7 million balance in the reserve for future PBIs. However, this amount will not create a PBI in the current year per the above statute.

Enhanced Permanent Benefit Increase (EPBI) –

Pursuant to A.R.S. § 38-767, retired members with at least 10 years of service who have been retired five or more years are eligible for an enhanced permanent benefit increase.

For each complete five-year period the member has been retired, an incremental benefit is paid if monies to pay the benefit are available. This benefit is funded by an interest credit of 8% of the reserve for future PBIs.

Due to legislation enacted in the 2013 legislative session, PBIs and EPBIs will not be awarded to members hired after September 13, 2013.

For a more detailed summary of benefits, refer to the Summary of Plan Provisions in the Actuarial Section of this report.

HBS Benefits – Pursuant to A.R.S. § 38-783, retired and disabled members, with at least five years of credited service, are eligible to receive HBS program benefits. The benefits are payable only with respect to allowable health insurance premiums for which the member is responsible. The maximum monthly benefits for members with 10 or more years of service range from \$150 to \$260, depending on age and number of dependents. For members with five to nine years of service, the benefits are the same dollar amounts as above multiplied by a vesting fraction equal to 10% for each completed year of service (i.e., 50% to 90%).

LTD Benefits – Pursuant to A.R.S. § 38-797, members of the ASRS are eligible for LTD benefits in the event they become unable to perform their work. The monthly benefit is up to two-thirds of their monthly compensation. Participants continue to earn service credit up to their normal retirement dates. Members with LTD commencement dates after June 30, 1999, are limited to 30 years of service or the service on record as of the effective disability date, if their service is greater than 30 years.

Contributions – Per the Arizona Revised Statutes, contribution requirements for active members and their participating employers are established, and may be amended, by the ASRS Board. Contribution rates are actuarially determined and are expected to finance the costs of benefits accrued by plan members during the year and any unfunded accrued liability. The cost of administering the pension and other postemployment benefits is financed through employer contributions, member contributions and investment earnings.

Employers are also required to pay an Alternate Contribution Rate (ACR) for retired members who return to work. ACR contributions totaling \$42.9 million were received during the 2024 fiscal year and are included in Employer Contributions on the Combined Statements of Changes in Fiduciary Net Position.

The contractually required contribution rates of employers as a percentage of covered payroll and the employees' matching contributions were as follows for fiscal year 2024:

Exhibit F-10: Contribution Rates

Contribution Rates	Employer	Member
Retirement	12.03 %	12.14 %
Health benefit supplement	0.11 %	0.00 %
Long term disability	0.15 %	0.15 %
Total required	12.29 %	12.29 %

Exhibit F-11: Alternate Contribution Rates

Alternate Contribution Rates	Employer	Member
ACR Retirement	9.94 %	0.00 %
ACR Health benefit supplement	0.00 %	0.00 %
ACR Long term disability	0.05 %	0.00 %
Total ACR required	9.99 %	0.00 %

The Arizona Revised Statutes allow the purchase of eligible service credit for which no benefit can be paid by another qualified plan. Purchasable services include leave of absence, military service, other public service employment and previously forfeited service under the ASRS. The Arizona Revised Statutes also allow purchase of military service regardless of whether a benefit may be paid.

Contribution Prepayment Program (CPP) – Per A.R.S. § 37-737 an employer may prepay the employer's retirement contribution obligation. The employer's CPP balance earns the same rate of return as the ASRS total plan or the actual rate of return of a short-term investment through ASRS, as requested by the employer and agreed to by ASRS. The amount and frequency of the application of the CPP balance to the employer's statutorily required contributions is at the discretion of the employer after entering into a signed agreement with the ASRS.

Termination of Employment – Upon termination of employment, members may elect to receive their contributions made to the Plan, plus accrued interest.

Members with an initial membership date before July 1, 2011, may receive a percentage of employer contributions to the Plan based on years of service as follows:

Exhibit F-12: Vesting Period

(Initial membership date before July 1, 2011)

Years of Service	Vesting
5 to 5.9	25 %
6 to 6.9	40 %
7 to 7.9	55 %
8 to 8.9	70 %
9 to 9.9	85 %
10 or more	100 %

Members with an initial membership date on or after July 1, 2011, will not receive any portion of the employer contributions if they withdraw their account balance prior to retirement. This does not apply to terminations due to an employer reduction-in-force or position elimination, in which case the above ASRS vesting schedule will apply.

Withdrawal of accumulated contributions results in forfeiture of the member's accrued benefits in the Plan; however, state law allows for reinstatement of a member's forfeited service upon repayment of the accumulated contributions, plus interest if a former member returns to covered service.

Note 2. Summary of Significant Accounting Policies

Basis of Accounting – The financial statements of the Arizona State Retirement System are prepared using the accrual basis of accounting. The accompanying financial statements are prepared in accordance with accounting principles generally accepted in the United States of America that apply to government accounting of fiduciary funds issued by the GASB.

Contributions are recognized as revenues when due, pursuant to statutory and contractual requirements. Benefits and refunds are recognized when due and payable and expenses are recorded when the corresponding liabilities are incurred, regardless of when contributions are received or payment is made. Administrative expenses are recognized when incurred.

Investments – Publicly traded investments are reported at fair values determined by the custodial agent. The agent's determination of fair values includes, among other things, utilization of pricing services or prices quoted by independent brokers at current exchange rates.

See Note 4 for a schedule of investments measured at fair value and additional information regarding the inputs used to determine the fair value of investments.

The derivative instruments held by ASRS may consist of futures contracts, forward contracts, options, swaps, rights and warrants. Fair values of derivative instruments are determined by the custodial agent and reported on the Statement of Fiduciary Net Position. Changes in fair values of derivative instruments are reported as net appreciation of fair value on the Statement of Changes in Fiduciary Net Position.

Notes to the Basic Financial Statements

The fair value of limited partnership investments are estimated current values based on acceptable industry practices. Fair value is based on estimates and assumptions from information and representations provided by the respective general partners, in the absence of readily ascertainable market values.

Retirement, HBS and LTD investments are pooled. Each program's respective ownership percentage of the pool is determined based on the daily cash flows related to each program by virtue of purchases and redemption of shares of the pooled asset fund. Realized and unrealized gains are allocated daily using the same methodology.

Income derived from investments is recognized when earned. Investment expenses are recognized when incurred. Performance fees are reported net with the appreciation in the fair value of investments. Net appreciation in the fair value of investment assets is determined by calculating the change in the fair value of investments between the end of the year and the beginning of the year, adjusting for cash flows related to investment purchases and sales. Interest income is recorded on the accrual basis and dividends are recorded on the ex-dividend date. Security transactions and any resulting gains or losses are accounted for on a trade date basis.

Public market investment managers, and some private market investment managers, are paid directly for manager fees. Private market investment managers, whose manager fees are not paid directly, report account valuations on a net of fee basis. The ASRS made a good faith effort to identify and separately report manager fees as investment expense by requesting a confirmation of fees from the managers and reviewing investment capital account statements.

Capital Assets – Capitalization thresholds have been established as follows:

Exhibit F-13: Capitalization Thresholds

Capitalizable Assets	Threshold
Furniture and fixtures	\$ 1,000,000
Computers and other equipment	\$ 1,000,000
Internally developed computer software	\$ 10,000,000
Externally purchased software	\$ 1,000,000
Websites	\$ 1,000,000

As of June 30, 2024, there were no capitalizable expenditures at or above the stated thresholds.

Accounts Receivable – Accounts receivable are comprised of employer contributions that are expected to be received within 60 days of year end, member overpayments, and member service purchase payroll deduction amounts that are expected to be collected within one year.

Contribution Prepayments – The contribution prepayment balance is comprised of employer funds provided to the ASRS, and related earnings, to hold for application on a future date to statutorily required employer retirement contributions.

Federal Income Tax Status – The Plan is organized as a qualified retirement plan under the Internal Revenue Code (IRC) § 401(a). The ASRS is an integral part of the State of Arizona, and accordingly is not subject to U.S. federal income tax.

Actuarial Valuation – The actuarial information presented for the retirement, HBS and LTD funds are based on the June 30, 2023 actuarial valuation, which was rolled forward to June 30, 2024. Significant actuarial assumptions used in the valuations are included in the notes to the financial statements and required supplementary schedules.

Use of Estimates – The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, disclosure 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 could differ from those estimates.

Note 3. Cash and Investments

Cash – Cash deposits are subject to custodial risk. Custodial risk is the risk that deposits owned by ASRS will not be returned in the event of a bank failure. The Arizona Revised Statutes do not require ASRS deposits to be collateralized. The ASRS Board has not adopted a more restrictive policy. Cash on deposit with the Arizona State Treasurer in excess of FDIC coverage is collateralized at 100% of the deposit balance. In addition, the FDIC insures ASRS cash deposits up to \$250,000 per member based on the ratio of the member's account balance to the ASRS net position.

Investments – The Arizona Revised Statutes authorize the ASRS to make investments in accordance with the "Prudent Person" rule. Section 38-718 (E) of the Arizona Revised Statutes interprets the rule to be that investment management shall discharge the duties of their position with the care, skill, prudence and diligence, under the circumstances then prevailing, that a prudent person acting in a like capacity and familiar with the same matters would use in the conduct of an enterprise of a like character and with like aims as that of the ASRS. Within this broad framework, the ASRS has chosen to invest in short-term securities, obligations of the U.S. government or agencies of the U.S. government, corporate bonds, common and preferred stocks (domestic and foreign), mortgages, derivatives, commodities, real estate, loans, and direct investments in partnerships.

The Arizona Revised Statutes place the following restrictions on the ASRS investment fund portfolio:

- No more than 80% of the assets held by the ASRS may be invested at any given time in equities, measured at market value.
- No more than 5% of the assets held by the ASRS may be invested in securities issued by any one institution, agency or corporation, other than securities issued as direct obligations of or fully guaranteed by the U.S. government or mortgage backed securities and agency debentures issued by federal agencies, measured at market value.
- No more than 40% of the assets held by the ASRS may be invested in non-U.S. public equity investments, measured at market value.
- No more than 60% of the assets held by the ASRS may be invested internally, measured at market value.
- No more than 10% of the assets held by the ASRS may be invested in bonds or other evidences of indebtedness of those multinational development banks in which the U.S. is a member nation, including the International Bank for Reconstruction and Development, the African Development Bank, the Asian Development Bank, and the Inter-American Development Bank, measured at fair value.

The ASRS Board has not formally adopted more restrictive policies than required by state statute for the various types of risks. The management of the ASRS believes it has complied with the above guidelines. Management does expect external money managers to abide by contract requirements, which are considerably more restrictive than the statute.

Due to the flow of securities to and from transfer agents and the security lending program, securities occasionally cannot be delivered for a sale or received for a purchase, resulting in a “failed” transaction. Securities with trade dates in June and settlement dates in July result in “outstanding” transactions. Since these securities have contractually changed ownership, receivables and payables result from these transactions.

Such transactions resulted in a receivable for securities sold of \$16.9 million and a payable for securities purchased of \$11.0 million at June 30, 2024.

Investment Policy – The ASRS policy in regard to the allocation of invested assets is established and may be amended by the ASRS Board. Plan assets are managed on a total return basis with a long-term objective of achieving and maintaining a fully funded status for benefits to be provided. The following is the asset allocation policy adopted by the ASRS Board and in place as of June 30, 2024:

Exhibit F-14: Target Asset Allocation

Asset Class	Target Allocation
Public Equity	44 %
Credit	23 %
Real Estate	17 %
Private Equity	10 %
Interest Rate Sensitive	6 %
Total	100 %

Rate of Return – For the year ended June 30, 2024, the annual money-weighted rate of return on Retirement Fund, HBS Fund and LTD Fund investments held by the ASRS, net of investment expense, was 8.99%, 8.96% and 8.99%, respectively. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

Investments are subject to a number of risks including custodial credit risk, concentration of credit risk, credit quality risk, interest rate risk and foreign currency risk.

Custodial Credit Risk – For an investment, custodial credit risk is the risk that, in the event of a failure of a counter party, the ASRS will not be able to recover the value of its investment or the collateral securities that are in the possession of an outside party. Publicly traded securities are registered in the name of the ASRS, including loaned securities.

Credit Quality Risk – Credit quality risk is the risk that the issuer will not fulfill its obligations to the purchaser of its debt instruments. The Arizona Revised Statutes are not specific as to the credit ratings of the investments of the ASRS. The statutes require the “Prudent Person” rule. The ASRS Board has not adopted a formal policy on credit ratings. The present management policy is to set standards for each portfolio manager based on an assessment of their expertise.

Concentration of Credit Risk – Concentration of credit risk is the risk of substantial loss if investments are concentrated in one issuer. The Arizona Revised Statutes require that no more than 5% of the assets can be invested in one issuer, except for the U.S. government and its agencies. The ASRS Board has not adopted a more restrictive policy. As of June 30, 2024, the ASRS was in compliance with this policy.

The following table presents the credit quality risk for interest rate sensitive investments at June 30, 2024, categorized to give an indication of the level of credit quality risk assumed by the ASRS:

Notes to the Basic Financial Statements

Exhibit F-15: Credit Quality Risk

(Dollars in thousands)

Credit Rating	Fair Value	Fair Value as a Percent of Total Debt Securities Investments
AAA	\$ 976	0.05 %
AA	1,683,895	96.73 %
A	45,415	2.61 %
BBB	10,595	0.61 %
Total	\$ 1,740,881	100.00 %

Commingled Funds - Interest Rate Sensitive¹

392,408

Total Interest Rate Sensitive

\$ 2,133,289

¹ The fair value and fund level credit quality ratings as reported by the commingled fund managers are as follows: \$391,663-AA+; \$745-NR.

Note: Excluded from the table above are commingled funds - interest rate sensitive (see footnote 1) and credit investments. Although credit investments are exposed to credit risk, credit rating information for these funds is not available.

Interest Rate Risk – Interest rate risk is the risk that debt securities will lose value due to rising interest rates. The Arizona Revised Statutes are silent regarding interest rate risk. The ASRS Board has not adopted a specific formal policy for interest rate risk, however it does set more restrictive requirements in its contracts with external money managers.

Exhibit F-16 presents the weighted average maturity on interest rate sensitive investments. The weighted average maturity method measures the interest rate sensitivity of interest rate sensitive securities. Longer periods indicate a higher degree of interest rate risk due to the longer period of exposure the portfolio will experience.

The following table shows the weighted average maturity by investment type as of June 30, 2024:

Exhibit F-16: Interest Rate Risk

Interest Rate Sensitive

(Dollars in thousands)

Security Type	Fair Value	Weighted Average Maturity (in years)
Corporate Bonds	\$ 73,546	4.9
Government Bonds	1,667,335	10.0
Commingled Funds - Interest Rate Sensitive	392,408	7.7
Total Interest Rate Sensitive	\$ 2,133,289	

Note: Excluded from the table above are credit investments. While such investments are exposed to interest rate risk, weighted average maturity information for these funds is not available.

Notes to the Basic Financial Statements

Foreign Currency Risk – Foreign currency risk is the risk that changes in the foreign exchange rate will adversely impact the fair value of an investment. The ASRS is authorized to invest part of its assets in foreign investments. According to the Arizona Revised Statutes, no more than 40% of the assets held by the ASRS may be invested in foreign securities and the

investments must be made by investment managers with expertise in those investments. The ASRS Board has not adopted a formal policy that is more restrictive. Management does have certain policies in the contracts with the money managers permitted to invest in foreign denominated securities.

Exhibit F-17: Foreign Currency Risk

(Dollars in thousands)

The following table shows exposure to foreign currency risk (U.S. dollars) as of June 30, 2024:

Currency Type	Short-term Investments	Public Equity Securities	Private Equity	Total
Australian Dollar	\$ 1,609	\$ 435,415	\$ —	\$ 437,024
Canadian Dollar	8,386	637,553	—	645,939
Danish Krone	150	210,458	—	210,608
Euro Currency Unit	20,104	1,691,070	648,981	2,360,155
Hong Kong Dollar	20	84	—	104
Israeli Shekel	357	34,174	—	34,531
Japanese Yen	22,962	1,342,010	—	1,364,972
New Zealand Dollar	340	15,364	—	15,704
Norwegian Krone	535	49,131	—	49,666
Pound Sterling	14,912	816,399	—	831,311
Singapore Dollar	316	71,951	—	72,267
Swedish Krona	814	201,690	—	202,504
Swiss Franc	3,284	497,048	—	500,332
Total	\$ 73,789	\$ 6,002,347	\$ 648,981	\$ 6,725,117

Note 4. Fair Value Measurements

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

Level 1 - Unadjusted quoted prices for identical instruments in active markets.

Level 2 - Quoted prices for similar instruments in active markets; quoted prices for identical or similar instruments in markets that are not active; and model-derived valuations in which all significant inputs are observable.

Level 3 - Valuations derived from valuation techniques in which significant inputs are unobservable.

Investments that are measured at fair value using the net asset value per share (or its equivalent) as a practical expedient are not classified in the fair value hierarchy.

In instances where 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. The assessment of the significance of particular inputs to these fair value measurements requires judgment and consideration of factors specific to each asset or liability.

Equity securities classified in Level 1 are valued using prices quoted in active markets for those securities.

Equity securities classified as Level 2 are valued using most recent trade price available in inactive markets.

Equity securities classified in Level 3 are valued using unobservable inputs, including situations where there is little market activity, if any.

U.S. Treasury Notes and U.S. Treasury Bonds classified in Level 1 are valued using prices quoted in active markets for those securities. Interest rate sensitive securities classified in Level 2 are valued using the matrix pricing technique. Matrix pricing is used to value securities based on the securities' relationship to benchmark quoted prices.

Real estate investments classified in Level 1 are valued using prices quoted in active markets. Real estate assets classified in Level 3 are real estate investments valued by external appraisals. An external appraisal is generally obtained at least annually and performed by an independent appraiser. The appraisals are performed using generally accepted valuation approaches applicable to the property type.

Cash and short-term investments generally include cash, foreign currencies, short-term investment funds and U.S. Treasury bills that mature within one year. These investments are reported at cost.

Reinvested cash collateral held related to securities lending activities is reported based on the cash deposit value of the collateral held, which approximates fair value. Accordingly, securities lending cash collateral held is not categorized within the fair value level hierarchy. See [Note 5](#) for a discussion of the ASRS's securities lending activities.

The schedule on the following page presents investments categorized according to the fair value hierarchy and is followed by a schedule with additional information regarding investments measured at the net asset value as of June 30, 2024.

Notes to the Basic Financial Statements

Exhibit F-18: Investments and Derivative Instruments Measured at Fair Value

(Dollars in thousands)

	Fair Value Measurements Using			
	As of June 30, 2024	Quoted Prices in Active Markets Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Public Equity securities				
U.S. Large Cap	\$ 12,164,996	\$ 12,164,963	\$ —	\$ 33
U.S. Mid Cap	1,581,913	1,581,913	—	—
U.S. Small Cap	1,266,450	1,266,450	—	—
International - Developed Markets Large Cap	5,246,106	5,246,106	—	—
International - Developed Markets Small Cap	798,297	798,297	—	—
International - Emerging Markets	547	(8)	555	—
Total public equity securities, excluding commingled funds - international emerging markets ³	21,058,309	21,057,721	555	33
Interest Rate Sensitive ²	1,740,881	1,667,335	73,546	—
Real estate	25,863	—	—	25,863
Total investments by fair value level	22,825,053	22,725,056	74,101	25,896
Investments not subject to fair value leveling (at cost or amortized cost)				
Cash and short-term investments ¹	704,764			
Total Investments not subject to fair value leveling	704,764			
Investments measured at the net asset value (NAV)				
Commingled funds - international emerging markets	1,872,480			
Commingled funds - interest rate sensitive ²	392,408			
Private equity funds	7,142,022			
Credit funds	12,407,531			
Real estate funds	10,339,241			
Total investments measured at the NAV	32,153,682			
Total investments	<u>\$ 55,683,499</u>			

¹ The ASRS exposes cash assets to the market through derivative instruments. Futures receivable derivatives are included in Cash and short-term investments, not subject to fair value leveling. See [Note 6](#) for information regarding the ASRS's use of derivative instruments.

² Interest Rate Sensitive and Commingled Funds - Interest Rate Sensitive are the two components of the Interest Rate Sensitive line item on the Combined Statements of Fiduciary Net Position.

³ Equity securities derivatives are included in the Public Equity securities category at the Level 1 hierarchy. See [Note 6](#) for information regarding the ASRS's use of derivative instruments.

Notes to the Basic Financial Statements

Exhibit F-19: Investments Measured at the NAV

(Dollars in thousands)

Investment	Fair Value at June 30, 2024	Unfunded Commitments ¹	Redemption Frequency (if Currently Eligible)	Redemption Notice Period
Real estate funds	\$ 10,339,241	\$ 3,765,300	N/A	N/A
Credit funds	12,407,531	7,064,441	N/A	N/A
Private equity funds	7,142,022	2,581,880	N/A	N/A
Commingled funds - international emerging markets	1,872,480	—	Daily	1 - 2 days
Commingled funds - interest rate sensitive	392,408	—	Daily	2 days
Total investments measured at the NAV	<u>\$ 32,153,682</u>	<u>\$ 13,411,621</u>		

¹ As reported by the investment partners as of June 30, 2024.

Commingled Funds – The types of strategies within commingled funds can include investments in Public Markets Interest Rate Sensitive and Public Markets International Equities. The funds have a perpetual life. Redemption frequencies are daily. There are no plans to liquidate the total portfolio.

Private Equity Funds – Private Equity investments are invested primarily within limited partnerships. The types of investment strategies within these partnerships include: buyouts, distressed, special situations, secondaries, mezzanine and venture capital. These investments have an approximate life of 10 years and are considered illiquid. Redemptions are restricted over the life of the partnerships. During the life of the partnerships, distributions are received as underlying partnership investments are realized. There are no plans to liquidate the total portfolio.

Credit Funds – Credit investments are invested within limited partnerships or limited liability companies. The types of investment strategies within these structures consist of corporate debt, asset backed securities and special situations. These investments have an approximate life of 3 to 10 years and are generally illiquid. Redemption restrictions are generally in place throughout the life of the investment unless an early termination right exists. If the early termination right is exercised, the result is an acceleration of distributions

and the approximate life of the investment would be reduced. Distributions are received as investments are realized. There are no plans to liquidate the portfolio.

Real Estate Funds – Investments in real estate funds are invested primarily through highly customized separate accounts as well as within limited partnerships or limited liability companies. Real estate investments include public and private real estate investment trusts, debt instruments, and assets with strategies including opportunistic, stabilized and develop-to-core assets within multi-family, student housing, senior housing, single family rental, industrial, grocery anchored retail, office, medical office, data centers, and manufacturing housing. Across the separate accounts, ASRS maintains the ability to sell individual assets. Redemption restrictions are generally in place throughout the life of the investment unless an early termination right exists. If the early termination right is exercised, the result is an acceleration of distributions and the approximate life of the investment would be reduced. Distributions are received as investments are realized. There are no plans to liquidate the portfolio.

Note 5. Securities Lending Program

The Arizona Revised Statutes § 38-718(G) allows the ASRS to participate in a securities lending program. The custodial bank used by ASRS enters into agreements with borrowers to loan securities and have the same securities redelivered at a later date. Securities eligible for loan include U.S. interest rate sensitive securities and U.S. and international equities.

The ASRS currently receives as collateral at least 102% of the fair value of the loaned securities and maintains collateral at no less than 100% for the duration of the loan. At year end, the ASRS had limited counter party risk to borrowers because the collateral held by the ASRS for each loan exceeded the fair value owed to the ASRS. Securities loaned are initially fully collateralized by cash (USD), U.S. government or agency securities, sovereign debt, corporate bonds and/or equities.

Cash collateral may be reinvested (under certain constraints) in:

- US Treasury debt instruments;
- US Agency debt instruments;
- Corporate obligations;
- Bank obligations;
- Repurchase Agreements;
- Dreyfus Institutional Preferred Plus Government SL Fund

The ASRS records the reinvested cash collateral as an asset, and the cash collateral received as an obligation for securities on loan on the Combined Statements of Fiduciary Net Position. The maturities of the investments are closely matched to those of the security loans to avoid interest rate exposure. The ASRS receives a spread for its lending activities. The obligation for securities on loan is recorded as a liability because the ASRS must return the cash collateral to the borrower upon expiration of the loan.

At June 30, 2024, the fair value of securities on loan was \$2.2 billion, of which \$116.7 million was cash collateralized loans. Cash of \$120.7 million received as collateral for securities loaned was reinvested and had a net asset value of \$120.7 million as of June 30, 2024. The securities lending payable at June 30, 2024, was \$120.7 million.

The ASRS does not have the ability to pledge or sell the collateral unless there is a borrower default. There are no statutory restrictions on the dollar amount of security loans that may be made by the ASRS. The ASRS is indemnified against gross negligence and borrower default by the lending agents, but is not indemnified against cash collateral reinvestment risk.

Note 6. Derivatives

A derivative instrument is a financial instrument or other contract with all three of the following characteristics:

- **Settlement Factors:** It has one or more reference rates and one or more notional amounts or payment provisions or both. Those terms determine the amount of the settlement or settlements, and, in some cases, whether or not a settlement is required.
- **Leverage:** It requires no initial net investment or an initial net investment that is smaller than would be required for other types of contracts that would be expected to have a similar response to changes in market factors.
- **Net Settlement:** Its terms require or permit net settlement, it can readily be settled net by means outside the contract, or it provides for delivery of an asset that puts the recipient in a position not substantially different from net settlement.

Derivatives are considered "Investment Derivative Instruments" as defined in GASB 53 "Accounting and Financial Reporting for Derivative Instruments."

Derivative instruments, which can consist of futures contracts, forward contracts, options, swaps, rights and warrants are measured at fair value and reported on the Statement of Combined Fiduciary Net Position. Changes in fair value of derivative instruments are reported as net appreciation of fair value on the Combined Statement of Changes in Fiduciary Net Position.

The fair value balances and notional amounts of derivative instruments outstanding at June 30, 2024, classified by type, and the changes in fair value of derivative instruments for the year then ended as reported in the June 30, 2024, financial statements are as follows:

Exhibit F-20: Investment Derivatives by Type (Dollars in thousands)

Investment Derivatives	Changes in Fair Value ¹		Value at June 30, 2024	
	Classification	Amount	Classification	Notional Value
Foreign Currency Forwards	Net Depreciation in Fair Value	\$ (1,347)	Cash and Short-Term Investments	\$ (364) \$ —
Index Futures Long	Net Appreciation in Fair Value	20,785	Equity Securities	1,668 314,628
Swaps	Net Appreciation in Fair Value	611	Swaps	555 25,000
Total		<u>\$ 20,049</u>		<u>\$ 1,859 \$ 339,628</u>

The fair value of derivative instruments reported by the ASRS is based on quoted market prices off national exchanges. The fair values of foreign currency forward contracts are based on mathematical models and are valued using a pricing service, which uses published WM/Refinitiv foreign currency rates as the primary source for the calculation.

Notes to the Basic Financial Statements

Credit Risk – The maximum amount of loss due to credit risk that the ASRS would incur if the counterparties to the derivative instrument failed to perform according to the terms of the contract, without respect to any collateral or other security or netting arrangement, is the total unrealized gain of derivatives at the end of the reporting period.

The ASRS has no general investment policy requiring collateral or other security to support derivative instruments. Each investment manager hired has discretion with respect to derivative investments and risk control. Each investment manager is governed by its Investment Manager Agreement.

The ASRS has no general investment policy with respect to netting arrangements. Investment managers used by the ASRS have master netting arrangements to allow net settlement with the same counterparty in the event the counterparty defaults on its obligations.

As of June 30, 2024, investing activity in derivative futures consisted of exchange-traded futures contracts with the exception of the emerging market swap shown in Exhibit F-21. The ASRS did not have any over-the-counter investment derivative instruments as of June 30, 2024. The ASRS was not exposed to loss in case of default of all counterparties of over-the-counter positions as of June 30, 2024.

Interest Rate Risk – The ASRS has exposure to interest rate risk due to the investments in interest rate sensitive and credit. The required risk disclosures are included in the Interest Rate Risk schedule in Note 3.

