MainePERS
PUBLIC EMPLOYEES RETIREMENT SYSTEM

PLD Advisory Committee

Meeting Packet

November 18, 2025

MainePERS PLD ADVISORY COMMITTEE

November 18, 2025 at 1:00 p.m.
139 Capitol Street, Augusta, and via Zoom

AGENDA

1:00 p.m.	CALL TO ORDER		Dr. Rebecca M. Wyke
1.	MINUTES of July 29, 2025	**ACTION**	Dr. Rebecca M. Wyke
2.	RULEMAKING AND LEGISLATIVE UPDATE • Amendment to Rule Chapter 803	**ACTION**	Michael Colleran Bill Brown
3.	CEO UPDATE • Strategic Plan Update – Year III • Employer Satisfaction Survey • Disability Retirement Experience Survey • Disability Program Enhancements		Dr. Rebecca M. Wyke Michael Colleran Chip Gavin Mara McGowen
4.	ACTUARIAL • Annual Valuation • FY2027 Rate Setting	**ACTION**	Fiona Liston, Bonnie Rightnour, Greg Reardon, Cheiron Bill Brown
5.	ADMINISTRATIVE • Current PLD Activity Report • PLD Activity Trend Report		Deanna Doyle
6.	2025 MEETING DATES • Future Agenda Items? • Recommended Meeting Dates: **Tuesdays,** January 27th, April 28th, July 28th, and November 17th, 2026 at 1:00 p.m.		All
3:00 p.m.	ADJOURNMENT		Dr. Rebecca M. Wyke

MAINE PUBLIC EMPLOYEES RETIREMENT SYSTEM

Minutes

PLD Advisory Committee
Regular Meeting
July 29, 2025

MainePERS
Fort Point Conference Room
1:00 p.m.

The PLD Advisory Committee met at 139 Capitol Street, Augusta, ME 04330 at 1:00 p.m. on July 29, 2025, Dr. Rebecca M. Wyke, Chief Executive Officer, presided.

Members present: Steve Butterfield, Maine Service Employees Association; Rick Cailler, Professional Firefighters of Maine (remote); Deborah Roberts, Maine School Management Association (remote); Eben Gilman, Maine Municipal Association; John Nuttal, AFSCME Counsel 93 (remote); Brendan O'Connell, Maine Municipal Association (remote); Dick Thompson, Governor's Designee (remote); Sophia Wilson, Maine Municipal Association (remote); and, Dr. Rebecca M. Wyke, Chief Executive Officer. Members absent: John Bracciodieta, Maine Education Association; Ed Marzano, Teamsters Local 340; and Chris Downing, Maine School Management Association. Joining the Committee were: Dick Metivier, Board Vice Chair (remote); Michael Colleran, Chief Operating Officer and General Counsel; Deanna Doyle, PLD Plan Administrator; Monica Gorman, Executive Assistant; Bill Brown, Director of Actuarial & Legislative Affairs; Sherry Vandrell, Chief Financial Officer; and Fiona Liston, Bonnie Rightnour, and Greg Reardon from Cheiron.

MINUTES

Steve Butterfield made the motion, seconded by Deb Roberts to approve the minutes of June 10, 2025. Seven voted in the affirmative (Butterfield, Cailler, Gilman, Nuttal, O'Connell, Roberts, and Wilson).

LEGISLATIVE UPDATE

Bill Brown provided the Committee with a summary of legislation from the recently adjourned 132nd Legislature that pertains to the PLD Consolidated Plan. Bill stated legislative approval of Rule Chapter 201, Employer Reporting and Payments, becomes effective September 24, 2025, and the rule will be brought before the Board for final adoption at their October meeting.

RULEMAKING RECOMMENDATIONS

Michael Colleran reviewed the recommended amendments to Rule Chapter 803 with the Committee. Brendan O'Connell made the motion and seconded by Steve Butterfield to concur with the recommendations proposed to Rule Chapter 803. Unanimously voted by seven Committee members (Butterfield, Cailler, Gilman, Nuttal, O'Connell, Roberts, and Wilson).

CEO UPDATE

Pension Administration System (PAS) and Employer Advisory Panel

Dr. Wyke shared the inception and planning phase of the PAS project is complete and the project is on track.

Dr. Wyke stated the Employer Advisory Panel has been established to involve employers as the new PAS system is developed. The panel includes members from large and small

employers, school districts, and municipalities. It will engage employers from the beginning, build trust and transparency, help with standardizing processes, and hopefully simplify the transition.

Preliminary to Final Benefits

Dr. Wyke reported that there were more retirement workflows closed than opened for the year and the backlog has been reduced by 20% from last July.

Group Life Insurance Beneficiary Campaign

Dr. Wyke shared the Survivor Services group is sending approximately 20,000 letters to retirees with a group life insurance policy to make sure their beneficiaries are up to date. There have been over 2,200 updated beneficiary forms returned so far as well as several death notifications.

Social Security Offset to Disability Benefits

Dr. Wyke reported that the Board of Trustees held a public hearing at their July meeting on amended Rule Chapters 803 and 513, which would implement the provisions of PL 2025, c. 270. A public hearing will be held at the Board's August meeting on Rule Chapter 510. The Board is expected to adopt the amended rules at its August 14th and September 11th meetings, which will be prior to the PL 2025, c. 270 effective date of September 24, 2025.

Stakeholder Concern

Dr. Wyke shared with the Committee an email received from a PLD retiree with concerns about the COLA cap that was reduced in 2018 and the impact on members who retired under different plan provisions.

Member Satisfaction Survey Results

Dr. Wyke reviewed the active and retired member satisfaction survey results with Committee members.

UPCOMING VALUATION/RATE SETTING

Fiona Liston, Bonnie Rightnour, and Greg Reardon from Cheiron gave a presentation to the Committee, including a historical review, an overview of the process of rate setting, and the FY 2027 rate setting projections. Fiona, Bonnie, and Greg answered questions from the Committee.

2025 COLA

Bill Brown stated the 2025 COLA is expected to be based on the CPI-U of 2.7% that was effective June 30th, noting the Board will take action on August 14 to adopt a 2.5% COLA for payout in September to eligible PLD retirees.

ADMINISTRATIVE

Current PLD Activity Report

Deanna Doyle reported that the activity level had increased with eight employers joining and two large employers joining in the next few months.

PLD Activity Trend Report

Deanna shared PLD activity continues to trend upward.

ADJOURNMENT

The meeting adjourned at 2:20 p.m.

November 18, 2025
Date Approved

Dr. Rebecca M. Wyke, Chief Executive Officer

MainePERS
PUBLIC EMPLOYEES RETIREMENT SYSTEM

MEMORANDUM

Date: November 10, 2025

To: PLD Advisory Committee Members

From: Michael J. Colleran, Chief Operating Officer and General Counsel
Bill Brown, Director, Actuarial and Legislative Affairs

Re: Rulemaking and Legislative Update

Rulemaking Update

We are seeking the Advisory Committee's concurrence with our recommendation to amend Rule Chapter 803 to treat pre-consolidated service credit as Consolidated Plan service for those retiring after our new Pension Administration System (PAS) goes live, which currently is planned for September of 2028. This would avoid the complexity of programing and testing the pre-consolidated plans in the new PAS, which we expect to use for many years after the last person with pre-consolidated service credit retires.

Cheiron has calculated the increased liability of this change if implemented today at $683,000, which would not have an impact on rates. As some of the members with pre-consolidated time will retire or refund over the next three years, the actual increased liability would be lower. A draft of the proposed amended language accompanies this memorandum.

> *Recommendation: That the Board approve an amendment to Rule Chapter 803 to treat pre-consolidated service as Consolidated Plan service for those retiring after the new Pension Administration System goes live.*

We also intend to initiate the process to amend two other rules next month. We propose amending Rule Chapter 103 (Qualified Domestic Relations Orders) to remove a reference to Social Security offsets and provide guidance on digital certification of court orders, and we propose amending Rule Chapter 511 (Actively Seeking Work Program) to consider those in an educational or vocational program to be actively seeking work.

Since the last Advisory Committee meeting, the Board of Trustees approved final adoption of replacement Rule Chapter 201 (Employer Reporting and Payments) and adoption of amended versions of Rule Chapters 406 (Service Credit Purchases), 506 (Disability Retirement Eligibility), 510 (Reduction of Disability Benefits Because of Lump-Sum Workers Compensation Benefit), 513 (Disability Compensation Limits and Offsets), and 803 (PLD Consolidated Plan). The amendments were discussed at the last Advisory Committee meeting and consisted of implementing recently-enacted legislation, conforming to federal plan qualification requirements, removing a little-used and administratively inefficient option to delay COLAs, and simplifying the process for determining continued eligibility for disability retirement benefits.

Legislative Update

The Second Regular Session of the 132nd Legislature is scheduled to convene on January 7, 2026. Thus far the Legislative Council has not approved any new non-agency bills pertaining to the PLD Consolidated Retirement Plan.

MainePERS is pursuing agency bills that would make the following changes:

a. Improve the post-approval phase of the disability retirement program by:
    i. Making earnings limitations less complex and more member-favorable;
    ii. Raising the substantially gainful activity (SGA) amount from 80% of Average Final Compensation (AFC) to 100% of AFC;
    iii. Removing caps and delays on cost-of-living adjustments to earnings limitations and SGA amounts;
    iv. Changing the consequences for overearning from a payback approach to a prospective benefit reduction approach, which may be waived if the overearning is not expected to continue; and
    v. Reducing the Workers Compensation offset by changing the maximum amount of combined benefits from 80% to 100% of AFC.

b. Simplify and standardize the source of information used to set group life insurance levels. Currently, these levels are derived from reports employers submit annually based on each employee's W-2. We are proposing instead that we use earnable compensation, which is information we already have from regular employer payroll reporting.

More information on the disability retirement proposals will be provided under a later agenda item.

Two bills were carried over from the First Special Session that pertain to the Plan.

LD 462 – SERVICE CREDIT PURCHASE: MILITARY

This bill would add two periods of conflict to the definition of "federally recognized conflict" eligible for subsidized military service credit purchase. It was carried over on the Special Appropriations Table.

LD 1383 – DIVESTMENT

This bill would prohibit the State from investing public funds, including any public funds managed by MainePERS, or entering into procurement contracts with companies, entities, persons or financial institutions involved with entities determined by international bodies to have committed certain violations of human rights.

C. **Payment of Contributions**. The member, before any retirement benefit becomes effective for that member, must pay into the Members' Contribution Fund an amount that, together with regular interest on that amount, is the actuarial equivalent, at the effective date of the retirement benefit, of the portion of the retirement benefit based on the additional creditable service. Payments must be made consistent with Chapter 406 (94-411 CMR 406) of the rules of the Board.

10. **Law enforcement service before becoming a member.** A member who served as a full-time law enforcement officer with a federal, state, county or local law enforcement agency before becoming a member, and who did not decline membership under section 3, subsection 2, during the period of prior law enforcement service, is entitled under this subsection to purchase service credit for the period of time that the member served as a law enforcement officer under the following conditions:

A. **15 years of creditable service.** The member must have at least 15 years of creditable service at the time of retirement.

B. **4 year limit.** Service credit purchased under this subsection is limited to 4 years.

C. **Service credit not to be used for other benefits.** The member must provide a certified statement from the appropriate retirement system that the service credit to be granted has not been and will not be used to obtain other retirement benefits.

D. **Payment of contributions.** The member must complete payment of contributions as required by Section 5, subsection 1, paragraph M.

(1) Additional amounts paid under this subsection shall become a part of the member's accumulated contributions.

(2) If any retirement benefit becomes effective before the completion of the payment under this subsection, the member is entitled to service credit for that portion of the additional creditable service that the total amount of payments actually made, plus regular interest on those payments to the date the retirement benefit becomes effective, bears to the actuarial equivalent of the total portion of the retirement benefit based on the additional creditable service.

SECTION 7. REGULAR SERVICE RETIREMENT BENEFIT PLANS

Payment of benefits to members under The Plan is subject to the provisions of 5 M.R.S. §§ 18403 – 18405-A, 18409 - 18413.

1. **Regular Benefit Plan AC**. Regular Benefit Plan AC may be elected by any participating local district or local district.

A. **Contribution Rate**. Subject to Section 15, subsection 1, and the rate caps under Section 9, employer and employee contributions shall be set annually by the Board based on the recommendations of the System's actuary in accordance with the following:

(1) The Plan's unfunded actuarial liability as of June 30, 2018, shall be paid in an actuarially sound manner and allocated between the employer and

employee in a ratio approved by the Board based on the recommendation of the Participating Local District Advisory Committee;

(2) Any Plan unfunded actuarial liability created beginning July 1, 2018, shall be paid through employer and employee contributions allocated 58% to the employer and 42% to the employee;

(3) The normal cost shall be paid through employer and employee contributions allocated 58% to the employer and 42% to the employee.; and

(4) Rates shall reflect any differences in actuarial assumptions and experience and shall be based on whether the member is subject to paragraphs B or B-1.

B. **Qualification for Benefit Prior to July 1, 2014**. A member of The Plan prior to July 1, 2014 qualifies for a service retirement benefit under this paragraph when one of the following occurs:

(1) The member is in service when reaching 60 years of age, or is in service after reaching 60 years of age, and has been in service for a minimum of one-year immediately before retirement or except as provided in sub-paragraph 4 has at least 10 years of creditable service, which may include creditable service as a member of the Legislative Retirement Program under 3 M.R.S. §701, sub-§8;

(2) The member is not in service when reaching 60 years of age, and except as provided in sub-paragraph 4 has at least 10 years of creditable service, which may include creditable service as a member of the Legislative Retirement Program under 3 M.R.S. §701, sub-§8; or

(3) The member has completed 25 or more years of creditable service, which may include, for the purpose of meeting eligibility requirements, creditable service as a member of the Legislative Retirement Program under 3 M.R.S. §701, sub-§8.

(4) The member has at least 5 years of creditable service, which, for the purpose of determining completion of the 5-year requirement, may include creditable service as a member of the Legislative Retirement Program, and:

(a) Was in service on October 1, 1999;

(b) Had left prior to October 1, 1999 with or without withdrawing contributions and on or after October 1, 1999 returned to service; or

(c) Was first in service on or after October 1, 1999.

B-1. **Qualification for Benefit after July 1, 2014**. A member who was not covered by The Plan prior to July 1, 2014 qualifies for a service retirement benefit under this paragraph when one of the following occurs:

(1) The member is in service when reaching 65 years of age, or is in service after reaching 65 years of age, and has been in service for a minimum of one year immediately before retirement or has at least 5 years of creditable

service, which may include creditable service as a member of the Legislative Retirement Program under 3 M.R.S. §701, sub-§8;

(2) The member is not in service when reaching 65 years of age and has at least 5 years of creditable service, which may include creditable service as a member of the Legislative Retirement Program under 3 M.R.S. §701, sub-§8; or

(3) The member has completed 25 or more years of creditable service, which may include, for the purpose of meeting eligibility requirements, creditable service as a member of the Legislative Retirement Program under 3 M.R.S. §701, sub-§8.

C. **Computation of Benefit - Retirement at Normal Retirement Age or Later**. Subject to the requirements of Section 4, subsection 6, the total amount of the service retirement benefit for a member qualified under paragraph B, subparagraphs 1, 2 or 4 or under paragraph B-1, equals:

(1) 1/50 of the member's average final compensation multiplied by the number of years of creditable service under The Plan; and

(2) For members retiring prior to September 1, 2028, ~~i~~If the member had creditable service~~,~~ with the member's current employer before that employer's employees were under The Plan, the benefit for that creditable service is calculated on the basis of:

(a) 1/50 of the member's average final compensation multiplied by the number of years of creditable service, if, before being under The Plan, the service retirement benefit for that employer's employees was based upon the 1/50 formula;

(b) 1/60 of the member's average final compensation multiplied by the number of years of creditable service, if, before being under The Plan, the service retirement benefit for that employer's employees was based upon the 1/60 formula; and

(c) 1/70 of the member's average final compensation multiplied by the number of years of creditable service, if, before being under The Plan, the service retirement benefit for that employer's employees was based upon the 1/70 formula~~;~~.

For members retiring on or after September 1, 2028, the benefit will be calculated as if the service had been under The Plan.

(3) For members retiring prior to September 1, 2028, ~~i~~If the member had creditable service with an employer other than the member's current employer before becoming a member under The Plan for which the member's current employer has not accepted liability, and for which the member has not made the election under 5 M.R.S. §18253, sub-§1, paragraph E, the benefit for that creditable service is calculated on the basis of creditable service and earnable compensation with the previous employer and in accordance with the previous employer's regular service retirement plan immediately before the previous employer's employees became members under The Plan or the previous employer withdrew from the System. If the previous employer has neither begun participation in The Plan nor withdrawn from the System, the

benefit is calculated on the basis of the previous employer's plan at the time of the member's retirement. For members retiring on or after September 1, 2028, the benefit will be calculated as if the service had been under The Plan.

(4) For members retiring prior to September 1, 2028, i~~I~~f the member has prior service credit, the benefit for that service is calculated on the basis of the applicable formula of paragraph C (2) above, as adopted by the district for prior service credit. For members retiring on or after September 1, 2028, the benefit will be calculated as if the service had been under The Plan.

D. **Computation of Benefit - Retirement before Normal Retirement Age - With Creditable Service of 25 Years or More**. Subject to the requirements of Section 4, subsections 5 and 6, the amount of the service retirement benefit for a member who retires prior to normal retirement age shall be computed as follows:

(1) The amount of the service retirement benefit for a member qualified under paragraph B, subparagraph 3, who has 20 or more years of creditable service under The Plan as of July 1, 2019, shall be computed in accordance with paragraph C, except that:

(a) The amount arrived at under paragraph C shall be reduced by applying to that amount the percentage that a life annuity due at age 60 bears to the life annuity due at the age of retirement.