Refer to Exhibit F-21: Derivative Instruments Highly Sensitive to Interest Rate Changes for the fair value balance and notional amount of the total return equity swap outstanding as of June 30 2024. A total return swap is an arrangement in which one party makes payments based on a set rate, either fixed or variable, while the other party makes payments based on the return of an underlying asset. The underlying asset, or reference asset, is owned by the party receiving the set rate payment.

Foreign Currency Risk – The ASRS is exposed to foreign currency risk on its foreign currency forward contracts and future contracts. See Exhibit F-22: Derivative Instruments Foreign Currency Risk for a summary of foreign currency risk from derivative instruments. See the Foreign Currency Risk schedule in Note 3 for additional information on currency risk exposure as of June 30, 2024.

Exhibit F-21: Derivative Instruments Highly Sensitive to Interest Rate Changes

(Dollars in thousands)

Asset ID	Asset Description	Interest Rate	Fair Value	Notional Value
Total Return Equity Swaps:				
99QAHZH74	TRS_EL SGMDMFR INDEX P SOFRRATE 90BPS 2024	n/a	\$ 555	\$ 25,000
Total Return Equity Swaps			<u>\$ 555</u>	<u>\$ 25,000</u>

Exhibit F-22: Derivative Instruments Foreign Currency Risk

(Dollars in thousands)

Currency Name	Options	Total Exposure
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As of June 30, 2024, the ASRS did not hold any derivative instruments that were subject to foreign currency risk.

Note 7. Expected Long-Term Rate of Return

The expected long-term rate of return on investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the expected long-term rate of return by weighting the expected future real rates of return by the target asset allocation percentage.

On September 30, 2022, the ASRS Board approved updated strategic asset allocation targets. The ASRS's estimates of geometric real rates of return for each major asset class are summarized in the following table:

Exhibit F-23: Expected Return, Geometric Basis

Asset Class	Target Asset Allocation Implemented October 1, 2022	Long-Term Expected Geometric Real Rate of Return
Public Equity	44 %	4.48 %
Credit	23 %	4.40 %
Real Estate	17 %	6.05 %
Private Equity	10 %	6.11 %
Interest Rate Sensitive	6 %	(0.45)%
Total	100 %	

Actual returns may be different due to volatility of returns.

Note 8. Net Pension Liability of Employers

The components of the net pension liability of the participating employers at June 30, 2024, were as follows:

Exhibit F-24: Net Pension Liability of Employers (Dollars in thousands)

Net Pension Liability	
Total pension liability	\$ 69,361,009
Retirement fiduciary net position	(53,359,504)
Employers' net pension liability	<u>\$ 16,001,505</u>
Retirement fiduciary net position as a percentage of total pension liability	76.93 %

Actuarial Assumptions – The total pension liability was determined by an actuarial valuation as of June 30, 2023, and rolled forward to June 30, 2024, by incorporating the expected value of benefit accruals, the actual plan benefit payments, and interest accruals during the year.

Exhibit F-25: Actuarial Assumptions - Pension

Assumptions	
Actuarial valuation date	June 30, 2023
Actuarial roll forward date	June 30, 2024
Actuarial cost method	Entry age normal
Asset valuation	Fair value
Discount rate	7.0 %
Projected salary increases	2.9 - 8.4%
Inflation	2.3 %
Permanent benefit increase	Included
Mortality rates	2017 SRA Scale U-MP

These actuarial assumptions that pertain to assumptions utilized for financial reporting requirements are very similar to the assumptions utilized for funding purposes. The principal difference between the actuarial assumptions for financial reporting purposes and those utilized for funding purposes is the valuation of the Retirement Fund assets.

The actuarial assumptions related to funding appear in the Notes to Required Supplementary Information and the Actuarial Section. The actuarial assumptions related to financial reporting and funding were selected on the basis of an experience study which was performed for the four-year period ending June 30, 2020. The ASRS Board adopted the experience study, which recommended changes, and those changes were effective as of the June 30, 2021 actuarial valuation. Details of the assumptions resulting from the experience study performed as of June 30, 2020, appear in the Actuarial Section beginning on page [108](#).

Discount rate – The discount rate used to measure the total pension liability was 7.0%. The projection of cash flows used to determine the discount rate assumed that contributions from participating employers will be made based on the actuarially determined rates based on the funding policy of the ASRS Board, which establishes the contractually required rate under Arizona statute. Based on those assumptions, the Retirement Fund’s fiduciary net position was projected to be available to make all the projected future benefit payments of current members. Therefore, the long-term expected rate of return on investments 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 table below presents the net pension liability of the participating employers calculated using the discount rate of 7.0%, as well as the employers’ net pension liability if it were calculated using a discount rate that is 1% lower (6.0%) or 1% higher (8.0%) than the current rate at June 30, 2024.

Exhibit F-26: Discount Rate Sensitivity - Pension
(Dollars in thousands)

1% Decrease (6.00)%	Current Discount Rate (7.00)%	1% Increase (8.00)%
\$ 24,501,577	\$ 16,001,505	\$ 8,917,438

Note 9. Net OPEB Liability of Employers

The components of the net OPEB liability of the participating employers at June 30, 2024, for the HBS fund were as follows:

Exhibit F-27: Net OPEB Liability (Asset) of Employers - HBS
(Dollars in thousands)

Net OPEB Liability - HBS	
Total HBS program OPEB liability	\$ 1,610,963
HBS program assets ¹	(2,215,191)
Employers' net HBS program OPEB liability (asset)	\$ (604,228)
HBS program assets as a percentage of total HBS OPEB liability	137.51 %

¹ The Combining Schedule of HBS Fiduciary Net Position on page [62](#) details the HBS program assets that are used for valuation purposes.

The components of the net OPEB liability of participating employers at June 30, 2024, for the LTD fund were as follows:

Exhibit F-28: Net OPEB Liability of Employers - LTD
(Dollars in thousands)

Net OPEB Liability - LTD	
Total LTD liability	\$ 211,400
LTD fiduciary net position	(208,793)
Employers' net LTD OPEB liability	\$ 2,607
LTD fund fiduciary net position as a percentage of total LTD OPEB liability	98.77 %

Actuarial Assumptions – The total OPEB liabilities were determined by an actuarial valuation as of June 30, 2023, and rolled forward to June 30, 2024, by incorporating the expected value of benefit accruals, the actual plan benefit payments, and interest accruals during the year. The actuarial assumptions used to determine the total OPEB liabilities are based on the same experience study discussed in Note 8.

Exhibit F-29: Actuarial Assumptions - HBS

Assumptions

Actuarial valuation date	June 30, 2023
Actuarial roll forward date	June 30, 2024
Actuarial cost method	Entry Age Normal
Asset valuation method	Fair Value
Inflation	2.3 %
Investment Rate of Return	7.0 %
Mortality rates	2017 SRA Scale U-MP
Healthcare Trend Rates	N/A

Exhibit F-30: Actuarial Assumptions - LTD

Assumptions

Actuarial valuation date	June 30, 2023
Actuarial roll forward date	June 30, 2024
Actuarial cost method	Entry Age Normal
Asset valuation method	Fair Value
Inflation	2.3 %
Investment Rate of Return	7.0 %
Recovery rates	2012 GLDT
Healthcare Trend Rates	N/A

Sensitivity of the net HBS and LTD OPEB liability (asset) to changes in the discount rate – The table below presents the net OPEB liability (asset) of the participating employers calculated using the discount rate of 7.0%, as well as the employers’ net HBS and LTD OPEB liabilities (assets) if they were calculated using a discount rate that is 1% lower (6.0%) or 1% higher (8.0%) than the current rate at June 30, 2024:

Exhibit F-31: Discount Rate Sensitivity
(Dollars in thousands)

	1% Decrease (6.00)%	Current Single Assumption Discount Rate (7.00)%	1% Increase (8.00)%
HBS	\$ (439,270)	\$ (604,228)	\$ (744,476)
LTD	8,969	2,607	(3,652)

Note 10. Contingent Liabilities

The ASRS is a party in various litigation matters. While the final outcome cannot be determined at this time, management is of the opinion that the final obligation, if any, resulting from these legal actions will not have a material adverse effect on the financial position or results of operations of the ASRS.

Note 11. Commitments

The ASRS has unfunded capital commitments in connection with the purchase of various limited partnership interests in private equity, private debt, distressed debt, real estate and other credit portfolios. See Note 4 for additional information regarding these commitment amounts.

Note 12. Due To and From Other Funds

Due to/from other funds includes amounts that need to be transferred after the year end resulting from allocations of contribution revenue as well as allocations of pooled investments.

Note 13. Other Postemployment Benefits

In fiscal year 2018, the Arizona Department of Administration (ADOA) implemented GASB Statement No. 75 - Accounting and Financial Reporting for Postemployment Benefits Other Than Pensions. The ADOA maintains medical and accident benefits for retired state employees and their dependents. The ASRS participates in the plan, and the ASRS's proportionate share of the state's OPEB liability is included in the state's Annual Comprehensive Financial Report. The liability has not been included in these financial statements as it is insignificant to the ASRS plans.

Required Supplementary Information

Exhibit F-32: Schedule of Changes in the Net Pension Liability - Retirement

Last 10 Fiscal Years
Fiscal Years Ended June 30,
(Dollars in thousands)

	2024	2023	2022	2021	2020
Total Pension Liability:					
Service cost	\$ 1,723,466	\$ 1,588,211	\$ 1,536,996	\$ 1,451,224	\$ 1,396,954
Interest	4,663,590	4,437,070	4,265,744	4,216,447	4,056,330
Differences between expected and actual experience ¹	1,138,341	515,829	109,659	216,628	188,086
Changes of assumptions ¹	—	—	—	2,610,333	—
Benefit payments, survivor benefits and refunds	(4,125,019)	(3,991,850)	(3,842,807)	(3,646,959)	(3,523,569)
Net change in total pension liability	3,400,378	2,549,260	2,069,592	4,847,673	2,117,801
Total pension liability - beginning	65,960,631	63,411,371	61,341,779	56,494,106	54,376,305
Total pension liability - ending (a)	69,361,009	65,960,631	63,411,371	61,341,779	56,494,106
Retirement Fiduciary Net Position:					
Contributions - employers	\$ 1,684,405	\$ 1,556,750	\$ 1,431,558	\$ 1,311,380	\$ 1,254,651
Contributions - employees	1,656,350	1,534,132	1,421,009	1,321,694	1,272,080
Net investment income (loss)	4,382,522	3,608,694	(112,227)	10,061,477	354,195
Benefit payments and survivor benefits including refunds of member contributions	(4,125,019)	(3,991,848)	(3,842,807)	(3,646,959)	(3,523,569)
Administrative expenses	(32,007)	(31,479)	(27,505)	(27,104)	(26,845)
Other	14,067	13,787	16,899	14,149	11,932
Net change in retirement fiduciary net position	3,580,318	2,690,036	(1,113,073)	9,034,637	(657,556)
Retirement fiduciary net position - beginning	49,779,186	47,089,150	48,202,223	39,167,586	39,825,142
Retirement fiduciary net position - ending (b)	53,359,504	49,779,186	47,089,150	48,202,223	39,167,586
Retirement net pension liability - ending (a) - (b)	\$ 16,001,505	\$ 16,181,445	\$ 16,322,221	\$ 13,139,556	\$ 17,326,520

¹ The total pension liability is adjusted each year to reflect the potential for future PBIs based on actual asset returns through each year end.

See Notes to Required Supplementary Information.

Required Supplementary Information

Exhibit F-32: Schedule of Changes in the Net Pension Liability - Retirement (Continued)

Last 10 Fiscal Years
Fiscal Years Ended June 30,
(Dollars in thousands)

	2019	2018	2017	2016	2015
Total Pension Liability:					
Service cost	\$ 1,356,048	\$ 1,360,306	\$ 1,137,270	\$ 1,144,436	\$ 1,013,854
Interest	3,905,584	3,764,172	3,883,789	3,906,808	3,832,255
Differences between expected and actual experience ¹	108,006	576,321	(43,772)	(967,522)	(1,187,231)
Changes of assumptions ¹	—	(1,738,368)	984,132	(1,242,164)	—
Benefit payments, survivor benefits and refunds	(3,431,763)	(3,304,808)	(3,181,407)	(3,062,846)	(2,927,102)
Net change in total pension liability	1,937,875	657,623	2,780,012	(221,288)	731,776
Total pension liability - beginning	52,438,430	51,780,807	49,000,795	49,222,083	48,490,307
Total pension liability - ending (a)	54,376,305	52,438,430	51,780,807	49,000,795	49,222,083
Retirement Fiduciary Net Position:					
Contributions - employers	\$ 1,180,966	\$ 1,085,033	\$ 1,053,197	\$ 1,015,974	\$ 1,004,747
Contributions - employees	1,194,100	1,099,663	1,079,256	1,036,714	1,031,954
Net investment income (loss)	2,398,937	3,414,623	4,406,943	222,906	849,160
Benefit payments and survivor benefits including refunds of member contributions	(3,431,763)	(3,304,808)	(3,181,407)	(3,062,846)	(2,927,102)
Administrative expenses	(26,802)	(26,878)	(27,895)	(22,965)	(26,400)
Other	17,755	21,560	12,871	24,362	19,582
Net change in retirement fiduciary net position	1,333,193	2,289,193	3,342,965	(785,855)	(48,059)
Retirement fiduciary net position - beginning	38,491,949	36,202,756	32,859,791	33,645,646	33,693,705
Retirement fiduciary net position - ending (b)	39,825,142	38,491,949	36,202,756	32,859,791	33,645,646
Retirement net pension liability - ending (a) - (b)	\$ 14,551,163	\$ 13,946,481	\$ 15,578,051	\$ 16,141,004	\$ 15,576,437

¹ The total pension liability is adjusted each year to reflect the potential for future PBIs based on actual asset returns through each year end. The impact of this change has been shown as a change in assumption for fiscal years ended June 30, 2016 and 2017. For fiscal year ended June 30, 2015, the impact of these changes were included in the differences between expected and actual experience.

See Notes to Required Supplementary Information.

Required Supplementary Information

Exhibit F-33: Schedule of Net Pension Liability - Retirement

Fiscal Years Ended June 30,
Last 10 Fiscal Years
(Dollars in thousands)

Net Pension Liability	2024	2023	2022	2021	2020
Total pension liability - ending (a)	\$ 69,361,009	\$ 65,960,631	\$ 63,411,371	\$ 61,341,779	\$ 56,494,106
Retirement fiduciary net position - ending (b)	53,359,504	49,779,186	47,089,150	48,202,223	39,167,586
Retirement's net pension liability - ending (a) - (b)	<u>\$ 16,001,505</u>	<u>\$ 16,181,445</u>	<u>\$ 16,322,221</u>	<u>\$ 13,139,556</u>	<u>\$ 17,326,520</u>
Retirement fiduciary net position as a percentage of the total pension liability	76.93%	75.47%	74.26%	78.58%	69.33%
Covered payroll ¹	\$ 13,645,881	\$ 12,745,924	\$ 11,630,026	\$ 10,979,023	\$ 10,663,535
Net pension liability as a percentage of covered payroll	117.26%	126.95%	140.35%	119.68%	162.48%

Net Pension Liability	2019	2018	2017	2016	2015
Total pension liability - ending (a)	\$ 54,376,305	\$ 52,438,430	\$ 51,780,807	\$ 49,000,795	\$ 49,222,083
Retirement fiduciary net position - ending (b)	39,825,142	38,491,949	36,202,756	32,859,791	33,645,646
Retirement's net pension liability - ending (a) - (b)	<u>\$ 14,551,163</u>	<u>\$ 13,946,481</u>	<u>\$ 15,578,051</u>	<u>\$ 16,141,004</u>	<u>\$ 15,576,437</u>
Retirement fiduciary net position as a percentage of the total pension liability	73.24%	73.40%	69.92%	67.06%	68.35%
Covered payroll ¹	\$ 10,264,999	\$ 9,697,173	\$ 9,518,309	\$ 9,125,089	\$ 9,226,319
Net pension liability as a percentage of covered payroll	141.76%	143.82%	163.66%	176.89%	168.83%

¹ The covered payroll is an estimate of the actual payroll, imputed from individual employer contributions. The covered payroll figures used in the Actuarial Section are calculated by the ASRS actuaries and will differ from the covered payroll figures shown here.

See Notes to Required Supplementary Information.

Required Supplementary Information

Exhibit F-34: Schedule of Employer Contributions - Retirement

Last 10 Fiscal Years
(Dollars in thousands)

Fiscal Year Ended June 30,	Actuarial Determined Contribution	Contributions In Relation To The Actuarially Determined Contributions ¹	Contribution Deficiency (Excess)	Covered Payroll	Contributions As A Percentage Of Covered Payroll
2024	\$ 1,641,588	\$ 1,641,588	\$ —	\$ 13,645,881	12.03 %
2023	1,519,276	1,519,276	—	12,745,924	11.92 %
2022	1,396,742	1,396,742	—	11,630,026	12.01 %
2021	1,279,046	1,279,046	—	10,979,023	11.65 %
2020	1,220,979	1,220,979	—	10,663,535	11.45 %
2019	1,147,646	1,147,646	—	10,264,999	11.18 %
2018	1,056,995	1,056,995	—	9,697,173	10.90 %
2017	1,026,079	1,026,079	—	9,518,309	10.78 %
2016	990,072	990,072	—	9,125,089	10.85 %
2015	1,004,746	1,004,746	—	9,226,319	10.89 %

¹ Beginning with fiscal year 2016, the required employer contributions to the retirement fund presented above reflect total employer contributions less ACR contributions. ACR is not part of the required contribution rate. Employers were required to pay ACR contributions beginning in 2013 for retired members who returned to work.

See Notes to Required Supplementary Information.

Exhibit F-35: Schedule of Investment Returns - Retirement

Last 10 Fiscal Years

Fiscal Year Ended June 30,	Annual Money-Weighted Rate of Return, Net of Investment Expenses
2024	8.99 %
2023	8.04 %
2022	1.21 %
2021	25.07 %
2020	0.76 %
2019	6.53 %
2018	9.30 %
2017	13.89 %
2016	0.29 %
2015	3.04 %

See Notes to Required Supplementary Information.

Required Supplementary Information

Exhibit F-36: Schedule of Changes in the Net OPEB Liability - HBS

Fiscal Years Ended June 30,
(Dollars in thousands)

	2024	2023	2022	2021
Total OPEB liability:				
Service cost	\$ 52,228	\$ 50,838	\$ 50,942	\$ 48,084
Interest on the total OPEB liability	108,203	105,523	99,118	116,843
Changes of benefit terms	—	—	—	—
Differences between expected and actual experience	(28,104)	28,082	(202,216)	(78,370)
Changes of assumptions	—	—	—	(24,175)
Benefit payments	(92,122)	(90,500)	(82,009)	(84,724)
Net change in total OPEB liability	40,205	93,943	(134,165)	(22,342)
Total OPEB liability - beginning	1,570,758	1,476,815	1,610,980	1,633,322
Total OPEB liability - ending (a)	1,610,963	1,570,758	1,476,815	1,610,980
Plan Fiduciary Net Position:				
Contributions - employers	\$ 15,008	\$ 14,028	\$ 24,420	\$ 42,816
Contributions - employees	—	—	—	—
OPEB plan net investment income (loss)	182,920	153,564	(4,494)	437,100
Benefit payments	(92,122)	(90,500)	(82,008)	(84,724)
OPEB plan administrative expenses	(1,323)	(1,332)	(1,189)	(1,179)
Other	23	12	(4)	53
Net change in plan fiduciary net position	104,506	75,772	(63,275)	394,066
Plan fiduciary net position - beginning	2,110,685	2,034,913	2,098,188	1,704,122
Plan fiduciary net position - ending (b) ¹	2,215,191	2,110,685	2,034,913	2,098,188
Net OPEB liability (asset) - ending (a) - (b)	\$ (604,228)	\$ (539,927)	\$ (558,098)	\$ (487,208)

¹ The Combining Schedule of Changes in HBS Fiduciary Net Position on page 62 details the HBS fund program activities that are excluded for valuation purposes.

Note: This schedule is intended to show information for 10 years. Additional years will be displayed as they become available.

See Notes to Required Supplementary Information.

Required Supplementary Information

Exhibit F-36: Schedule of Changes in the Net OPEB Liability - HBS (Continued)

Fiscal Years Ended June 30,
(Dollars in thousands)

	2020	2019	2018	2017
Total OPEB liability:				
Service cost	\$ 47,278	\$ 46,994	\$ 47,331	\$ 43,540
Interest on the total OPEB liability	117,022	121,992	117,414	116,594
Changes of benefit terms	—	—	—	—
Differences between expected and actual experience	(140,870)	(8,586)	(40,460)	—
Changes of assumptions	—	—	84,540	—
Benefit payments	(94,153)	(95,241)	(96,098)	(95,720)
Net change in total OPEB liability	(70,723)	65,159	112,727	64,414
Total OPEB liability - beginning	1,704,045	1,638,886	1,526,159	1,461,745
Total OPEB liability - ending (a)	1,633,322	1,704,045	1,638,886	1,526,159
Plan Fiduciary Net Position:				
Contributions - employers	\$ 52,371	\$ 47,386	\$ 42,976	\$ 53,914
Contributions - employees	—	—	—	—
OPEB plan net investment income (loss)	15,364	105,788	148,652	190,870
Benefit payments	(94,154)	(95,240)	(96,098)	(95,720)
OPEB plan administrative expenses	(1,163)	(1,161)	(1,234)	(1,294)
Other	23	13	—	—
Net change in plan fiduciary net position	(27,559)	56,786	94,296	147,770
Plan fiduciary net position - beginning	1,731,681	1,674,895	1,580,599	1,432,829
Plan fiduciary net position - ending (b) ¹	1,704,122	1,731,681	1,674,895	1,580,599
Net OPEB liability (asset) - ending (a) - (b)	\$ (70,800)	\$ (27,636)	\$ (36,009)	\$ (54,440)

¹ The Combining Schedule of Changes in HBS Fiduciary Net Position on page 62 details the HBS fund program activities that are excluded for valuation purposes.

Note: This schedule is intended to show information for 10 years. Additional years will be displayed as they become available.

See Notes to Required Supplementary Information.

Required Supplementary Information

Exhibit F-37: Schedule of Net OPEB Liability - HBS

Fiscal Years Ended June 30,
(Dollars in thousands)

Net OPEB Liability	2024	2023	2022	2021
Total OPEB liability - ending (a)	\$ 1,610,963	\$ 1,570,758	\$ 1,476,815	\$ 1,610,980
Plan fiduciary net position - ending (b) ¹	2,215,191	2,110,685	2,034,913	2,098,188
Net OPEB liability (asset) - ending (a) - (b)	\$ (604,228)	\$ (539,927)	\$ (558,098)	\$ (487,208)
Plan fiduciary net position as a percentage of the total OPEB liability	137.51%	134.37%	137.79%	130.24%
Covered payroll ²	\$ 13,645,881	\$ 12,745,924	\$ 11,630,026	\$ 10,979,023
Net OPEB liability as a percentage of covered payroll	(4.43)%	(4.24)%	(4.80)%	(4.44)%

Net OPEB Liability	2020	2019	2018	2017
Total OPEB liability - ending (a)	\$ 1,633,322	\$ 1,704,045	\$ 1,638,886	\$ 1,526,159
Plan fiduciary net position - ending (b) ¹	1,704,122	1,731,681	1,674,895	1,580,599
Net OPEB liability (asset) - ending (a) - (b)	\$ (70,800)	\$ (27,636)	\$ (36,009)	\$ (54,440)
Plan fiduciary net position as a percentage of the total OPEB liability	104.33%	101.62%	102.20%	103.57%
Covered payroll ²	\$ 10,663,535	\$ 10,264,999	\$ 9,697,173	\$ 9,518,309
Net OPEB liability as a percentage of covered payroll	(0.66)%	(0.27)%	(0.37)%	(0.57)%

¹ The Combining Schedule of HBS Fiduciary Net Position on page 62 details the HBS fund program activities that are excluded for valuation purposes.

² The covered payroll is an estimate of the actual payroll, imputed from individual employer contributions. The covered payroll figures used in the Actuarial Section are calculated by the ASRS actuaries and will differ from the covered payroll figures shown here.

Note: This schedule is intended to show information for 10 years. Additional years will be displayed as they become available.

See Notes to Required Supplementary Information.

Required Supplementary Information

Exhibit F-38: Schedule of Employer Contributions - HBS

(Dollars in thousands)

Fiscal Year Ended June 30,	Actuarial Determined Contribution	Actual Contributions ¹	Contribution Deficiency (Excess)	Covered Payroll	Contributions As A Percentage Of Covered Payroll
2024	\$ 15,008	\$ 15,008	\$ —	\$ 13,645,881	0.11 %
2023	14,028	14,028	—	12,745,924	0.11 %
2022	24,420	24,420	—	11,630,026	0.21 %
2021	42,812	42,812	—	10,979,023	0.39 %
2020	52,207	52,207	—	10,663,535	0.49 %
2019	47,190	47,190	—	10,264,999	0.46 %
2018	42,668	42,668	—	9,697,173	0.44 %
2017	53,298	53,298	—	9,518,309	0.56 %

¹ The required employer contributions to the HBS fund presented above reflect total employer contributions less ACR contributions. ACR is not part of the required contribution rate. Employers were required to pay ACR contributions beginning in 2013 for retired members who returned to work.

Note: This schedule is intended to show information for 10 years. Additional years will be displayed as they become available.

See Notes to Required Supplementary Information.

Exhibit F-39: Schedule of Investment Returns - HBS

Fiscal Year Ended June 30,	Annual Money-Weighted Rate of Return, Net of Investment Expenses
2024	8.96 %
2023	8.01 %
2022	1.24 %
2021	25.08 %
2020	0.76 %
2019	6.52 %
2018	9.32 %
2017	13.85 %

Note: This schedule is intended to show information for 10 years. Additional years will be displayed as they become available.

See Notes to Required Supplementary Information.

Required Supplementary Information

Exhibit F-40: Schedule of Changes in the Net OPEB Liability - LTD

Fiscal Years Ended June 30,
(Dollars in thousands)

	2024	2023	2022	2021
Total OPEB Liability:				
Service cost	\$ 30,866	\$ 28,432	\$ 24,423	\$ 32,155
Interest on the total OPEB liability	15,105	15,004	14,506	18,472
Changes of benefit terms	—	—	—	—
Differences between expected and actual experience	(904)	9,270	(8,155)	517
Changes of assumptions	—	—	—	(29,478)
Benefit payments	(41,723)	(45,627)	(44,462)	(44,142)
Net change in total OPEB liability	3,344	7,079	(13,688)	(22,476)
Total OPEB liability - beginning	208,056	200,977	214,665	237,141
Total OPEB liability - ending (a)	211,400	208,056	200,977	214,665
Plan Fiduciary Net Position:				
Contributions - employers	\$ 20,698	\$ 18,111	\$ 22,431	\$ 20,001
Contributions - employees	20,482	17,875	22,124	19,778
OPEB plan net investment income (loss)	16,489	13,814	(423)	38,703
Benefit payments	(41,723)	(45,627)	(44,462)	(44,142)
OPEB plan administrative expenses	(1,576)	(1,723)	(1,384)	(1,497)
Other	(530)	762	(567)	(101)
Net change in plan fiduciary net position	13,840	3,212	(2,281)	32,742
Plan fiduciary net position - beginning	194,953	191,741	194,022	161,280
Plan fiduciary net position - ending (b)	208,793	194,953	191,741	194,022
Net OPEB liability - ending (a) - (b)	\$ 2,607	\$ 13,103	\$ 9,236	\$ 20,643

Note: This schedule is intended to show information for 10 years. Additional years will be displayed as they become available.

See Notes to Required Supplementary Information.

Required Supplementary Information

Exhibit F-40: Schedule of Changes in the Net OPEB Liability - LTD (Continued)

Fiscal Years Ended June 30,
(Dollars in thousands)

	2020	2019	2018	2017
Total OPEB Liability:				
Service cost	\$ 30,883	\$ 28,477	\$ 27,713	\$ 27,792
Interest on the total OPEB liability	18,162	18,372	18,288	19,349
Changes of benefit terms	—	—	—	—
Differences between expected and actual experience	(2,224)	7,455	1,522	—
Changes of assumptions	—	—	12,889	—
Benefit payments	(49,615)	(50,063)	(57,664)	(56,525)
Net change in total OPEB liability	(2,794)	4,241	2,748	(9,384)
Total OPEB liability - beginning	237,141	235,694	232,946	242,330
Total OPEB liability - ending (a)	239,935	239,935	235,694	232,946
Plan Fiduciary Net Position:				
Contributions - employers	\$ 18,397	\$ 16,633	\$ 15,902	\$ 13,606
Contributions - employees	18,169	16,434	15,512	13,342
OPEB plan net investment income (loss)	1,581	10,318	14,760	22,021
Benefit payments	(49,615)	(50,063)	(57,664)	(56,525)
OPEB plan administrative expenses	(1,524)	(1,504)	(1,555)	(1,782)
Other	(519)	(471)	(209)	(358)
Net change in plan fiduciary net position	(13,511)	(8,653)	(13,254)	(9,696)
Plan fiduciary net position - beginning	174,791	183,444	196,698	206,394
Plan fiduciary net position - ending (b)	161,280	174,791	183,444	196,698
Net OPEB liability - ending (a) - (b)	\$ 75,861	\$ 65,144	\$ 52,250	\$ 36,248

Note: This schedule is intended to show information for 10 years. Additional years will be displayed as they become available.

See Notes to Required Supplementary Information.

Required Supplementary Information

Exhibit F-41: Schedule of Net OPEB Liability - LTD

Fiscal Years Ended June 30,
(Dollars in thousands)

Net OPEB Liability	2024	2023	2022	2021
Total OPEB liability - ending (a)	\$ 211,400	\$ 208,056	\$ 200,977	\$ 214,665
Plan fiduciary net position - ending (b)	208,793	194,953	191,741	194,022
Net OPEB liability - ending (a) - (b)	\$ 2,607	\$ 13,103	\$ 9,236	\$ 20,643
Plan fiduciary net position as a percentage of the total OPEB liability	98.77%	93.70%	95.40%	90.38%
Covered payroll ¹	\$ 13,645,881	\$ 12,745,924	\$ 11,630,026	\$ 10,979,023
Net OPEB liability as a percentage of covered payroll	0.02%	0.10%	0.08%	0.19%

Net OPEB Liability	2020	2019	2018	2017
Total OPEB liability - ending (a)	\$ 237,141	\$ 239,935	\$ 235,694	\$ 232,946
Plan fiduciary net position - ending (b)	161,280	174,791	183,444	196,698
Net OPEB liability - ending (a) - (b)	\$ 75,861	\$ 65,144	\$ 52,250	\$ 36,248
Plan fiduciary net position as a percentage of the total OPEB liability	68.01%	72.85%	77.83%	84.44%
Covered payroll ¹	\$ 10,663,535	\$ 10,264,999	\$ 9,697,173	\$ 9,518,309
Net OPEB liability as a percentage of covered payroll	0.71%	0.63%	0.54%	0.38%

¹ The covered payroll is an estimate of the actual payroll, imputed from individual employer contributions. The covered payroll figures used in the Actuarial Section are calculated by the ASRS actuaries and will differ from the covered payroll figures shown here.

Note: This schedule is intended to show information for 10 years. Additional years will be displayed as they become available.

See Notes to Required Supplementary Information.

Required Supplementary Information

Exhibit F-42: Schedule of Employer Contributions - LTD

(Dollars in thousands)

Fiscal Year Ended June 30,	Actuarial Determined Contribution	Actual Contributions ¹	Contribution Deficiency (Excess)	Covered Payroll	Contributions As A Percentage Of Covered Payroll
2024	\$ 20,482	\$ 20,482	\$ —	\$ 13,645,881	0.15 %
2023	17,875	17,875	—	12,745,924	0.14 %
2022	22,124	22,124	—	11,630,026	0.19 %
2021	19,778	19,778	—	10,979,023	0.18 %
2020	18,169	18,169	—	10,663,535	0.17 %
2019	16,434	16,434	—	10,264,999	0.16 %
2018	15,512	15,512	—	9,697,173	0.16 %
2017	13,342	13,342	—	9,518,309	0.14 %

¹The required employer contributions to the LTD fund presented above reflect total employer contributions less ACR contributions. ACR is not part of the required contribution rate. Employers were required to pay ACR contributions beginning in 2013 for retired members who returned to work.

Note: This schedule is intended to show information for 10 years. Additional years will be displayed as they become available.

See Notes to Required Supplementary Information.

Exhibit F-43: Schedule of Investment Returns - LTD

Fiscal Year Ended June 30,	Annual Money-Weighted Rate of Return, Net of Investment Expenses
2024	8.99 %
2023	8.04 %
2022	1.17 %
2021	25.19 %
2020	0.75 %
2019	6.45 %
2018	9.69 %
2017	11.26 %

Note: This schedule is intended to show information for 10 years. Additional years will be displayed as they become available.

See Notes to Required Supplementary Information.

Actuarial Methods and Assumptions Used in Determining Contribution Rates

The actuarial assumptions and methods used to determine the fiscal year 2024 contribution rates are described below based on the actuarial valuation study for the year ended June 30, 2022, reflecting the 2021 Experience Study results.

Exhibit F-44: Actuarial Assumptions - Retirement

Assumptions	
Actuarial valuation date	June 30, 2022
Actuarial cost method	Entry age normal
Amortization Method	2.7% growth
Remaining amortization period	30 years each new layer
Asset valuation	10-Year smoothed market
Discount rate	7.0%
Projected salary increases	2.9 - 7.2%
Inflation	2.3%
Permanent benefit increase	Included, 0.30%
Mortality rates	2017 SRA Scale U-MP

Exhibit F-45: Actuarial Assumptions - HBS

Assumptions	
Actuarial valuation date	June 30, 2022
Actuarial cost method	Entry age normal
Amortization method	2.7% growth
Asset valuation method	10-Year smoothed market
Inflation	2.3%
Investment Rate of Return	7.0%
Mortality rates	2017 SRA Scale U-MP
Healthcare Trend Rates	N/A

Exhibit F-46: Actuarial Assumptions - LTD

Assumptions	
Actuarial valuation date	June 30, 2022
Actuarial cost method	Entry age normal
Amortization method	2.7% growth
Asset valuation method	10-Year smoothed market
Inflation	2.3%
Investment Rate of Return	7.0%
Mortality rates	2017 SRA Scale U-MP
Healthcare Trend Rates	N/A

Transition to New Experience Study

The ASRS commissioned a new actuarial experience study adopted by the Board on July 30, 2021, in order to update actuarial assumptions and thereby more accurately portray its actuarial condition. The contribution rates for fiscal year 2024 were based on the 2021 Experience Study.

The major changes in assumptions were the discount rate/assumed rate of return, wage inflation, individual merit and promotion increases, form of payment for vested deferred members and the Health Insurance Benefit (HIB) election. See [Notes 8](#) and [Note 9](#) for the assumptions used for pension and OPEB liabilities.

Significant Factors Affecting Identification of Trends

The following information is an executive summary of the 2021 Experience Study conducted by an independent actuary. The purpose of this experience study is to review actual experience in relation to the actuarial assumptions currently in effect. This study covers the experience of active, inactive, and retired members for the period July 1, 2015, through June 30, 2020.

The ASRS Board adopted all of the proposed assumptions at its meeting on July 30, 2021. The assumptions adopted by the ASRS Board were included in the June 30, 2022, funding valuations. With respect to the retirement fund for GASB reporting purposes, the June 30, 2023, values were rolled forward to June 30, 2024.

Summary of Process

In determining liabilities and contribution rates for retirement plans, actuaries must make assumptions about the future. The assumptions that must be made include:

- Retirement rates
- Mortality rates
- Turnover rates
- Form of payment election for deferred members
- Disability rates
- Disability recovery rates
- Investment return rate
- Salary increase rates
- Inflation rate
- Future permanent benefit increases (PBIs)

For some of these assumptions, such as the mortality rates, past experience provides important evidence about the future. For others, such as the investment return rate, the link between past experience and future expectation is much weaker. In either case, actuaries should review the retirement plan's assumptions periodically and determine whether these assumptions are consistent with actual past experience and with future expectation.

Summary of Results for Assumptions – Plan, HBS and LTD

The results of the 2021 Experience Study, adopted by the ASRS Board in its meeting on July 30, 2021, are summarized as follows:

Economic Assumptions

- The nominal investment return assumption decreased from 7.50% to 7.00%. A rate of 7.00% is close to the expected return in the actuaries independent capital market analysis over a longer time horizon.
- The inflation assumption of 2.30% is maintained.
- The general wage inflation (GWI) assumption is 2.70%. This assumption is used primarily to index each cohort of new entrants used in the projections and as a starting point for the payroll growth assumption (amortization payment growth rate).
- A nominal annual salary increase assumption for long-service members of 2.90%, made up of a 2.30% price inflation and a 0.46% for general productivity and individual merit and promotion.
- A payroll growth assumption equal to the GWI assumption of 2.70%. This is the rate amortization payments are anticipated to grow in the future.
- Future PBIs are reflected in the funding calculations at a rate of 0.30% per year in conjunction with a 7.00% investment return assumption.

Mortality Assumptions

- The post-retirement mortality tables are maintained for non-disabled retirees that reflect recent ASRS member experience. The generational mortality improvement approach is also maintained in accordance with the Ultimate MP scales (effective 2020) and projected from the year 2017.
- The post-retirement mortality tables is updated for active members and disabled retirees to the most recently published public sector tables, the Pup-10, General, Amount Weighted tables for active members and disabled lives, respectively. The generational mortality improvement approach is also maintained in accordance with the Ultimate MP scales (effective 2020) and projected from the year 2010.

Other Demographic Assumptions

- Small adjustments are made in the overall termination rates consistent with ASRS member experience and future expectations.
- Small adjustments are made in the overall retirement rates consistent with ASRS member experience and future expectations.
- Small decreases are made to the disability patterns for members consistent with ASRS experience and future expectations.
- The form of payment assumption is updated for vested deferred members that recognizes the fact that not all members choose the most valuable option.
- The participation assumption is updated for the Health Insurance Supplement.

Actuarial Methods and Policies

- The asset smoothing method that recognizes each year's gain or loss over a closed 10-year period with direct offsetting of unrecognized gains and losses is used.
- The Entry Age Normal (EAN) actuarial cost method is used. Further, the normal cost rate would be based on the benefits payable to each individual active member, sometimes referred to as the "Individual" EAN actuarial cost method. The EAN actuarial cost method will generally produce level contribution amounts for each member as a percentage of salary from year to year and allocated cost among various generations of taxpayers in a reasonable manner. It is by far the most commonly used actuarial cost method for large public retirement systems and the method used for accounting disclosures.

Assumptions Specific to the Long Term Disability Program

- The recovery rates from the 2012 Group Long Term Disability Valuation Table (2012 GLDT) as proposed by the Society of Actuaries' Group Disability Experience Committee for use by the National Association of Insurance Commissioners is used. Specifically, the rates applicable to plans with a six-month elimination period, "Own Occupation" definition of disability, initial maximum guaranteed benefit of \$2,000 for active members and actual initial maximum guaranteed benefit for current LTD recipients, "No Diagnosis" cause of disability, 15% margin for recovery, 27% margin for deaths is used.

- No changes will be made to the offset methodology for current LTD recipients that assumes members will have a minimum offset of 30% within three years of initial receipt of LTD benefits. Offsets due to overpayments are applied until the overpayments are expected to be fully recovered based on the data received from the plan administrator.
- No changes are made to the offset methodology for future LTD recipients such that the benefits, after all applicable offsets, are 60% of the benefits before the offsets.

Additional Supplementary Information

Combining Schedule of Retirement Fiduciary Net Position

As of June 30, 2024

(Dollars in thousands)

	Retirement Plan	Retirement System	Total Retirement Fund
Assets			
Cash	\$ 40,984	\$ 101	\$ 41,085
Prepaid benefits	—	—	—
Receivables:			
Accrued interest and dividends	32,203	80	32,283
Securities sold	16,085	40	16,125
Futures contracts	87,579	217	87,796
Contributions	89,424	—	89,424
Investment Receivables	17,405	43	17,448
Other Receivables	871	1	872
Total receivables	<u>243,567</u>	<u>381</u>	<u>243,948</u>
Investments:			
Cash and short-term investments	663,706	1,643	665,349
Public Equity	21,886,683	54,184	21,940,867
Private Equity	6,816,824	16,877	6,833,701
Interest Rate Sensitive	2,036,154	5,041	2,041,195
Credit	11,842,580	29,318	11,871,898
Real estate	9,893,151	24,492	9,917,643
Total investments	<u>53,139,098</u>	<u>131,555</u>	<u>53,270,653</u>
Securities lending collateral	<u>115,201</u>	<u>285</u>	<u>115,486</u>
Total assets	<u>53,538,850</u>	<u>132,322</u>	<u>53,671,172</u>
Liabilities			
Securities purchased	10,478	26	10,504
Securities lending collateral	115,201	285	115,486
Futures contracts	87,912	218	88,130
Due to other funds	(6,889)	15,068	8,179
Contribution Prepayments	81,744	—	81,744
Other	7,601	24	7,625
Total liabilities	<u>296,047</u>	<u>15,621</u>	<u>311,668</u>
Fiduciary net position restricted for pension benefits	<u>\$ 53,242,803</u>	<u>\$ 116,701</u>	<u>\$ 53,359,504</u>

In accordance with GASB 34, for financial reporting purposes the Retirement Plan and the Retirement System are presented in one column, Retirement Fund, in the Basic Financial Statements because they are administered within a single pension plan within a trust. The Combining Schedule of Retirement Fiduciary Net Position and Changes in Retirement Fiduciary Net Position are presented here to provide members with more detailed information about the two plan components.

Additional Supplementary Information

Combining Schedule of Changes in Retirement Fiduciary Net Position

For the Year Ended June 30, 2024

(Dollars in thousands)

	Retirement Plan	Retirement System	Total Retirement Fund
Additions			
Contributions:			
Member contributions	\$ 1,656,350	\$ —	\$ 1,656,350
Employer contributions	1,684,405	—	1,684,405
Transfers from other plans	727	—	727
Purchased Service	14,871	—	14,871
Total Contributions	3,356,353	—	3,356,353
Investment Activity:			
Investment activity income:			
Net appreciation in fair value of investments	4,169,284	11,033	4,180,317
Interest	90,044	251	90,295
Dividends	360,435	987	361,422
Other income	913	3	916
Total investment activity income	4,620,676	12,274	4,632,950
Investment activity expense:			
Management fees	(244,361)	(663)	(245,024)
Custody fees	(1,586)	(4)	(1,590)
Consultant and legal fees	(6,169)	(15)	(6,184)
Internal investment activity expense	(5,807)	(14)	(5,821)
Total investment activity expense	(257,923)	(696)	(258,619)
Net income from investment activities	4,362,753	11,578	4,374,331
Securities lending activities:			
Securities lending income	9,944	27	9,971
Interest rebate	(868)	(2)	(870)
Management fees	(907)	(3)	(910)
Net income from securities lending activities	8,169	22	8,191
Total net investment income	4,370,922	11,600	4,382,522
Other income	—	—	—
Total additions	7,727,275	11,600	7,738,875
Deductions			
Retirement and disability benefits	3,723,436	34,053	3,757,489
Survivor benefits	67,128	39	67,167
Refunds to withdrawing member, including interest	300,363	—	300,363
Administrative expenses	31,927	80	32,007
Transfers to other plans	137	—	137
Other	1,394	—	1,394
Total deductions	4,124,385	34,172	4,158,557
Net increase (decrease) in fiduciary net position	3,602,890	(22,572)	3,580,318
Fiduciary net position restricted for pension benefits			
Beginning of year	49,639,913	139,273	49,779,186
End of year	\$ 53,242,803	\$ 116,701	\$ 53,359,504

In accordance with GASB 34, for financial reporting purposes the Retirement Plan and the Retirement System are presented in one column, Retirement Fund, in the Basic Financial Statement because they are administered within a single pension plan within a trust. The Combining Schedule of Retirement Fiduciary Net Position and Changes in Retirement Fiduciary Net Position are presented here to provide members with more detailed information about the two plan components.

Additional Supplementary Information

Combining Schedule of HBS Fiduciary Net Position

As of June 30, 2024
(Dollars in thousands)

	Health Insurance RRA Rebate Assets ²	Self-Insurance Fund ²	Health Benefit Supplement Fund Program ¹	Total Health Benefit Supplement Fund
Assets				
Cash, prepaid benefits and receivables	\$ —	\$ 6,078	\$ 16,963	\$ 23,041
Investments	874	8,525	2,202,660	2,212,059
Securities Lending	—	—	4,775	4,775
Total assets	874	14,603	2,224,398	2,239,875
Liabilities				
Payables and other liabilities	—	5,963	4,432	10,395
Securities lending	—	—	4,775	4,775
Total liabilities	—	5,963	9,207	15,170
Fiduciary net position restricted for HBS benefits	\$ 874	\$ 8,640	\$ 2,215,191	\$ 2,224,705

¹ The Health Benefit Supplement Fund Program is the activity used for valuation purposes.

² Represents assets which are excluded from HBS Plan assets for valuation purposes, as the assets are not restricted for use to pay HBS Program benefits.

Combining Schedule of Changes in HBS Fiduciary Net Position

For the Year Ended June 30, 2024
(Dollars in thousands)

	Health Insurance RRA Rebate Assets	Self-Insurance Fund	Health Benefit Supplement Fund Program ¹	Total Health Benefit Supplement Fund
Additions				
Employer contributions	\$ —	\$ —	\$ 15,008	\$ 15,008
Other income	34	—	—	34
Purchased service	—	—	26	26
Investment activity and security lending income	106	449	193,803	194,358
Investment and security lending expense	—	—	(10,883)	(10,883)
Total additions	140	449	197,954	198,543
Deductions				
Benefit payments ²	3,803	(4,781)	92,122	91,144
Administrative expenses	—	2,211	1,323	3,534
Other expenses	—	—	3	3
Total deductions	3,803	(2,570)	93,448	94,681
Net increase/(decrease) in fiduciary net position	(3,663)	3,019	104,506	103,862
Fiduciary net position restricted for HBS benefits				
Beginning year	4,537	5,621	2,110,685	2,120,843
End of year	\$ 874	\$ 8,640	\$ 2,215,191	\$ 2,224,705

¹ The Health Benefit Supplement Fund Program is the activity used for valuation purposes.

² Self-Insurance Fund premiums collected are reported as a reduction to benefit payments.

Exhibit F-47: Schedule of Administrative Expenses

For the Year Ended June 30, 2024

(Dollars in thousands)

Administrative Expenses	
Personnel services:	
Salaries	\$ 15,714
Retirement contributions	1,829
Other employee related expenses	4,230
Total personnel services	<u>21,773</u>
Professional services:	
Actuarial services	573
Attorney services	298
Auditing services	188
LTD administrative services	1,456
Self-Insurance program administrative expenses	2,211
Staffing services	4,525
Other professional services	240
Total professional services	<u>9,491</u>
Communications:	
Telephone	504
Printing	82
Postage and mailing	252
Total communications	<u>838</u>
Facilities:	
Lease expense	682
Total facilities	<u>682</u>
Software and equipment:	
Computer supplies and software	3,035
Maintenance agreements	46
Equipment and equipment rental	399
Total software and equipment	<u>3,480</u>
Education, meetings, and travel:	
Professional development	20
Travel	21
Tuition reimbursement	10
Total education, meetings, and travel	<u>51</u>
General:	
Advertising	2
Insurance	215
Membership dues	152
Office supplies	72
Periodicals and publications	353
Miscellaneous	8
Total general	<u>802</u>
Total administrative expenses	<u><u>\$ 37,117</u></u>

Additional Supplementary Information

Exhibit F-48: Schedule of Professional Consultant Fees

For the Year Ended June 30, 2024

(Dollars in thousands)

Professional Consultants	
Actuarial services:	
Segal Co	\$ 407
Gabriel, Roeder, Smith & Company (GRS)	166
Total actuarial services	<u>573</u>
Attorney & Legal services:	
Fennemore Craig, P.C.	8
Arizona Office of the Attorney General	266
Ice Miller, LLP	8
Charles W. Whetstine, P.C.	13
Other	3
Total attorney services	<u>298</u>
Auditing services:	
CliftonLarsonAllen, LLP	188
Total auditing services	<u>188</u>
Self-Insurance program administrative expenses:	
ACA GPS, LLC	4
Segal Co	391
United Health Care Services Inc.	1,799
United States Treasury	17
Total Self-Insurance program administrative expenses	<u>2,211</u>
LTD program administrative services:	
Broadspire Management	1,456
Total LTD program administrative services	<u>1,456</u>
Staffing services:	
Acro Service Corp.	4,525
Total staffing services	<u>4,525</u>
Other professional services:	
Mosaic451 LLC	73
SHI International Co	151
Itedium, Inc	10
Other	6
Total other professional services	<u>240</u>
Total professional and consulting services	<u><u>\$ 9,491</u></u>

Additional Supplementary Information

Exhibit F-49: Schedule of Investment Expenses

For the Year Ended June 30, 2024

(Dollars in thousands)

	Management Fees	Other Expenses	Total
Investing Activity			
Public Investments management fees:			
Public Equity	\$ 2,578	\$ —	\$ 2,578
Interest Rate Sensitive	93	—	93
Total Public investments management fees	2,671	—	2,671
Private Investments management fees:			
Private Equity	80,429	—	80,429
Real Estate	56,445	—	56,445
Credit	116,647	—	116,647
Total Private Investments management fees	253,521	—	253,521
Total management fees	256,192	—	256,192
Investment custodial fees:			
Bank of New York Mellon	—	1,662	1,662
Total investment custodial fees	—	1,662	1,662
Investment consultant fees:			
RCLCO	—	3,543	3,543
Aksia LLC	—	1,126	1,126
NEPC, LLC	—	400	400
Meketa Investment Group	—	329	329
Solovis Inc.	—	262	262
Mercer Investment	—	65	65
Institutional Shareholder Svcs Inc.	—	49	49
Glass, Lewis & Co.	—	28	28
Chicago Clearing Corporation	—	5	5
Total investment consultant fees	—	5,807	5,807
Outside investment legal fees:			
Foley & Lardner LLP	—	516	516
Cox, Castle & Nicholson LLP	—	101	101
Reinhart Boerne Van Deuren s.c.	—	39	39
Total outside investment and legal fees	—	656	656
Internal investment activity expenses - see detailed schedule	—	6,084	6,084
Total Investing Activity Expenses	\$ 256,192	\$ 14,209	\$ 270,401
Securities Lending Activity			
Securities Lending Management Fees	\$ 951	\$ —	\$ 951
Total Securities Lending Activity Expenses	\$ 951	\$ —	\$ 951

Exhibit F-50: Schedule of Internal Investment Activity Expenses

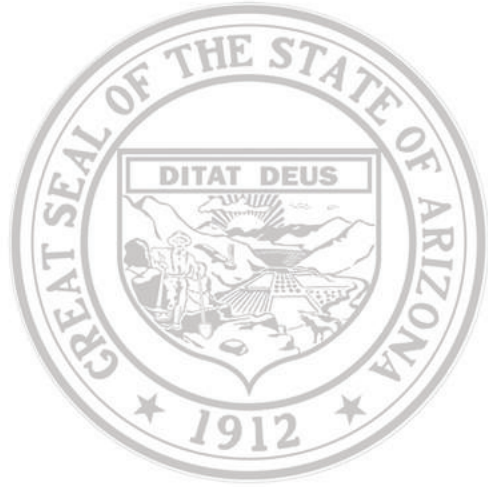
For Year Ended June 30, 2024

(Dollars in thousands)

Expense	Total
Personnel services:	
Salaries	\$ 2,672
Retirement Contributions - ASRS	308
Employee Insurance	206
Other Personnel Expense	191
Total Personnel Services	3,377
Facilities:	
Lease expense	23
Total Facilities	23
Education, meetings and travel:	
Professional development	2
Travel	16
Tuition	4
Total Education, Meetings and Travel	22
General administrative expense:	
Research and information services	2,554
Membership dues	92
Miscellaneous	2
Equipment	9
Telephone	5
Total general administrative expense	2,662
Total internal investment activity expense	\$ 6,084

Investment Section





An agency of the State of Arizona



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November 1, 2024

Dear Members,

It is a privilege to provide this Investment Section to the Annual Comprehensive Financial Report of the Arizona State Retirement System. In this section, we discuss our investment strategy, the investment environment, and our investment results. We will also discuss our commitment to compliance, governance, performance measurement, and transparent reporting. Finally, we provide various documents and schedules containing detailed information about the ASRS investment program.

Investment Strategy

The ASRS investment team manages its investments in alignment with a strategic asset allocation framework. Our investment team seeks to enhance returns by implementing tactical positioning relative to strategic benchmarks, aiming to outperform over the medium and long term.

We believe that on average, and over longer periods, investment returns are rewards for risks taken. To mitigate aggregate risk to the fund, the ASRS, through the strategic asset allocation policy, has developed a highly diversified portfolio across multiple global markets including public and private equity, interest rate sensitive, private credit, and real estate. The diversity of the program expands opportunities for returns while also reducing risk that would be present in a more concentrated approach.

As long-term investors with a multi-decade horizon, we remain committed to weathering short-term market volatility in pursuit of sustainable, long-term gains. As value-oriented investors, we often invest in out-of-favor markets, patiently positioning ourselves for eventual recovery.

The ASRS maintains a strong liquidity position with significant holdings of US Treasury securities in addition to positive cash flows from dividends and interest payments. In addition, the ASRS holds assets of approximately fifty times the net amount required to fund current annual benefit payments. As a pension fund, our cash flow needs are highly stable and predictable, which provides ASRS with a unique advantage in the market. This stability allows us to offer liquidity to market participants with less flexibility and more unpredictable cash demands. ASRS leverages this strength by investing in less liquid private markets, including equities, real estate, and credit, which has also enhanced the diversification of our portfolio.

According to our independent investment consultant, NEPC, these strategies have placed ASRS investment returns among the top 7% of U.S. public pension plans with assets over \$1 billion over the past decade.

Investment Environment

In the third quarter of 2023, the S&P 500 fell 3.3%, yet remained up double digits year-to-date, outperforming other global indices. Rising interest rates, especially on longer-term bonds like the 10-year Treasury, which ended the

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quarter at 4.57%, led to declines in bond prices. Stocks and bonds exhibited a positive correlation, influenced by persistent inflationary pressures and rising rates, while global macroeconomic factors played a pivotal role in market movements.

Geopolitical tensions, notably the ongoing conflict in Ukraine, heightened energy supply concerns and drove up oil prices, contributing to the strong performance of energy stocks. Concurrently, China's economic slowdown and its impact on global trade added to risk aversion, while escalating tensions between the U.S. and China over technology restrictions weighed on equity markets globally.

The Federal Reserve raised interest rates by 25 basis points in July but paused its tightening cycle in September. This brought the federal funds rate to 5.50%, following a series of rate hikes that began in March 2022, lifting rates from near zero to their current level.

As the fourth quarter of 2023 commenced, long-term rates continued to climb, pulling the S&P 500 down 5.3% from July through October. However, a late-October rebound, driven by positive economic data, strong earnings, and a resilient job market, helped both the stocks and bonds recover. By December, the 10-year Treasury yield had fallen below 4%, while softer inflation data signaled potential rate cuts in 2024.

Globally, rising trade disputes, protectionist policies, and regional conflicts contributed to market volatility. Despite these challenges, markets surged in Q4, with the S&P 500 gaining 11.7% and small-cap stocks (Russell 2000 Index) advancing 14%. The Federal Reserve's December meeting hinted at possible rate cuts of up to 75 basis points in 2024, sparking a robust rally across equities and bonds, with core bond returns reaching 5.53% for the year.

The equity rally extended into Q1 2024, as the S&P 500 surged 10.6%, marking the second consecutive quarter of double-digit returns and the best Q1 performance since 2019. The growing impact of artificial intelligence (AI) on productivity further bolstered market sentiment.

International equities followed the global risk-on momentum from late 2023 but underperformed U.S. markets. The MSCI EAFE Index rose 5.8%, while the MSCI Emerging Markets Index gained 2.37%. China's continued economic struggles weighed heavily on market sentiment, especially in emerging markets. Geopolitical tensions, particularly between China and Western nations, exacerbated trade concerns and dampened investor confidence. The U.S. dollar strengthened as the U.S. economy outpaced most international economies, reversing the dollar's decline seen in late 2023.