(b) For the purpose of making the computation under division a, the Board-approved tables of annuities in effect at the date of the member's retirement shall be used.

(2) The amount of the service retirement benefit for a member qualified under paragraph B-1, subparagraph 3, who, pursuant to Title 5, Section 18253, has 20 or more years of creditable service under The Plan as of July 1, 2019, shall be computed in accordance with paragraph C, except that the benefit is reduced by 6% for each year that the member’s age precedes 65 years of age.

(3) The amount of the service retirement benefit for all other members shall be computed in accordance with paragraph C, except that the amount arrived at under paragraph C shall be reduced to reflect the full actuarial impact of the early retirement. At the election of the member, any cost of living adjustments pursuant to Section 9 shall not be applied until the member has reached age 60, for a member to whom paragraph B applies, or age 65, for a member to whom paragraph B-1 applies, and the actuarial impact shall reflect this election.

E. **Cost of Living Adjustments**. Subject to paragraph D, subparagraph 2, all benefits based upon creditable service under this service retirement benefit plan are subject to cost of living adjustments as provided by Section 9. Benefits based upon creditable service earned before a member was under The Plan will be subject to cost of living adjustments only if the employer's plan provided for cost of living adjustments.

2. **Regular Benefit Plan AN**. Regular Benefit Plan AN may be elected by any participating local district or local district.

This benefit plan is the same as Regular Benefit Plan AC, except that there is no provision for cost of living adjustments.

3. **Regular Benefit Plan BC**. Regular Benefit Plan BC may be elected by any participating local district or local district which covers its employees under the Federal Social Security program under a Section 218 Agreement. Any current employee who was a member under a plan which provided benefits under the 1/50 or 1/60 formula with a cost of living adjustment may elect to be under Regular Benefit Plan A and any current employee who was under a plan which provided benefits under the 1/50 or 1/60 or 1/70 formula without cost of living adjustments may elect to be under Regular Benefit Plan AN. Regular Benefit Plans AC and AN require that members make contributions at the rate as set forth in subsections 1 and 2. For the purposes of this subsection, "current employee" means a person whose employment with a participating local district began prior to the date on which participation in The Plan for that district's employees begins and who is a member as an employee of that district on that date.

A. **Contribution Rate**. Employer and employee contribution rates are set in the same manner and subject to the same requirements as Regular Benefit Plan AC.

B. **Qualification for Benefit**. The requirements for a member to qualify for a service retirement benefit under this paragraph are exactly the same as under Regular Benefit Plan AC - subsection 1, paragraphs B and B-1.

C. **Computation of Benefit - Retirement at Normal Retirement Age or Later**. Subject to the requirements of Section 4, subsection 6, the total amount of the service retirement benefit for a member qualified as specified in subsection 1, paragraph B, subparagraph 1, 2 or 4 or under subsection 1, paragraph B-1 equals:

(1) 1/100 of the member's average final compensation multiplied by the number of years of membership service under The Plan; and

(2) For members retiring prior to September 1, 2028, ~~i~~If the member had creditable service, with the member's current employer before that employer's employees were under The Plan, the benefit for that creditable service is calculated on the basis of:

(a) 1/50 of the member's average final compensation multiplied by the number of years of creditable service, if, before being under The Plan, the service retirement benefit for that employer's employees was based upon the 1/50 formula;

(b) 1/60 of the member's average final compensation multiplied by the number of years of creditable service, if, before being under The Plan, the service retirement benefit for that employer's employees was based upon the 1/60 formula; and

(c) 1/70 of the member's average final compensation multiplied by the number of years of creditable service, if, before being under The Plan, the service retirement benefit for that employer's employees was based upon the 1/70 formula~~;~~.

For members retiring on or after September 1, 2028, the benefit will be calculated as if the service had been under Regular Benefit Plan AC.

(3) For members retiring prior to September 1, 2028, ~~I~~if the member had creditable service with an employer other than the member's current employer before becoming a member under The Plan for which the member's current employer has not accepted liability, and for which the member has not made the election under 5 M.R.S. §18253, sub-§1, paragraph E, the benefit for that creditable service is calculated on the basis of creditable service and earnable compensation with the previous employer and in accordance with the previous employer's regular service retirement plan immediately before the previous employer's employees became members under The Plan or the previous employer withdrew from the System. If the previous employer has neither begun participation in The Plan nor withdrawn from the System, the benefit is calculated on the basis of the previous employer's plan at the time of the member's retirement. For members retiring on or after September 1, 2028, the benefit will be calculated as if the service had been under Regular Benefit Plan AC.

(4) For members retiring prior to September 1, 2028, ~~I~~if the member has prior service credit, the benefit for that service is calculated on the basis of the applicable formula of paragraph C (2) above, as adopted by the district for prior service credit. For members retiring on or after September 1, 2028, the benefit will be calculated as if the service had been under Regular Benefit Plan AC.

D. **Computation of Benefit - Retirement before Normal Retirement Age - With Creditable Service of 25 Years or More**. Subject to the requirements of Section 4, subsections 5 and 6, the amount of the service retirement benefit for a member who retires prior to normal retirement age shall be computed as follows:

(1) The amount of the service retirement benefit for a member qualified as specified in subsection 1, paragraph B, subparagraph 3, who has 20 or more years of creditable service under The Plan as of July 1, 2019, shall be computed in accordance with paragraph C, except that:

(a) The amount arrived at under paragraph C shall be reduced by applying to that amount the percentage that a life annuity due at age 60 bears to the life annuity due at the age of retirement.

(b) For the purpose of making the computation under subparagraph 1, the board-approved tables of annuities in effect at the date of the member's retirement shall be used.

(2) The amount of the service retirement benefit for a member qualified under subsection 1, paragraph B-1, subparagraph 3, who, pursuant to Title 5, Section 18253, has 20 or more years of creditable service under The Plan as of July 1, 2019, shall be computed in accordance with subsection 1, paragraph C, except that the benefit is reduced by 6% for each year that the member’s age precedes 65 years of age.

(3) The amount of the service retirement benefit for all other members shall be computed in accordance with paragraph C, except that the amount arrived at under Paragraph C shall be reduced to reflect the full actuarial impact of the early retirement. At the election of the member, any cost of living adjustments pursuant to Section 9 shall not be applied until the member has

reached age 60, for a member to whom subsection 1, paragraph B applies, or age 65, for a member to whom subsection 1, paragraph B-1 applies, and the actuarial impact shall reflect this election.

E. **Cost of Living Adjustments**. Subject to paragraph D, subparagraph 2, all benefits based upon creditable service under this service retirement benefit plan are subject to cost of living adjustments as provided by Section 9. Benefits based upon creditable service earned before a member was under The Plan will be subject to cost of living adjustments only if the employer's plan provided for cost of living adjustments.

4. **Minimum Benefit**. Any member under The Plan who has 10 or more years of creditable service at retirement is entitled to a minimum service retirement benefit of $100 per month.

SECTION 8. SPECIAL SERVICE RETIREMENT BENEFIT PLANS

Payment of benefits to members under The Plan is subject to the provisions of 5 M.R.S. §§ 18403 – 18405-A, 18409-18413. If, upon electing to participate in The Plan, a participating local district elects a special benefit plan other than the special benefit plan that a member is then covered under, the member may elect to continue under the special benefit plan under which the member is then covered. The member's election must be made as of the date on which the district's participation in The Plan begins and may not be changed thereafter. Members having membership service under special plans prior to July 1, 1977, are entitled to the alternative benefit computation based on that service in accordance with the applicable provision of 5 M.R.S. §18453. A member who does not qualify to retire under a special service retirement plan may retire under a regular service retirement plan at any time after the member qualifies under Section 7. The service retirement benefit for all service is computed as provided in Section 7.

1. **Special Benefit Plan 1C**. Special Benefit Plan 1C may be elected by any participating local district or local district for police officers, firefighters, sheriffs, full-time deputy sheriffs, county corrections employees who are employed at a county jail and whose duties include contact with prisoners or juvenile detainees, and emergency medical services persons as defined in Title 32 M.R.S. §83, sub-§12, including but not limited to first responders, emergency medical technicians, advanced emergency medical technicians and paramedics.

A. **Contribution Rate**. Subject to Section 15, subsection 1, and to the rate caps under Section 9, employer and employee contributions shall be set annually by the Board based on the recommendations of the System’s actuary in accordance with the following:

(1) The Plan’s unfunded actuarial liability as of June 30, 2018, shall be paid in an actuarially sound manner and allocated between the employer and employee in a ratio approved by the Board based on the recommendation of the Participating Local District Advisory Committee;

(2) Any Plan unfunded actuarial liability created beginning July 1, 2018, shall be paid through employer and employee contributions allocated 58% to the employer and 42% to the employee; and

(3) The normal cost shall be paid through employer and employee contributions allocated 58% to the employer and 42% to the employee.

B. **Qualification for Benefit**

(1) A member qualifies for a service retirement benefit under this subsection when the member has completed 20 years of creditable service as an employee in one or more of the types of employment specified in this subsection and specified by the district as covered under this plan. If the member had creditable service under a special plan with the member's current employer before that employer's employees became members under The Plan, that creditable service is counted when determining the member's qualification for this benefit;

(2) A member who has accrued service credits under a regular service retirement plan before accruing service under this plan, and for whom the regular plan service credits are considered service under The Plan as provided by Section 4, subsection 1, may use those service credits toward qualifying to retire under this plan at the rate of one year of special plan service credit for each two years of regular plan service credit; and

(3) Except for employees who are entitled, under the current employer's plan in effect before the employer's employees become members under The Plan, to use military service credits to qualify for service retirement benefits, service credits for service in the Armed Forces before becoming a member, under Section 6, subsection 4, paragraph B, apply only to additional retirement benefits under this plan and the service credits do not apply to service requirements to qualify for retirement benefits.

(4) Service credits for law enforcement service before becoming a member, under Section 6, subsection 10, apply only to additional retirement benefits under this plan and the service credits do not apply to service requirements to qualify for retirement benefits.

C. **Computation of Benefit**. Subject to the requirements of Section 4, subsections 5 and 6, the total amount of the service retirement benefit for a member qualified under paragraph B, equals 1/2 of the member's average final compensation and, subject to the limitations of subsection J, an additional 2% of the member's average final compensation for each year of creditable service not included in determining qualification under paragraph B.

(1) If the member had creditable service under a special plan, with the member's current employer, before that employer's employees became members under The Plan, that creditable service is used when calculating the benefit under this paragraph.

(2) For members retiring prior to September 1, 2028, ~~i~~If the member had creditable service with an employer other than the member's current employer before becoming a member under The Plan for which the member's current employer has not accepted liability, and for which the member has not made the election under 5 M.R.S. §18253, sub-§1, paragraph E, the benefit for that creditable service is calculated on the basis of creditable service and earnable compensation with the previous employer and in accordance with the previous employer's regular service retirement plan immediately before the previous employer's employees became members under The Plan or the previous employer withdrew from the

System. If the previous employer has neither begun participation in The Plan nor withdrawn from the System, the benefit is calculated on the basis of the previous employer's plan at the time of the member's retirement. For members retiring on or after September 1, 2028, credible service under this subparagraph is used when calculating the benefit under this paragraph.

D. **Cost of Living Adjustments**. All benefits based upon creditable service under this service retirement benefit plan are subject to cost of living adjustments as provided by Section 9. Benefits based upon creditable service earned before a member was under The Plan will be subject to cost of living adjustments only if the employer's plan provided for cost of living adjustments.

2. **Special Benefit Plan 1N**. Special Benefit Plan 1N may be elected by any participating local district or local district.

This benefit plan is identical to Special Benefit Plan 1C, except that there is no provision for cost of living adjustments.

3. **Special Benefit Plan 2C**. Special Benefit Plan 2C may be elected by any participating local district or local district for police officers, firefighters, sheriffs, full-time deputy sheriffs, county corrections employees who are employed at a county jail and whose duties include contact with prisoners or juvenile detainees, emergency medical services persons as defined in Title 32 M.R.S. §83, sub-§12, including but not limited to first responders, emergency medical technicians, advanced emergency medical technicians and paramedics, and dispatchers as defined in 5 M.R.S. §18313, sub-§1. A district may also elect this plan for all of its employees.

A. **Contribution Rate**. Subject to Section 15, subsection 1, and to the rate caps under Section 9, employer and employee contributions shall be set annually by the Board based on the recommendations of the System's actuary in accordance with the following:

(1) The Plan's unfunded actuarial liability as of June 30, 2018, shall be paid in an actuarially sound manner and allocated between the employer and employee in a ratio approved by the Board based on the recommendation of the Participating Local District Advisory Committee;

(2) Any Plan unfunded actuarial liability created beginning July 1, 2018, shall be paid through employer and employee contributions allocated 58% to the employer and 42% to the employee; and

(3) The normal cost shall be paid through employer and employee contributions allocated 58% to the employer and 42% to the employee.

B. **Qualification for Benefit**

(1) A member qualifies for a service retirement benefit under this subsection when the member has completed 25 years of creditable service as an employee in one or more of the types of employment specified in this subsection and specified by the district as covered under this plan. If the member had creditable service under a special plan with the member's current employer before that employer's employees became members under

The Plan, that creditable service is counted when determining the member's qualification for this benefit; and

(2) A member who has accrued service credits under a regular service retirement plan before accruing service under this plan, and for whom the regular plan service credits are considered service under The Plan as provided by Section 4, subsection 1, may use those service credits toward qualifying to retire under this plan at the rate of two years of special plan service credit for each three years of regular plan service credit.

C. **Computation of Benefit**. Subject to the requirements of Section 4, subsections 5 and 6, the total amount of the service retirement benefit for a member qualified under paragraph 2, equals 1/2 of the member's average final compensation and, subject to the limitations of subsection J, an additional 2% of the member's average final compensation for each year of creditable service not included in determining qualification under paragraph B.

(1) If the member had creditable service under a special plan, with the member's current employer, before that employer's employees became members under The Plan, that creditable service is used when calculating the benefit under this paragraph.

(2) For members retiring prior to September 1, 2028, ~~i~~If the member had creditable service with an employer other than the member's current employer before becoming a member under The Plan for which the member's current employer has not accepted liability, and for which the member has not made the election under 5 M.R.S. §18253, sub-§1, paragraph E, the benefit for that creditable service is calculated on the basis of creditable service and earnable compensation with the previous employer and in accordance with the previous employer's regular service retirement plan immediately before the previous employer's employees became members under The Plan or the previous employer withdrew from the System. If the previous employer has neither begun participation in The Plan nor withdrawn from the System, the benefit is calculated on the basis of the previous employer's plan at the time of the member's retirement. For members retiring on or after September 1, 2028, credible service under this subparagraph is used when calculating the benefit under this paragraph.

D. **Cost of Living Adjustments**. All benefits based upon creditable service under this service retirement benefit plan are subject to cost of living adjustments as provided by Section 9. Benefits based upon creditable service earned before a member was under The Plan will be subject to cost of living adjustments only if the employer's plan provided for cost of living adjustments.

4. **Special Benefit Plan 2N**. Special Benefit Plan 2N may be elected by any participating local district or local district.

This benefit plan is identical to Special Benefit Plan 2C, except that there is no provision for cost of living adjustments.

5. **Special Benefit Plan 3C**. Special Benefit Plan 3C may be elected by any participating local district or local district for police officers, firefighters, sheriffs, full-time deputy sheriffs, county corrections employees who are employed at a county jail and whose duties include

contact with prisoners or juvenile detainees, emergency medical services persons as defined in Title 32 M.R.S. §83, sub-§12, including but not limited to first responders, emergency medical technicians, advanced emergency medical technicians and paramedics, and dispatchers as defined in 5 M.R.S. §18313, sub-§1.

A. **Contribution Rate**. The contribution rate for members under Special Benefit Plan 3C is as set out below until the completion of 25 years of creditable service under this special benefit plan, after which the members contribute at the same rate of earnable compensation as paid by members who contribute under Regular Plan AC as set forth in Section 7, subsection 1, paragraph A. Subject to Section 15, subsection 1, and to the rate caps under Section 9, employer and employee contributions shall be set annually by the Board based on the recommendations of the System's actuary in accordance with the following:

(1) The Plan's unfunded actuarial liability as of June 30, 2018, shall be paid in an actuarially sound manner and allocated between the employer and employee in a ratio approved by the Board based on the recommendation of the Participating Local District Advisory Committee;

(2) Any Plan unfunded actuarial liability created beginning July 1, 2018, shall be paid through employer and employee contributions allocated 58% to the employer and 42% to the employee; and

(3) The normal cost shall be paid through employer and employee contributions allocated 58% to the employer and 42% to the employee.

B. **Qualification for Benefit**

(1) A member qualifies for a service retirement benefit under this subsection when the member has completed 25 years of creditable service as an employee in one or more of the types of employment specified in this subsection and specified by the district as covered under this plan. If the member had creditable service under a special plan with the member's current employer before that employer's employees became members under The Plan, that creditable service is counted when determining the member's qualification for this benefit; and

(2) A member who has accrued service credits under a regular service retirement plan before accruing service under this plan, and for whom the regular plan service credits are considered service under The Plan as provided by Section 4, subsection 1, may use those service credits toward qualifying to retire under this plan at the rate of two years of special plan service credit for each three years of regular plan service credit.

C. **Computation of Benefit**. Subject to the requirements of Section 4, subsections 5 and 6, the total amount of the service retirement benefit for a member qualified under paragraph 2, equals 2/3 of the member's average final compensation and, subject to the limitations of subsection J, an additional 2% of the member's average final compensation for each year of creditable service not included in determining qualification under paragraph B.

(1) If the member had creditable service under a special plan, with the member's current employer, before that employer's employees became members under

The Plan, that creditable service is used when calculating the benefit under this paragraph.

(2) For members retiring prior to September 1, 2028, ~~i~~If the member had creditable service with an employer other than the member's current employer before becoming a member under The Plan for which the member's current employer has not accepted liability, and for which the member has not made the election under 5 M.R.S. §18253, sub-§1, paragraph E, the benefit for that creditable service is calculated on the basis of creditable service and earnable compensation with the previous employer and in accordance with the previous employer's regular service retirement plan immediately before the previous employer's employees became members under The Plan or the previous employer withdrew from the System. If the previous employer has neither begun participation in The Plan nor withdrawn from the System, the benefit is calculated on the basis of the previous employer's plan at the time of the member's retirement. For members retiring on or after September 1, 2028, credible service under this subparagraph is used when calculating the benefit under this paragraph.

D. **Cost of Living Adjustments**. All benefits based upon creditable service under this service retirement benefit plan are subject to cost of living adjustments as provided by Section 9. Benefits based upon creditable service earned before a member was under The Plan will be subject to cost of living adjustments only if the employer's plan provided for cost of living adjustments.

6. **Special Benefit Plan 3N**. Special Benefit Plan 3N may be elected by any participating local district or local district.

This benefit plan is identical to Special Benefit Plan 3C, except that there is no provision for cost of living adjustments.

7. **Special Benefit Plan 4C**. Special Benefit Plan 4C may be elected by any participating local district or local district for police officers, firefighters, sheriffs, full-time deputy sheriffs, county corrections employees who are employed at a county jail and whose duties include contact with prisoners or juvenile detainees, emergency medical services persons as defined in Title 32 M.R.S. §83, sub-§12, including but not limited to first responders, emergency medical technicians, advanced emergency medical technicians and paramedics, and dispatchers as defined in 5 M.R.S. §18313, sub-§1.

A. **Contribution Rate**. The contribution rate for members under Special Benefit Plan 4C is as set out below until the completion of 25 years of creditable service under this special benefit plan, after which the members contribute at the same rate of earnable compensation as paid by members who contribute under Regular Plan AC as set forth in Section 7, subsection 1, paragraph A. Subject to Section 15, subsection 1, and to the rate caps under Section 9, employer and employee contributions shall be set annually by the Board based on the recommendations of the System's actuary in accordance with the following:

(1) The Plan's unfunded actuarial liability as of June 30, 2018, shall be paid in an actuarially sound manner and allocated between the employer and employee in a ratio approved by the Board based on the recommendation of the Participating Local District Advisory Committee;

(2) Any Plan unfunded actuarial liability created beginning July 1, 2018, shall be paid through employer and employee contributions allocated 58% to the employer and 42% to the employee; and

(3) The normal cost shall be paid through employer and employee contributions allocated 58% to the employer and 42% to the employee.

B. **Qualification for Benefit**

(1) A member qualifies for a service retirement benefit under this subsection when the member has completed 25 years of creditable service as an employee in one or more of the types of employment specified in this subsection and specified by the district as covered under this plan. If the member had creditable service under a special plan with the member's current employer before that employer's employees became members under The Plan, that creditable service is counted when determining the member's qualification for this benefit; and

(2) A member who has accrued service credits under a regular service retirement plan before accruing service under this plan, and for whom the regular plan service credits are considered service under The Plan as provided by Section 4, subsection 1, may use those service credits toward qualifying to retire under this plan at the rate of two years of special plan service credit for each three years of regular plan service credit.

C. **Computation of Benefit**. Subject to the requirements of Section 4, subsections 5 and 6, the total amount of the service retirement benefit for a member qualified under paragraph B, equals:

(1) If the member retires after reaching age 55, 1/50 of the member's average final compensation multiplied by the number of years of creditable service;

(2) If the member retires before reaching age 55, 1/50 of the member's average final compensation multiplied by the number of years of creditable service reduced as follows:

(a) For a member who was covered by The Plan prior to July 1, 2014, who has 20 or more years of creditable service under The Plan as of July 1, 2019, the benefit is reduced by applying to that amount the percentage that a life annuity due at age 55 bears to the life annuity due at the age of retirement.

(b) For a member who was not covered by The Plan prior to July 1, 2014, but who, pursuant to Title 5, Section 18253, has 20 or more years of creditable service under The Plan as of July 1, 2019, the benefit is reduced by 6% for each year that the member’s age precedes 55 years of age.

(c) For all other members, the benefit is reduced to reflect the full actuarial impact of the early retirement. At the election of the member, any cost of living adjustments pursuant to Section 9 shall not be applied until the member has reached age 55, and the actuarial impact shall reflect this election.

(3) If the member had creditable service under a special plan, with the member's current employer, before that employer's employees became members under The Plan, that creditable service is used when calculating the benefit under this paragraph.

(4) For members retiring prior to September 1, 2028, ~~i~~If the member had creditable service with an employer other than the member's current employer before becoming a member under The Plan for which the member's current employer has not accepted liability, and for which the member has not made the election under 5 M.R.S. §18253, sub-§1, paragraph E, the benefit for that creditable service is calculated on the basis of creditable service and earnable compensation with the previous employer and in accordance with the previous employer's regular service retirement plan immediately before the previous employer's employees became members under The Plan or the previous employer withdrew from the System. If the previous employer has neither begun participation in The Plan nor withdrawn from the System, the benefit is calculated on the basis of the previous employer's plan at the time of the member's retirement. For members retiring on or after September 1, 2028, credible service under this subparagraph is used when calculating the benefit under this paragraph.

D. **Cost of Living Adjustments**. Subject to paragraph C, subparagraph 2, all benefits based upon creditable service under this service retirement benefit plan are subject to cost of living adjustments as provided by Section 9. Benefits based upon creditable service earned before a member was under The Plan will be subject to cost of living adjustments only if the employer's plan provided for cost of living adjustments.

8. **Special Benefit Plan 4N**. Special Benefit Plan 4N may be elected by any participating local district or local district prior to February 1, 2024.

This benefit plan is identical to Special Benefit Plan 4C, except that there is no provision for cost of living adjustments.

9. **Transfer from Special Plan Position to Non-Special Plan Position Due to Disability**. A member who has not completed the service requirements for retirement under a special service retirement benefit plan, upon becoming disabled as defined in section 18521, and upon becoming reemployed in a position not under a special service retirement benefit plan shall upon retirement receive retirement benefits as follows:

A. The part of the member's service retirement based upon membership service before becoming disabled shall be computed according to the formula for computing benefits under the member's previous special plan.

B. The part of the member's service retirement based upon membership service after becoming reemployed in a position not under a special plan shall be computed according to the formula for computing benefits under the member's previous special plan.

C. If the member is found to be no longer disabled, as defined in section 18521, the member may:

(1) Return to a position in the member's previous special plan; or

(2) Remain in the position which is not under a special plan and have the part of the member's service retirement benefit based upon post-disability service computed in accordance with the applicable regular service retirement benefit plan under Section 7.

D. The executive director may require that a member subject to this subsection submit records and undergo medical examinations or tests to determine the member's disability for purposes of paragraph C.

(1) If the member refuses to submit records or undergo the examination or tests under this paragraph, the member's retirement benefit shall be based upon the applicable regular service retirement benefit plan under Section 7 until the member withdraws the refusal.

(2) If the member's refusal under subparagraph 1 continues for one year, all the member's rights to any further benefit under this subsection shall cease.

10. **Additional 2% Benefit**. For members retiring prior to September 1, 2028, i~~T~~he additional 2% of average final compensation benefit provided to members under the special service retirement plans in this section is applicable only to service credits earned with relation to service rendered after a member becomes a member under The Plan. A member is also entitled to this benefit for service rendered before becoming a member under The Plan to the extent that the member was entitled to the benefit under the member's current employer's retirement plan that was in effect immediately before the employer's employees became members under The Plan. For members retiring on or after September 1, 2028, the benefit will be calculated as if the service had been under The Plan.

SECTION 9. COST OF LIVING ADJUSTMENTS; CONTRIBUTION CAPS

1. **Cost of Living Adjustments.** Subject to subsections 2, 3, 4 and 5, the cost-of-living adjustment shall be determined as follows.

A. Except as provided in subsections 2, 3 and 4, whenever there is a percentage increase in the Consumer Price Index from July 1 of the previous year to June 30 of the current year, the Board shall automatically make an equal percentage increase in retirement benefits, beginning in September, up to a maximum annual increase of 2.5%.

B. If there is a percentage decrease in the Consumer Price Index from July 1st to June 30th, the Board shall set the percentage change at 0% for that September. The adjustment for the following year must be set based on the actuarially compounded Consumer Price Index for both years in a cost-neutral manner. If the Consumer Price Index in the subsequent year or years is not sufficient to allow for the adjustment to be cost-neutral for the 2 years, then the adjustment needed for cost-neutrality must continue to be applied to following years until such time as the cost-neutrality requirement is met.

C. The Board shall determine the costs of the adjustments under this Section and shall include those costs in the annual valuation.

D. Cost-of-living adjustments under this Section shall be applied to the retirement benefits of retirees as follows:

MAINEPERS

PARTICIPATING LOCAL DISTRICT ADVISORY COMMITTEE MEMORANDUM

TO: PLD ADVISORY COMMITTEE MEMBERS

FROM: DR. REBECCA M. WYKE, CEO

SUBJECT: CEO UPDATE

DATE: OCTOBER 21, 2025

Pension Administration System (PAS)
The Phase 2 process of setting up the infrastructure and environments continues. Phase 3 of the project, business process reviews and requirements confirmation, is complete. Phase 4, which kicked off on September 9th, is the elaboration and configuration of our requirements within Sagitec's Neospin system and consists of 3 pilots conducted over the next 3 years. Overall, the project is on track for quality, scope, schedule, and resources (budget).

Strategic Plan Update & Key Performance and Risk Measures
The 5-Year Strategic Plan was adopted by the Board of Trustees in August 2022. Attached is a memorandum to the Board entitled 5-Year Strategic Plan Update – Year III, along with updated key performance and risk measures.

Employer Satisfaction Survey
MainePERS conducted a survey of our employers from September 29 to October 15, 2025. Registered users for all of our MainePERS-covered employers were included in the survey, which was sent to 1,462 separate email addresses. The survey was received by 1,256 individual email accounts, for which 151 individuals responded. Seeking input and measuring the satisfaction of our employers is a strategic objective under the Strategic Plan *Goal V: Development of Stakeholder Relations*.

Eighty-four percent (84.11%) of respondents indicated they were "satisfied" or "very satisfied" with MainePERS, while 13.91% were "neutral" or had "no opinion" and 1.99% indicated they were "dissatisfied" or "very dissatisfied". Ninety-two percent (91.94%) said they "agree" or "strongly agree" that MainePERS acts with integrity, while 8.05% were "neutral" or had "no opinion" and no respondents indicated they disagreed. Eighty-seven percent (87.34%) said they "agree" or "strongly agree" that MainePERS responds to questions in a timely manner, while 8.67% were "neutral" or had "no opinion" and 4.00% said they "disagree" or "strongly disagree". Eighty-nine percent (89.34%) said they "agree" or "strongly agree" that MainePERS staff are knowledgeable, while 10.00% were "neutral" or had "no opinion" and 0.67% said they "disagree".

Other questions in the survey sought information about which plan the respondent participated in, their role in the organization, and their level of training. Additionally the survey sought

information on what respondents desired for training and the sufficiency of MainePERS communications and information.

An open ended question indicated some general concerns with the employer portal, responsiveness, and perceived inconsistency of information. Respondents also used the open ended question to offer many compliments about our staff. Included in the materials for the November meeting are the results for some of the key questions in the survey.

Disability Retirement Experience Survey
MainePERS conducted a disability retirement experience survey July 8 – 23, 2025. All members who had completed the disability retirement services application process and received a final outcome on their application since the last survey were invited to participate in the 2025 survey. Sixty-six (66) individuals met the criteria for receiving the survey. An email invitation was sent to these individuals at their email address on file and sixty-five (65) of those emails were delivered. The full survey and responses are included in the materials for today's Agenda.

Twenty-six (26) respondents completed the survey, a 40% response rate. Of those completing the survey, twenty-one (21, or 81%) indicated they agreed or strongly agreed that the disability application and process is easy to understand and follow, while just one person strongly disagreed and none were neutral. Twenty-five (25, or 96%) respondents indicated they agreed or strongly agreed that they were treated with respect by those handling their application, one person disagreed and none were neutral. Twenty-five (25, or 96%) respondents agreed or strongly agreed that MainePERS responded to their questions in a timely manner, while one (1) strongly disagreed and none were neutral. And twenty-five (25, or 96%) respondents were satisfied or very satisfied that the disability services process was fairly conducted, one person was very dissatisfied, and none were neutral.

Disability Program Enhancements
Public Law 2021, c. 277, reformed the process of applying for a disability benefit and improved both the experience of and outcomes for members. In the most recent annual experience survey of program applicants, 96% of respondents indicated they were satisfied or very satisfied that they were treated with respect and that the process was fairly conducted.

Other recent program improvements include: guidance on the definition of "earnings"; streamlining the annual process for applying earnings limitations; introducing a formal waiver process for the annual statement of compensation; relaxing the time-period in which an overpayment of benefits must be recovered; removing the continuous service requirement from the standard for pre-existing conditions; and removing the offset for Social Security.

MainePERS is proposing additional program enhancements through legislation and rulemaking that focus on improving the experience of members once they have been granted a disability benefit. An outline and presentation of the proposed enhancements are attached.

MAINEPERS

BOARD OF TRUSTEES MEMORANDUM

TO: BOARD MEMBERS

FROM: DR. REBECCA M. WYKE, CEO

SUBJECT: 5-YEAR STRATEGIC PLAN UPDATE – YEAR III

DATE: OCTOBER 1, 2025

POLICY REFERENCE

Board Policy 4.5 – Board/Staff Relations
Board Policy 4.6 – Communications and Support to the Board

In August of 2022, the Board of Trustees adopted a 5-Year Strategic Plan. Much work has been done over the past three years to implement and operationalize the Plan. The focus of this report is to update the Board on the progress made in the third year of the Plan.

This work advanced each of the six goals under the plan:

I. Preservation of the Trust Fund
II. Stability of the Contribution Rates
III. Security and Integrity of our Information Systems
IV. Cultivation of a Member-centric Organization
V. Development of Stakeholder Relations
VI. Foster an Engaged Workforce that Advances the Organization's Mission

The four legislatively directed objectives in the Strategic Plan were substantially completed in the first year of the plan, including: a study on potential public plan options that include social security (Resolves 2021, c. 66 & 72), responding to the divestment legislation (PL 2021, c. 231 & 234), expanding the availability of defined contribution plans to teachers (PL 2021, c. 548), and exploring mandatory long-term disability insurance coverage (PL 2021, c. 277).

In relation to ***Goal I. Preservation of the Trust Fund***, a Board Work Plan for 2025 was adopted by the Board in November 2024. The Plan maps the Board's responsibilities as outlined in Maine Law and Board Policy to the monthly meeting agenda and includes a frequency schedule to guide the annual update of the Plan. The Trustee Charter, which was adopted by the Board in March 2023, was reviewed in November 2024. The Charter sets forth the Board's principles, duties, and oversight responsibilities for the Governance of MainePERS and its programs. Additionally the Board reviewed and updated (as needed) more than a third of its policies in the Board Governance Manual over the past year, consistent with its three-year review cycle.

Transparency efforts regarding Board operations continued, and all public meeting materials were posted on the MainePERS website in advance of meetings, in addition to agendas and minutes. These materials are archived on the website so members of the public may easily review prior meeting materials. MainePERS also posts materials for the Finance and Audit Committee and the PLD Advisory Committee online. Additionally, all Board and Committee meetings are available live via an online webinar platform.

The Board conducted its annual self-evaluation in August 2024. As part of this process the Board received its annual education on best practices in Board governance. Following receipt of the Board's input on educational needs, an Education Plan was developed and presented to the Board in September 2024. The Plan includes educational presentations during Board Meetings, trustee seminars conducted by national associations, and materials for self-study. As part of this plan fiduciary education was offered by the Board's governance consultant in April 2025, outlining the legal framework of the Trustee's fiduciary duties and focusing on two hypothetical scenarios. Quarterly investment and annual actuarial practices education continued. The Board also continued its education on inclusion and belonging with a workshop on understanding biases in March 2025. In addition, the Board received "mission moments" – introducing the Board to various programs under MainePERS – on a variety of topics, including: the pension administration system project; the enterprise risk management plan, the preliminary to final benefit process, the internal audit program, the disability retirement program, the business continuity program, the succession planning process, and the information technology security program.

Two new Trustees were welcomed to the Board in 2025. Onboarding for the new State Treasurer was completed in early 2025, and onboarding for the new Trustee representing the Maine Education Association occurred in July 2025. These orientations, delivered by senior management, included the governance framework, fiduciary duties, actuarial valuation, rate-setting, cost-of-living increases, finances, investments, member services and employer services. One Trustee also attended the National Conference on Public Employee Retirement Systems (NCPERS) educational workshop for Trustees.

Through its Finance and Audit Committee the Board reviewed the 2024 Annual Comprehensive Financial Report prior to its acceptance by the Board, with MainePERS receiving a "clean" audit for the year from its external auditor, Berry Dunn. For the twenty-first year in a row MainePERS was awarded a certificate of achievement for excellence in reporting from the Government Finance Officers Association. The FY 2026 Annual Administrative Operations and Investment Operations Budgets were reviewed by the Finance and Audit Committee prior to their adoption by the Board. The budgets were developed to support ongoing operational needs as well as the 5-Year Strategic Plan, in particular the development of the new pension administration system. FY 2025 ended within the respective administrative and investment operations budgets as approved by the Board.