In fixed income, Q1 2024 presented challenges as uncertainty around the timing of potential Fed rate cuts persisted. Although lower rates typically boost bond prices, rising yields reflected ongoing market concerns that the Fed's fight against inflation may not be over. The 10-year Treasury yield increased from 3.88% to 4.20%, while high-yield credit outperformed both corporate and municipal bonds. Inflation readings continued to decelerate, with several indicators returning to more normalized levels.

The equity rally persisted into Q2 2024, with the S&P 500 climbing 4.3%, marking gains in six of the last seven quarters and pushing its year-to-date return to 15.3%. This was supported by moderating inflation and strong earnings from key players, particularly Apple (+23%) and Nvidia (+37%), which together accounted for nearly 75% of the quarter's gains. Ongoing U.S.-China tensions and broader geopolitical risks continue to influence market dynamics and investor sentiment.

Investment Results

Equity markets extended their rally in FY 2024, with the S&P 500 gaining 24.6% and the broader Russell 3000 rising 23.1%. Mega-cap tech stocks drove much of this performance, with Apple, Microsoft, NVIDIA, Alphabet, Amazon, and Meta contributing over half of the S&P 500's gains. NVIDIA's extraordinary 193% increase alone added approximately 520 basis points to the index's performance.

The dominance of mega-cap tech boosted growth stocks over value stocks and large caps over small caps. The Russell 1000 Growth Index surged 33.5%, far outpacing the Russell 1000 Value Index's 13.1% gain. Similarly, large caps, represented by the Russell 1000 (+23.9%), outperformed small caps, as seen in the Russell 2000's 10.1% advance.

Internationally, developed non-U.S. equities (MSCI EAFE Net USD) gained 11.5%, though they lacked the tech exposure driving U.S. markets. Emerging market equities gained 12.5%, with wide performance disparities between regions.

The Bloomberg U.S. Aggregate Bond Index, a widely-used gauge of the investment grade domestic U.S. bond market, gained modestly for the fiscal year (+2.63%). The inverted U.S. Treasury yield curve suggests that bond market investors are expecting both rate cuts and a slowdown while stock markets do not appear to be priced for an economic downturn.

Table 2

Index Performance For Period Ending June 30, 2024

	1 Yr	3 Yrs	5 Yrs	10 Yrs
US Equity				
Russell 3000 (All Cap)	23.12%	8.05%	14.14%	12.15%
S&P 500 (Large Cap)	24.56%	10.01%	15.04%	12.86%
Russell 2000 (Small Cap)	10.06%	-2.58%	6.94%	7.00%
International Equity				
MSCI ACWI Ex USA	11.62%	0.46%	5.55%	3.84%
MSCI EAFE Net (USD)	11.54%	2.89%	6.46%	4.33%
MSCI EAFE Small Cap	7.78%	-3.35%	4.19%	4.29%
MSCI Emerging Markets	12.55%	-5.07%	3.10%	2.79%
Global Equity				
MSCI ACWI IMI (net)	18.40%	4.70%	10.36%	8.17%
Domestic Fixed Income				
Bloomberg Aggregate	2.63%	-3.02%	-0.23%	1.35%
Bloomberg US High Yield	10.44%	1.64%	3.92%	4.31%
Bloomberg US TIPS 1-10 Yr	4.26%	0.40%	2.67%	2.05%
Real Estate				
NCREIF ODCE Net Lagged	-12.00%	2.47%	2.56%	5.82%
FTSE NAREIT All Equity REITS	5.78%	-1.63%	3.40%	6.11%

Table 2 represents Time-Weighted Rates of Return.

Chief Investment Officer's Report

As of June 30, 2024, the ASRS Fund posted investment returns of 9.0%, 6.05%, 8.49%, 7.55%, and 7.5% for the one-, three-, five-, ten-, and twenty-year periods, respectively (Table 3). These results are estimated to place ASRS in the top 7% of peers for the ten-year period and the top 4% for the twenty-year period.

Table 3
ASRS Total Fund Performance (NET) For Period Ending June 30, 2024

	1 Yr	3 Yrs	5 Yrs	10 Yrs	20 Yrs	Inception (July 1975)
ASRS Fund	9.00%	6.05%	8.49%	7.55%	7.50%	9.53%
Benchmark	11.89%	5.12%	8.06%	6.42%	6.81%	9.12%
Excess Return	-2.89%	0.93%	0.43%	1.13%	0.69%	0.41%

Table 3 represents Time-Weighted Rates of Return

InvMetrics Public Funds > \$1 Billion Net Universe

	1 Yr	3 Yrs	5 Yrs	10 Yrs	20 Yrs	Inception (July 1975)
ASRS Ranking	Top 69 Percentile	Top 3 Percentile	Top 10 Percentile	Top 7 Percentile	Top 4 Percentile	N/A

With the exception of the one-year period, ASRS outperformed its benchmarks across all longer timeframes, delivering excess returns of 0.93%, 0.43%, 1.13%, and 0.69% over the three-, five-, ten-, and twenty-year periods, respectively. In dollar terms, the value-added decisions by the investment staff, relative to strategic asset allocation benchmarks, have compounded to generate approximately \$4.1 billion in additional value over the past decade. Over the long term, the ASRS has achieved an annualized compound return of 9.53% over the last 49 years.

Governance and Compliance

The ASRS operates the investment program in accordance with statutory requirements under the direction of the ASRS Board and Executive Director. The ASRS has adopted a formal and well-documented governance process as outlined in the Board Governance Policy Handbook and various Strategic Investment Policies and Standard Operating Procedures which have been adopted by the board and ASRS management.

The investment program is further guided by an Investment Policy Statement which incorporates formal and clear Investment Beliefs. The portfolio is structured in accordance with a Board approved Strategic Asset Allocation, which is developed by the Board's independent external investment consultant in conjunction with ASRS staff. Copies of the Investment Policy Statement and Strategic Asset Allocation are included in the materials for this Investment Section.

Investments are implemented by the ASRS investment team under the direction of the Executive Director and with oversight by the Board's independent external investment consultant, the Board, and the Board's Investment Committee. In accordance with written policies, investment decisions are made by a staff asset class committee which typically meets weekly and are documented by formal minutes and meeting materials which consist of staff reports and external consultant reports. The Board's independent external investment consultant attends the asset class committee meetings to remain informed on investment matters and to ensure that all governance procedures are followed.

Compliance with statutes and policies is further monitored by our custody bank, which checks every trade and reports daily on the compliance status of the portfolio. Additionally, external consultants monitor the private

Chief Investment Officer's Report

markets program, reviewing partnerships annually to confirm that fees are correctly calculated and reported, that valuation policies are observed, and that partnerships are being administered by the terms of the partnership agreement. In addition, the ASRS has a Risk and Compliance Officer who works closely with the investment team and reports to the Executive Director.

Cost

Cost management is one of the most important ways to improve investment performance. The ASRS focuses on and manages costs to help ensure the highest value is achieved for all our investment expenditures.

In the case of public markets where research and experience indicate that the prospects for adding value through active management are limited, we are parsimonious in the payment of fees. ASRS manages approximately 65% of public market assets in-house at effectively zero incremental cost. Internally managed assets are implemented in enhanced index strategies designed to earn a premium compared to market returns.

In private markets, costs are necessarily higher to implement these programs and we carefully monitor investments to ensure these costs are appropriate. We are extremely cost-conscious in the implementation of the private markets program. We reduce costs by concentrating our relationships with a smaller number of highly qualified managers who agree to enter into custom-negotiated partnerships at reduced fees. These partnerships, called "separate accounts," provide benefits to the ASRS beyond reduced fees, including custom investment criteria and favorable liquidity terms that give ASRS rights to influence or determine the pace of investment and liquidation of the partnership.

Reporting and Performance Measurement

The ASRS has implemented a comprehensive and transparent system of reports to keep the Board, Investment Committee, and public informed on ASRS investments. The ASRS complies with all required reporting under GASB standards and voluntarily complies with recommended disclosures of the Government Financial Officers Association (GFOA). All GFOA recommended disclosures are included in this investment section.

The ASRS believes that performance measurement contributes to the efficacy of portfolio management, improves decisions, and leads to better results. Starting in 2012, the ASRS implemented performance measurement systems in its private market investments based on new research recommending "public market equivalent" measurements of performance.

Conclusion

It is an honor to serve the members and beneficiaries as your Chief Investment Officer. We hope you find the materials in this Investment Section informative and helpful in understanding the investments of the Arizona State Retirement System.

Sincerely,

Michael Viteri, Chief Investment Officer

Purpose

The purpose of this Investment Policy Statement (IPS) is to set forth the investment, beliefs, goals & objectives, constraints and establish the guidelines for the development and implementation of the ASRS strategic and tactical asset allocation policy.

The ASRS recognizes that a well-articulated investment policy is important to the long-term success of achieving the ASRS investment objectives. As such, the ASRS has developed this IPS with the following goals in mind:

- To clearly and explicitly establish the objectives and parameters that govern the investments of the ASRS' assets;
- To establish a target asset allocation that is long term in nature but dynamic to allow the ASRS to take advantage of market opportunities, which is expected to achieve its investment rate of return objectives;
- To help protect the financial health of the ASRS through the implementation of this policy statement;
- To establish a framework for monitoring investment activity, and promote effective communication between the ASRS Board, staff, and other involved parties.

Investment Goals & Objectives

The ASRS has established a set of Investment Goals and Objectives that describe the macro-level expected outcomes that the ASRS seeks to achieve.

Goals

1. Maximize Total Fund Net Rates of Return for Acceptable Levels of Risk.

This goal has an asset-oriented focus. Here, the returns generated or earned by the investment Fund should be considered in conjunction with the risk or volatility that the Fund will support, where risk is essentially the possibility of a change in the value of the ASRS Fund attributed to changes in economic conditions, interest rates, dividend policy and other variables in any given year.

2. Achieves Total Fund Net Rates of Return in the Top 25th Percentile or Better Compared to Peers.

This goal compares the performance of the ASRS' aggregate investment portfolio to other public pension funds with over \$1 billion of assets under management. Though the ASRS' asset allocation policy will differ from other public pension funds given its risk-return profile and investment beliefs, it is common practice to compare returns between comparable public pension funds.

3. Achieve Total Fund Net Rates of Return Greater than the Strategic Asset Allocation Policy Benchmark.

This goal compares the performance of the ASRS' aggregate investment portfolio to the ASRS Strategic Asset Allocation Policy (SAAP) benchmark. From a performance perspective, SAAP benchmark represents the returns associated with passive implementations. The implicit goal is that the active or enhanced (i.e., non-passive) strategies that the ASRS Fund implements should produce returns greater than the SAAP.

4. Achieves Total Fund Net Rates of Return Greater than the Actuarial Assumed Interest Rate.

This goal has a liability-oriented focus. Here, the returns generated or earned by the investment Fund should be considered in conjunction with the actuarial assumed interest rate, where this interest rate is essentially an estimate of the long-term average of the combination of expected inflation rates and expected real rates of return. The actuarial assumed interest rate is also the discount rate used to calculate the present value of liabilities.

5. Achieve Asset Class Net Rates of Returns That Are Greater Than Their Respective Benchmarks.

This goal compares the performance of the ASRS' asset classes to their respective benchmarks. Asset class benchmarks represent returns associated with passive asset class implementations. The goal is that the active or enhanced (i.e., non-passive) strategies that the ASRS asset classes implement should produce returns greater than their respective benchmark returns.

6. Ensure Sufficient Cash is Always Available to Meet All Internal and External Cash-Flow Requirements.

This goal is to ensure that pension obligations, health insurance, member refunds, administrative payments and other cash-flow requirements are made. This requires Investment Management and Financial Services Divisions to anticipate internal and external cash-flow needs, and to efficiently manage transactions in order to mitigate the costs of ensuring adequate liquidity.

7. Achieves Long-Term Economic and Actuarial Funded Statuses of 100 percent.

This goal has a funded-status oriented focus. Here, the structuring of the investment Fund should be considered in conjunction with the level, volatility, and direction of the economic and actuarial funded status of the Fund. Although both actuarial and economic-funded status levels are valuable for discussion and decision-making, economic-funded status is more reflective of financial condition and long-term policy implications. Economic-funded status is defined as the actual or market value of investments as a percentage of the actual or market value of liabilities and excludes such accounting constructs as smoothing and amortization.

8. Mitigates Contribution Rate Volatility.

This goal has a contribution-rate oriented focus. Here, the structuring of the investment Fund should be considered in conjunction with the level, volatility, and direction of the contribution rates that will need to be paid by both employees and employers in the Fund. In general, lower levels and volatility in contribution rates are preferred.

Collectively, the above goals incorporate the following elements that are important for a fund's comprehensive investment structure:

1. Complementary use of absolute and relative rates-of-return perspectives.
 - a. Complementary use of asset-only and asset-liability perspectives.
 - b. Complementary use of economic and actuarial perspectives.

Investment Policy Statement

Objectives

Total Fund Performance

1. Develop, implement, and maintain an Asset Allocation program that is expected to achieve a 20-year rolling average annual rate of return at or above the actuarial assumed rate.

Twenty-Year Total Fund Net Rate of Return

	Twenty Years	
	Actual	Benchmark ¹
Twenty-year rolling annual total fund net rate of return	7.5 %	7.8 %

¹The benchmark rate was 8.0% for 13 years, 7.5% for the next 4 years, and 7.0% for the most recent 3 years, averaging 7.8% over 20 years.

2. Achieve 1-year and 3-year rolling annual total fund net rates of return equal to or greater than the return of the ASRS asset allocation policy (SAAP) Benchmark.

One and Three-Year Total Fund Net Rate of Return

	One Year		Three Year	
	Actual	Benchmark	Actual	Benchmark
Rolling annual total fund net rate of return	9.0 %	11.9 %	6.1 %	5.1 %

Asset Class Performance

3. Achieve 1-year and 3-year rolling annual net rates of return for ASRS strategic asset classes that are equal to or greater than their respective strategic asset class benchmarks.

Net Rate of Return by Asset Class

	One Year		Three Year	
	Actual	Benchmark	Actual	Benchmark
Public Equity	20.0 %	19.8 %	5.5 %	5.3 %
Private Equity	5.9 %	22.8 %	13.7 %	6.6 %
Interest Rate Sensitive	1.9 %	1.6 %	-3.3 %	-3.7 %
Credit	9.1 %	15.3 %	9.3 %	8.6 %
Real Estate	-7.4 %	-12.0 %	3.4 %	2.5 %

Cash Flow Performance

4. Ensure sufficient monies are available to meet pension benefits, health insurance premium benefit supplements, member refunds, administrative payments, and other cash flow requirements.

Investment Beliefs

Frame of Reference

The following Investment Beliefs have been established to ensure the development of congruent and synergistic investment strategies, and to ensure the effective and efficient allocation of resources. These Investment Beliefs determine the general paradigm within which investment strategies are developed, investment ideas are reviewed, and investment decisions are implemented.

Modifications to these Investment Beliefs will occur if experiential, academic, conceptual, and/or practical perspectives suggest that a superior belief system exists.

Investment Beliefs

- 1. Asset Class Decisions are Key:** In general, decisions with respect to which asset classes and sub-asset classes to invest in, and the allocations to these asset classes and sub-asset classes, have a greater impact on total fund investment returns than decisions in which specific securities to invest.
- 2. Theories and Concepts Must be Sound:** Over longer periods of time, investment outcomes (e.g., rates of return, volatility) conform to logical theories and concepts. Significant deviations (e.g., internet bubble, pre-subprime erosion of risk premiums) from theoretically and conceptually sound investment constructs are usually not sustainable and are typically self-reverting.
- 3. House Capital Market Views Are Imperative:** The development and articulation of sound *House Views* (e.g., views on interest rates, corporate spreads, asset valuations) will ensure consistency among investment decisions, clarity of investment direction, baselines for debates, and conformity of understanding.
- 4. Investment Strategies Must be Forward Looking:** Investment strategies will be developed based on forward-looking insights, rather than simply on successful strategies of the past.

Asset class valuations and security valuations are significantly affected by endogenous outcomes (e.g., earnings, GDP growth rates, competitive barriers) that are probabilistic, and these outcomes are typically well analyzed by the investment industry.

Asset class valuations and security valuations are also significantly affected by random outcomes (e.g., natural disasters, certain supply & demand shocks) that are virtually unpredictable, and these outcomes are typically not analyzed directly by the investment industry.

Asset class valuations and security valuations are also significantly affected by exogenous outcomes (e.g., foreign policies, global cultural interactions) that can possibly be modeled, and these outcomes are typically not analyzed by the investment industry.

5. Public Markets are Generally Informationally Efficient:

Asset Class Valuations

Asset class valuations (e.g., stock market levels versus interest rate levels) are often in equilibrium with one another, but anomalous situations do occur which result in disequilibria between asset class valuations. These disequilibria offer valuable investment opportunities which we will pro-actively seek and capitalize on.

Security Valuations

Security valuations (e.g., IBM versus Cisco) are often in equilibrium with one another, but private markets and anomalous public market situations do occur which result in disequilibria between security valuations. These disequilibria offer valuable investment opportunities which we will pro-actively seek and capitalize on.

The extent of informational efficiency varies across asset classes.

Private markets offer significant opportunities for asset mispricing and manager excellence which we will proactively seek and capitalize on.

6. Market Frictions are Highly Relevant: Market frictions (e.g., management fees, carried interest, revenue sharing, expenses, costs, transaction spreads, market impacts, taxes, commissions) can be significantly detrimental to investment performance and as a result transactions will be initiated only to the extent there is a strong level of conviction that they will result in increased investment returns or decreased risks net of all market frictions.

7. Internal Investment Professionals are the Foundation of a Successful Investment Program: In-house investment management capability engaged in direct portfolio management results in superior investment decision-making.

In-house investment management pro-actively monitors capital markets in order to determine mispricing opportunities & allocate capital and will successfully increase risk adjusted returns.

In-house investment professionals are more closely aligned with, and have a better understanding of, the purpose and risk & reward tolerance of the ASRS than external parties.

In-house investment professionals will impact direct investment negotiations, better align economic interests, and influence investment industry conditions (e.g., private deal structures, fee levels, introduction of innovative products & strategies).

8. External Investment Management is Beneficial: External investment organizations can often offer greater expertise, resources, and/or flexibility than internal personnel for various investment strategies.

9. Investment Consultants: Investment consultants will be effectively utilized in the following four general categories, and utilization of consultants will be focused on situations where there is a demonstrable need in at least one of the four areas:

- Independence: When oversight or controls should be enhanced.
- Perspective: When internal perspectives are not broad enough.
- Special Skills: When internal skills are not deep enough.
- Resource Allocation: When Investment Management's resources can be enhanced.

10. Trustee Expertise: Trustees often have expertise in various areas of investment management, and this expertise should be utilized while ensuring separation between ASRS Board oversight and staff management.

Investment Considerations

1. Arizona State Statutes

ASRS investments may be limited by Arizona Revised Statutes. To ensure compliance, checks and balances have been established which both reside within and external to the ASRS Investment Management Division. Reporting processes are implemented and, as appropriate, disseminated to the Director, ASRS Board Committees, and ASRS Board.

2. Time Horizon

The ASRS is managed on a going-concern basis. The following timeframes are utilized for portfolio construction decisions and contribution rate determination:

Portfolio Construction Decisions:

- Strategic asset allocations focus on medium term (3-5 years) capital market expectations, subject to the constraint of meeting the long-term assumed actuarial rate based on long-term (30 year) Capital Market Assumptions.
- Tactical deviation decisions are based on shorter term (less than 3-5 years) capital market expectations.

Contribution Rate Determination:

- Liabilities are discounted based upon long-term (30 year) capital market expectations.
- Contribution rates are set based upon longer term (currently 10 year) investment valuation smoothing periods, and longer term (currently 30 years 'closed') deficit/surplus amortization periods.

The impact on contribution rates of any realized short-term volatility of returns will be mitigated through actuarial time-series diversification (smoothing and amortizing), rather than by lowering short-term expected return volatility at the expense of lower expected returns (and therefore higher aggregate contribution rates).

Contribution rates are the realized cash flow financial outputs, and based upon the above, they are relatively insensitive to shorter term portfolio volatilities. This enables the ASRS to combine the traditional cross-sectional diversification benefits of a large employee pooled plan with time-series diversification benefits of a multi-generational plan, resulting in higher expected short-term return volatility which enables higher expected long-term returns.

3. Liquidity and Cash Flow

The ASRS maintains a long-term investment horizon; however, managing short-term liquidity and cash flow is paramount to ensure that pension obligations, health insurance premium benefit supplements, member refunds, administrative payments and other cash flow requirements are made. This requires Investment Management and Financial Services Divisions to anticipate internal and external cash flow needs, and to efficiently manage transactions in order to mitigate the costs of ensuring adequate liquidity.

Risk Management, Monitoring and Reporting

The ASRS applies a risk management framework for identifying, managing and reporting on ASRS Investments. These include, but are not limited to, operational risk (e.g., internal and external portfolio(s) guideline compliance, cash management, securities lending, Investment Management business continuity, etc.) and investment risk (e.g., deviations from target allocation, manager oversight, performance measurement/attribution, ability to achieve investment objectives, etc.).

In conjunction with the agency risk management program, appropriate steps are taken to provide reasonable assurance to Executive Management and the ASRS Board that investment management programs are designed, implemented and maintained to achieve investment goals and objectives as referenced in the ASRS Strategic Plan.

Responsibilities reside with the ASRS investment staff, custody bank, general consultant, project consultants, investment managers, and ASRS Internal Audit.

Reporting periodicity and the level of investment information dissemination vary depending upon target audience. Daily report generation and investment monitoring reside with the custody bank and Investment Management and Internal Audit divisions on a quarterly and annual basis. Asset class positions, and asset class performance are reported to the Investment Committee/ASRS Board.

The use of leverage is defined in the applicable ASRS investment documentation. For separate account public market investments (internally or externally managed portfolios), authorization to permit or not permit leverage is explicitly denoted in the managers' Letter of Direction and Clarification; monitoring is conducted by Investment Management and ASRS consultants. For commingled public and private markets investments, authorization to permit or not permit leverage is explicitly denoted in the managers' contracts or partner agreements; monitoring is conducted by the designated partnership agreement external auditor and, as applicable, reviewed at limited partnership advisory meetings.

The use of derivatives is defined in the applicable ASRS investment documentation. For separate account public market investments (internally or externally managed portfolios), authorization to permit or not permit derivatives is explicitly denoted in the managers' Letter of Direction and Clarification; monitoring is conducted by Investment Management and ASRS consultants. For commingled public and private markets investments, authorization to permit or not permit derivatives is explicitly denoted in the managers' contracts or partner agreements; monitoring is conducted by the designated partnership agreement external auditor and, as applicable, reviewed at limited partnership advisory meetings.

The management of currency exposure is defined in the applicable ASRS investment documentation. For separate account public market investments (internally or externally managed portfolios), authorization to permit or not permit currency hedging is explicitly denoted in the managers' Letter of Direction and Clarification; monitoring is conducted by Investment Management and ASRS consultants. For commingled public and private markets investments, authorization to permit or not permit currency hedging is explicitly denoted in the managers' contracts or partner agreements; monitoring is conducted by the designated partnership agreement external auditor and, as applicable, reviewed at limited partnership advisory meetings.

Asset Allocation

As part of strategic asset allocation development, the ASRS asset mix will reflect investments in strategic and tactical asset classes and strategies whose collective risk/return profile are anticipated to achieve its long-term investment rate of return goals and objectives.

The ASRS employs a dynamic strategic asset allocation study approach whose initiation and periodicity will primarily be a function of market dynamics. The strategic asset allocation is used to determine the long-term policy asset weights. Investment opportunities and asset classes are constantly evolving and developing, such that they may become attractive and suitable for institutional investment portfolios before the next scheduled policy review. Therefore, asset allocation reviews in addition to periodic studies are conducted as warranted or triennially, whichever is shorter.

The strategic asset allocation study may include, but not be limited to, the following:

- Discussion and analysis of existing and evolving asset classes and investment strategies.
- Evaluation of expected sources of investment returns, risk and diversification (quantitatively/qualitatively).
- Reviewing investment industry developments (academic and pragmatic).
- Utilization of quantitative tools (e.g., efficient frontier mean-variance optimization, risk budgeting) and evaluation of multiple scenarios.
- Reviewing and engaging discussions regarding capital market assumptions.
- Reviewing asset allocation policies from other public and non-public entities.

Rebalancing

The ASRS has established and maintains an asset class rebalancing policy(s) which encompasses the guidelines and processes for identifying and determining potential courses of action precipitated by the ASRS asset class over/under weight deviations relative to its broad strategic asset allocation policy (SAAP), ASRS cash-flow needs and/or to take tactical positions between and within SAAP asset classes.

The frequency and magnitude of portfolio rebalancing is determined by the Investment Rebalancing Committee consisting of the Director, CIO, and Investment Management Asset Class Portfolio Managers. The CIO reports asset class rebalancing activities to the Director and, through the Director, to the Investment Committee and full ASRS Board.

Voting of Portfolio Proxies

The ASRS votes its ownership interest with an objective of maximizing the present value of its investment. Proxy voting for the ASRS internally-managed equity (“E”) portfolios and those assigned to external U.S. and non-U.S. equity managers shall not be influenced or directed by political or social prerogatives that may diminish or impair the economic value of an investment.

Investment Policy Statement

The ASRS currently engages a third-party advisory firm and employs its research and voting guidelines for the voting of proxies for the “E” portfolios. This process is not applicable to ASRS externally-managed equity portfolios.

The ASRS external equity managers use their discretion to vote their portfolio proxies; voting records are monitored for consistency with both the individual external manager’s voting policy and the third-party proxy voting policy. External equity manager voting records found to be inconsistent with or different from the third-party proxy voting policy are researched and documented. Investment Management retains the right to direct external equity managers’ voting on any issue(s) if doing so is deemed beneficial to the Fund.

Securities Litigation

The ASRS monitors and participates in securities litigations when appropriate to protect the ASRS interests. From time to time, class action lawsuits are brought against companies, their directors, and/or their officers, as well as third parties such as the companies’ independent public accountants, for alleged violations of federal and state securities laws relating to various disclosure obligations and breaches of fiduciary or other duties. As a shareholder or bondholder, the ASRS may join or initiate a securities class action or pursue a private action when securities fraud and other acts of wrongdoing have taken place.

Monitoring and reporting is carried out by the ASRS contracted outside counsel who may make recommendations to the ASRS and depending on the merits of the recommendation are discussed by the Securities Litigations Oversight Committee (SLOC). In the event the SLOC recommends the ASRS consider pursuing lead plaintiff or private action, ASRS Board approval is required before such action can be taken.

Securities Lending

The ASRS is allowed to lend securities with either the custody bank or tri-party in a separate account or commingled security lending structure. The CIO and Director will determine the ASRS securities lending program parameters (risk profile, aggregate lending balance, types of securities on loan, collateral requirements, etc.). The ASRS securities lending program primarily focuses on identifying loan intrinsic value.

Management of Investment Management Fees (Cost)

The ASRS strives to maintain an efficient and relatively low aggregate investment management fee structure. The ASRS internally-managed public market portfolios are managed to provide beta-like market returns with low management fees (approximately 1 bps); external public and private portfolios are anticipated to generally provide alpha, take active risk and enable the ASRS the ability to access market capital opportunities which may not be available through ASRS internal investment program.

To the extent possible, the ASRS negotiates and monitors investment fees for external public and private investment managers. For external public equity managers, securities-level transaction(s) cost analyses will be evaluated by Investment Management staff. Those managers whose transaction costs appear high relative to the market in which they trade or who use soft dollars may be subject to participation in the ASRS commission recapture program.

The ASRS Investment Management staff will oversee public manager portfolio transitions, e.g., securities from one public manager to another. These transactions may be executed on a security-level basis by either Investment

Investment Policy Statement

Management staff or through an intermediary who may possess skills and/or can execute transactions on a more effective cost basis. Pre- and post-transaction cost analyses (commission, trading costs, market impact, etc.) are evaluated by the Investment Management staff.

Roles & Responsibilities

The ASRS Board governance structure provides the Investment Committee with general investment oversight responsibilities. In addition, the Director's Asset Class Committees implement ASRS Board policies and provide detailed oversight of the ASRS investments. Specific duties of the Investment Committee and Asset Class Committees are outlined in the ASRS Board Governance Policy Handbook.