The Finance and Audit Committee also oversaw the outsourced internal audit program. Audits were completed for MaineSTART processing, the business continuity program, actuarial practices, and legislative practices. The Committee reviewed the updated enterprise risk management plan and the 2025-26 internal audit plan, which includes upcoming audits for human resources practices, death benefit processing, employer auditing, and the vendor management program. Additionally, the Committee reviewed employer account reconciliations, currently 85% reconciled, as well as status updates on employer reporting issues.

With assistance from the Board's general investment consultant, Cambridge Associates, the investment team reviewed the long-term capital market assumptions and the current strategic asset allocation with the Board in January 2025. Work exploring pre- and post-2028 system liabilities and planning continued. The investment team, working with Cambridge Associates, began a review of the system's strategic asset allocation in June 2025. This review included an asset-liability study conducted by the Board's actuary reviewing eight potential asset allocations for the State Employee and Teacher Plan and the Participating Local District Consolidated Plan. Over the next several months, the investment team led a process with the Board to review the results of this study, culminating in a recommendation, currently under review by the Board, to adopt allocation changes leading to a moderate reduction in the plans' risk profile.

The Board received education on the energy transition from its investment consultant, Albourne, and reviewed low carbon target index investments in September 2024. Staff reviewed compliance with the divestment legislation and related investment policy statement provisions, updated the status of fossil fuel investments, and presented the third annual Divestment Report to the Board in December 2024. The Board also consulted with Assistant Attorneys General Andrew Black and Elizabeth Stivers, in executive session, concerning the Board's legal rights and duties related to the divestment legislation.

From an investment perspective, the System's portfolio benefited from a second consecutive year of strong performance in both stock and bond markets. Preliminary earnings for FY2025 are 9.4%, and the preliminary trust fund balance is $21.1 billion. Investment returns reported by the System's custodian for the 5 and 10-year periods ending 6/30/25 were 10.1% and 8.2%, respectively. For the seventeenth consecutive year, MainePERS received the Public Pension Coordinating Council's Recognition Award for Funding in recognition of adherence to best practices in maintaining plan funding.

Under ***Goal II – Stability of the Contribution Rates***, the Board reviewed and approved the FY 2024 actuarial valuations and reviewed the status of the State Employee and Teacher Plan unfunded actuarial liability in October 2024. On an actuarial basis for FY 2024, the trust fund had an investment return of 7.3% (market value of assets, 7.4%). The State Employee and Teacher Plan is 86.3% funded and the calculated employer contribution rate was stable at 20.4%. The Legislative and Judicial Plans remain fully funded at 148.5% and 108.8%, respectively. In anticipation of the FY 2025 valuation, the Board also reviewed the actuarial economic assumptions in June 2025.

MainePERS administered the award of the annual cost-of-living adjustment for the State-sponsored Plans. The Consumer Price Index-Urban (CPI-U) for the twelve months ended June 30, 2024, was 3.0%. Pursuant to Maine law, the Board of Trustees awarded an annual cumulative COLA of 3.0% in September 2024. The CPI-U for the twelve months ended June 30, 2025, was 2.7% and an annual cumulative COLA of 2.7% is set to be awarded at the end of September 2025.

The Participating Local District (PLD) Advisory Committee reviewed the actuarial valuation approved by the Board for the PLD Consolidated Plan. On an actuarial basis for FY 2024, the Plan is 89.8% funded. Additionally, the employer/employee rates for the PLD Consolidated Plan were recommended by the PLD Advisory Committee and established pursuant to the authority granted by the Board to the Chief Executive Officer. The aggregate rate for the PLD Consolidated Plan is 19.2%

MainePERS also administered the award of the annual COLA adjustment for the PLD Consolidated Plan. Pursuant to Maine law and rule, the Board of Trustees awarded an annual cumulative COLA of 2.5% in September 2024 and has approved an annual cumulative COLA of 2.5% to be awarded at the end of September 2025.

Employers and other stakeholders were informed of funding trends through scheduled meetings with representatives of State government and the PLD Advisory Committee, as well as other communications. The Legislative committees of jurisdiction were also informed through the Annual Report to the Legislature in March 2025.

For ***Goal III – Security and Integrity of our Information Systems***, staff have been focused on procuring and developing a new pension administration system (PAS). MainePERS' current system is at end of life and in need of replacement. Planning for this transition began in fall 2022. A Request for Proposals (RFP) was developed and issued in May 2024, and the contract was awarded to Sagitec Solutions for their Neospin™ system in October 2024. The project officially kicked off in April 2025, following the conclusion of contract negotiations. Progress on the project to date includes completion of the project inception and planning phase, including project governance and management plans, and completion of the detailed business process reviews and requirements confirmation. The next phase of the project begins with the work of configuring the Neospin system to meet our requirements, a process that is expected to take the next three years. Work continues on infrastructure and environments, as well as data cleansing with more than 165,000 data points having been addressed to date. Staff are also currently developing a data map to support conversion of data from the legacy system to the new PAS. Overall, the project continues to be on track for quality, scope, schedule, and resources.

Over the past year staff released 31 enhancements to the legacy system to improve accuracy and efficiency, as the legacy system will continue to be the system of record for the next three years. Data storage arrays were replaced at a reduced operating cost and we are more than halfway through migration to Microsoft O365. A full building generator was installed in June 2025 to safeguard business continuity and MainePERS also conducted annual testing of emergency infrastructure and systems, as well as business recovery plans at the department level through proctored tabletop exercises.

We completed 11 cybersecurity tests over the past year, including: web application penetration testing, external and internal penetration testing, and social engineering vishing (voice phishing) testing. We renewed our cybersecurity insurance with expanded coverage at a reduced cost and are about to begin implementation of a new firewall solution that will simplify our network topology and enhance our security posture. Staff also received regular cybersecurity training to educate and guard against various threats.

Four staff members have completed a course on artificial intelligence offered by the University of Maine System. We also developed and issued a new policy on the use of artificial intelligence to manage the risk associated with this new technology. Additionally, we conducted a third-party assessment of fraud prevention and detection processes. The resulting recommendations were implemented by July 2025 and education on these processes has been included in the staff training plan.

Development of a comprehensive member education, communications, and service model that supports planning for retirement security is a key strategic objective under ***Goal IV – Cultivation of a Member-centric Organization***. This past year MainePERS conducted 42 webinars covering 10 different topics that were attended by more than 900 members. This

included the launch of a new webinar on the State special plans in June 2025. New educational videos on group life insurance were also launched in November 2024 for both active and retired members, respectively. Additionally, MainePERS participated in webinars and in-person educational sessions organized by others.

In response to member feedback, we targeted one annual newsletter with information just for retirees and another with information just for active members. We also participated in the annual meetings for MEA-Retired, MSEA-Retired, and Maine Association of Retirees as a vendor to meet with members, provide information and answer questions.

The benefit estimator, introduced in February 2023, continues to be a popular tool for members to aid in their retirement planning with more than 1000 scenarios generated each month. Additionally, we conducted a campaign to encourage retirees with a group life insurance policy to ensure their beneficiaries are up to date. Nearly 17,000 letters were sent, and we've received more than 3,300 new beneficiary forms, as well as several death notifications in response to the campaign.

Staff continue to monitor all key workflow metrics on a weekly basis and have eliminated many of the backlogs in existence when the Strategic Plan was developed, including the backlogs in service retirement estimates, member requests for benefit verifications, beneficiary elections, and member account statements, and processing times for these requests continue to be current.

The only significant remaining backlog is in moving retired members from a preliminary to a final benefit. The roots of this backlog are complex, and the solution lies in streamlined processes, additional staffing, and enhanced technology. The staff implemented several process changes in August 2024 to better manage this work. The Board also approved additional staff positions to keep pace with our expanding membership rolls, while plans to develop a new pension administration system are well underway. The process changes and additional staffing are making a difference, and the pending queue has 520 fewer workflows than at this time last year, a reduction of about 20%.

In the first year following the establishment of the strategic plan, we reported that MainePERS conducted an extensive review of the disability retirement program following the implementation of Public Law 2021, c. 277. Both the law and the review focused on the application process for disability retirement. In January 2023 MainePERS began using the Social Security Administration's (SSA) compassionate allowance list to identify conditions appropriate for expedited processing when feasible. Although the standards for a disability benefit differ between SSA and MainePERS, the compassionate allowance list identifies diseases and other medical conditions that can expedite application processing for certain individuals. Our most recent survey of members who have completed the disability application process since the prior survey was conducted in July 2025. Ninety-six percent (96%) of those responding were satisfied or very satisfied that the process was fair and 96% agreed or strongly agreed that they were treated with respect and had their questions responded to in a timely manner.

Other improvements to the disability retirement program over the past couple of years include: guidance on the definition of "earnings", streamlining the annual process for applying earnings limitations, and introducing a formal waiver process for the annual statement of compensation. New legislation this past session also relaxed the time period in which an overpayment of benefits must be recovered, removed the continuous service requirement from the standard for

pre-existing conditions, and removed the offset for Social Security. Taken together, the changes serve to improve the experience for members receiving a disability retirement benefit.

Other legislation from this past session eliminates the 22-day waiting period for issuing refunds and provides flexibility to support the development of the new pension administration system, regarding benefit calculations and document acknowledgements. New rulemaking streamlined the process to apply caps for members of the State Employee and Teacher Plan, clarified guidance to beneficiaries on the standards regarding full-time students, and provided guidance and incentives to employers for timely reporting and payment of contributions.

Perhaps one of the most significant achievements highlighted in the Year I update on the Strategic Plan was the development and launch of the member portal for which a phased rollout began in fall 2023. To date over 31,500 members have registered for the portal. Members use the portal to access forms, as well as to review member statements and tax information. Members have also used the portal to update their own demographic information with over 4,500 transactions to date.

MainePERS conducted its most recent annual member survey for active and retired members March 31 through April 18, 2025. Ninety-three percent (93%) of retirees and 61% of active members indicated they were “satisfied” or “very satisfied” with MainePERS. Over 90% of retirees and 64% of active members stated they “agree” or “strongly agree” that MainePERS acts with integrity. And, 78% of retirees and 51% of active members “agree” or “strongly agree” that MainePERS staff are knowledgeable.

Under ***Goal V – Development of Stakeholder Relations***, MainePERS staff have continued to focus on improving stakeholder relations with our more than 500 employers. We recently convened a new Employer Advisory Panel which held its first meeting in July 2025. The Panel has more than 20 members representing both large and small employers, as well as a diverse group of school districts, municipalities, local authorities, and the state of Maine. Payroll providers for our employer partners have also been invited to join. The Panel is intended to provide our employer partners with a conduit for input into the development of the new pension administration system, training materials, and planning for transition to the new system.

Monthly online training sessions are available to MainePERS’ employers covering employee eligibility and enrollment, as well as basic navigation within the employer portal. Employers also receive a quarterly newsletter with information on payroll filing deadlines, training opportunities, tips for using the employer portal, and upcoming events and deadlines. User manuals for the employer portal are available on our website along with quick reference guides, and we recently completed an employer training video for the new member application process. Additionally, we held an education session for 50 members of the Maine Association of School Business Officers in February 2025.

As noted under Goal I, employer account reconciliations continue with 85% of accounts reconciled. Last year, when we reported on the employer satisfaction survey, seventy-eight percent (78%) of employers were “satisfied” or “very satisfied” with MainePERS. The next employer survey will cover the period of September 29 through October 14, 2025.

MainePERS worked closely with the Participating Local District (PLD) Advisory Committee, whose membership includes five employer representatives and five employee representatives. Committee members received education and informational updates, and multiple new members received onboarding. Over the past year, the Committee reviewed information on the PLD

Consolidated Plan, developed contribution rates, and recommended adoption of legislation regarding the disability program.

Participation in the PLD Consolidated Plan continues to grow with 7 new employers joining in fiscal year 2025, adding 124 new active members to the Plan. In addition, the MaineSTART program grew its active participation by almost 10%.

MainePERS also worked closely with member organizations representing our active and retired members. We met with leaders of the Maine Education Association (MEA) and Maine Service Employees Association (MSEA) during the year in regard to both specific items as well as general discussion. Representatives of both these associations also supported our Trustee nominees during their confirmation process and were in communication with us on pending legislation and questions on the defined benefit plans. Regular articles were drafted by MainePERS for the newsletters of the Maine Association of Retirees and MEA-Retired. As noted under Goal IV, we also participated in the annual meetings for MEA-Retired, MSEA-Retired, and Maine Association of Retirees as a vendor to meet with members, provide information and answer questions.

In the last legislative session, MainePERS provided an orientation for the Joint Standing Committee on Labor, reported on divestment and ESG, and provided our annual report on operations. We also worked closely and collaboratively with members of the Committee and other stakeholders on legislation impacting MainePERS members. Senior leaders met with legislators, members of the Governor's administration, labor unions, and other stakeholders on request to discuss issues related to services, legislation and investments. Stakeholders were also kept informed via email on important issues.

At the time the Strategic Plan was being developed, a sixth Goal was recommended by staff and adopted by the Board of Trustees, ***Goal VI – Foster an Engaged Workforce that Advances the Organization's Mission***. The Organizational Values Steering Committee was chartered in fall 2022 to guide the work of institutionalizing the organizational values developed by the staff as part of the strategic planning process. The Steering Committee is staff-led and promotes interdepartmental communication and collaboration as we work to bring all MainePERS staff into one cohesive team. Over the past two years the Committee has focused on three areas for improvement: employee-facing system policies; organizational communication; and collaboration on system-wide projects. The Committee's sub-committee on policies has reviewed more than 40 employee-facing policies for alignment with organizational values. Proposed changes were reviewed by senior management and supervisors, and all have been adopted. Last year, the communications sub-committee held a series of follow-up sessions with staff on improving communications system-wide. Supervisors, in collaboration with senior management, developed a consensus response to all staff that included commitments related to the findings. Additionally, the sub-committee on organizational collaboration for system-wide projects developed a set of recommendations to improve communication and collaboration across teams that were shared with all staff prior to the start of the work on the new PAS system.

The staff-led Events Committee continues to plan social engagements and employee recognition events. The senior management team also organized and staffed the fourth annual cookout as a thank you to our employees for their work on behalf of our members. We continued to produce a bi-monthly employee newsletter to keep everyone up to date on staff comings and goings, upcoming events, important reminders, and other items of interest. In addition, monthly lunch and learn sessions have continued, topics have included: MaineSTART;

financial wellness; employment benefits; stress management; mind mapping; freedom of access law; HR, IT and Investment teams open houses; and a variety of user application sessions hosted by our IT team.

In the first year of the strategic plan, we revamped the onboarding program for new staff to include education on MainePERS' governance, mission, vision, and strategic plan, which is led by senior managers. Members of the Organizational Values Steering Committee also participate in these sessions by discussing organizational values. The program was expanded last year to include cross-departmental presentations as part of the onboarding process to promote communication and collaboration among departments. Also new this past year is a peer contact program where a veteran employee is paired with a new hire to assist with orientation. Additionally, a supervisory training series was introduced to support both new and veteran supervisors.

Last year, a working group of staff, supervisors, and senior management reviewed the performance review process for bargaining unit employees and made recommendations to streamline the process and enhance employee participation. We have now completed the first cycle of performance reviews under the new process, which now includes a voluntary self-evaluation for staff to reflect on their performance and highlight accomplishments.

Senior leaders developed training plans to support the development of their respective staff. Two MainePERS staff members completed course certification in organizational change management practices, and four staff members completed a University of Maine System continuing education course on the use of artificial intelligence in the workplace. Work on diversity, equity, inclusion and belonging continues and all staff now receive bi-monthly training through our online training academy. Additionally, all supervisors recently participated in a special two-hour education session on understanding biases.

Employee turnover improved in 2024 compared to the prior two years. Turnover was 10.87% in 2024, versus 12.71% in 2023 and 21.63% in 2022. In May 2023 Korn Ferry completed a compensation study in anticipation of the next collective bargaining contract. In November 2024, the Board of Trustees approved a collective bargaining agreement that maintains compensation at market levels to support recruitment and retention, which included retention provisions for positions critical to the new pension administration system project. Additionally, we worked with the Maine Service Employees Association (MSEA-SEIU) to provide a clearer path to promotion for our pension associates.

The most recent employee satisfaction survey was conducted in January 2025. The survey's response rate was 74%, of those responding 83% stated they "agree" or "strongly agree" they are satisfied with their job versus 74% in 2023. Additionally, 83% stated they "agree" or "strongly agree" they would recommend MainePERS as a great place to work versus 61% in 2023.

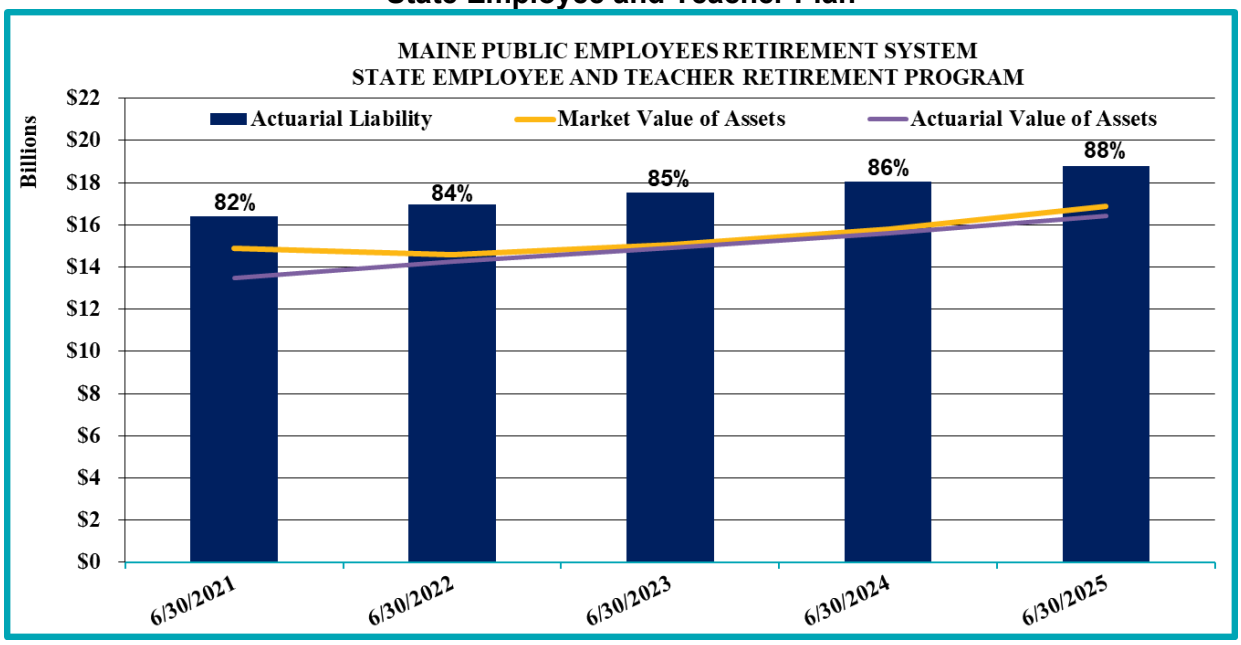
Conclusion

Over the past three years, much has been accomplished to move the 5-Year Strategic Plan adopted by the Trustees forward and the momentum continues to accelerate. The focus over the next several years will largely be on the development of the new pension administration system to ensure successful implementation. On behalf of the staff at MainePERS, I am pleased to offer this update on the progress of the Plan and look forward to accomplishing even more in the year to come.

Key Performance and Risk Measures

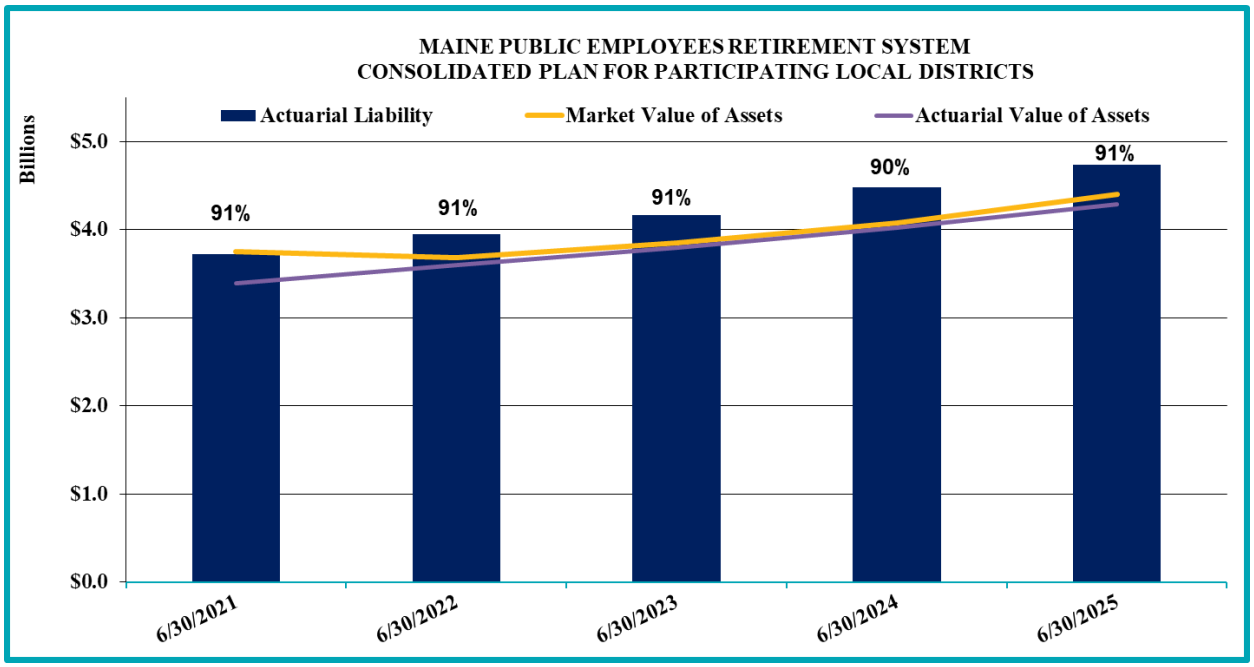
Funding Ratio, Actuarial Liability, and Market Value of Assets

State Employee and Teacher Plan



Fiduciary Net Position, reported here as market value of assets (total assets minus liabilities other than actuarial liabilities), on 6/30/2025 is $16.9 billion. The funded ratio is based on the actuarial value of assets.

PLD Consolidated Plan



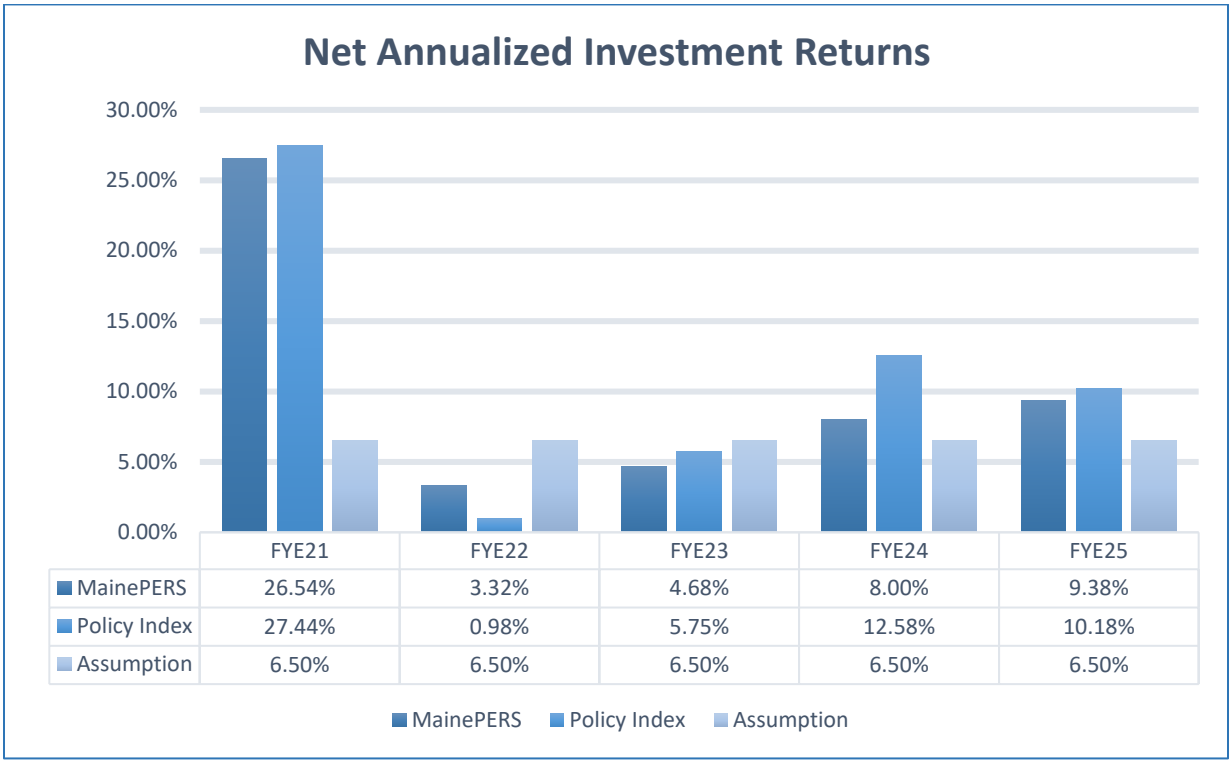
Fiduciary Net Position, reported here as market value of assets (total assets minus liabilities other than actuarial liabilities), on 6/30/25 is $4.4 billion. The funded ratio is based on the actuarial value of assets.

***Legislative Plan**: funded status is 136% and Fiduciary Net Position is $18.7 million on 6/30/25.*
***Judicial Plan**: funded status is 109% and Fiduciary Net Position is $92.8 million on 6/30/25.*

The two charts on this page cover key performance and risk measures I, V, and VI under the Strategic Plan.

Key Performance and Risk Measures

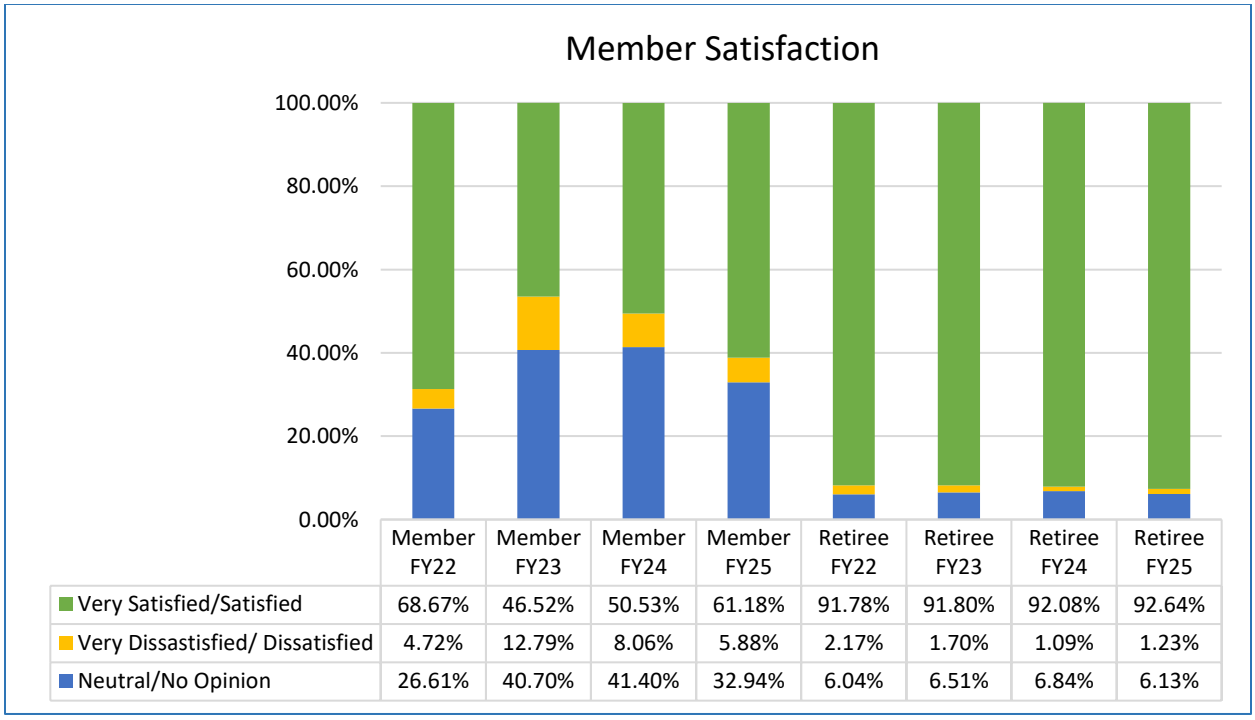
Net Annualized Investment Returns



	FYE21	FYE22	FYE23	FYE24	FYE25
MainePERS	26.54%	3.32%	4.68%	8.00%	9.38%
Policy Index	27.44%	0.98%	5.75%	12.58%	10.18%
Assumption	6.50%	6.50%	6.50%	6.50%	6.50%

This chart covers key performance and risk measure II under the Strategic Plan.

Overall Member Satisfaction

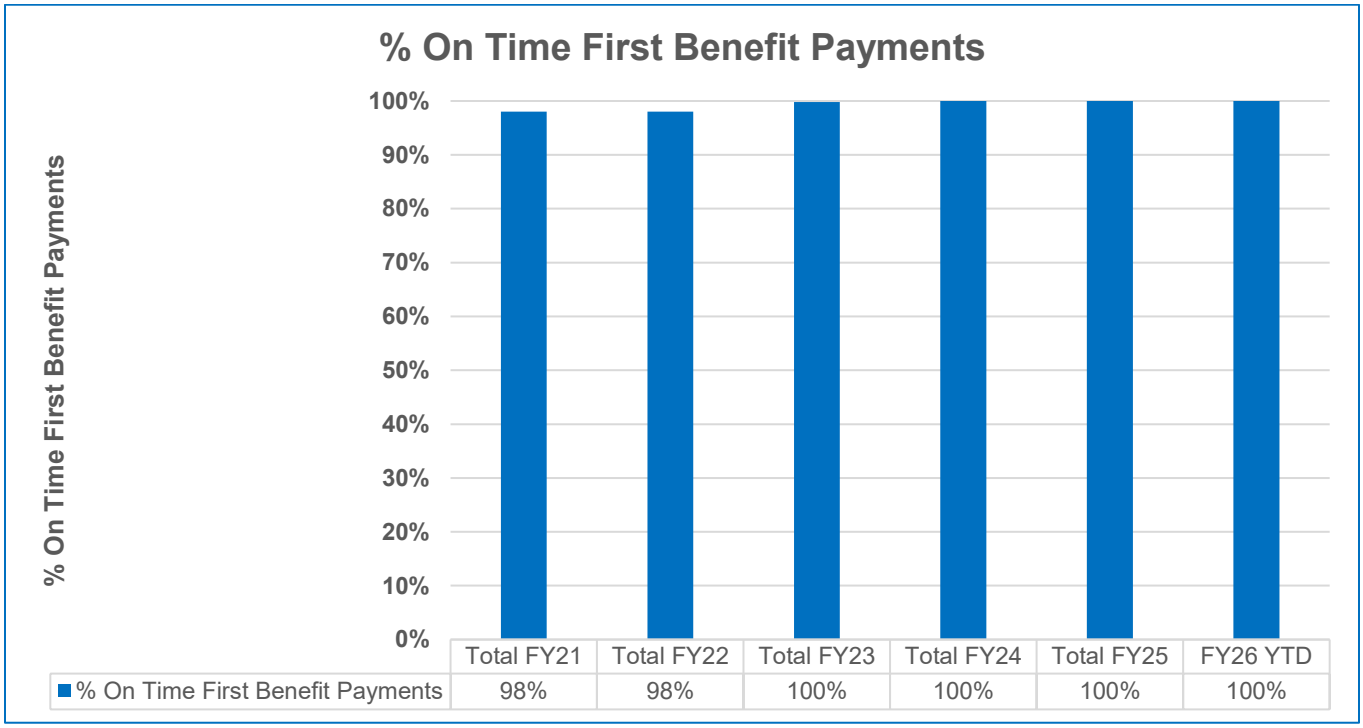


	Member FY22	Member FY23	Member FY24	Member FY25	Retiree FY22	Retiree FY23	Retiree FY24	Retiree FY25
Very Satisfied/Satisfied	68.67%	46.52%	50.53%	61.18%	91.78%	91.80%	92.08%	92.64%
Very Dissatisfied/ Dissatisfied	4.72%	12.79%	8.06%	5.88%	2.17%	1.70%	1.09%	1.23%
Neutral/No Opinion	26.61%	40.70%	41.40%	32.94%	6.04%	6.51%	6.84%	6.13%

This chart covers key performance and risk measure IV under the Strategic Plan.