Asset Allocation

Exhibit I-1: Asset Allocation Targets

During fiscal year 2024, the ASRS asset allocation policy targets and ranges were as follows:

Asset Class	Current Allocation Target as of June 30, 2024	Policy Range as of June 30, 2024
Public Equity	44 %	34-54%
Private Equity	10 %	7-13%
Credit	23 %	17-26%
Interest Rate Sensitive	6 %	3-12%
Real Estate	17 %	13-21%
Total	<u>100 %</u>	

Exhibit I-2: Schedule of Investment Portfolios by Asset Class

(Dollars in thousands)

Investment Portfolios by Asset Class²	Fair Value	Percentage of Investments at Fair Value
Cash and Short-Term Investments ¹	\$ 704,764	1.3 %
Interest Rate Sensitive	2,133,289	3.8 %
Credit	12,407,531	22.3 %
Total Public Equity		
U.S. Equity	15,013,359	27.0 %
International Equity	7,917,430	14.2 %
Total Public Equity	<u>22,930,789</u>	41.2 %
Private Equity	7,142,022	12.8 %
Real Estate	10,365,104	18.6 %
Total	<u>\$ 55,683,499</u>	100 %

¹ The ASRS utilizes short-term investments as collateral for its derivative investing activities. See [Note 6](#) to the financial statements for more information on the notional value of derivative instruments.

² A detailed listing of investments is available upon request. Direct inquiries to: ASRS, 3300 North Central Avenue, Phoenix, AZ 85012

Investment Results

Performance Accounting / Computation Standards

The ASRS investment performance rates of return presented below for all asset classes are calculated on a total return basis, using time-weighted rates of return, net of all fees and based on market values. The fair value of real estate, private equity and credit investments are based on estimated values. Fair value is based on estimates and assumptions from information and representations provided by the respective general partners, in the absence of readily ascertainable market values.

Performance is calculated on an accrual basis provided that the accrual information is available from the custodian or record-keeper. The rates of return are generated by asset class and include cash holdings.

Below are the rates of return on the overall portfolio, as well as specific asset classes, along with the benchmark used to compare performance.

Exhibit I-3: Annualized Rates of Return On Publicly Traded Investments (Net of Fees)

Asset Class / Benchmark	Time-Weighted Rates of Return			
	1 Year	3 Year	5 Year	Inception
Total Fund	9.0%	6.1%	8.5%	9.5%
Interim SAA Policy Benchmark	11.9%	5.1%	8.1%	9.1%
Public Equity	20.0%	5.5%	10.6%	7.6%
Custom Total Public Equity Benchmark	19.8%	5.3%	10.9%	7.3%
Interest Rate Sensitive	1.9%	(3.3%)	(0.4%)	7.0%
Custom Interest Rate Sensitive Benchmark	1.6%	(3.7%)	(0.6%)	—

Exhibit I-4: Annualized Rates of Return On Private Market Investments (Net of Fees)

Asset Class / Benchmark	Time-Weighted Rates of Return ¹			
	1 Year	3 Year	5 Year	Inception
Private Equity	5.9%	13.7%	13.7%	9.6%
Custom Private Equity Benchmark	22.8%	6.6%	10.9%	8.4%
Credit	9.1%	9.3%	9.2%	8.8%
Custom Credit Benchmark	15.3%	8.6%	8.1%	6.3%
Real Estate	(7.4%)	3.4%	3.6%	5.7%
NCREIF ODCE	(12.0%)	2.5%	2.6%	5.4%

¹ Performance of private market portfolios and corresponding benchmarks are reported on a one quarter lag.

Investment Holdings

Exhibit I-5: Public Equity Sub-Sector Allocation

June 30, 2024

(Dollars in thousands)

Sub-Sector	% of Equity Portfolio	Fair Value
Domestic Equity		
U.S. Large Cap	53.0 %	\$ 12,164,996
U.S. Mid Cap	6.9 %	1,581,913
U.S. Small Cap	5.5 %	1,266,450
Total Domestic Equity	65.4 %	15,013,359
International - Developed Markets	26.4 %	6,044,403
Commingled - Int'l Emerging Markets	8.2 %	1,873,027
Total Public Equity	100 %	\$ 22,930,789

Note: Schedule does not include securities lending collateral investments.

Exhibit I-6: Ten Largest Public Equity Holdings

June 30, 2024

(Dollars in thousands)

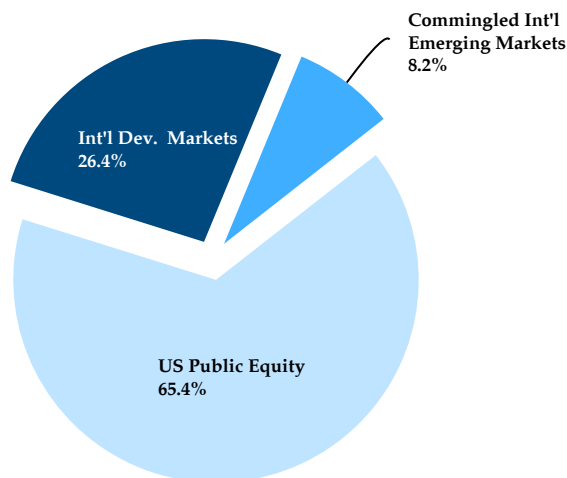
Company	Shares	Fair Value
MICROSOFT CORP	2,046,422	\$ 914,648
APPLE INC	4,252,860	895,737
NVIDIA CORP	7,247,650	895,375
ALPHABET INC	3,188,069	582,586
AMAZON.COM INC	2,714,236	524,526
META PLATFORMS INC	635,226	320,294
ELI LILLY & CO	234,287	212,119
BROADCOM INC	127,632	204,917
JPMORGAN CHASE & CO	832,637	168,409
TESLA INC	830,961	164,431
Total	22,109,980	\$ 4,883,042

Note: A detail listing of investments is available upon request.

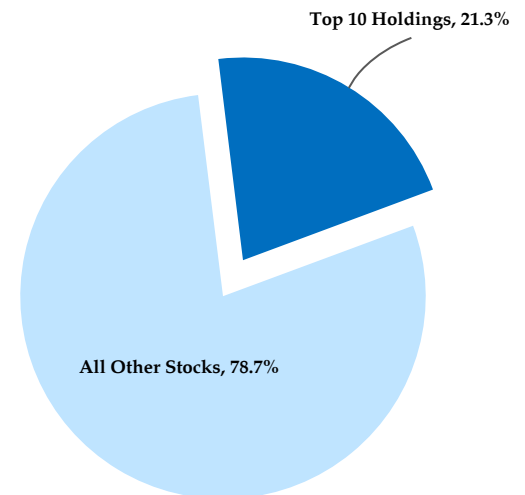
Direct inquiries to:

ASRS, 3300 North Central Avenue, Phoenix, AZ 85012

Public Equity Sub-Sector Allocation



Public Equity Holdings



Investment Holdings

Exhibit I-7: Interest Rate Sensitive Allocation

June 30, 2024

(Dollars in thousands)

Interest Rate Sensitive	% of Portfolio	Fair value
Interest Rate Sensitive	81.6 %	\$ 1,740,881
Commingled Funds - Interest Rate Sensitive	18.4 %	392,408
Total Interest Rate Sensitive	100 %	\$ 2,133,289

Note: Schedule does not include securities lending collateral investments.

Exhibit I-8: Credit Allocation

Year Ended June 30, 2024

(Dollars in thousands)

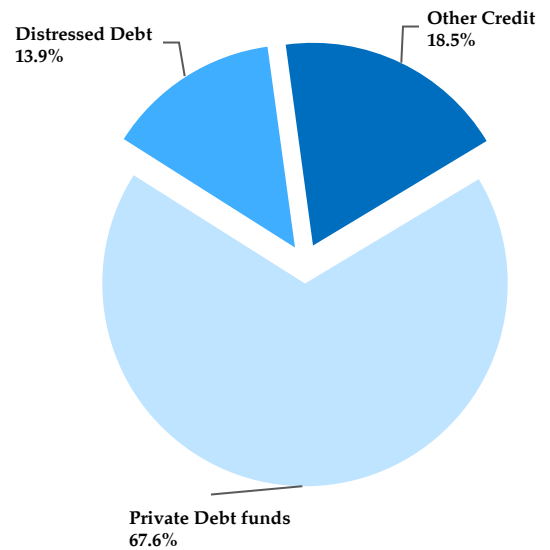
Credit	% of Portfolio	Fair Value
Private Debt Funds	67.6 %	\$ 8,387,343
Distressed Debt Funds	13.9 %	1,719,560
Other Credit Funds	18.5 %	2,300,628
Total Credit	100 %	\$ 12,407,531

Note: Schedule does not include securities lending collateral investments.

Interest Rate Sensitive Allocation



Credit Allocation



Investment Holdings

Exhibit I-9: Ten Largest Bond Holdings

Year Ended June 30, 2024

(Dollars in thousands)

Holding	Coupon	Maturity	Rating	Par Value	Fair Value
U S TREASURY NOTE	0.01875	2/15/2032	AA+ \$	38,500 \$	32,316
U S TREASURY NOTE	0.01125	10/31/2026	AA+	33,728	31,127
U S TREASURY NOTE	0.03375	5/15/2033	AA+	32,000	29,660
U S TREASURY NOTE	0.00875	9/30/2026	AA+	32,061	29,509
U S TREASURY NOTE	0.03625	5/31/2028	AA+	29,000	28,173
U S TREASURY NOTE	0.01375	8/31/2026	AA+	29,957	27,928
U S TREASURY NOTE	0.04625	9/30/2028	AA+	26,000	26,219
U S TREASURY NOTE	0.0075	8/31/2026	AA+	27,623	25,407
U S TREASURY NOTE	0.00375	4/30/2025	AA+	25,719	24,721
U S TREASURY NOTE	0.04125	9/30/2027	AA+	25,000	24,719
Total				<u>\$ 299,588 \$</u>	<u>279,779</u>

Note: A detail listing of investments is available upon request.

Direct inquiries to: ASRS, 3300 North Central Avenue, Phoenix, AZ 85012

Schedule of Broker Commissions

Exhibit I-10: Domestic Trade Commissions

Year Ended June 30, 2024

(Dollars and shares/instruments in thousands)

Equity Broker Name	Dollar Amount of Commission	Number of Shares	Commission per Share
PERSHING LLC, JERSEY CITY	\$ 46	12,328	\$ 0.0037
GOLDMAN SACHS & CO, NY	27	7,149	0.0038
INSTINET CORP, NEW YORK	20	10,715	0.0019
J.P. MORGAN SECURITIES LLC, NEW YORK	14	4,358	0.0032
CITIGROUP GLOBAL MARKETS, INC., NEW YORK	10	480	0.0208
LIQUIDNET INC, NEW YORK	7	307	0.0228
MERRILL LYNCH PIERCE FENNER SMITH INC NY	4	208	0.0192
RBC CAPITAL MARKETS LLC, NEW YORK	3	439	0.0068
VIRTU AMERICAS LLC, NEW YORK	2	110	0.0182
VARIOUS OTHER BROKERS ¹	4	118	0.0339
Total Equity	\$ 137	36,212	\$ 0.0038

Derivative Broker Name	Dollar Amount of Commission	Number of Instruments	Commission per Instrument
GOLDMAN SACHS & CO, NY	247	79	3.1266
Total Derivatives	\$ 247	79	\$ 3.1266

Total Domestic Trade Commissions	\$ 384	N/A	N/A
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Note: A detailed listing of broker commissions is available upon request.

¹Brokers with commissions under \$1,000 have been grouped into "Various Other Brokers"

Direct inquiries to: ASRS, 3300 North Central Avenue, Phoenix, AZ 85012

Schedule of Broker Commissions

Exhibit I-11: Foreign Trade Commissions

Year Ended June 30, 2024

(Dollars and shares/instruments in thousands)

Equity Broker Name	Dollar Amount of Commission	Number of Shares	Commission Per Share
INSTINET EUROPE LIMITED, LONDON	\$ 80	29,516	\$ 0.0027
MERRILL LYNCH INTL LONDON EQUITIES	69	9,510	0.0073
GOLDMAN SACHS INTL, LONDON (GSILGB2X)	62	22,022	0.0028
J P MORGAN SECS LTD, LONDON	54	11,044	0.0049
JEFFERIES & CO LTD, LONDON	49	21,901	0.0022
MORGAN STANLEY & CO, LONDON (MSLNGB2X)	41	12,443	0.0033
UBS WARBURG ASIA LTD, HONG KONG	27	41,667	0.0006
UBS EQUITIES, LONDON	25	11,786	0.0021
MIZUHO INTERNATIONAL PLC, LONDON	23	275	0.0836
BARCLAYS CAPITAL, LONDON (BARCGB33)	23	17,419	0.0013
CREDIT LYONNAIS SECS, SINGAPORE	22	8,543	0.0026
CITIGROUP GLOBAL MARKETS LTD, LONDON	21	14,272	0.0015
ROYAL BANK OF CANADA EUROPE LTD, LONDON	17	7,896	0.0022
CITIGROUP GBL MKTS INC, NEW YORK	17	13,602	0.0012
BNY CONVERGEX EXECUTION SOL, NEW YORK	13	2,660	0.0049
BERENBERG GOSSLER & CIE, HAMBURG	13	651	0.0200
GOLDMAN SACHS & CO, NY	11	2,580	0.0043
NBCN INC, TORONTO (NBCS)	11	1,767	0.0062
BNP PARIBAS ARBITRAGE, PARIS	10	6,030	0.0017
NESBITT BURNS, TORONTO (NTDT)	9	1,755	0.0051
J P MORGAN SEC, SYDNEY	8	6,572	0.0012
VARIOUS OTHER BROKERS ¹	123	92,128	0.0013
Total Equity	728	336,039	0.0022

Derivative Broker Name	Dollar Amount of Commission	Number of Instruments	Commission Per Instrument
GOLDMAN SACHS & CO, NY	\$ 4	2	\$ 2.0000
NEWEDGE USA LLC, NEW YORK	83	86	0.9651
Total Derivatives	87	88	0.9886

Total Foreign Trade Commissions	\$ 815	N/A	N/A
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Note: A detailed listing of broker commissions is available upon request.

¹ Brokers with commissions under \$7,000 have been grouped into "Various Other Brokers"

Direct inquiries to: ASRS, 3300 North Central Avenue, Phoenix, AZ 85012

Schedule of Investment Fees

Exhibit I-12: Schedule of Investment Fees

Year Ended June 30, 2024

(Dollars in thousands)

Asset Class	Assets Managed at Fair Value, as of June 30 ¹	Management Fees ²	Performance Fees ²	Total
Public Equity	\$ 22,930,789	\$ 2,579	\$ —	\$ 2,579
Private Equity	7,142,022	80,428	53,932	134,360
Interest Rate Sensitive	2,133,289	93	—	93
Credit	12,407,531	116,647	144,747	261,394
Real Estate	10,365,104	56,445	(50,099)	6,346
Total	<u>\$ 54,978,735</u>	<u>\$ 256,192</u>	<u>\$ 148,580</u>	<u>\$ 404,772</u>

¹ Does not include short-term investments.

² The Investment fee schedule above identifies investment manager fees and performance fees (carried interest and incentive) that are readily separable from investment income.

Public market investment managers, and some private market investment managers, are paid fees directly.

Private market investment managers, whose fees are not paid directly, report account valuations on a net of fee basis. The ASRS made a good faith effort to identify these fees by requesting a confirmation of fees from the managers and reviewing investment capital account statements. Investment manager fees have been reported separately from other investing activity on the Statement of Changes in Fiduciary Net Position, however performance fees are reported net with the appreciation in the fair value of investments. In addition to the fees listed above, the ASRS also incurred other fees including placement fees of approximately \$386 thousand.

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Actuarial Section





An agency of the State of Arizona



October 10, 2024

Board of Trustees
Arizona State Retirement System
3300 North Central Avenue, 14th Floor
Phoenix, Arizona 85012

Re: Arizona State Retirement System Actuarial Certification for 401(a) Portion of the Plan

Members of the Board:

At the request of the Arizona State Retirement System (ASRS), Gabriel Roeder Smith & Company (GRS) has performed the actuarial valuation of the benefits associated with the 401(a) (Retirement) portion of the ASRS defined benefit pension plan (the Plan). The information in the Actuarial Section is based on our annual actuarial valuation reports, with the most recent valuations conducted as of June 30, 2023, and is intended to be used in conjunction with the full reports.

This letter and the schedules listed below represent GRS' certification of the funded status as required for the financial report for the fiscal year ended June 30, 2024. GRS prepared the following schedules (information prior to 2016 was provided by ASRS):

- Exhibit F-24: Net Pension Liability of Employers
- Exhibit F-26: Discount Rate Sensitivity - Pension
- Exhibit F-32: Schedule of Changes in the Net Pension Liability - Retirement
- Exhibit F-33: Schedule of Net Pension Liability - Retirement
- Exhibit F-34: Schedule of Employer Contributions - Retirement
- Exhibit A-15: Schedule of Retirees Added to and Removed from Rolls - Retirement
- Exhibit A-17: Schedule of Funding Progress - Retirement and HBS
- Exhibit A-18: Solvency Test - Retirement
- Exhibit A-20: Analysis of Financial Experience - Retirement
- Exhibit S-4: Retired Members by Type of Benefit
- Exhibit S-7: Average Benefit Payments - Retirement

Data

The valuation was based upon information as of June 30, 2023, furnished by ASRS staff, concerning system benefits, financial transactions, plan provisions and active members, terminated members, retirees and beneficiaries. We checked for internal and year-to-year consistency, but did not audit the data. We are not responsible for the accuracy or completeness of the information provided by ASRS staff.

Board of Trustees
October 10, 2024
Page 2

Actuarial Assumptions and Methods

The assumptions and methods applied in this actuarial valuation were adopted by the Board of Trustees on July 30, 2021 based on the Actuarial Experience Study covering a five-year period from July 1, 2015 to June 30, 2020. Please see the experience study presentations dated May 28, 2021 and July 30, 2021 for more information related to the economic and demographic assumptions.

We believe the assumptions are internally consistent and are reasonable, based on the actual experience of ASRS.

The actuarial assumptions and methods used to develop the Net Pension Liability of Employers, Discount Rate Sensitivity, Schedule of Changes in the Net Pension Liability, and Schedule of Net Pension Liability, noted above, meet the parameters set forth in the disclosures presented in the Financial Section by Government Accounting Standards Board Statement No. 67. Furthermore, the assumptions and methods used for funding purposes meet the parameters set by Actuarial Standards of Practice.

The results of the actuarial valuation are dependent upon the actuarial assumptions used. Actual results can and almost certainly will differ, as actual experience deviates from the assumptions. Even seemingly minor changes in the assumptions can materially change the liabilities, calculated contribution rates and funding periods. A review of the impact of a different set of assumptions on the funded status of ASRS is outside the scope of this actuarial valuation.

The current actuarial assumptions are outlined in the section titled "Statement of Actuarial Methods and Assumptions - Retirement and HBS."

Benefits

There were no changes to the plan provisions during the past year. The current benefit provisions are outlined in the section titled "Summary of Benefit Provisions - Retirement and HBS."

Funding Policy and Objectives

The financial objectives of the Plan are to: (1) maintain reasonably stable contribution rates, and (2) achieve an ultimate funded status of 100%. In order to achieve these objectives, the Board has adopted a closed 20-year amortization period with level percent of pay payments for the 401(a) portion of the Plan. Furthermore, the Board made the policy decision to phase in the impact to the contribution of the assumption changes over a three-year period. This policy provides for a smooth transition to the ultimate contribution rates over a reasonable period of time.

The actuarial valuation includes a calculation of the contribution rates payable by members and participating employers. These rates, when applied to payroll, yield contribution amounts sufficient to fund the normal cost plus the amortization of the unfunded actuarial accrued liability. Contribution rates are set annually, based on the valuation of the preceding year. The rate calculated in this report for the 401(a) benefits (24.17% of payroll) will apply in the fiscal year beginning July 1, 2024. The rate calculated as part of the prior valuation (24.17% of payroll) applied in the fiscal year that began July 1, 2023.



Board of Trustees
October 10, 2024
Page 3

Employers and employees share equally in the combined 401(a) and 410(h) contribution rate determined as part of the valuation.

The unfunded actuarial accrued liability (UAAL) of ASRS for the 401(a) benefits increased from \$18.34 billion as of June 30, 2022 to \$18.95 billion as of June 30, 2023. Additionally, the funded ratio of ASRS for the 401(a) benefits—actuarial value of assets divided by the actuarial accrued liability—increased from 71.3% to 71.8% as of June 30, 2023. The funded status is one of many metrics used to show trends and develop future expectations about the health of a retirement system. The funded status measure itself is not appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan's benefit obligations or assessing the need for or the amount of future contributions since it does not reflect normal cost contributions, the timing of amortization payments, or future experience other than expected.

Certification

All of our work conforms with generally accepted actuarial principles and practices, and to the Actuarial Standards of Practice issued by the Actuarial Standards Board. In our opinion, our calculations also comply with the requirements of, where applicable, the Governmental Accounting Standards Board, the Internal Revenue Code and ERISA.

The signing actuaries are independent of the plan sponsor. Paul Wood is an Associate of the Society of Actuaries and a Member of the American Academy of Actuaries and Danny White is an Enrolled Actuary, Fellow of the Society of Actuaries, and Member of the American Academy of Actuaries. Both meet the Qualification Standards of the American Academy of Actuaries. Finally, each of the undersigned are experienced in performing valuations for large public retirement systems.

Respectfully submitted,
Gabriel, Roeder, Smith & Company



Paul T. Wood, ASA, FCA, MAAA
Senior Consultant and Actuary



Danny White, FSA, EA, MAAA
Regional Director and Actuary





October 10, 2024

Board of Trustees
Arizona State Retirement System
3300 North Central Avenue, 14th Floor
Phoenix, Arizona 85012

Re: Arizona State Retirement System Actuarial Certification for 401(h) Portion of the Plan

Members of the Board:

At the request of the Arizona State Retirement System (ASRS), Gabriel Roeder Smith & Company (GRS) has performed the actuarial valuation of the benefits associated with the 401(h) (Health Benefit Supplement) portion of the ASRS defined benefit pension plan (the Plan). The information in the Actuarial Section is based on our annual actuarial valuation reports, with the most recent valuations conducted as of June 30, 2023, and is intended to be used in conjunction with the full reports.

This letter and the schedules listed below represent GRS' certification of the funded status as required for the financial report for the fiscal year ended June 30, 2024. GRS prepared the following schedules (information prior to 2016 was provided by ASRS):

- Exhibit F-27: Net OPEB Liability (Asset) of Employers - HBS
- Exhibit F-31: Discount Rate Sensitivity
- Exhibit F-36: Schedule of Changes in the Net OPEB Liability - HBS
- Exhibit F-37: Schedule of Net OPEB Liability - HBS
- Exhibit F-38: Schedule of Employer Contributions - HBS
- Exhibit A-16: Schedule of Retirees Added to and Removed from Rolls - HBS
- Exhibit A-17: Schedule of Funding Progress - Retirement and HBS
- Exhibit A-19: Solvency Test - HBS
- Exhibit A-21: Analysis of Financial Experience - HBS

Data

The valuation was based upon information as of June 30, 2023, furnished by ASRS staff, concerning system benefits, financial transactions, plan provisions and active members, terminated members, retirees and beneficiaries. We checked for internal and year-to-year consistency, but did not audit the data. We are not responsible for the accuracy or completeness of the information provided by ASRS staff.

Board of Trustees
October 10, 2024
Page 2

Actuarial Assumptions and Methods

The assumptions and methods applied in this actuarial valuation were adopted by the Board of Trustees on July 30, 2021 based on the Actuarial Experience Study covering a five-year period from July 1, 2015 to June 30, 2020. Please see the experience study presentations dated May 28, 2021 and July 30, 2021 for more information related to the economic and demographic assumptions.

We believe the assumptions are internally consistent and are reasonable, based on the actual experience of ASRS. Furthermore, the assumptions and methods used for funding purposes meet the parameters set by Actuarial Standards of Practice.

The results of the actuarial valuation are dependent upon the actuarial assumptions used. Actual results can and almost certainly will differ, as actual experience deviates from the assumptions. Even seemingly minor changes in the assumptions can materially change the liabilities, calculated contribution rates and funding periods. A review of the impact of a different set of assumptions on the funded status of ASRS is outside the scope of this actuarial valuation.

The current actuarial assumptions are outlined in the section titled “Statement of Actuarial Methods and Assumptions - Retirement and HBS.”

Benefits

There were no changes to the plan provisions during the past year. The current benefit provisions are outlined in the section titled “Summary of Benefit Provisions - Retirement and HBS.”

Funding Policy and Objectives

The financial objectives of the Plan are to: (1) maintain reasonably stable contribution rates, and (2) achieve an ultimate funded status of 100%. In order to achieve these objectives, the Board has adopted a closed 15-year amortization period with level percent of pay payments for the 401(h) portion of the Plan.

The actuarial valuation includes a calculation of the contribution rates payable by members and participating employers. These rates, when applied to payroll, yield contribution amounts sufficient to fund the normal cost plus the amortization of the unfunded actuarial accrued liability. Contribution rates are set annually, based on the valuation of the preceding year. The rate calculated in this report for the 401(h) benefits (0.07% of payroll) will apply in the fiscal year beginning July 1, 2024. The rate calculated as part of the prior valuation (0.11% of payroll) applied in the fiscal year that began July 1, 2023. Employers and employees share equally in the combined 401(a) and 410(h) contribution rate determined as part of the valuation.

The unfunded actuarial accrued liability (UAAL) of ASRS for the 401(h) benefits increased from a \$463.8 million surplus as of June 30, 2022 to a \$497.4 million surplus as of June 30, 2023. Additionally, the funded ratio of ASRS for the 401(h) benefits—actuarial value of assets divided by the actuarial accrued liability—increased from 130.8% to 132.2% as of June 30, 2023. The funded status is one of many metrics used to show trends and develop future expectations about the health of a retirement system.



Board of Trustees
October 10, 2024
Page 3

The funded status measure itself is not appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan's benefit obligations or assessing the need for or the amount of future contributions since it does not reflect normal cost contributions, the timing of amortization payments, or future experience other than expected.

Certification

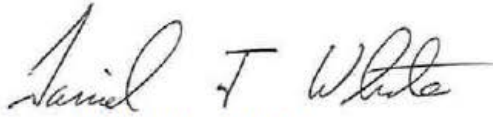
All of our work conforms with generally accepted actuarial principles and practices, and to the Actuarial Standards of Practice issued by the Actuarial Standards Board. In our opinion, our calculations also comply with the requirements of, where applicable, the Governmental Accounting Standards Board, the Internal Revenue Code and ERISA.

The signing actuaries are independent of the plan sponsor. Paul Wood is an Associate of the Society of Actuaries and a Member of the American Academy of Actuaries and Danny White is an Enrolled Actuary, Fellow of the Society of Actuaries, and Member of the American Academy of Actuaries. Both meet the Qualification Standards of the American Academy of Actuaries. Finally, each of the undersigned are experienced in performing valuations for large public retirement systems.

Respectfully submitted,
Gabriel, Roeder, Smith & Company



Paul T. Wood, ASA, FCA, MAAA
Senior Consultant and Actuary



Danny White, FSA, EA, MAAA
Regional Director and Actuary





7951 E Maplewood Avenue
Suite 327
Greenwood Village, CO 80111-4774
segalco.com

October 2, 2024

Board of Trustees
Arizona State Retirement System
3300 North Central Avenue, 14th Floor
Phoenix, Arizona 85012

Re: Audit of June 30, 2023 Actuarial Valuation

Dear Members of the Board:

We are pleased to present the results of this audit of the June 30, 2023 Actuarial Valuations for the Arizona State Retirement System (ASRS) Plan and Long Term Disability (LTD) Program. The purpose of this audit was to verify the calculations completed by Gabriel, Roeder, Smith & Company (GRS) and to offer comments on the methodology and the results of their actuarial valuations.

Our audit confirms that the results of the actuarial calculations as of June 30, 2023 are reasonable, and that those calculations are based on generally accepted actuarial principles and practices.

This review was conducted by Brad Ramirez, a Fellow of the Society of Actuaries, Member of the American Academy of Actuaries, and an Enrolled Actuary under ERISA, Todd Tauzer, a Fellow of the Society of Actuaries and Member of the American Academy of Actuaries, Eva Yum, a Fellow of the Society of Actuaries, Member of the American Academy of Actuaries, and an Enrolled Actuary under ERISA. This review was conducted in accordance with the standards of practice prescribed by the Actuarial Standards Board.