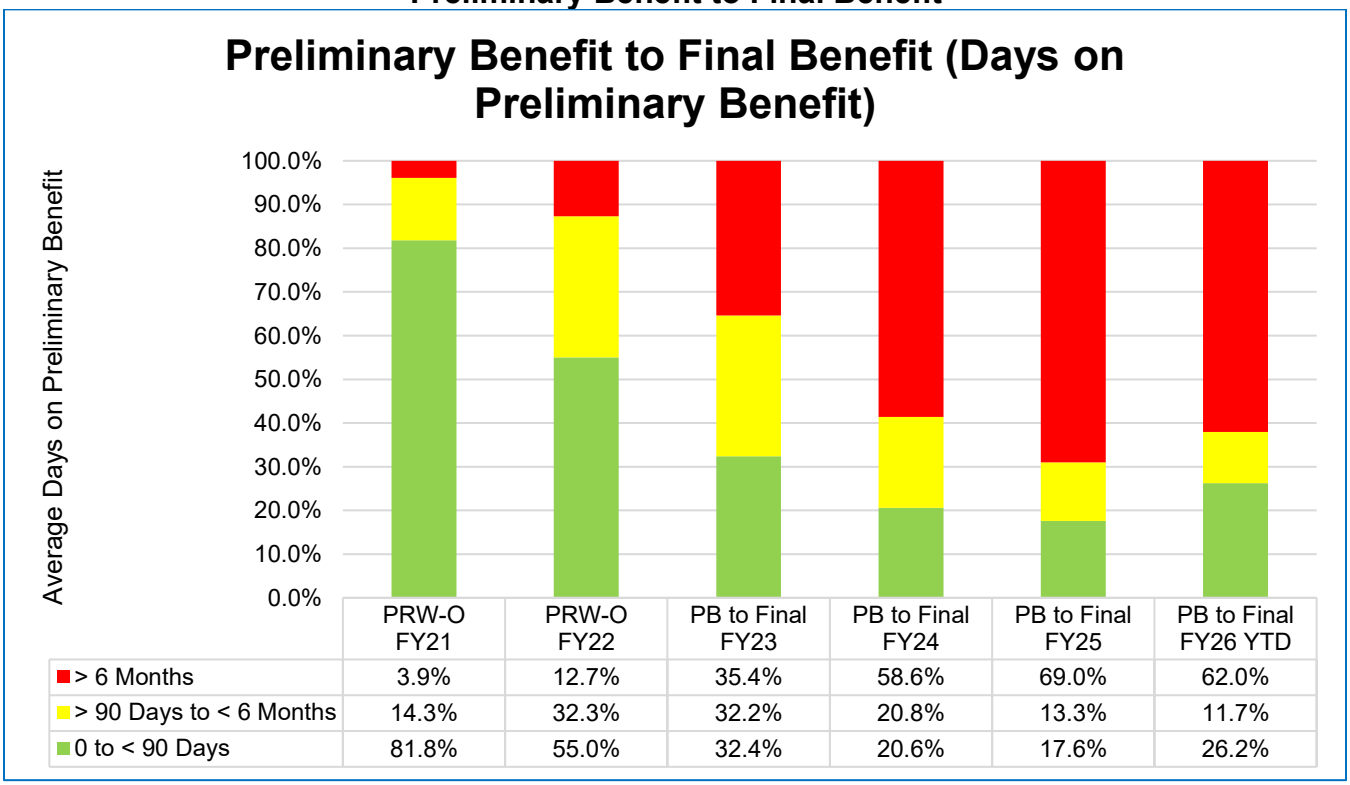
Key Performance and Risk Measures

Benefit Initiation



	Total FY21	Total FY22	Total FY23	Total FY24	Total FY25	FY26 YTD
% On Time First Benefit Payments	98%	98%	100%	100%	100%	100%

Preliminary Benefit to Final Benefit



	PRW-O FY21	PRW-O FY22	PB to Final FY23	PB to Final FY24	PB to Final FY25	PB to Final FY26 YTD
> 6 Months	3.9%	12.7%	35.4%	58.6%	69.0%	62.0%
> 90 Days to < 6 Months	14.3%	32.3%	32.2%	20.8%	13.3%	11.7%
0 to < 90 Days	81.8%	55.0%	32.4%	20.6%	17.6%	26.2%

This metric changed in FY23 from a measure of how long the Pension Retirement Workflow was open (PRW-O) to a measure of days since the first preliminary benefit payment was made.

The two charts on this page cover key performance and risk measure III under the Strategic Plan.

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Employer Satisfaction Survey - 2025

Board of Trustees Meeting

November 12, 2025

Dr. Rebecca Wyke, CEO

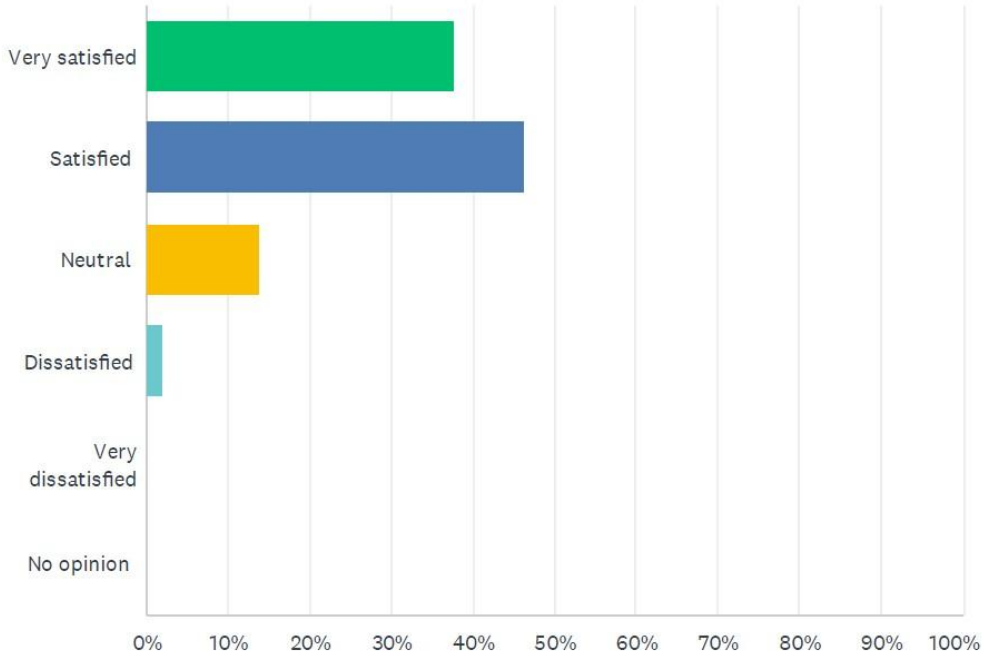
Employer Satisfaction Survey

- Survey conducted September 29 to October 15, 2025
- All registered users for MainePERS 500+ employers were sent the survey
- Surveys were sent to 1,462 separate email accounts and 1,256 were marked received
- 151 individuals responded

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Q4 Please rate your overall satisfaction with MainePERS

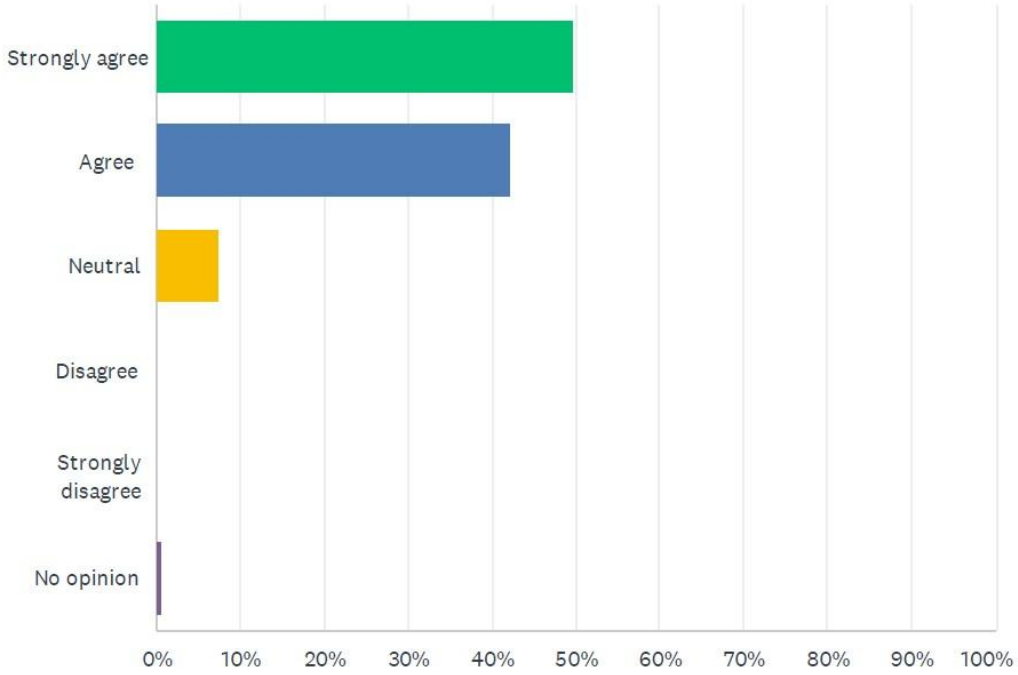
Answered: 151 Skipped: 0



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Q5 MainePERS acts with integrity

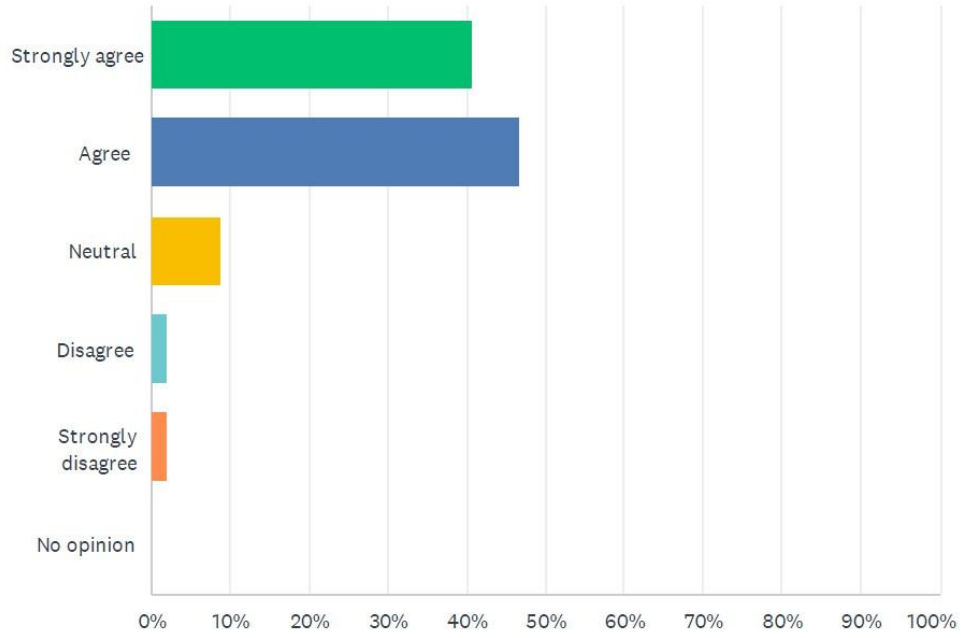
Answered: 149 Skipped: 2



MainePERS
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Q8 MainePERS responds to my questions in a timely manner

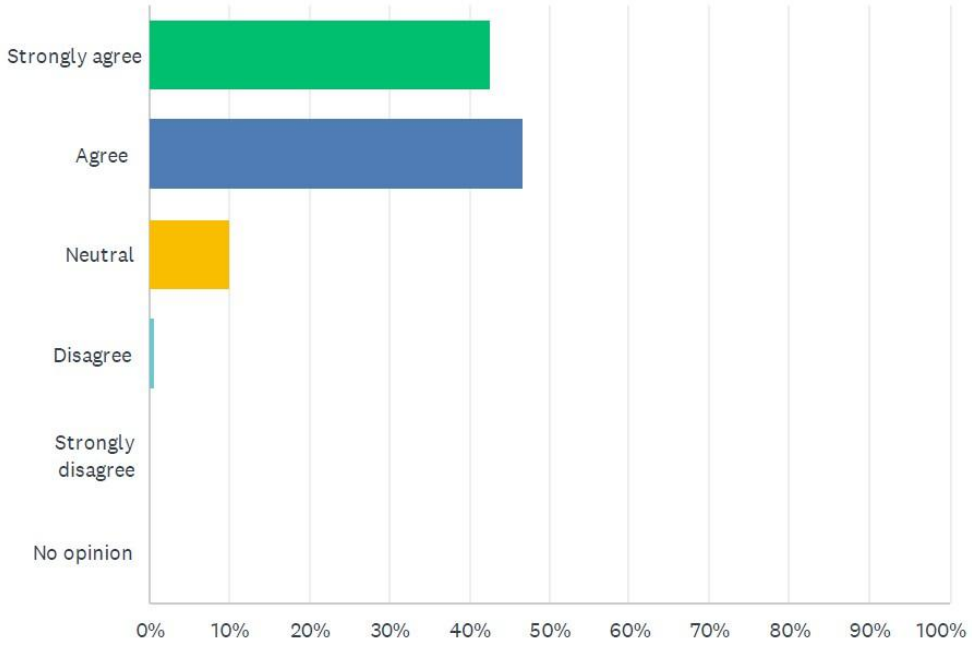
Answered: 150 Skipped: 1



MainePERS
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Q9 MainePERS Staff are knowledgeable

Answered: 150 Skipped: 1



Free Form Comments

- General concerns with the employer portal, responsiveness, and perceived inconsistency of information.
- Respondents also used the open-ended question to offer many compliments about our staff.

MainePERS
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Disability Retirement Experience Survey

Board of Trustees

August 14, 2025

Dr. Rebecca Wyke, CEO

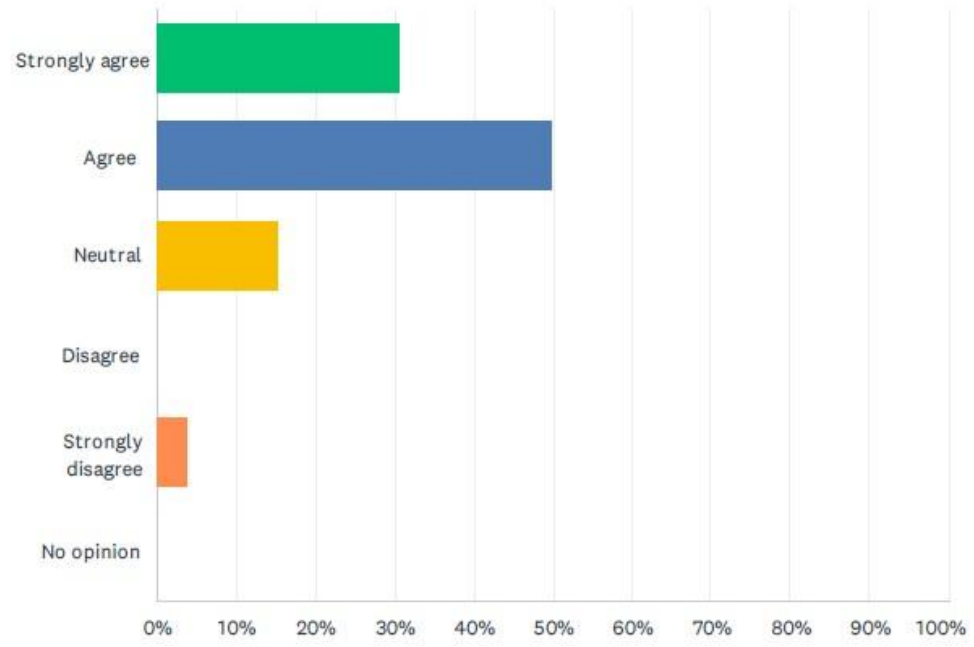
Disability Retirement Experience Survey

- Survey conducted July 8 – 23, 2025
- All members who completed the application process and received a final outcome, since the last survey, were invited to participate
- A total of 66 members met the criteria and were sent an email invitation to participate in the survey, 65 of those emails were delivered.
- Of those 26 responded, a 40% response rate

Disability Services Survey - 2025

Q1 The disability application and process is easy to understand and follow.

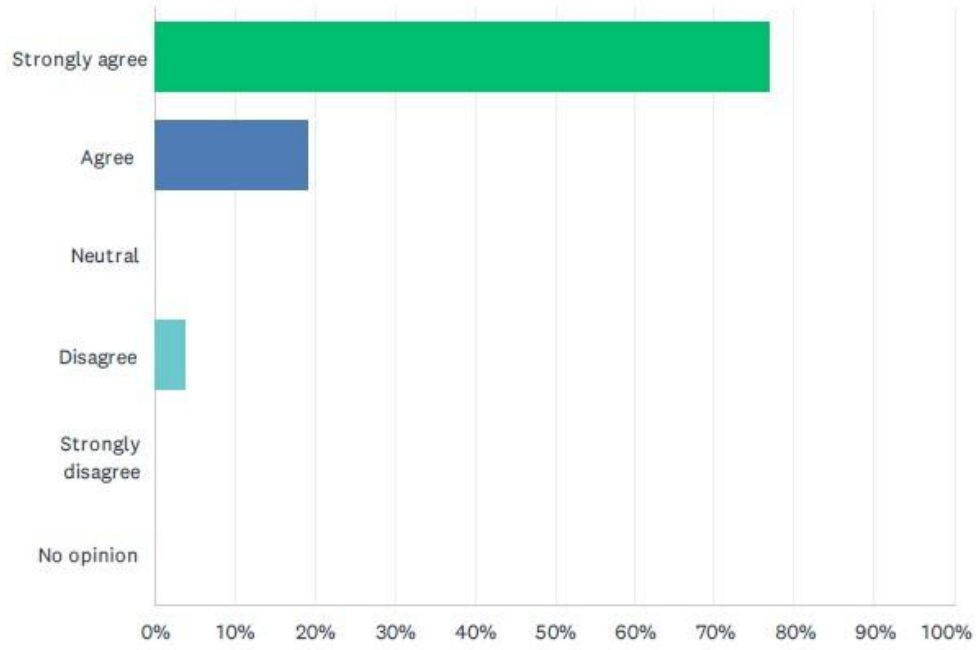
Answered: 26 Skipped: 0



Disability Services Survey - 2025

Q2 I was treated with respect by those handling my application.

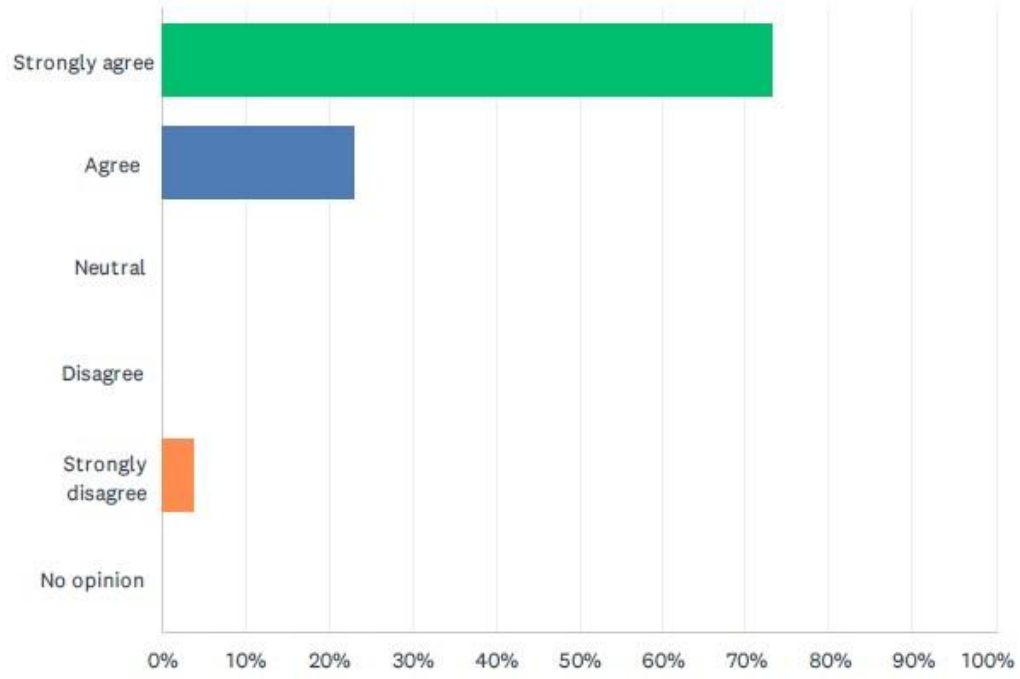
Answered: 26 Skipped: 0



Disability Services Survey - 2025

Q3 MainePERS responded to my questions in a timely manner.

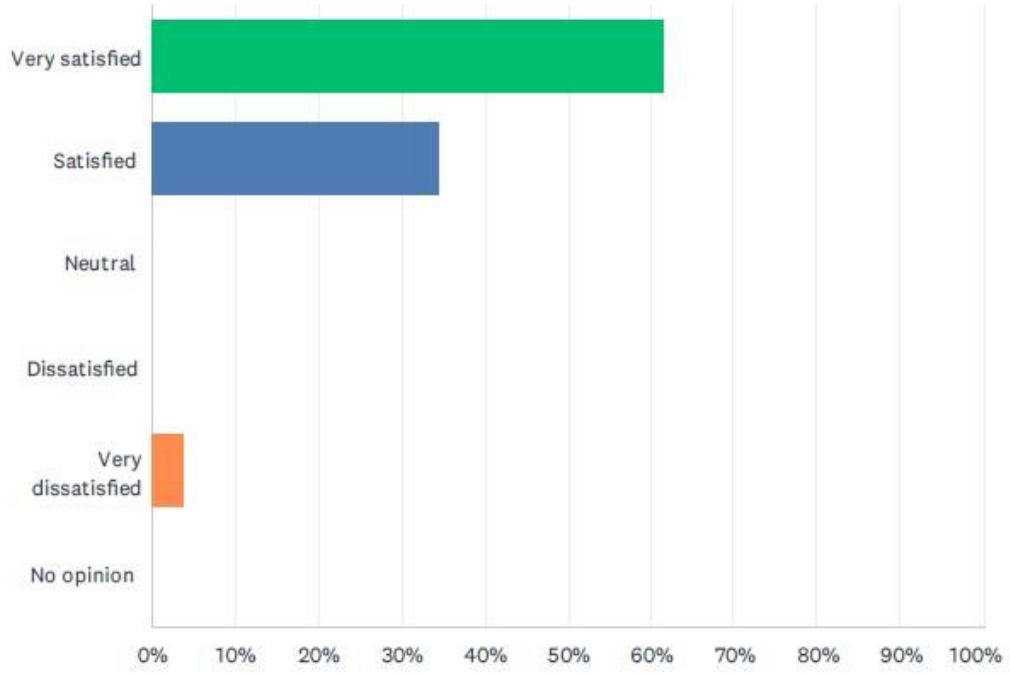
Answered: 26 Skipped: 0



Disability Services Survey - 2025

Q4 The Disability Services process was fairly conducted.

Answered: 26 Skipped: 0



	Question 5 - Please feel welcome to provide any additional feedback regarding your experience with MainePERS Disability Services Unit.
	Open-Ended Response
7	With the digital world we live in, I was surprised it took so long. Also we should be reimbursed back to the time we apply. Thank you
8	Any questions I ask via email or by phone, are always answered in a timely fashion and I very much appreciate this!
9	People were great. Wish more information was automated and available online.
10	They were excellent and helped through out the process
11	The process was very straightforward and easy to understand. Everyone was very helpful.
12	[Employee] was my Disability Specialist. Applying for disability is a bit stressful. [Employee] was so calm and incredibly kind. She treated me with the utmost respect. She made my experience as stress free as possible. I sent her a thank you card but it just didn't seem enough. I feel so lucky to have worked with her.
13	I have Parkinson's, a chronic neurodegenerative disease that only goes one way. Given that, the months that this process took seems to have taken way too long.
16	The process was made easier than expected.
19	I thought the application process was done in a timely manner.
20	The individuals I worked with were polite and professional. They answered all my questions and provided all the information I needed.
21	This process was all new to me. My wife, [Member], has Alzheimer's Disease so I handle everything for her. [Employee] did an exceptional job of helping me through the process. [Employee] is very clear in her instructions, very caring and knowledgeable.
24	My contact [Employee] was very knowledgeable and helpful. She helped out a lot when I had questions throughout the process. [Employee] was her last name. Good person, thank you, [Employee] for the experience!

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Proposed Disability Program Enhancements

PLD Advisory Committee

November 18, 2025

Michael Colleran
Chip Gavin
Mara McGowen

Disability Retirement Program

- Provides a benefit for a permanent disability that results in a member being unable to perform the essential functions of the member's employment position with reasonable accommodation.
- The benefit replaces 59%, 60% or 66.67% of a member's compensation, depending on the plan.
- A member receiving a benefit continues to accrue service credit, and their disability retirement benefit converts to a service retirement benefit when enough service credit has accrued that the two benefit amounts are equal.

Disability Benefit Recipients

- Subject to reviews for continuing eligibility
  - If deemed no longer eligible, must be actively seeking work to continue to receive a benefit
- Must file an annual report of compensation
  - To determine if earnings limitations have been exceeded
    - Overearnings can result in a reduction or termination of benefits, and
    - A requirement to repay any overearnings
  - Also used to calculate the offset for a workers compensation benefit

Prior Program Improvements

- Public Law 2021, c. 277 – application process improvements
  - Established the current standard, “unable to perform the essential functions of the member’s employment position with reasonable accommodation”;
  - Eliminated the medical board and provided for a medical review service provider;
  - Requires an independent medical examination before an application can be denied on medical grounds;
  - Requires primary consideration of medical opinions in the record and whether these are supported by sound medical evidence and consistent with other medical evidence;
  - Specifies hearings officers are independent contractors and gives an appellant a role in selecting the hearings officer
  - Provides for de novo court review; and
  - Allows attorney’s fees of up to $12,000 for a successful appellant

Prior Program Improvements

- Began use of the Social Security compassionate allowance list to identify conditions appropriate for expedited processing
- Simplified the definition of earnable compensation
- Streamlined the annual process for applying earnings limitations
- Introduced a formal waiver process for the annual statement of compensation
- Relaxed the time-period in which an overpayment of benefits must be recovered *(Public Law 2025, c. 221)*
- Removed the continuous service requirement from the standard for pre-existing conditions *(Public Law 2025, c. 221)*
- Removed the offset for Social Security *(Public Law 2025, c. 270)*
- Improved member information and educational materials

Proposed Program Enhancements

- Focus on what happens once a member has been granted a disability benefit
- Require legislation and rulemaking to implement
- Do not have an actuarial cost to the plans, except for the proposed change to the workers compensation offset

Eligibility Determinations

Current State

- Each condition is either approved or denied
- Reviews for continuing eligibility based on whether approved conditions still meet eligibility criteria

Proposed State

- The application is either approved or denied
- Reviews for continuing eligibility based on whether the recipient is able to engage in substantially gainful activity; not limited to previously approved conditions

Retroactive Benefits

Current State

- Interest is not granted

Proposed State

- Interest is granted retroactive to the effective date

Practice change

Workers Compensation Offsets

Current State

- Disability benefit plus workers compensation benefit cannot exceed 80% of Average Final Compensation (AFC)/Average Annual Earnings (AAE)

Proposed State

- Disability benefit plus workers compensation benefit cannot exceed 100% of AFC
- Remove AAE

Legislation

Actively Seeking Work

Current State

- Recipients must report job searches monthly and participate in certain activities through the Department of Labor's Career Center

Proposed State

- Monthly report of job searches may be waived if the recipient is enrolled full-time in a degree, professional certificate, vocational, or apprenticeship program

Rulemaking

Minimum Earnings Limitation

Current State

- Applies only to non-MainePERS employment
- 2026 S/T Plan: $34,863.96
- 2026 PLD Plan: $35,359.46
- Adjusted annually by COLA

Proposed State

- Applies to all employment
- 2026 for all plans: $35,500
- Adjusted annually by CPI-U

Legislation

Calculated Earnings Limitation

Current State

- MainePERS covered employment: the difference between the FAC and the disability benefit, adjusted annually by COLA
- Other employment: the greater of the Minimum Earnings Limitation (MEL) or the difference between the AFC and the disability benefit, adjusted annually by COLA

Proposed State

- The higher of MEL or the difference between the AFC or FAC (whichever is higher) and the disability benefit
- Adjusted annually by CPI-U

Legislation

Substantially Gainful Activity Calculation

Current State

- MEL or 80% of AFC, whichever is higher
- Adjusted annually by COLA

Proposed State

- MEL or 100% of AFC or FAC, whichever is higher
- Adjusted annually by CPI-U

Legislation

Recoupment of Benefit Overpayments

Current State

- Benefit overpayments are recouped in the year in which the overpayment was reported*
- Any amount not recouped is owed plus interest

**Public Law 2025 c. 221, effective 9/24/25, allows recoupment of benefit overpayments over a longer period of time.*

Legislation

Proposed State

- Benefit overpayments are not recouped
- Disability benefits that continue are reduced prospectively by the monthly amount over the earnings limitation
- A waiver may be granted if the recipient demonstrates they are no longer at risk of overearning

Advantages

- Simplify eligibility determinations
  - Shorten timeline, reduce appeals, expand continuing eligibility
- Pay interest to members on retroactive benefit payments
- Calculate workers comp offset at 100% v 80% of AFC
- Expand actively seeking work to include degree & cert programs
- Use highest of MEL, AFC, or FAC to calculate EL and SGA
  - Whichever is most beneficial to the member
- Simplify calculation of EL for members
  - Same calculation for all employers and all plans
- Calculate SGA at 100% v 80%
- Annually adjust EL and SGA based on full CPI-U
  - No sixth-month lag and not subject to COLA cap
- Adjust benefits for overearnings prospectively
  - Encourage return to work, remove disincentives

MainePERS
PUBLIC EMPLOYEES RETIREMENT SYSTEM

Proposed Disability Program Enhancements

Public Law 2021, c. 277, reformed the process of applying for a disability benefit and improved both the experience of and outcomes for members. In the most recent annual experience survey of program applicants, 96% of respondents indicated they were satisfied or very satisfied that they were treated with respect and that the process was fairly conducted.

Other recent program improvements include: guidance on the definition of "earnings"; streamlining the annual process for applying earnings limitations; introducing a formal waiver process for the annual statement of compensation; relaxing the time-period in which an overpayment of benefits must be recovered; removing the continuous service requirement from the standard for pre-existing conditions; and removing the offset for Social Security.

MainePERS is proposing the following additional program improvements through legislation and rulemaking:

Provision	Current State	Proposed State
Eligibility Determinations *Rulemaking*	• Each condition is either approved or denied • Reviews for continuing eligibility based on whether approved conditions still meet eligibility criteria	• The application is either approved or denied • Reviews for continuing eligibility based on whether the recipient is able to engage in substantially gainful activity; not limited to previously approved conditions
Retroactive Benefits *Practice change*	• Interest is not granted	• Interest is granted retroactive to the effective date
Workers Compensation Offsets *Legislation*	• Disability benefit plus Workers Compensation benefit cannot exceed 80% of AFC	• Disability benefit plus Workers Compensation benefit cannot exceed 100% of AFC • Elimination of Average Annual Earnings
Actively Seeking Work *Rulemaking*	• Recipients must report job searches monthly and participate in certain activities through the Department of Labor's Career Center	• Monthly report of job searches may be waived if the recipient is enrolled full time in a degree, professional certificate, vocational, or apprenticeship program
Minimum Earnings Limitation *Legislation*	• Applies only to non-MainePERS employment • 2026 S/T Plan: $34,863.96 • 2026 PLD Plan: $35,359.46 • Adjusted annually by COLA	• Applies to all employment • 2026 for all plans: $35,500 • Adjusted annually by December CPI-U

Calculated Earnings Limitation *Legislation*	• MainePERS covered employment: the difference between the FAC and the disability benefit, adjusted annually by COLA • Other employment: the difference between the AFC and the disability benefit, adjusted annually by COLA	• The difference between the AFC or FAC (whichever is higher) and the disability benefit • Adjusted annually by December CPI-U
Substantially Gainful Activity Calculation *Legislation*	• MEL or 80% of AFC, whichever is higher • Adjusted annually by COLA	• MEL or, 100% of AFC or FAC, whichever is higher • Adjusted annually by December CPI-U
Recoupment of Benefit Overpayments *Legislation*	• Benefit overpayments are recouped in the year in which the overpayment was reported* • Interest is assessed.	• Benefit overpayments are not recouped • Disability benefits that continue are reduced prospectively by the monthly amount over the earnings limitation. • A waiver may be granted if the recipient demonstrates they are no longer at risk of overearning

**Public Law 2025 c. 221, effective 9/24/25, allows recoupment of benefit overpayments over a longer period of time.*

Glossary of Terms

AFC Average Final Compensation

CEL Calculated Earnings Limitation

FAC Final Annual Compensation; annualized hourly rate or salary prior to eligibility for disability retirement

MEL Minimum Earnings Limitation

SGA Substantially Gainful Activity

Advantages of Proposed Disability Program Enhancements

- ✓ Simplify eligibility determinations by approving the application versus specific conditions
  - Shortens timeline for determinations, when member applies on more than one condition
  - Reduces number of appeals, when member is found eligible on one but not all conditions
  - Expands continuing eligibility to include any condition which prevents the member from engaging in substantially gainful employment

- ✓ Pay interest to members on retroactive benefit payments

- ✓ Calculate the workers compensation offset at 100% v 80% AFC

- ✓ Expand the activities that constitute actively seeking work to include enrollment full-time in a degree, professional certificate, vocational, or apprenticeship program

- ✓ Simplify the calculation of earnings limitations (same calculations for all employers and all plans) and use the higher of AFC or FAC for the calculated earnings limitation, whichever is most beneficial to the member

- ✓ Calculate substantially gainful activity at 100% v 80% and use the higher of MEL, AFC or FAC, whichever is most beneficial to the member

- ✓ Annually adjust EL, AFC, and FAC based on full CPI-U for the 12-month period ending December 30th – no mid-year adjustment and not subject to COLA cap

- ✓ Adjust benefits for overearnings prospectively, encourages return-to-work by removing disincentives

MainePERS
PUBLIC EMPLOYEES RETIREMENT SYSTEM

MEMORANDUM

Date: November 10, 2025

To: PLD Advisory Committee Members

From: Bill Brown, Director of Actuarial and Legislative Affairs

Re: 2025 Actuarial Valuation/Fiscal Year 2027 Rate-Setting

Bonnie Rightnour, Fiona Liston and Greg Reardon from Cheiron will join the meeting to discuss the results of the 2025 Valuation and fiscal year 2027 rate setting.

2025 Valuation Results

The System's actuary, Cheiron, has completed the June 30, 2025 valuation, and the full report is included with this memo. At its meeting on October 9, the Board of Trustees accepted the valuation report. Cheiron will review the key results of this year's valuation at the meeting. A copy of the actuarial presentation for the November 18 meeting is also included with this memo.

Fiscal Year 2027 Rate Setting

Employer and member rates for fiscal year 2027 will be determined based on the results of the June 30, 2025 valuation work. Cheiron will review the rate setting process and present the fiscal year 2027 rates that support the goals of: 1) allocating costs 58% to employers and 42% to employees, and 2) paying the aggregate rate that is produced by the annual valuation.

In order to provide employers with fiscal year 2027 rates in a timely manner, the Committee will need to take action to recommend rates at the November 18 meeting.

Recommendation

That the Committee endorse the fiscal year 2027 employer and member rates as recommended by Cheiron.

CHEIRON

Classic Values, Innovative Advice

Maine Public Employees Retirement System

Consolidated Plan for Participating Local Districts

Actuarial Valuation Report as of June 30, 2025

Produced by Cheiron

October 2025

www.cheiron.us 1.877.CHEIRON (243.4766)

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October 9, 2025

Board of Trustees
Maine Public Employees Retirement System
PO Box 349
Augusta, Maine 04332-0349

Dear Members of the Board:

We are pleased to submit the June 30, 2025 Actuarial Valuation Report for the Consolidated Plan for Participating Local Districts of the Maine Public Employees Retirement System (MainePERS or System).

The purpose of this report is to present the annual actuarial valuation of the Consolidated Plan for Participating Local Districts (Plan) of the Maine Public Employees Retirement System. This report contains information on assets, liabilities, and contributions of the Plan, as well as required accounting statement disclosures under the Governmental Accounting Standards Board (GASB) Statement No. 67.

In preparing our report, we relied on information, some oral and some written, supplied by the System's staff. This information includes, but is not limited to, the Plan provisions, employee data, and financial information as of the valuation date. We performed an informal examination of the obvious characteristics of the data for reasonableness and consistency in accordance with Actuarial Standard of Practice No. 23, *Data Quality*.