We are members of the American Academy of Actuaries and we meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein.

Segal makes no representation or warranty as to the future status of the Plan and does not guarantee any particular result. This document does not constitute legal, tax, accounting or investment advice or create or imply a fiduciary relationship. The Board is encouraged to discuss any issues raised in this report with the Plan's legal, tax and other advisors before taking, or refraining from taking, any action.

Board of Trustees
October 2, 2024
Page 2

The assistance of ASRS and GRS is gratefully acknowledged. We appreciate the opportunity to be of service to ASRS's Board of Trustees, and we are available to answer any questions you may have on this report.

Sincerely,



Brad Ramirez, FSA, MAAA, EA
Vice President and Consulting Actuary



Todd Tauzer, FSA, CERA, FCA, MAAA
Senior Vice President and Actuary



Eva Yum, FSA, MAAA, EA
Vice President and Actuary

Funding Adequacy

The financial objectives of the Plan are to: (1) maintain reasonably stable contribution rates, and (2) achieve an ultimate funded status of 100%. In order to achieve these objectives, the ASRS Board has adopted a layered, closed 20-year amortization period with level percent of pay payments for the 401(a) portion of the plan and a 15-year period for the 401(h) portion. Furthermore, the ASRS Board made the policy decision in 2021 to phase in the impact to the contribution of the assumption changes for the 401(a) portion over a three-year period beginning with fiscal year 2023. The impact on the unfunded actuarial accrued liability is broken into three layers with payments commencing on each layer over three years. This policy provides for a smooth transition to the ultimate contribution rates over a reasonable period of time.

The actuarial valuation includes a calculation of the contribution rates payable by members and participating employers. These rates, when applied to payroll, yield contribution amounts sufficient to fund the normal cost plus the amortization of the unfunded actuarial accrued liability. Contribution rates are set annually, based on the valuation of the preceding year. The rate calculated in this report (24.24% of payroll) will apply in the fiscal year beginning July 1, 2024. The rate calculated as part of the prior valuation (24.28% of payroll) applied in the fiscal year that began July 1, 2023. Employers and employees share equally in the contribution rate determined as part of the valuation.

The unfunded actuarial accrued liability (UAAL) of the ASRS increased from \$17.87 billion as of June 30, 2022, to \$18.46 billion as of June 30, 2023. Additionally, the funded ratio of the ASRS – actuarial value of assets divided by the actuarial accrued liability – increased from 72.7% as of June 30, 2022, to 73.1% as of June 30, 2023.

As of fiscal year 2008, statutory changes require annual actuarial valuations, not the biannual valuation required by a prior statutory change effective in 1998. The rates determined by the Plan, System and HBS (combined) valuations do not include contributions to the LTD program.

Asset Valuation

The ASRS actuary determines the actuarial value of assets by recognizing investment gains and losses over a 10-year period. The gradual recognition of investment gains and losses reduces volatility in the year-to-year level of contribution rates.

Actuarial Schedules

A copy of the June 30, 2023, actuarial valuation report is available at our website, <https://azasrs.gov>.

Please reference [Exhibit F-34](#) Schedule of Employer Contributions - Retirement in the Required Supplementary Information for a history of actuarially determined and actual contributions for the last 10 years.

Summary of Benefit Provisions - Retirement and HBS

The Arizona State Retirement System makes provision for the retirement, disability, and death and survivor benefits to all employees of the State, instrumentalities of the State and certain political subdivisions. Please refer to the Financial Section of this report for an in-depth discussion of plan provisions. The major provisions of the Plan may be summarized as follows:

A. Retirement Benefits

1. Normal Retirement Eligibility

Normal retirement eligibility is the earliest of the following:

Exhibit A-1: Normal Retirement

Requirement	Hired before Jan. 1, 1984	Hired between Jan. 1, 1984 and June 30, 2011	Hired after July 1, 2011
80 Points (Age + credited years of service)	✓	✓	
Age 55 + 30 years of credited service			✓
Age 60 + 25 years of credited service			✓
Age 62 + 10 years of credited service	✓	✓	✓
Age 65	✓	✓	✓

2. Average Monthly Compensation

Average monthly compensation is calculated by taking the average of the highest consecutive 36 months in the last 120 months for a member whose membership commences before July 1, 2011, and the average of the highest consecutive 60 months in the last 120 months for a member whose membership commences on or after July 1, 2011. Members who commenced membership prior to 1984 can use a 60-month average and include additional types of compensation if doing so produces a larger result.

Exhibit A-2: Benefit Multiplier

Years of Credited Service	Benefit Multiplier
Less than 20	2.10 %
20.0 to 24.99	2.15 %
25.0 to 29.99	2.20 %
30 or more	2.30 %

3. Normal Retirement Benefits

Normal Retirement Benefits are calculated by taking the product of the Benefit Multiplier, the member's Average Monthly Compensation, and years of total credited service and any prior service benefits to which the member was entitled under the System.

4. Early Retirement Eligibility

A member is eligible for early retirement at age 50 with five or more years of credited service.

5. Early Retirement Benefits

Early Retirement Benefits are calculated using the Normal Retirement Benefit reduced according to the following table:

Summary of Benefit Provisions - Retirement and HBS

Exhibit A-3: Early Retirement Benefit Reduction Rates, Members Hired before July 1, 2011

Years of Service	Age At Date Of Retirement															
	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65
5-9.99	35 %	40 %	45 %	50 %	55 %	60 %	65 %	70 %	75 %	80 %	85 %	88 %	91 %	94 %	97 %	100 %
10-17.99	44 %	49 %	54 %	59 %	64 %	69 %	74 %	79 %	84 %	89 %	94 %	97 %	100 %	100 %	100 %	100 %
18	44 %	49 %	54 %	59 %	64 %	69 %	74 %	79 %	84 %	91 %	94 %	97 %	100 %	100 %	100 %	100 %
19	44 %	49 %	54 %	59 %	64 %	69 %	74 %	79 %	91 %	94 %	97 %	100 %	100 %	100 %	100 %	100 %
20	50 %	55 %	60 %	65 %	70 %	75 %	80 %	91 %	94 %	97 %	100 %	100 %	100 %	100 %	100 %	100 %
21	50 %	55 %	60 %	65 %	70 %	75 %	91 %	94 %	97 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %
22	50 %	55 %	60 %	65 %	70 %	91 %	94 %	97 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %
23	50 %	55 %	60 %	65 %	91 %	94 %	97 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %
24	50 %	55 %	60 %	91 %	94 %	97 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %
25	50 %	55 %	91 %	94 %	97 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %
26	50 %	91 %	94 %	97 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %
27	91 %	94 %	97 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %
28	94 %	97 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %
29	97 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %
30+	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %

If a member has at least 77 points, but less than 80 points, the reduction will be 3% for each unit below 80 for members hired before July 1, 2011.

Exhibit A-4: Early Retirement Benefit Reduction Rates, Members Hired on or after July 1, 2011

Years of Service	Age At Date Of Retirement															
	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65
5-9.99	35 %	40 %	45 %	50 %	55 %	60 %	65 %	70 %	75 %	80 %	85 %	88 %	91 %	94 %	97 %	100 %
10-24.99	44 %	49 %	54 %	59 %	64 %	69 %	74 %	79 %	84 %	89 %	94 %	97 %	100 %	100 %	100 %	100 %
25-29.99	44 %	49 %	54 %	59 %	64 %	69 %	74 %	79 %	84 %	89 %	100 %	100 %	100 %	100 %	100 %	100 %
30+	44 %	49 %	54 %	59 %	64 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %

6. Forms of Payment

The normal form of payment is a benefit payable for the life of the member with any remaining member account balance paid at time of death. Joint and contingent, period certain and partial lump sum options are available on an actuarially equivalent basis.

7. Minimum Benefit

The minimum monthly benefit payable to a retired member who is at least age 75 and who has 20 or more years of service is \$600.

B. Vesting of Benefits

1. Eligibility

A member is fully vested in his or her accrued benefit.

2. Benefits

Exhibit A-5: Benefits for Vested Members

A fully vested member is entitled to either:

Type of Benefit	Members Who Are Eligible
Enhanced Refund Option	Members hired before July 1, 2011, OR members hired on or after July 1, 2011 that are terminated due to Employer Reduction in Force or position elimination.
Refund Option	Members hired on or after July 1, 2011 who are not terminated due to an Employer Reduction in Force or position eliminated.
Retirement	Members who have reached normal retirement at the date of a member's termination.

The enhanced refund option allows members who terminate prior to eligibility for retirement to receive a refund of their member contributions with interest. In addition, if a member has at least five years of service, he or she is also entitled to a share of the employer contributions with interest. The share is 25% for members with five years of service and increases 15% for each additional year of service up to a maximum of 100% for 10 or more years of service. The ASRS Board reduced the interest rate to be credited on refund of contributions from 8% to 4%, effective June 30, 2005, and from 4% to 2% effective June 30, 2013.

The refund option is the same as the enhanced refund option except it does not include any share of the employer contributions with interest.

C. Disability Benefits (for disability after June 30, 1988)

1. Long Term Disability Benefit

The monthly benefit is equal to two-thirds of monthly compensation, reduced by percentages of other income received payable commencing six months after date of disability until the earlier of:

- Date of cessation of total disability, or
- Normal retirement date.

This benefit is paid by a separate LTD plan.

2. Disability Payments if Member Remains Disabled Through Normal Retirement Date

The monthly benefit the member would have received if service had continued to normal retirement date assuming the member's salary remained at the level it was at his or her date of disability, also provided that the amount of total credited service is limited to 30 years unless he or she had more than 30 years at date of disability.

3. Minimum Benefit

The minimum monthly benefit payable to a disabled member is \$50.

D. Pre-Retirement Death Refund Alternative

1. Eligibility

Death prior to retirement.

2. Benefits

Any one of the following, at the option of the beneficiary:

Exhibit A-6: Pre-Retirement Death Refund Alternatives

Type of Benefit	Description
Lump Sum	<p>Equals the sum of:</p> <ul style="list-style-type: none"> i) the sum of the member's combined (member and employer) accumulated contribution balance with compound interest at a rate determined by the ASRS board through the day of the payment of the benefit, and ii) the amount of the member's combined (member and employer) accumulated account, along with any supplemental credits transferred from the System to the Plan with compound interest at a rate determined by the board through the day of the payment of the benefit.
Retirement	The beneficiary may elect to receive a monthly income, in the single life form, which is actuarially equivalent to the lump sum option above.

E. Health Insurance Premium Benefit Supplement (HBS)

1. Eligibility

A member is eligible for HBS if the member retires or is disabled after five years of credited service and is covered by an employer-sponsored group insurance program for which the retired or disabled member must pay part of the cost. Members who elect the enhanced refund option are not eligible for this benefit.

2. Benefits

The benefit is payable only with respect to allowable health insurance premiums for which the member is responsible. The maximum benefits for members with 10 or more years of credited service are:

Exhibit A-7: Premium Benefits, Members with 10 Years of Service

Monthly Premium Benefit Payable	Coverage
\$ 150	Member Under 65
\$ 100	Member 65 or Over
\$ 260	Member and Dependents Under 65
\$ 170	Member and Dependents 65 or Over
\$ 215	Member Over 65, Dependents Under 65
\$ 215	Member Under 65, Dependents Over 65

For members with five to nine years of service, the benefits are the same dollar amounts as above multiplied by a vesting fraction equal to 10% for each completed year of service (i.e., 50% to 90%).

Members may also choose to receive an optional premium benefit, where their premium benefit is reduced, but may be continued to the retiree's beneficiary. This optional premium benefit is only available to retirees who elect a joint and contingent or period certain form of payment.

F. Automatic Benefits Adjustments Based on Excess Investment Earnings

1. Permanent Benefit Increase (PBI)

Retirees who have been retired one year are eligible for a PBI up to a maximum of a 4% increase. The PBI is paid from a reserve of "Excess Investment Earnings." If there are no "Excess Investment Earnings" in reserve, then no PBI is paid.

2. Permanent Benefit Increase Enhancement (Enhanced PBI)

Provides retired members with at least 10 years of service who have been retired five or more years an additional benefit. For each complete five-year period the member has been retired, an incremental benefit is paid if monies to pay the benefit are

available. This benefit is funded by an interest credit of 8.0% of the reserve for future PBIs.

PBI and enhanced PBI benefits are reflected in the valuation as soon as they are awarded.

Due to legislation enacted in the 2013 legislative session, PBIs and enhanced PBIs will not be awarded to members hired on or after September 13, 2013.

G. Employee and Employer Contributions

The contribution rate for the fiscal year beginning on July 1 is based on the results of the most recent actuarial valuation as of the last day of the preceding plan year. The member's contribution rate is equal to the required employer contribution rate. The contribution rate for fiscal year 2024 is 12.14% for each member and each employer, based on the 2022 actuarial valuation. The contribution rate for fiscal year 2025 will be 12.12% based on this valuation. Interest was credited at 8%, until it was lowered to 4% beginning July 1, 2005, and subsequently lowered again to 2% from July 1, 2013, for return of contributions upon withdrawal.

Please reference Exhibit F-38 [Schedule of Employer Contributions – HBS](#) in the Required Supplementary Information for a history of actuarially determined and actual contributions for the last 10 years.

The assumptions and methods applied in this actuarial valuation were adopted by the Board of Trustees on July 30, 2021, based on the Actuarial Experience Study covering a five-year period from July 1, 2015, to June 30, 2020.

The ASRS retained Gabriel Roeder Smith & Company for its June 30, 2023, and June 30, 2022, funding valuations.

A. Valuation Date

The valuation date is June 30 of each year. This is the date as of which the actuarial present value of future benefits and the actuarial value of assets are determined.

B. Actuarial Cost Method

The actuarial valuation uses the Entry Age Normal actuarial cost method. Under this method, the total contribution rate is the sum of (i) the normal cost rate, and (ii) a rate that will amortize the unfunded actuarial liability.

The valuation is prepared on the projected benefit basis. The present value of each participant's expected benefit payable at retirement or termination is determined, based on age, service, sex, compensation, and the interest rate assumed to be earned in the future (7.00%). The calculations take into account the probability of a participant's death or termination of employment prior to becoming eligible for a benefit, as well as the possibility of his terminating with a service benefit. Future salary increases are also anticipated. The present value of the expected benefits payable on account of the active participants is added to the present value of the expected future payments to retired participants and beneficiaries to obtain the present value of all expected benefits payable from the Plan on account of the present group of participants and beneficiaries.

The contributions required to support the benefits of the Plan are determined following a level funding

approach and consist of a normal cost contribution and an unfunded accrued liability contribution, plus a component to cover administrative expenses.

The normal contribution is determined using the Entry Age Normal method. Under this method, a calculation is made to determine the average uniform and constant percentage rate of employer contribution, which if applied to the compensation of each new participant during the entire period of his anticipated covered service, would be required in addition to the contributions of the participant to meet the cost of all benefits payable on their behalf.

The unfunded accrued liability contributions are determined by subtracting the actuarial value of assets from the actuarial accrued liability. Amortization bases are established each year and amortized based on the funding policy. The current year amortization base is determined by taking the current unfunded liability less the outstanding amounts of prior year bases.

C. Actuarial Value of Assets

The actuarial value of assets is based on the market value of assets with a ten-year phase-in of actual investment return in excess of (less than) expected investment income. Offsetting unrecognized gains and losses are immediately recognized, with the shortest remaining bases recognized first and the net remaining bases continue to be recognized on their original timeframe. Expected investment income is determined using the assumed investment return rate and the market value of assets (adjusted for receipts and disbursements during the year). The returns are computed net of investment-related expenses. In no event will this amount exceed 130% of market value or be less than 70% of market value.

D. Actuarial Assumptions

1. Investment Return

The investment return rate is 7.00% per year, net of administrative and investment-related expenses (composed of an assumed 2.30% inflation rate and a 4.70% real rate of return). This rate is the same as the rate used to discount the actuarial accrued liability.

2. Mortality Decrements

Service Retirees, Beneficiaries, and Inactive Members

Rates are based on the 2017 State Retirees of Arizona (SRA) mortality table. Generational mortality improvements in accordance with the ultimate rates from the scales published beginning in 2020 by Retirement Plans Experience Committee of the Society of Actuaries ("Ultimate MP") and projected from the year 2017.

Disability Retirees

Rates are based on the PUB-2010 Disabled Retiree Mortality. Generational mortality improvements in accordance with the Ultimate MP scales are projected from the year 2010.

Active Members

Rates are based on the PUB-2010 General Employee Mortality table. Generational mortality improvements in accordance with the Ultimate MP scales are projected from the year 2010.

Exhibit A-8: Mortality Decrements

Age	Males			Females		
	Non-disabled	Disabled	Employee	Non-disabled	Disabled	Employee
20	0.000363	0.003453	0.000310	0.000145	0.001953	0.000109
25	0.000433	0.002330	0.000235	0.000155	0.001374	0.000075
30	0.000405	0.002967	0.000302	0.000195	0.002154	0.000126
35	0.000467	0.003838	0.000394	0.000256	0.003361	0.000193
40	0.000561	0.005405	0.000553	0.000354	0.005271	0.000302
45	0.000870	0.008439	0.000821	0.000587	0.008255	0.000469
50	0.001508	0.013450	0.001249	0.000985	0.012428	0.000696
55	0.002493	0.017716	0.001835	0.001496	0.014599	0.001031
60	0.004137	0.020976	0.002673	0.002183	0.016392	0.001559
65	0.007352	0.025645	0.003943	0.004538	0.019006	0.002494
70	0.013087	0.033169	0.005977	0.008545	0.024335	0.004158
75	0.023295	0.044554	0.009405	0.016086	0.034351	0.006934
80	0.041466	0.063639	0.014983	0.030283	0.052025	0.011519

3. Salary Increases

A select-and-ultimate salary scale made up of a merit component and general salary increase component as follows:

Exhibit A-9: Salary Increases

Years of Service	Merit Component	Total Salary Increase ¹
0	5.50 %	8.40 %
1	4.75 %	7.65 %
2	4.00 %	6.90 %
3	3.50 %	6.40 %
4	3.00 %	5.90 %
5	2.75 %	5.65 %
6	2.50 %	5.40 %
7	2.25 %	5.15 %
8	2.00 %	4.90 %
9	1.75 %	4.65 %
10	1.50 %	4.40 %
11	1.25 %	4.15 %
12	1.00 %	3.90 %
13	0.90 %	3.80 %
14	0.80 %	3.70 %
15	0.70 %	3.60 %
16	0.60 %	3.50 %
17	0.50 %	3.40 %
18	0.40 %	3.30 %
19	0.30 %	3.20 %
20	0.20 %	3.10 %
21	0.10 %	3.00 %
22 or more	— %	2.90 %

¹ Total salary increase rate is equal to wage inflation (or growth) rate (2.90%) plus merit component.

4. Disability Rates

Exhibit A-10: Disability Retirement Decrements

Age	Annual Unisex Rates per 100 Members
20	0.0314
25	0.0347
30	0.0419
35	0.0639
40	0.1015
45	0.1570
50	0.2340
55	0.2745
60	0.2985

5. Termination Decrements for Reasons Other Than Death or Retirement

Termination rates for members not eligible for service retirement, based on years of completed service (rates are zero for members eligible for service retirement):

Exhibit A-11: Rate of Decrement Due to Withdrawal Based on Years of Completed Service

Year of Service	Entry Age Less Than or Equal to 35		Entry Age Greater Than 35	
	Males	Females	Males	Females
0	23.00 %	24.30 %	18.00 %	21.00 %
1	18.80 %	20.00 %	14.00 %	16.00 %
2	15.70 %	16.90 %	12.00 %	13.00 %
3	13.60 %	14.70 %	10.00 %	11.00 %
4	11.90 %	13.00 %	9.00 %	10.00 %
5	10.50 %	11.70 %	8.00 %	9.00 %
6	9.40 %	10.50 %	7.00 %	8.00 %
7	8.40 %	9.50 %	7.50 %	7.00 %
8	7.50 %	8.60 %	6.00 %	6.50 %
9	6.70 %	7.80 %	5.50 %	6.00 %
10	6.00 %	7.00 %	5.00 %	5.50 %
11	5.30 %	6.40 %	4.50 %	5.00 %
12	4.70 %	5.80 %	4.00 %	4.50 %
13	4.20 %	5.20 %	3.00 %	4.00 %
14	3.70 %	4.70 %	2.00 %	3.00 %
15	3.20 %	4.20 %	N/A	N/A
16	2.70 %	3.70 %	N/A	N/A
17	2.30 %	3.30 %	N/A	N/A
18	1.90 %	2.90 %	N/A	N/A
19	1.50 %	2.50 %	N/A	N/A
20+	1.10 %	2.10 %	N/A	N/A

Statement of Actuarial Methods and Assumptions - Retirement and HBS

6. Service Retirement Decrements

Select-and-ultimate retirement rates are used. Rates at representative ages and years of service are shown on the following schedules.

Exhibit A-12: Retirement Rates - Members Hired before July 1, 2011

Age	Years of Service					
	5	10	15	20	25	30
50	7.00 %	7.00 %	5.00 %	5.00 %	5.00 %	25.00 %
55	7.00 %	7.00 %	5.00 %	5.00 %	20.00 %	25.00 %
60	10.00 %	10.00 %	10.00 %	20.00 %	15.00 %	25.00 %
62	15.00 %	25.00 %	25.00 %	25.00 %	25.00 %	25.00 %
65	30.00 %	30.00 %	30.00 %	30.00 %	30.00 %	25.00 %
70	25.00 %	27.50 %	25.00 %	25.00 %	25.00 %	25.00 %
75	27.50 %	27.50 %	27.50 %	27.50 %	27.50 %	25.00 %
80	100.00 %	100.00 %	100.00 %	100.00 %	100.00 %	100.00 %

Exhibit A-13: Retirement Rates - Members Hired on or after July 1, 2011

Age	Years of Service						
	5	10	15	20	25	30	35
50	7.00 %	7.00 %	5.00 %	5.00 %	5.00 %	5.00 %	5.00 %
55	7.00 %	7.00 %	5.00 %	5.00 %	5.00 %	50.00 %	85.00 %
60	10.00 %	10.00 %	10.00 %	10.00 %	40.00 %	65.00 %	25.00 %
62	15.00 %	25.00 %	25.00 %	25.00 %	40.00 %	25.00 %	25.00 %
65	30.00 %	30.00 %	30.00 %	30.00 %	30.00 %	25.00 %	25.00 %
70	25.00 %	27.50 %	25.00 %	25.00 %	25.00 %	25.00 %	25.00 %
75	27.50 %	27.50 %	27.50 %	27.50 %	27.50 %	25.00 %	25.00 %
80	100.00 %	100.00 %	100.00 %	100.00 %	100.00 %	100.00 %	100.00 %

7. Withdrawal of Employee Contributions

Active members that terminate with a vested benefit are assumed to choose an immediate refund of contributions 25% of the time and a deferred annuity 75% of the time. Current deferred vested members are assumed to choose the following options in any given year:

Years Since Termination	% Taking Immediate Refund of Contributions	% Taking Deferred Annuity Benefit
< 5 Years	5 %	95 %
5 - 20 Years	1 %	99 %
> 20 Years	5 %	95 %

If the member is assumed to elect an immediate refund of contributions, then it is also assumed that the member forfeits the health insurance premium supplement.

8. Future Retirees Eligible for the Health Insurance Premium Benefit Supplement (HBS)

It is assumed that 50% of future retirees will be eligible to receive the post-retirement health insurance premium supplement and that 50% of those retirees will elect the dependent premium supplement. These assumptions also apply to members who have been retired less than one year and did not elect a health insurance premium supplement.

9. Beneficiary Characteristics

It is assumed that 100% of the members are married. It is also assumed that the husband is three years older than the wife.

10. Census Data and Assets

- The valuation was based on members of ASRS as of June 30, 2023, and does not take into account future members.

- All census data was supplied by ASRS and was subject to reasonable consistency checks.
- There were data elements that were modified for some members as part of the valuation in order to make the data complete. However, the number of missing data items was immaterial.
- Asset data was supplied by ASRS.

11. Other Actuarial Valuation Procedures

- No provision was made in this actuarial valuation for the limitations of Internal Revenue Code § 415.
- Internal Revenue Code § 401(a)(17) limits were applied to individual salaries. The limit for 2023 is \$330,000 and is assumed to increase annually at the inflation rate.
- Members who elect a single life annuity are assumed to receive accumulated benefit payments equal to their contributions after three years of being in receipt.
- All beneficiaries of pre-retirement deaths are assumed to elect a return of contributions and not elect 401(h) benefits.
- Valuation payroll (earnings applied to the current valuation year) is the expected payroll for the fiscal year following the valuation date.
- Alternate Contribution Rate - The past service contribution rate is adjusted to consider alternate contribution rate payments. The amortization amount is reduced by the anticipated amount of alternate contributions, adjusted for interest.

- Adjustment for Contribution Timing -
Contribution rates are increased by $\frac{1}{2}$ of a year's interest to reflect the fact that contributions are made throughout the fiscal year and are further adjusted to reflect the one year lag.
- Future PBIs are assumed to be 0.30% per year.
In an effort to support contribution stability, assumed PBIs are accumulated across successive valuations and reduced when actual PBIs are paid.

Retirement and HBS Schedules

Exhibit A-14: Schedule of Active Member Valuation Data - Retirement

Last 10 Years

Valuation as of June 30,	Number of Participating Employers	Active Members	Annual Payroll	Contributing Active Members	
				Annual Average Pay	% Increase/ (Decrease) in Average Pay
2023	561	215,299	\$ 12,931,553,601	\$ 60,063	6.4%
2022	561	208,393	11,758,791,108	56,426	4.0%
2021	562	207,913	11,281,162,485	54,259	5.0%
2020	564	210,135	10,858,976,229	51,676	4.1%
2019	564	208,244	10,340,300,426	49,655	3.7%
2018	568	207,119	9,921,214,513	47,901	2.8%
2017	574	206,055	9,598,270,045	46,581	2.7%
2016	578	204,162	9,263,859,477	45,375	1.7%
2015	577	203,252	9,072,376,682	44,636	1.8%
2014	585	203,201	8,908,620,792	43,841	1.5%

Exhibit A-15: Schedule of Retirees Added to and Removed from Rolls - Retirement

Last 10 Years

Valuation as of June 30,	Retirees and Beneficiaries Added to Rolls		Retirees and Beneficiaries Removed from Rolls		Retiree and Beneficiary Rolls - End of Year		% Increase in Annual Allowance	Average Annual Allowance
	No.	Annual Allowance	No.	Annual Allowance	No.	Annual Allowance		
2023	8,882	\$ 191,485,169	4,875	\$ 70,153,220	168,760	\$ 3,597,119,400	3.5 %	\$ 21,315
2022	9,737	237,276,546	5,199	69,941,662	164,753	3,475,787,451	5.1 %	21,097
2021	9,467	200,165,704	5,176	80,758,102	160,215	3,308,452,567	3.7 %	20,650
2020	8,196	173,670,945	4,150	65,167,454	155,924	3,189,044,965	3.5 %	20,453
2019	8,746	179,217,085	3,824	58,010,878	151,878	3,080,541,474	4.1 %	20,283
2018	8,651	174,489,286	3,812	59,196,232	146,956	2,959,335,267	4.1 %	20,138
2017	9,616	200,106,997	3,525	56,592,938	142,117	2,844,042,213	5.3 %	20,012
2016	7,887	155,932,683	3,397	54,560,473	136,026	2,700,528,154	3.9 %	19,853
2015	8,695	169,138,375	3,414	52,490,287	131,536	2,599,155,944	4.7 %	19,760
2014	8,385	160,478,869	3,005	45,575,405	126,255	2,482,507,856	4.9 %	19,663

¹ Includes PBlS

Retirement and HBS Schedules

Exhibit A-16: Schedule of Retirees Added to and Removed from Rolls - HBS

Last 10 Years

Valuation as of June 30,	Retirees and Beneficiaries Added to Rolls		Retirees and Beneficiaries Removed from Rolls		Retiree and Beneficiary Rolls - End of Year		% Increase/ (Decrease) in Annual Allowance	Average Annual Allowance
	No.	Annual Allowance	No.	Annual Allowance	No.	Annual Allowance		
2023	8,114	\$ 9,379,227	7,847	\$ 5,020,009	88,419 ¹⁰	\$ 96,592,091	4.7 %	\$ 1,092
2022	12,272	12,736,914	7,215	1,460,798	88,152	9,223,873	13.9 %	1,046
2021	9,162	10,857,116	11,053	27,127,292	83,095	8,956,757	(16.7)%	974
2020	7,888	10,008,465	6,838	12,021,182	84,986	9,226,933	(2.0)%	1,144
2019	9,033	11,122,032	6,294	20,892,748	83,936	9,239,650	(9.0)%	1,182
2018	8,250	17,966,659	8,315	14,688,189	81,197	10,910,366	3.1 %	1,343
2017	9,895	17,824,796	5,831	11,688,084	81,262	10,573,896	6.2 %	1,301
2016	8,132	12,166,768	2,430	10,554,272	77,198	9,595,184	1.6 %	1,290
2015	7,429	15,954,804	3,119	7,965,132	71,496	9,782,688	8.9 %	1,370
2014	5,609	8,620,656	3,350	8,597,436	67,186	8,993,016	— %	1,339

¹ Includes 608 System members receiving HBS benefits and 1,383 members receiving LTD benefits and HBS benefits.

² Includes 595 System members receiving HBS benefits and 1,280 members receiving LTD benefits and HBS benefits.

³ Includes 562 System members receiving HBS benefits and 1,110 members receiving LTD benefits and HBS benefits.

⁴ Includes 526 System members receiving HBS benefits and 1,003 members receiving LTD benefits and HBS benefits.

⁵ Includes 379 System members receiving HBS benefits and 622 members receiving LTD benefits and HBS benefits.

⁶ Includes 468 System members receiving HBS benefits and 802 members receiving LTD benefits and HBS benefits.

⁷ Includes 439 System members receiving HBS benefits and 696 members receiving LTD benefits and HBS benefits.

⁸ Includes 380 System members receiving HBS benefits and 595 members receiving LTD benefits and HBS benefits.

⁹ Includes 372 System members receiving HBS benefits and 572 members receiving LTD benefits and HBS benefits.

¹⁰ Includes 341 System members receiving HBS benefits and 507 members receiving LTD benefits and HBS benefits.

Exhibit A-17: Schedule of Funding Progress - Retirement and HBS

Last 10 Years

Year Ended June 30,	Actuarial Value of Assets (a)	Actuarial Accrued Liabilities (AAL) (b)	Unfunded Actuarial Accrued Liabilities (UAAL) (b - a)	Assets as a % of Accrued Liabilities (a / b)	Covered Payroll (c)	UAAL as a % of Covered Payroll ((b - a) / c)
2023	\$ 50,186,731,685	\$ 68,641,626,598	\$ 18,454,894,913	73.1 %	\$ 12,931,553,601	142.7 %
2022	47,557,963,580	65,432,097,104	17,874,133,524	72.7 %	11,758,791,108	152.0 %
2021	44,948,705,481	62,860,184,049	17,911,478,568	71.5 %	11,281,162,485	158.8 %
2020	42,409,639,874	58,265,654,218	15,856,014,344	72.8 %	10,858,976,229	146.0 %
2019	40,568,589,169	56,127,566,734	15,558,977,565	72.3 %	10,340,300,426	150.5 %
2018	38,592,895,025	54,176,737,273	15,583,842,248	71.2 %	9,921,214,513	157.1 %
2017	36,806,856,334	52,189,000,274	15,382,143,940	70.5 %	9,598,270,045	160.3 %
2016	35,761,373,386	46,104,924,533	10,343,551,147	77.6 %	9,263,859,477	111.7 %
2015	34,559,692,891	44,573,559,015	10,013,866,124	77.5 %	9,072,376,682	110.4 %
2014	32,922,116,667	42,826,013,931	9,903,897,264	76.9 %	8,908,620,792	111.2 %

Note: The actuarial determined contribution (ADC) and actual contributions paid are found on [Exhibit F-34](#) and [Exhibit F-38](#) in the required supplementary information in the Financial Section.

Retirement and HBS Schedules

Exhibit A-18: Solvency Test - Retirement

Last 10 Years

(Dollars in thousands)

Year Ended June 30, ¹	Aggregate Accrued Liabilities for:				Portion of Actuarial Accrued Liabilities Covered by Assets Available for Benefits		
	Active Member Contributions (1)	Retirees and Beneficiaries (2)	Active Members (Employer Financed Portion) (3)	Actuarial Value of Assets Available for Benefits	(1)	(2)	(3)
2023	\$ 20,524,232	\$ 37,401,466	\$ 9,173,275	\$ 48,146,652	100 %	74.0 %	— %
2022	19,198,546	36,274,440	8,454,214	45,589,280	100 %	73.0 %	— %
2021	18,002,240	34,940,033	8,509,147	43,074,130	100 %	72.0 %	— %
2020	16,853,510	32,714,771	7,142,422	40,642,836	100 %	73.0 %	— %
2019	15,655,837	31,715,911	7,192,644	38,879,899	100 %	73.0 %	— %
2018	13,582,910	30,602,702	8,360,825	36,984,395	100 %	76.0 %	— %
2017	13,581,097	29,520,335	7,517,329	35,268,099	100 %	73.0 %	— %
2016	12,699,054	26,593,567	5,242,387	34,269,819	100 %	81.0 %	— %
2015	11,714,896	25,757,666	5,495,566	33,112,995	100 %	83.1 %	— %
2014	10,780,694	24,689,078	5,879,545	31,547,987	100 %	84.1 %	— %

¹ Values shown include System liabilities and assets for members who retired or will retire on or after July 1, 1981.

Exhibit A-19: Solvency Test - HBS

Last 10 Years

(Dollars in thousands)

Year Ended June 30, ¹	Aggregate Accrued Liabilities for:				Portion of Actuarial Accrued Liabilities Covered by Assets Available for Benefits		
	Active Member Contributions (1)	Retirees and Beneficiaries (2)	Active Members (Employer Financed Portion) (3)	Actuarial Value of Assets Available for Benefits	(1)	(2)	(3)
2023	\$ —	\$ 843,824	\$ 698,830	\$ 2,040,079	100 %	100 %	171.0 %
2022	—	812,739	692,158	1,968,684	100 %	100 %	167.0 %
2021	—	719,377	689,387	1,874,575	100 %	100 %	168.0 %
2020	—	826,795	728,157	1,766,803	100 %	100 %	129.0 %
2019	—	844,745	718,430	1,688,690	100 %	100 %	117.0 %
2018	—	914,372	715,927	1,608,500	100 %	100 %	97.0 %
2017	—	863,850	706,389	1,538,757	100 %	100 %	96.0 %
2016	—	802,949	766,969	1,491,554	100 %	100 %	90.0 %
2015	—	833,902	771,529	1,446,698	100 %	100 %	79.4 %
2014	—	734,450	742,247	1,374,130	100 %	100 %	86.2 %

¹ Values shown include System liabilities and assets for members who retired or will retire on or after July 1, 1981.

Retirement and HBS Schedules

Exhibit A-20: Analysis of Financial Experience - Retirement

Last 10 Years

(Dollars in millions)

Year Ended June 30, ⁴	UAAL Prior Year	Normal Cost for the Year	Contributions for the Year	Interest at 7.5% on:			Total Interest	Expected UAAL	Actual UAAL	Gain/(Loss) for the Year ¹
				UAAL ³	Normal Cost ^{2,3}	Contributions ³				
2023	\$ 18,337.92	\$ 1,674.42	\$ (2,820.57)	\$1,283.65	\$ 57.61	\$ (97.05)	\$1,244.21	\$18,435.98	\$18,952.32	\$ 516.34
2022	18,377.29	1,618.57	(2,776.17)	1,286.41	55.69	(95.53)	1,246.57	18,466.26	18,337.92	128.34
2021	16,067.87	1,531.80	(2,639.72)	1,205.09	56.40	(97.20)	1,164.29	18,740.68	18,377.29	363.39
2020	15,684.49	1,475.58	(2,553.12)	1,176.34	54.33	(94.01)	1,136.66	15,743.61	16,067.87	(324.26)
2019	15,562.04	1,431.28	(2,482.6)	1,167.15	52.70	(91.41)	1,128.44	15,639.17	15,684.49	(45.32)
2018	15,350.66	1,383.49	(2,134.66)	1,151.30	102.89	(80.05)	1,174.14	15,773.64	15,562.04	211.60
2017	10,265.19	1,191.16	(2,094.15)	821.22	95.29	(83.77)	832.74	14,636.81	15,350.66	(713.85)
2016	9,855.13	1,128.18	(2,028.74)	788.41	90.25	(81.15)	797.52	9,752.08	10,265.19	(513.11)
2015	9,801.33	1,161.38	(2,056.69)	784.11	46.46	(82.27)	748.30	9,654.32	9,855.13	(200.81)
2014	9,801.12	1,143.11	(1,961.18)	784.09	45.72	(78.45)	751.36	9,734.41	9,801.33	(66.92)

¹ Includes assumption and plan changes.

² Middle of year in 2014 and 2015, beginning of year otherwise.

³ Values in 2017 and prior were valued at 8% interest.

⁴ Values shown include System liabilities and assets for members who retired or will retire on or after July 1, 1981.

Exhibit A-21: Analysis of Financial Experience - HBS

Last 10 Years

(Dollars in millions)

Year Ended June 30, ⁴	(UAAS)/ UAAL Prior Year	Normal Cost for the Year	Contributions for the Year	Interest at 7.5% on:			Total Interest	Expected (UAAS)/ UAAL	Actual (UAAS)/ UAAL	Gain/(Loss) for the Year ¹
				(UAAS)/ UAAL ³	Normal Cost ^{2,3}	Contributions ³				
2023	\$ (463.79)	\$ 53.92	\$ (11.28)	\$ (32.47)	\$ 1.86	\$ (0.38)	\$ (30.99)	\$ (452.14)	\$ (497.42)	\$ (45.28)
2022	(465.81)	53.88	(36.09)	(32.61)	1.86	(1.24)	(31.99)	(480.01)	(463.78)	(16.23)
2021	(211.85)	51.03	(41.07)	(15.89)	1.88	(1.51)	(15.52)	(242.20)	(465.81)	223.61
2020	(125.51)	50.18	(55.37)	(9.41)	1.85	(2.04)	(9.60)	(140.31)	(211.85)	71.54
2019	21.80	49.89	(55.15)	1.63	1.84	(2.03)	1.44	17.98	(125.51)	143.49
2018	31.48	48.14	(42.23)	2.36	3.58	(1.58)	4.36	41.74	21.80	19.94
2017	78.36	30.87	(51.05)	6.27	2.47	(2.04)	6.70	64.87	31.47	33.40
2016	158.73	30.95	(51.14)	12.70	2.48	(2.05)	13.13	151.67	78.36	73.31
2015	102.57	33.27	(73.56)	8.20	1.33	(2.14)	7.39	69.67	158.74	(89.07)
2014	160.23	34.05	(53.40)	12.82	1.36	(2.14)	12.04	152.92	102.57	50.35

¹ Includes assumption and plan changes.

² Middle of year in 2014 and 2015, beginning of year otherwise.

³ Values in 2017 and prior were valued at 8% interest.

⁴ Values shown include System liabilities and assets for members who retired or will retire on or after July 1, 1981.



October 10, 2024

Board of Trustees
Arizona State Retirement System
3300 North Central Avenue, 14th Floor
Phoenix, Arizona 85012

Re: Arizona State Retirement System Actuarial Certification for the Long Term Disability Program

Members of the Board:

At the request of the Arizona State Retirement System (ASRS), Gabriel Roeder Smith & Company (GRS) has performed the actuarial valuation of the benefits associated with the ASRS Long Term Disability Program (LTD Program) as of June 30, 2023. The information in the Actuarial Section is based on our annual actuarial valuation reports, with the most recent valuations conducted as of June 30, 2023, and is intended to be used in conjunction with the full reports.

This letter and the schedules listed below represent GRS' certification of the funded status as required for the financial report for the fiscal year ended June 30, 2023. GRS prepared the following schedules (information prior to 2016 was provided by ASRS):

- Exhibit F-28: Net OPEB Liability of Employers - LTD
- Exhibit F-31: Discount Rate Sensitivity
- Exhibit F-40: Schedule of Changes in the Net OPEB Liability - LTD
- Exhibit F-41: Schedule of Net OPEB Liability - LTD
- Exhibit F-42: Schedule of Employer Contributions - LTD
- Exhibit A-24: Schedule of Benefit Recipients Added to and Removed from Rolls - LTD
- Exhibit A-25: Schedule of Funding Progress - LTD
- Exhibit A-26: Solvency Test - LTD
- Exhibit A-27: Analysis of Financial Experience - LTD

Data

The valuation was based upon information as of June 30, 2023, furnished by ASRS staff, concerning system benefits, financial transactions, plan provisions, active members, and benefit recipients. We checked for internal and year-to-year consistency, but did not audit the data. We are not responsible for the accuracy or completeness of the information provided by ASRS staff.

The active member data used for the LTD Program valuation is the same as the active member data used in the June 30, 2023 actuarial valuation of the ASRS Plan.

Board of Trustees
October 10, 2024
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Actuarial Assumptions and Methods

The assumptions and methods applied in this actuarial valuation were adopted by the Board of Trustees on July 30, 2021 based on the Actuarial Experience Study covering a five-year period from July 1, 2015 to June 30, 2020. Please see the experience study presentations dated May 28, 2021 and July 30, 2021 for more information related to the economic and demographic assumptions.

We believe the assumptions are internally consistent and are reasonable, based on the actual experience of ASRS. Furthermore, the assumptions and methods used for funding purposes meet the parameters set by Actuarial Standards of Practice.

The results of the actuarial valuation are dependent upon the actuarial assumptions used. Actual results can and almost certainly will differ, as actual experience deviates from the assumptions. Even seemingly minor changes in the assumptions can materially change the liabilities, calculated contribution rates and funding periods. A review of the impact of a different set of assumptions on the funded status of ASRS is outside the scope of this actuarial valuation.

The current actuarial assumptions are outlined in the section titled “Statement of Actuarial Methods and Assumptions - LTD.”

Benefits

There were no changes to the plan provisions during the past year. The current benefit provisions are outlined in the section titled “Summary of Benefit Provisions - LTD.”

Funding Policy and Objectives

The financial objectives of the LTD Program are to: (1) maintain reasonably stable contribution rates, and (2) achieve an ultimate funded status of 100%. In order to achieve these objectives, the Board has adopted a closed 15-year amortization period with level percent of pay payments.

The actuarial valuation includes a calculation of the contribution rates payable by members and participating employers. These rates, when applied to payroll, yield contribution amounts sufficient to fund the normal cost plus the amortization of the unfunded actuarial accrued liability. Contribution rates are set annually, based on the valuation of the preceding year. The rate calculated in this report (0.30% of payroll) will apply in the fiscal year beginning July 1, 2024. The rate calculated as part of the prior valuation (0.30% of payroll) applied in the fiscal year that began July 1, 2023. Employers and employees share equally in the contribution rate determined as part of the valuation.

The unfunded actuarial accrued liability (UAAL) of the LTD Program decreased from \$17.9 million as of June 30, 2022 to \$12.4 million as of June 30, 2023. Additionally, the funded ratio—actuarial value of assets divided by the actuarial accrued liability—increased from 91.5% to 94.0% as of June 30, 2023. The funded status is one of many metrics used to show trends and develop future expectations about the health of an advanced funded program. The funded status measure itself is not appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan’s benefit obligations or assessing the need for or the amount of future contributions since it does not reflect



Board of Trustees
October 10, 2024
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normal cost contributions, the timing of amortization payments, or future experience other than expected.

Certification


All of our work conforms with generally accepted actuarial principles and practices, and to the Actuarial Standards of Practice issued by the Actuarial Standards Board. In our opinion, our calculations also comply with the requirements of, where applicable, the Governmental Accounting Standards Board, the Internal Revenue Code and ERISA.

The signing actuaries are independent of the plan sponsor. Paul Wood is an Associate of the Society of Actuaries and a Member of the American Academy of Actuaries and Danny White is an Enrolled Actuary, Fellow of the Society of Actuaries, and Member of the American Academy of Actuaries. Both meet the Qualification Standards of the American Academy of Actuaries. Finally, each of the undersigned are experienced in performing valuations for large public retirement systems.

Respectfully submitted,
Gabriel, Roeder, Smith & Company



Paul T. Wood, ASA, FCA, MAAA
Senior Consultant and Actuary



Danny White, FSA, EA, MAAA
Regional Director and Actuary



Summary of Benefit Provisions - LTD

The ASRS LTD Program began on July 1, 1995. The program covers ASRS LTD Program participants who became disabled on or after July 1, 1995. The ASRS members who were receiving LTD benefits prior to July 1, 1995, were transferred to the program on October 1, 1995. Contributions began July 1, 1995, and are paid 50% by employers and 50% by active members.

Participation

To be eligible, members must be actively at work and engaged to work at least 20 weeks in a fiscal year and at least 20 hours each week. Coverage is contingent on payment of premiums.

Member and Employer Contributions

The contribution rate for the fiscal year beginning on July 1 is based on the results of the most recent actuarial valuation as of the last day of the preceding plan year. The member's contribution rate is equal to the required employer contribution rate. The contribution rate for fiscal year 2024 is 0.15% for each member and each employer, based on the 2022 actuarial valuation.

Monthly Compensation

The member's monthly compensation as of the date of disability is determined based on the contributions remitted to the ASRS.

Qualifications for Benefit

Monthly benefits are not payable until a member has been totally disabled for a period of six consecutive months. Monthly benefits are not payable to a member whose disability is due to the following:

- an intentionally self-inflicted injury,
- war, whether declared or not,
- an injury incurred while engaged in a felonious criminal act or enterprise,

- for employees hired on or after July 1, 1988, any injury, sickness, or pregnancy for which you received medical treatment within three months prior to the effective date coverage began under the LTD Income Plan. Except for any employee who becomes an active contributing member on or after July 1, 2008, and receives medical treatment within six months prior to the date coverage begins under the LTD Income Plan. This exclusion does not apply to a disability commencing after a person has been an active contributing member of a participating employer for twelve continuous months.

Monthly benefits are not payable to a member who is receiving retirement benefits from the ASRS.

Totally Disabled

A member is considered totally disabled if:

- during the first 30 months of a period of disability, the member is unable to perform all duties of the position held by the member when the member became totally disabled; and
- for a member who has received monthly benefits for 24 or more total months, that a member is unable to perform any work for compensation or gain for which the member is reasonably qualified by education, training, or experience.

Benefit Amount

Benefits payable from the LTD Fund equal two-thirds of a member's monthly compensation at the time of disability. Benefits are offset by:

- 85% of Social Security disability benefits that the member or the member's dependents are eligible to receive;
- 85% of social security retirement benefits that the member is eligible to receive;

Summary of Benefit Provisions - LTD

- all of any worker’s compensation benefits;
- all of any payments for a veteran’s disability if both of the following apply:
 - the veteran’s disability payment is for the same condition or a condition related to the condition currently causing the member’s total disability; and
 - the veteran’s disability is due to service in the armed forces of the United States;
- all of any other benefits by reason of employment that are financed partly or wholly by an employer, including payments for sick leave; and
- 50% of any salary, wages, commissions, or similar pay that the member receives or is entitled to receive from any gainful employment in which the member engages.
- the month following 60 months of payments if disability occurs before age 65;
- the month following attainment of age 70 if disability occurs at age 65 or after but before age 69; or
- the month following 12 months of payments if disability occurs at or after age 69.

Administrative Expenses

Administrative expenses associated with the operation of the LTD Program are payable by the LTD Program. The fee schedule is as follows:

Exhibit A-22: LTD Program Fees

Account Management Fee:	\$174,000 per year
New Claims Fee:	\$521 per claim
Claims Management Fee:	\$36 per claim per month

Benefit Period

Monthly benefits cease to be payable to a member at the earliest of the following:

- the date the member ceases to be totally disabled;
- the date the member ceases to be under the direct care of a doctor or refuses to undergo any medical examination requested by the company selected by the ASRS Board to administer the LTD Program;
- the date the member withdraws employee contributions with interest and ceases to be a member; and
- the later of following:
 - the member’s normal retirement date;

A. Valuation Date

The valuation date is June 30 of each plan year. This is the date as of which the actuarial present value of future benefits and the actuarial value of assets are determined.

B. Actuarial Cost Method

The actuarial valuation uses the Entry Age Normal actuarial cost method. Under this method, the total contribution rate is the sum of (i) the normal cost rate, and (ii) a rate that will amortize the unfunded actuarial liability.

The valuation is prepared on the projected benefit basis. The present value of each participant's expected benefit payable at retirement or termination is determined based on age, service, sex, compensation, and the interest rate assumed to be earned in the future (7.00%). The calculations take into account the probability of a participant's death or termination of employment prior to becoming eligible for a benefit, as well as the possibility of his terminating with a service benefit. Future salary increases are also anticipated. The present value of the expected benefits payable on account of the active participants is added to the present value of the expected future payments to retired participants and beneficiaries to obtain the present value of all expected benefits payable from the Plan on account of the present group of participants and beneficiaries.

The contributions required to support the benefits of the LTD Program are determined following a level funding approach and consist of a normal cost contribution, an unfunded accrued liability contribution, plus a component to cover administrative expenses.

The normal contribution is determined using the Entry Age Normal method. Under this method, a calculation is made to determine the average uniform and constant percentage rate of employer contribution which, if applied to the compensation of

each new participant during the entire period of his anticipated covered service, would be required in addition to the contributions of the participant to meet the cost of all benefits payable on their behalf.

The unfunded accrued liability contributions are determined by subtracting the actuarial value of assets from the actuarial accrued liability.

Amortization bases are established each year and amortized based on the funding policy. The current year amortization base is determined by taking the current unfunded liability less the outstanding amounts of prior year bases.

C. Actuarial Value of Assets

The actuarial value of assets is based on the market value of assets with a ten-year phase-in of actual investment return in excess of (less than) expected investment income. Offsetting unrecognized gains and losses are immediately recognized, with the shortest remaining bases recognized first and the net remaining bases continue to be recognized on their original timeframe. Expected investment income is determined using the assumed investment return rate and the market value of assets (adjusted for receipts and disbursements during the year). The returns are computed net of investment-related expenses. In no event will this amount exceed 130% of market value or be less than 70% of market value.

D. Actuarial Assumptions

1. Investment Return

7.00% per year, net of investment related expenses (composed of an assumed 2.30% inflation rate and a 4.70% real rate of return).

2. Decrement Timing

All decrements are assumed to occur at the middle of the valuation year.

3. Disability Retirement Decrements

Exhibit A-23: Disability Retirement Decrements

Annual Rates per 100 Members	
Age	Unisex
20	0.0314
25	0.0347
30	0.0419
35	0.0639
40	0.1015
45	0.1570
50	0.2340
55	0.2745
60	0.2985

4. Termination of Claims in Payment Due to Death or Recovery

The 2012 Group Long Term Disability Valuation Table (2012 GLDT) as proposed by the Society of Actuaries' Group Disability Experience Committee for use by the National Association of Insurance Commissioners. Specifically, rates applicable to plans with a six-month elimination period, "Own Occupation" definition of disability, initial maximum guaranteed benefit of \$2,000 for active members and actual initial maximum guaranteed benefit for current LTD recipients, "No Diagnosis" cause of disability, 15% margin for recovery, 27% margin for deaths.

5. Offsets for Disabled Members

Members will have a minimum offset of 30% within three years of initial receipt of LTD benefits. Offsets due to overpayments will apply until the overpayments are expected to be fully recovered based on the data received from the plan administrator.

6. Offsets for Active Members

The valuation assumes that LTD Program benefits, after all applicable offsets, are 60% of the benefits before the offsets.

7. Incurred But Not Reported (IBNR)

The liability for new LTD recipients was loaded by 20% to reflect IBNR.

8. Census Data and Assets

- The valuation was based on members of ASRS as of June 30, 2023, and does not take into account future members.
- All census data was supplied by ASRS and was subject to reasonable consistency checks. Asset data was also supplied by ASRS.

9. Administrative Expenses

Administrative expenses, based on the amounts outlined in the Plan Provisions, are incorporated into the normal cost and actuarial accrued liability as follows:

- The account management fee is explicitly included with the normal cost,
- The new claims fee is included in the active member liability, and the claims management fee is included in both the active member liability and the reserve for open claims.

10. Other Actuarial Valuation Procedures

- No provision was made in this actuarial valuation for the limitations of Internal Revenue Code § 415. Internal Revenue Code § 401(a)(17) limits were applied to individual salaries.
- Valuation payroll (earnings applied to the current valuation year) is the expected payroll for the fiscal year following the valuation date.
- Adjustment for Contribution Timing – Contribution rates are increased by ½ of a year's interest to reflect the fact that contributions are made throughout the fiscal year and are further adjusted to reflect the one year lag.

LTD Schedules

Exhibit A-24: Schedule of Benefit Recipients Added to and Removed from Rolls - LTD

Last 10 Years

Valuation as of June 30,	Members Added to Rolls		Members Removed from Rolls		Members Rolls End of Year		% Change in Annual Allowance	Average Annual Allowance
	No.	Annual Allowance ¹	No.	Annual Allowance ²	No.	Annual Allowance ¹		
2023	340	\$ 10,202,050	580	\$ 13,278,176	2,377	\$ 46,006,273	(6.3)%	\$ 19,355
2022	392	11,719,809	527	10,643,191	2,617	49,082,399	2.2 %	18,755
2021	338	8,758,877	626	13,427,148	2,752	48,005,781	(8.9)%	17,444
2020	410	10,377,103	559	12,169,812	3,040	52,674,052	(3.3)%	17,327
2019	449	10,869,605	618	13,714,530	3,189	54,466,761	(5.0)%	17,080
2018	471	11,101,908	647	13,706,082	3,358	57,311,686	(4.3)%	17,067
2017	461	11,239,256	724	12,619,897	3,534	59,915,860	(2.3)%	16,954
2016	538	11,688,516	743	13,500,123	3,797	61,296,501	(2.9)%	16,143
2015	522	10,914,070	726	13,155,382	4,002	63,108,108	(3.4)%	15,769
2014	658	13,947,128	759	14,675,124	4,206	65,349,420	(1.1)%	15,537

¹ Reflects actual, but not assumed, benefit offsets. Does not include overpayment offsets.

² Includes changes in benefit amounts.

Exhibit A-25: Schedule of Funding Progress - LTD

Last 10 Years

(Dollars in thousands)

Year Ended June 30,	Actuarial Value of Assets (a)	Actuarial Accrued Liabilities (AAL) (b)	Actuarial Accrued Liabilities (UAAL) (b - a)	Assets as a % of Accrued Liabilities (a / b)	Covered Payroll (c)	UAAL as a % of Covered Payroll ((b - a) / c)
2023	\$ 194,716	\$ 207,152	\$ 12,436	94.0 %	\$ 12,931,554	0.1 %
2022	192,368	210,246	17,878	91.5 %	11,758,791	0.2 %
2021	180,909	206,510	25,601	87.6 %	11,281,162	0.2 %
2020	173,675	237,657	63,982	73.1 %	10,858,976	0.6 %
2019	177,827	237,711	59,884	74.8 %	10,340,300	0.6 %
2018	184,272	243,149	58,877	75.8 %	9,921,215	0.6 %
2017	198,883	247,356	48,473	80.4 %	9,598,270	0.5 %
2016	223,464	318,840	95,376	70.1 %	9,263,859	1.0 %
2015	253,470	320,624	67,154	79.1 %	9,072,377	0.7 %
2014	279,560	328,928	49,368	85.0 %	8,908,621	0.6 %

Note: The actuarial determined contribution (ADC) and actual contributions paid are found on [Exhibit F-42](#) in the required supplementary information in the Financial Section.

LTD Schedules

Exhibit A-26: Solvency Test - LTD

Last 10 Years

(Dollars in thousands)

Year Ended June 30,	Aggregate Accrued Liabilities for:			Actuarial Value of Assets Available for Benefits	Portion of Actuarial Accrued Liabilities Covered by Assets Available for Benefits		
	Active Member Contributions (1)	Retirees and Beneficiaries (2)	Active Members (Employer Financed Portion) (3)		(1)	(2)	(3)
2023	\$ —	\$ 154,811	\$ 52,342	\$ 194,716	100 %	100 %	76 %
2022	—	164,477	45,770	192,368	100 %	100 %	61 %
2021	—	162,468	44,042	180,909	100 %	100 %	42 %
2020	—	175,149	62,508	173,675	100 %	99 %	— %
2019	—	179,195	58,516	177,827	100 %	99 %	— %
2018	—	187,100	56,049	184,272	100 %	98 %	— %
2017	—	194,328	53,028	198,883	100 %	100 %	9 %
2016	—	189,940	128,900	223,464	100 %	100 %	26 %
2015	—	193,129	127,495	253,470	100 %	100 %	47 %
2014	—	202,999	125,929	279,560	100 %	100 %	61 %

Exhibit A-27: Analysis of Financial Experience - LTD

Last 10 Years

(Dollars in thousands)

Year Ended June 30,	UAAL Prior Year	Normal Cost for the Year ¹	Contributions for the Year	Interest at 7% on:			Total Interest	Expected UAAL	Actual UAAL	Gain/(Loss) for the Year ²
				UAAL ³	Normal Cost ³	Contributions ³				
2023	\$ 17,879	\$ 29,584	\$ (35,030)	\$ 1,251	\$ 1,018	\$ (1,205)	\$ 1,064	\$ 13,497	\$ 12,436	\$ (1,061)
2022	25,601	25,377	(34,368)	1,792	873	(1,182)	1,483	18,093	17,878	215
2021	63,982	33,448	(41,988)	4,799	1,231	(1,546)	4,484	40,671	25,601	15,070
2020	59,884	32,194	(39,783)	4,491	1,185	(1,465)	4,211	56,506	63,982	(7,476)
2019	58,877	29,700	(35,122)	4,416	1,093	(1,293)	4,216	57,671	59,884	(2,213)
2018	48,473	27,715	(31,414)	3,636	2,079	(1,178)	4,536	49,310	58,877	(9,567)
2017	95,375	17,985	(26,948)	7,630	1,439	(1,078)	7,991	94,403	48,473	45,930
2016	67,154	16,188	(22,153)	5,372	1,295	(886)	5,781	66,970	95,376	(28,406)
2015	49,368	16,377	(21,624)	3,950	655	(865)	3,740	47,861	67,154	(19,293)
2014	47,579	15,925	(42,779)	3,806	637	(1,711)	2,732	23,457	49,368	(25,911)

¹ Middle of year in 2014 and 2015, beginning of year otherwise.

² Includes plan or assumption changes as well as the gain/(loss) due to the difference between the expected and actual benefit payments. The cumulative net gain since July 1, 2004, is \$221,902 (presented in 000s). This gain/(loss) calculation does not include administrative expenses.

³ Prior to 2018, interest was calculated at 8%. Interest was calculated at 7.5% from 2019 to 2022.

Legislated Plan Changes Enacted by the 2023 Legislature of the State of Arizona

HB2008 (2023) removes the requirement for an Employer to begin amortizing its prepaid contributions a specific time and indicates that the rate of return on prepaid contributions may be the actual rate of return of a short-term investment account.

Effective Date: October 30, 2023

HB2009 (2023) allows a member to make changes to their retirement application within 60 days after the member's retirement date.

Effective Date: October 30, 2023

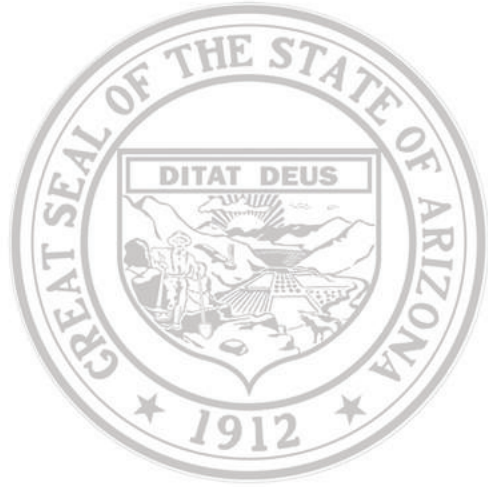
HB2029 (2023) allows a political subdivision or political subdivision entity that is not participating in the ASRS to elect to allow its employees to participate in a supplemental deferred compensation plan that is overseen by ASRS.

Effective Date: October 30, 2023

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Statistical Section





An agency of the State of Arizona

Overview

The Statistical Section presents detailed information as a context for understanding what the information in the financial statements, note disclosures, and required summary information says about the ASRS's overall financial health.

Financial Trends Information

The following schedules contain trend information to help the reader understand how the ASRS's financial performance has changed over the past 10 years.

- Fiduciary Net Position – *Last Ten Fiscal Years*
- Changes in Fiduciary Net Position – *Last Ten Fiscal Years*

Revenues Information

These schedules contain information to help the reader understand the ASRS's funding over the last 10 years.

- Actual Contribution Rates – *Last Ten Fiscal Years*

Operating Information

These schedules contain information about the ASRS's operations.

- Retired Members by Type of Benefit
- HBS Recipients by Benefit Amount
- LTD Recipients by Benefit Amount
- Average Benefit Payments – Retirement – *Last Ten Fiscal Years*
- Average Benefit Payments – HBS – *Last Ten Fiscal Years*
- Average Benefit Payments – LTD – *Last Ten Fiscal Years*
- Principal Participating Employers – *Current Year and Nine Years Ago*

Financial Trends Information

Exhibit S-1: Fiduciary Net Position

Last 10 Fiscal Years
(Dollars in thousands)

Retirement Fund	2024	2023	2022	2021	2020
Assets					
Cash, receivables, and prepaids	\$ 285,033	\$ 477,586	\$ 702,679	\$ 434,233	\$ 169,057
Investments	53,270,653	49,460,623	46,502,130	47,789,937	40,228,258
Securities lending cash collateral	115,486	112,594	86,369	914	98,591
Total assets	53,671,172	50,050,803	47,291,178	48,225,084	40,495,906
Liabilities					
Investments payable	98,634	53,743	82,503	8,496	1,212,012
Securities lending payable	115,486	112,594	86,369	914	98,591
Other payables	97,548	105,280	33,156	13,451	17,717
Total liabilities	311,668	271,617	202,028	22,861	1,328,320
Fiduciary net position restricted for benefits	\$ 53,359,504	\$ 49,779,186	\$ 47,089,150	\$ 48,202,223	\$ 39,167,586
HBS Fund					
Assets					
Cash, receivables, and prepaids	\$ 23,041	\$ 38,305	\$ 47,569	\$ 38,094	\$ 13,840
Investments	2,212,059	2,104,539	2,033,005	2,102,493	1,805,940
Securities lending cash collateral	4,775	4,767	3,731	40	4,272
Total assets	2,239,875	2,147,611	2,084,305	2,140,627	1,824,052
Liabilities					
Investments payable	4,078	2,275	3,564	369	52,519
Securities lending payable	4,775	4,767	3,731	40	4,272
Other payables	6,317	19,726	18,591	409	376
Total liabilities	15,170	26,768	25,886	818	57,167
Fiduciary net position restricted for benefits	\$ 2,224,705	\$ 2,120,843	\$ 2,058,419	\$ 2,139,809	\$ 1,766,885
LTD Fund					
Assets					
Cash, receivables, and prepaids	\$ 8,529	\$ 6,870	\$ 11,114	\$ 10,299	\$ 8,662
Investments	200,787	188,444	181,085	183,901	157,505
Securities lending cash collateral	435	429	336	4	386
Total assets	209,751	195,743	192,535	194,204	166,553
Liabilities					
Investments payable	372	205	322	33	4,745
Securities lending payable	435	429	336	4	386
Other payables	151	156	136	145	142
Total liabilities	958	790	794	182	5,273
Fiduciary net position restricted for benefits	\$ 208,793	\$ 194,953	\$ 191,741	\$ 194,022	\$ 161,280

Financial Trends Information

Exhibit S-1: Fiduciary Net Position (Continued)

Last 10 Fiscal Years
(Dollars in thousands)

Retirement Fund	2019	2018	2017	2016	2015
Assets					
Cash, receivables, and prepaids	\$ 190,852	\$ 550,205	\$ 415,862	\$ 975,712	\$ 261,074
Investments	39,671,759	38,133,864	35,888,458	32,387,540	33,469,479
Securities lending cash collateral	137,089	104,082	166,870	275,684	301,892
Total assets	39,999,700	38,788,151	36,471,190	33,638,936	34,032,445
Liabilities					
Investments payable	18,830	43,406	35,202	469,063	40,795
Securities lending payable	137,089	104,082	166,870	275,684	301,892
Other payables	18,639	148,714	66,362	34,398	44,112
Total liabilities	174,558	296,202	268,434	779,145	386,799
Fiduciary net position restricted for benefits	\$ 39,825,142	\$ 38,491,949	\$ 36,202,756	\$ 32,859,791	\$ 33,645,646
HBS Fund					
Assets					
Cash, receivables, and prepaids	\$ 24,076	\$ 155,594	\$ 35,777	\$ 56,133	\$ 48,294
Investments	1,816,690	1,657,666	1,677,892	1,509,046	1,528,013
Securities lending cash collateral	5,939	4,524	7,274	11,805	12,838
Total assets	1,846,705	1,817,784	1,720,943	1,576,984	1,589,145
Liabilities					
Investments payable	816	1,887	1,534	20,226	1,709
Securities lending payable	5,939	4,524	7,274	11,805	12,838
Other payables	441	20,566	19,577	886	1,303
Total liabilities	7,196	26,977	28,385	32,917	15,850
Fiduciary net position restricted for benefits	\$ 1,839,509	\$ 1,790,807	\$ 1,692,558	\$ 1,544,067	\$ 1,573,295
LTD Fund					
Assets					
Cash, receivables, and prepaids	\$ 8,405	\$ 7,283	\$ 9,780	\$ 8,450	\$ 7,807
Investments	166,716	176,825	187,148	198,281	239,711
Securities lending cash collateral	576	483	—	—	—
Total assets	175,697	184,591	196,928	206,731	247,518
Liabilities					
Investments payable	80	201	—	—	—
Securities lending payable	576	483	—	—	—
Other payables	250	463	230	337	245
Total liabilities	906	1,147	230	337	245
Fiduciary net position restricted for benefits	\$ 174,791	\$ 183,444	\$ 196,698	\$ 206,394	\$ 247,273

Financial Trends Information

Exhibit S-2: Changes in Fiduciary Net Position

Last 10 Fiscal Years
(Dollars in thousands)

Retirement Fund	2024	2023	2022	2021	2020
Additions					
Member contributions	\$ 1,656,350	\$ 1,534,132	\$ 1,421,009	\$ 1,321,694	\$ 1,272,080
Employer contributions	1,684,405	1,556,750	1,431,558	1,311,380	1,254,651
Purchased service/transfers/other income	15,598	14,553	18,528	15,023	13,385
Net investment income (loss)	4,382,522	3,608,694	(112,227)	10,061,477	354,195
Total additions (reductions)	7,738,875	6,714,129	2,758,868	12,709,574	2,894,311
Deductions					
Retirement benefits	3,757,489	3,635,492	3,467,297	3,341,868	3,228,368
Refunds due to separation	300,363	286,739	290,049	232,537	242,252
Survivor benefits	67,167	69,617	85,461	72,554	52,949
Transfers out	137	256	440	293	962
Administration and other	33,401	31,989	28,694	27,685	27,336
Total deductions	4,158,557	4,024,093	3,871,941	3,674,937	3,551,867
Net change	3,580,318	2,690,036	(1,113,073)	9,034,637	(657,556)
Fiduciary net position, beginning of year	49,779,186	47,089,150	48,202,223	39,167,586	39,825,142
Fiduciary net position restricted for benefits	\$ 53,359,504	\$ 49,779,186	\$ 47,089,150	\$ 48,202,223	\$ 39,167,586
HBS Fund					
Additions					
Employer contributions	\$ 15,008	\$ 14,028	\$ 24,420	\$ 42,816	\$ 52,371
Purchased service/transfers/other income	60	66	5,596	18,528	23
Net investment income (loss)	183,475	154,129	(4,445)	437,141	16,764
Total additions (reductions)	198,543	168,223	25,571	498,485	69,158
Deductions					
Health premium benefits	91,144	101,849	104,679	124,382	140,619
Administration and other	3,537	3,950	2,282	1,179	1,163
Total deductions	94,681	105,799	106,961	125,561	141,782
Net change	103,862	62,424	(81,390)	372,924	(72,624)
Fiduciary net position, beginning of year	2,120,843	2,058,419	2,139,809	1,766,885	1,839,509
Fiduciary net position restricted for benefits	\$ 2,224,705	\$ 2,120,843	\$ 2,058,419	\$ 2,139,809	\$ 1,766,885
LTD Fund					
Additions					
Member contributions	\$ 20,482	\$ 17,875	\$ 22,124	\$ 19,778	\$ 18,169
Employer contributions	20,698	18,111	22,431	20,001	18,397
Purchased service/transfers/other income	18	763	—	—	—
Net investment income (loss)	16,489	13,814	(423)	38,703	1,581
Total additions (reductions)	57,687	50,563	44,138	78,503	38,158
Deductions					
Disability benefits	41,723	45,627	44,462	44,142	49,615
Administration and other	2,124	1,724	1,957	1,619	2,054
Total Deductions	43,847	47,351	46,419	45,761	51,669
Net change	13,840	3,212	(2,281)	32,742	(13,511)
Fiduciary net position, beginning of year	194,953	191,741	194,022	161,280	174,791
Fiduciary net position restricted for benefits	\$ 208,793	\$ 194,953	\$ 191,741	\$ 194,022	\$ 161,280

Financial Trends Information

Exhibit S-2: Changes in Fiduciary Net Position (Continued)

Last 10 Fiscal Years
(Dollars in thousands)

Retirement Fund	2019	2018	2017	2016	2015
Additions					
Member contributions	\$ 1,194,100	\$ 1,099,663	\$ 1,079,257	\$ 1,036,714	\$ 1,031,954
Employer contributions	1,180,966	1,085,033	1,053,198	1,015,974	1,004,747
Purchased service/transfers/other income	17,918	22,411	14,649	25,466	20,702
Net investment income (loss)	2,398,937	3,414,623	4,406,942	222,906	849,160
Total additions (reductions)	4,791,921	5,621,730	6,554,046	2,301,060	2,906,563
Deductions					
Retirement benefits	3,122,453	2,998,540	2,891,014	2,765,668	2,638,462
Refunds due to separation	261,975	259,358	249,547	258,315	255,606
Survivor benefits	47,335	46,910	40,846	38,863	33,034
Transfers out	163	418	1,031	1,008	637
Administration and other	26,802	27,311	28,643	23,061	26,883
Total deductions	3,458,728	3,332,537	3,211,081	3,086,915	2,954,622
Net change	1,333,193	2,289,193	3,342,965	(785,855)	(48,059)
Fiduciary net position, beginning of year	38,491,949	36,202,756	32,859,791	33,645,646	33,693,705
Fiduciary net position restricted for benefits	\$ 39,825,142	\$ 38,491,949	\$ 36,202,756	\$ 32,859,791	\$ 33,645,646
HBS Fund					
Additions					
Employer contributions	\$ 47,386	\$ 42,976	\$ 53,914	\$ 46,046	\$ 53,586
Purchased service/transfers/other income	9,623	2,225	—	8,455	31,507
Net investment income (loss)	108,484	150,380	191,591	12,024	39,022
Total additions (reductions)	165,493	195,581	245,505	66,525	124,115
Deductions					
Health premium benefits	115,631	96,098	95,720	94,754	105,913
Administration and other	1,160	1,234	1,294	999	1,149
Total deductions	116,791	97,332	97,014	95,753	107,062
Net change	48,702	98,249	148,491	(29,228)	17,053
Fiduciary net position, beginning of year	1,790,807	1,692,558	1,544,067	1,573,295	1,556,242
Fiduciary net position restricted for benefits	\$ 1,839,509	\$ 1,790,807	\$ 1,692,558	\$ 1,544,067	\$ 1,573,295
LTD Fund					
Additions					
Member contributions	\$ 16,434	\$ 15,512	\$ 13,342	\$ 10,990	\$ 10,725
Employer contributions	16,633	15,902	13,606	11,162	10,899
Purchased service/transfers/other income	—	—	—	—	—
Net investment income (loss)	10,318	14,760	22,021	(387)	3,722
Total additions (reductions)	43,423	46,174	48,969	21,765	25,346
Deductions					
Disability benefits	50,063	57,664	56,525	60,065	61,045
Administration and other	2,013	1,764	2,140	2,579	2,544
Total Deductions	52,076	59,428	58,665	62,644	63,589
Net change	(8,653)	(13,254)	(9,696)	(40,879)	(38,243)
Fiduciary net position, beginning of year	183,444	196,698	206,394	247,273	285,516
Fiduciary net position restricted for benefits	\$ 174,791	\$ 183,444	\$ 196,698	\$ 206,394	\$ 247,273

Revenues Information

Exhibit S-3: Actual Contribution Rates

Last 10 Fiscal Years

Retirement Contribution Rates¹	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
Member	12.14%	12.03%	12.22%	12.04%	11.94%	11.64%	11.34%	11.34%	11.35%	11.48%
Employer	12.03%	11.92%	12.01%	11.65%	11.45%	11.18%	10.90%	10.78%	10.85%	10.89%
HBS Contribution Rates										
Employer	0.11%	0.11%	0.21%	0.39%	0.49%	0.46%	0.44%	0.56%	0.50%	0.59%
LTD Contribution Rates										
Member	0.15%	0.14%	0.19%	0.18%	0.17%	0.16%	0.16%	0.14%	0.12%	0.12%
Employer	0.15%	0.14%	0.19%	0.18%	0.17%	0.16%	0.16%	0.14%	0.12%	0.12%
Alternate Contribution Rates (ACR)										
Employer	9.99%	9.68%	10.22%	10.21%	10.41%	10.53%	9.49%	9.47%	9.36%	9.57%

¹ Retirement contribution rates do not include System retirees.

Operating Information

Exhibit S-4: Retired Members by Type of Benefit

As of June 30, 2023

Amount of Monthly Benefit	Number of Retirees by Benefit Option ¹						
	1	2	3	4	5	6	7
Under \$300	14,042	134	199	610	3,478	276	1,318
\$300 - \$499	10,849	128	192	485	2,758	325	1,187
\$500 - \$999	21,253	253	394	821	5,448	834	2,570
\$1,000 - \$1,499	14,959	157	255	511	4,307	935	2,230
\$1,500 - \$1,999	11,156	131	196	353	3,360	994	1,860
\$2,000 - \$2,499	8,931	91	170	318	3,077	800	1,887
\$2,500 - \$2,999	7,076	82	158	250	2,523	683	1,438
\$3,000 - \$3,499	5,720	67	109	190	2,261	662	1,184
\$3,500 - \$3,999	3,996	35	64	172	1,671	511	822
\$4,000 & Over	7,874	38	127	244	3,493	1,150	1,928
Totals	105,856	1,116	1,864	3,954	32,376	7,170	16,424

¹Options:

1. Life Annuity Refund provision
2. Life Annuity 5 years certain and life
3. Life Annuity 10 years certain and life
4. Life Annuity 15 years certain and life
5. Joint Annuity 100 percent to contingent survivor
6. Joint Annuity 66 2/3 percent to contingent survivor
7. Joint Annuity 50 percent to contingent survivor

Source: 2023 actuarial valuation report

Note: The 2023 actuarial valuation report is the most recent report available.

Exhibit S-5: HBS Recipients by Benefit Amount

As of June 30, 2024

HBS Monthly Benefits	Members Receiving Benefits
\$1-199	73,629
\$200-299	10,666
\$300-399	339
\$400 & Over	0
Total	<u>84,634</u>

Source: ASRS pension administration system

Note: The total includes payments that were reclaimed and reversed in subsequent months.

Exhibit S-6: LTD Recipients by Benefit Amount

As of June 30, 2024

LTD Monthly Benefits	Members Receiving Benefits
<\$299	203
\$300-499	144
\$500-999	447
\$1,000-1,499	404
\$1,500-1,999	338
\$2,000 & over	799
Total	<u>2,335</u>

Source: Long term disability program administrator

Note: Amounts are based on gross benefits, before social security income adjustments.

Operating Information

Exhibit S-7: Average Benefit Payments - Retirement

Last 10 Fiscal Years

		Years of Credited Service									
		0-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40-44	45+
2023	Average Monthly Benefit	\$ 179	\$ 399	\$ 806	\$ 1,227	\$ 1,852	\$ 2,664	\$ 3,656	\$ 4,299	\$ 5,088	\$ 5,942
	Number of Retirees	8,099	23,841	27,684	23,601	29,372	26,655	24,337	4,158	876	137
2022	Average Monthly Benefit	\$ 173	\$ 392	\$ 797	\$ 1,211	\$ 1,831	\$ 2,635	\$ 3,614	\$ 4,264	\$ 5,072	\$ 5,972
	Number of Retirees	7,798	23,061	27,232	23,067	28,696	26,062	23,790	4,079	843	125
2021	Average Monthly Benefit	\$ 165	\$ 379	\$ 776	\$ 1,178	\$ 1,788	\$ 2,583	\$ 3,553	\$ 4,186	\$ 5,001	\$ 5,781
	Number of Retirees	7,472	22,282	26,840	22,402	27,762	25,431	23,127	3,976	804	119
2020	Average Monthly Benefit	\$ 160	\$ 374	\$ 765	\$ 1,165	\$ 1,771	\$ 2,560	\$ 3,524	\$ 4,150	\$ 5,001	\$ 5,671
	Number of Retirees	7,175	21,685	26,308	21,798	26,907	24,757	22,556	3,880	756	102
2019	Average Monthly Benefit	\$ 156	\$ 370	\$ 755	\$ 1,152	\$ 1,755	\$ 2,542	\$ 3,498	\$ 4,129	\$ 4,981	\$ 5,647
	Number of Retirees	6,880	21,200	25,713	21,164	26,123	24,235	21,971	3,791	710	91
2018	Average Monthly Benefit	\$ 151	\$ 366	\$ 748	\$ 1,140	\$ 1,741	\$ 2,524	\$ 3,476	\$ 4,110	\$ 4,870	\$ 5,577
	Number of Retirees	6,511	20,588	24,971	20,467	25,152	23,540	21,290	3,685	666	86
2017	Average Monthly Benefit	\$ 146	\$ 362	\$ 741	\$ 1,131	\$ 1,728	\$ 2,515	\$ 3,453	\$ 4,092	\$ 4,861	\$ 5,533
	Number of Retirees	6,250	20,057	24,117	19,648	24,271	22,914	20,556	3,598	628	78
2016	Average Monthly Benefit	\$ 140	\$ 357	\$ 734	\$ 1,123	\$ 1,717	\$ 2,498	\$ 3,432	\$ 4,077	\$ 4,829	\$ 5,454
	Number of Retirees	6,003	19,379	23,074	18,709	23,192	21,882	19,652	3,473	590	72
2015	Average Monthly Benefit	\$ 136	\$ 354	\$ 730	\$ 1,119	\$ 1,711	\$ 2,486	\$ 3,424	\$ 4,049	\$ 4,769	\$ 5,340
	Number of Retirees	5,801	18,799	22,279	18,076	22,431	21,166	19,002	3,357	559	66
2014	Average Monthly Benefit	\$ 131	\$ 347	\$ 723	\$ 1,116	\$ 1,702	\$ 2,478	\$ 3,411	\$ 4,048	\$ 4,744	\$ 5,344
	Number of Retirees	5,626	18,060	21,325	17,327	21,563	20,332	18,199	3,235	526	62

Notes:

This schedule does not include System retirees.

Average final salary information is not available.

The 2023 actuarial valuation report is the most recent report available.

Source: Historical actuarial valuation reports

Operating Information

Exhibit S-8: Average Benefit Payments - HBS

Last 10 Fiscal Years

		Years of Credited Service					
		5	6	7	8	9	10+
2024	Average Monthly Benefit	\$ 55	\$ 60	\$ 64	\$ 71	\$ 74	93
	Number of HBS Participants	1,833	1,460	1,446	1,471	1,372	77,041
2023	Average Monthly Benefit	\$ 54	\$ 58	\$ 63	\$ 70	\$ 72	91
	Number of HBS Participants	1,805	1,434	1,415	1,435	1,353	76,587
2022	Average Monthly Benefit	\$ 52	\$ 55	\$ 57	\$ 62	\$ 64	82
	Number of HBS Participants	1,767	1,388	1,389	1,419	1,325	75,874
2021	Average Monthly Benefit	\$ 52	\$ 56	\$ 58	\$ 65	\$ 66	87
	Number of HBS Participants	1,702	1,336	1,343	1,361	1,297	74,600
2020	Average Monthly Benefit	\$ 54	\$ 59	\$ 63	\$ 70	\$ 72	97
	Number of HBS Participants	1,671	1,305	1,320	1,346	1,293	74,450
2019	Average Monthly Benefit	\$ 54	\$ 59	\$ 63	\$ 69	\$ 74	100
	Number of HBS Participants	1,627	1,270	1,275	1,340	1,253	73,473
2018	Average Monthly Benefit	\$ 53	\$ 57	\$ 63	\$ 70	\$ 74	106
	Number of HBS Participants	1,547	1,209	1,240	1,318	1,217	69,767
2017	Average Monthly Benefit	\$ 53	\$ 57	\$ 63	\$ 70	\$ 75	106
	Number of HBS Participants	1,545	1,207	1,245	1,318	1,215	69,853
2016	Average Monthly Benefit	\$ 52	\$ 57	\$ 61	\$ 68	\$ 72	103
	Number of HBS Participants	1,619	1,251	1,355	1,440	1,337	72,525
2015	Average Monthly Benefit	\$ 57	\$ 62	\$ 68	\$ 74	\$ 81	116
	Number of HBS Participants	1,580	1,286	1,356	1,399	1,299	70,703

Source: ASRS pension administration system

Exhibit S-9: Average Benefit Payments - LTD

Last 10 Fiscal Years

		LTD
2024	Average Monthly Benefit	\$ 1,720
	Number of LTD Participants	2,335
2023	Average Monthly Benefit	\$ 1,663
	Number of LTD Participants	2,530
2022	Average Monthly Benefit	\$ 1,602
	Number of LTD Participants	2,734
2021	Average Monthly Benefit	\$ 1,503
	Number of LTD Participants	2,905
2020	Average Monthly Benefit	\$ 1,490
	Number of LTD Participants	3,214
2019	Average Monthly Benefit	\$ 1,465
	Number of LTD Participants	3,327
2018	Average Monthly Benefit	\$ 1,434
	Number of LTD Participants	3,488
2017	Average Monthly Benefit	\$ 1,413
	Number of LTD Participants	3,583
2016	Average Monthly Benefit	\$ 1,297
	Number of LTD Participants	4,032
2015	Average Monthly Benefit	\$ 1,295
	Number of LTD Participants	4,107

Note: Long term disability payments are based on salary and not years of credited service.

Source: Long term disability program administrator

Operating Information

Exhibit S-10: Principal Participating Employers

Current Year and Nine Years Ago

Participating Employer	2024			2015		
	Covered Employees	Rank	Percent of Membership	Covered Employees	Rank	Percent of Membership
Dept of Administration	28,466	1	12.65 %	27,327	1	12.93 %
Maricopa County	10,247	2	4.55 %	9,305	2	4.40 %
University Of Arizona	8,406	3	3.74 %	7,013	4	3.32 %
Arizona State University	7,880	4	3.50 %	5,485	7	2.60 %
Mesa Unif Dist 4	7,823	5	3.48 %	8,531	3	4.04 %
Tucson Unified School Dist 1	6,460	6	2.87 %	6,247	5	2.96 %
Maricopa Co Community College Dist	5,972	7	2.65 %	5,911	6	2.80 %
Pima County	4,959	8	2.20 %	4,885	8	2.31 %
Chandler USD # 80	4,876	9	2.17 %	4,154	10	1.97 %
Gilbert Public Schools	4,089	10	1.82 %	4,477	9	2.12 %
All other	135,811		60.37 %	127,965		60.55 %
Total	224,989		100.00 %	211,300		100.00 %
			2024			2015
Total employer units			557			577
Total employers			655			683

Note: All participating employers participate in the Retirement, HBS and LTD plans.

Source: ASRS pension administration system



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