Future results may differ significantly from the current results presented in this report due to such factors as the following: Plan experience differing from that anticipated by the assumptions, changes in assumptions, and changes in Plan provisions or applicable law.

This report and its contents have been prepared in accordance with generally recognized and accepted actuarial principles and practices and our understanding of the Code of Professional Conduct and applicable Actuarial Standards of Practice set out by the Actuarial Standards Board as well as applicable laws and regulations. Furthermore, as credentialed actuaries, we meet the Qualification Standards of the American Academy of Actuaries to render the opinion contained in this report. This report does not address any contractual or legal issues. We are not attorneys, and our firm does not provide any legal services or advice.

This actuarial report was prepared exclusively for MainePERS for the purposes described herein and for use by the Plan auditor in completing an audit related to the matters herein. Other users of this report are not intended users as defined in the Actuarial Standards of Practice, and Cheiron assumes no duty or liability to such other users.

Sincerely,
Cheiron

Bonnie Rightnour, FSA, EA
Principal Consulting Actuary

Fiona E. Liston, FSA, EA
Principal Consulting Actuary

Gregory A. Reardon, FSA, EA
Principal Consulting Actuary

cc: Gene Kalwarski, Cheiron
Kathleen Weaver, Cheiron

FOREWORD

Cheiron has completed the Actuarial Valuation Report for the Consolidated Plan for Participating Local Districts (Plan) of the Maine Public Employees Retirement System (MainePERS or System) as of June 30, 2025. The purpose of this report is to:

1) Measure and disclose, as of the valuation date, the financial condition of the Plan,
2) Examine trends, both historical and prospective, in the condition of the Plan,
3) Assess and disclose actuarial risks of the Plan,
4) Report on the contribution rates developed in this valuation for informational purposes for the Participating Local Districts (PLDs) and members for fiscal year (FY) 2027 in aggregate (Note: the actual contributions to be paid by PLDs and members specific to each Regular and Special Plan within the Plan for FY 2027 will be developed consistent with the ratemaking policy of the MainePERS Board of Trustees and provided under separate cover), and
5) Provide specific information required for MainePERS's financial disclosures.

An actuarial valuation establishes and analyzes assets and liabilities on a consistent basis and tracks the progress of both from one year to the next. It includes measurement of investment performance as well as an analysis of Actuarial Liability gains and losses.

Section I presents a summary containing our key findings, disclosing important Plan trends in recent years, and providing analysis relating to the future status of the Plan.

Section II assesses and discloses various actuarial risk measures of the Plan.

Section III contains details on various asset measures, together with pertinent performance measurements.

Section IV shows similar information on liability measures for various purposes, including analysis of key changes in the measures.

Section V develops informational PLD and member contribution rates for the Plan in aggregate for FY 2027. (The actual rates paid for each specific Regular and Special Plan within the Plan are developed consistent with the risk-sharing framework of the MainePERS Board of Trustees and provided under separate cover.)

Section VI includes financial disclosure information.

Finally, we present appendices containing the following summaries:

- Plan elections that have been made by the participating local districts (PLDs) at the valuation date (Appendix A),
- Plan membership information at the valuation date (Appendix B),
- Major benefit provisions of the Plan and the various Regular and Special Plans included in the Plan (Appendix C),
- Actuarial assumptions and methods used in the current valuation (Appendix D), and
- Terminology used in the Governmental Accounting Standards Board (GASB) disclosures (Appendix E).

SECTION I – BOARD SUMMARY

General Comments

Most of the participating local districts in the State of Maine participate in this Consolidated Plan for the Participating Local Districts (Plan). The Plan offers a number of Plan options from which each Participating Local District (PLD) can choose, with each option having its own specific contribution rates to be paid by both the member and their associated PLD. Both the member contributions and the PLD contributions are paid as distinct rates that are set by the risk-sharing framework adopted by the MainePERS Board of Trustees and are applicable to payroll. Prior to the 2018 valuation, the member rates were static and set by the Board, while the PLD rates were established using the previous corridor method.

The results of this June 30, 2025 valuation will be used to develop the specific rates for both PLDs and members of each Regular and Special Plan within the Plan for FY 2027. This report develops the Actuarially Determined Plan Total Rate and the Plan-Specific Normal Cost Rates that are the basis of this process to develop the specific rates. The results of this June 30, 2025 valuation will also be used for accounting disclosures.

Experience from July 1, 2024 through June 30, 2025 (FY 2025)

With respect to investment experience, measured on a Market Value of Assets (MVA) basis, MainePERS experienced an investment return of positive 9.31% for the fiscal year ending June 30, 2025. This is more than the assumed rate of return of 6.50%. Given the asset smoothing method in place, only one-third of that gain is recognized in the Actuarial Value of Assets (AVA). As a result, the AVA investment return for MainePERS was 7.96%. For this Plan, when compared to the expected AVA using Plan-specific cashflows translates to a gain for the year of $57.1 million.

With respect to liability experience, the Plan experienced a liability loss of $75.0 million above the expected growth of $178.9 million (a 1.6% growth in total liabilities beyond expected growth). Of this increase, approximately $62.6 million was attributable to higher salary increases than expected and $0.7 million was related to demographic experience. There was also a liability loss of $11.7 million attributable to the payment of cost-of-living adjustments (COLA) exceeding the assumed COLA.

For FY 2025, the resulting new UAL amortization base is a net loss of $6.4 million. This translates to a Plan total contribution rate, reflecting all Plans within the Consolidated Plan for Participating Local Districts, of 19.0%. This is a decrease of 0.2% compared to the June 30, 2024 Plan total contribution rate of 19.2% of payroll. The Plan-Specific rates for each PLD and members of each Regular and Special Plan for each fiscal year are developed annually in letters provided under separate cover. The rates for FY 2025 were developed in a letter dated November 20, 2023, and the rates for FY 2026 were developed in a letter dated November 13, 2024. The Plan-Specific Rates for both the PLD and members for each Regular and Special Plan for FY 2027 based on this June 30, 2025 valuation will be provided under similar separate cover.

SECTION I – BOARD SUMMARY

Note that this Total Rate differs from that tracked for the other MainePERS Programs as it reflects contributions from both members and the employers, the PLDs in the case of this Plan. In the other Programs, the employer-only portion of the contribution is reported in the equivalent experience sections. The reason for this difference is that in this Plan, the contributions from members change with experience similar to the contributions from employers, so it makes sense to track the progress of the Total Rate.

As of the June 30, 2025 valuation, the Plan has an Unfunded Actuarial Liability (UAL) of $447.9 million based on the Actuarial Value of Assets (AVA). This represents a decrease of $9.9 million from the $457.8 million AVA UAL measured as of June 30, 2024. This compares to an expected decrease in the UAL of $16.3 million. The specific factors contributing to this change are presented in Table I-1 that follows. This table has separate columns showing the components of the changes in liabilities and investments during FY 2025 as well as their combined effect on the UAL.

Table I-1
(Amounts in Millions)

	Liabilities	Assets*	UAL
Value as of June 30, 2024	$ 4,478.2	$ 4,020.4	$ 457.8
Expected Change	178.9	195.2	(16.3)
Impact of Plan Changes	0.0	0.0	0.0
Impact of Assumption Changes	0.0	0.0	0.0
Impact of Contribution Timing	0.0	11.5	(11.5)
Recognized Investment Gain	0.0	57.1	(57.1)
Recognized Liability Loss	75.0	0.0	75.0
Value as of June 30, 2025	$ 4,732.1	$ 4,284.2	$ 447.9

* This table uses Actuarial Value of Assets. Results would be different if the market value was used.

The remainder of this Board Summary section summarizes the Plan's historical trends, provides baseline projections of the Plan's future status, and summarizes the principal results of the valuation. These principal results compare key results between this and last year's valuations for member counts, assets and liabilities, and total contribution rates.

Legislated Changes effective after June 30, 2025 (FY 2025)

There was a plan change that was signed into law prior to the completion of this valuation with effective date after the valuation date. The census information received for this valuation did not incorporate this change. This change will increase the UAL for the Plan and will be reflected before the FY 2027 rates are set.

Chapter 270 (L.D.1638), effective September 24, 2025. This law eliminates the offset of Maine Public Employees Retirement System disability retirement benefits by Social Security benefits for the same condition as of January 1, 2024. In addition to impacting future payments for disabled participants, the law also provides for the retroactive payment of previously offset benefits with cost-of-living-adjustments and interest at 6.5%. As of the date of this report, the estimated back payment amount to be paid in FY 2026 is $1,117,920.

SECTION I – BOARD SUMMARY

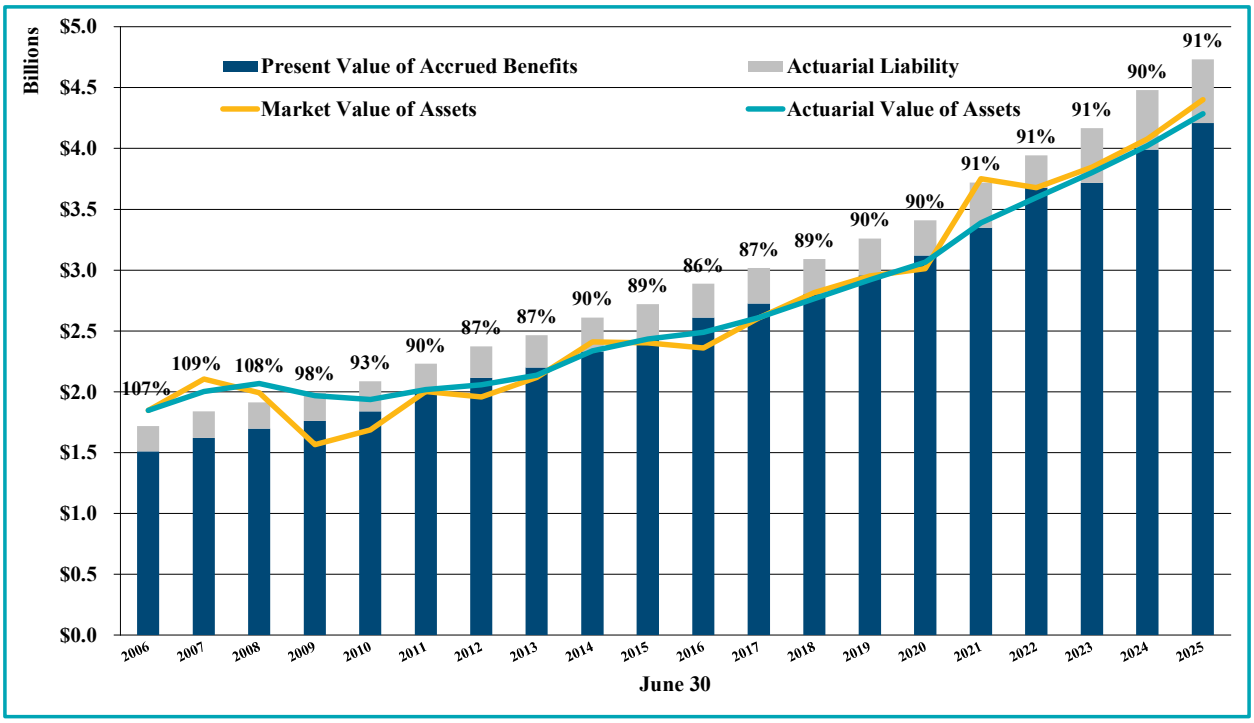
Trends

It is important to take a step back from the latest results and view them in the context of the Plan's history. On the next few pages, we present a series of graphs that display key historical trends relating to the Plan's condition. In addition to considering the past, examining future possible trajectories of the Plan is also vital to understanding the current results. Baseline projections are provided in this Board Summary, and the potential variability of these results is explored further in the risk section of this report.

Assets and Liabilities

The following graph illustrates the progress of assets and liabilities for the Plan as well as the Plan's funded ratio on an Actuarial Value of Assets (AVA) basis since June 30, 2006.

Liability measures are shown as bars as of June 30 of the indicated years. The Actuarial Liability (AL), the liability measure used for the Plan's funding purposes, is represented by the top of the grey bars. The blue bars represent the Present Value of Accrued Benefits (PVAB). These liability measures are discussed further in Section IV. Measures of the assets are shown as lines. The AVA is shown with a teal line, while the Market Value of Assets (MVA) is shown as a yellow line. The AVA divided by the AL is the AVA funded ratio that is often used in evaluating the Plan's funded status. The value of this metric at each valuation date is shown as the percentages in the graph labels.

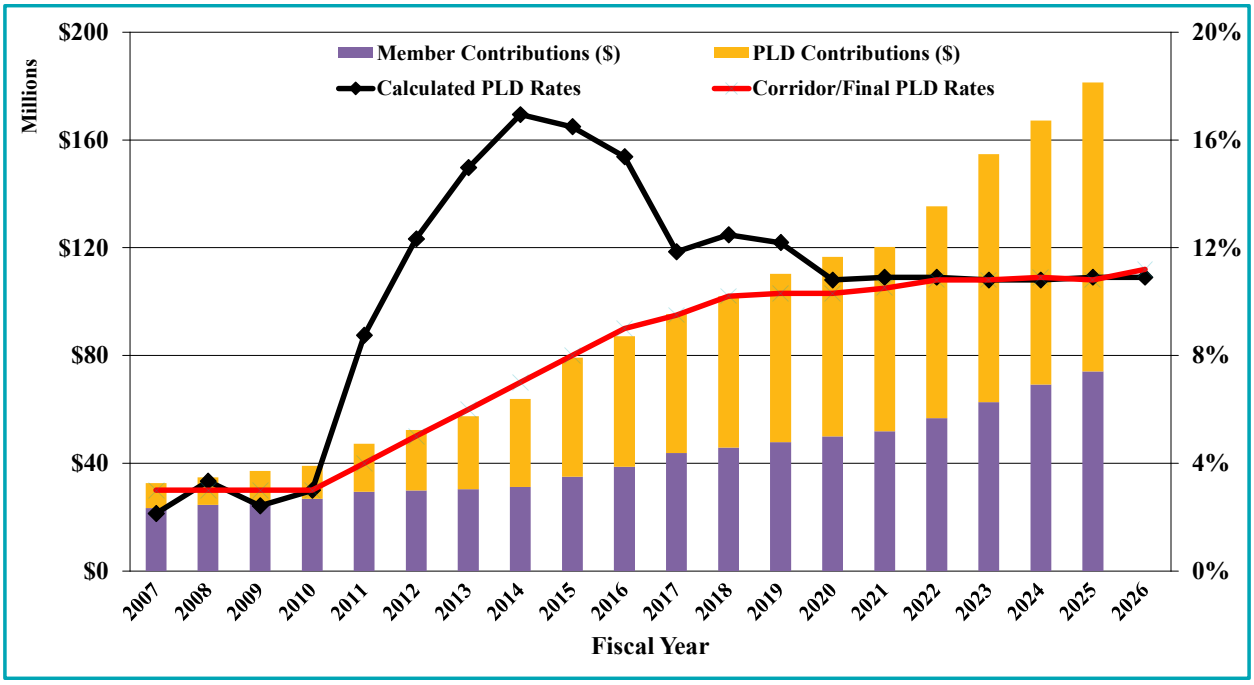


SECTION I – BOARD SUMMARY

The funded ratio was relatively stable around 107-110% until the financial market events of 2008-2009 resulted in the ratio dropping below 100%. Following that drop, the ratio stabilized beginning June 30, 2011 and has stayed in the range of 86-91% since that time. Measured on an MVA basis, the funded ratio is 93.0%, a slight increase over last year's 91.1% MVA funded ratio.

Contributions

The next graph shows the history of contributions to the Plan, both as dollar amounts and as percentages of payroll. The bars in this graph show the contributions made by both the PLDs and the members in dollar terms for each fiscal year (FY) as indicated by the horizontal axis since 1999. These bars are read using the left-hand axis. Through FY 2019, the black line shows the actuarially calculated total pooled PLD contribution rate as a percentage of payroll for the fiscal year indicated. Beginning with FY 2020, the amount shown by the black line is the Actuarially Determined Plan PLD Rate under the risk-sharing framework. Similarly, the red line in this graph shows the aggregate corridor contribution rate actually in effect for each year through FY 2019 and then shows the Aggregate Final PLD Rate, which reflects all adjustments from the risk-sharing framework, beginning with FY 2020. For both of these rates, which are read using the right-hand axis, we are showing the rates through FY 2026, the latest year for which the Aggregate Final PLD rate, which corresponds with the rates that will actually be paid, has been developed. Note that both the red and black lines represent the rates that apply to the PLDs and do not include the member rate.



The significant increase in the total calculated rate from FY 2010 to FY 2014 was due primarily to investment losses sustained in the 2008-09 market events. The increases in the aggregate

SECTION I – BOARD SUMMARY

corridor rate during this period combined with benefit changes made progress to close the gap between these two rates through FY 2019, the last year that the method used to determine the actual contributions paid by the PLDs was the corridor method. Beginning with FY 2020, the calculated rate has been determined with the risk-sharing framework. Initially, this calculated rate (the Actuarially Determined Plan PLD Rate shown by the black line) was slightly above the actual final rates being paid (the Aggregate Final PLD Rate shown as the red line) as the risk-sharing framework was phased in, but beginning with the Final Rates developed based on the June 30, 2021 valuation, these two rates have converged. In addition, the allocation of the rate between PLDs and members based upon the risk-sharing framework is now fully phased in with the FY 2025 rates (established with the 2023 valuation).

The majority of the actual PLD contribution dollars shown are based on the rates determined by the funding methodology in effect for the period, but some PLDs also pay an additional IUUAL contribution to amortize the liability specific to their members as well as contributions related to purchases of service by members.

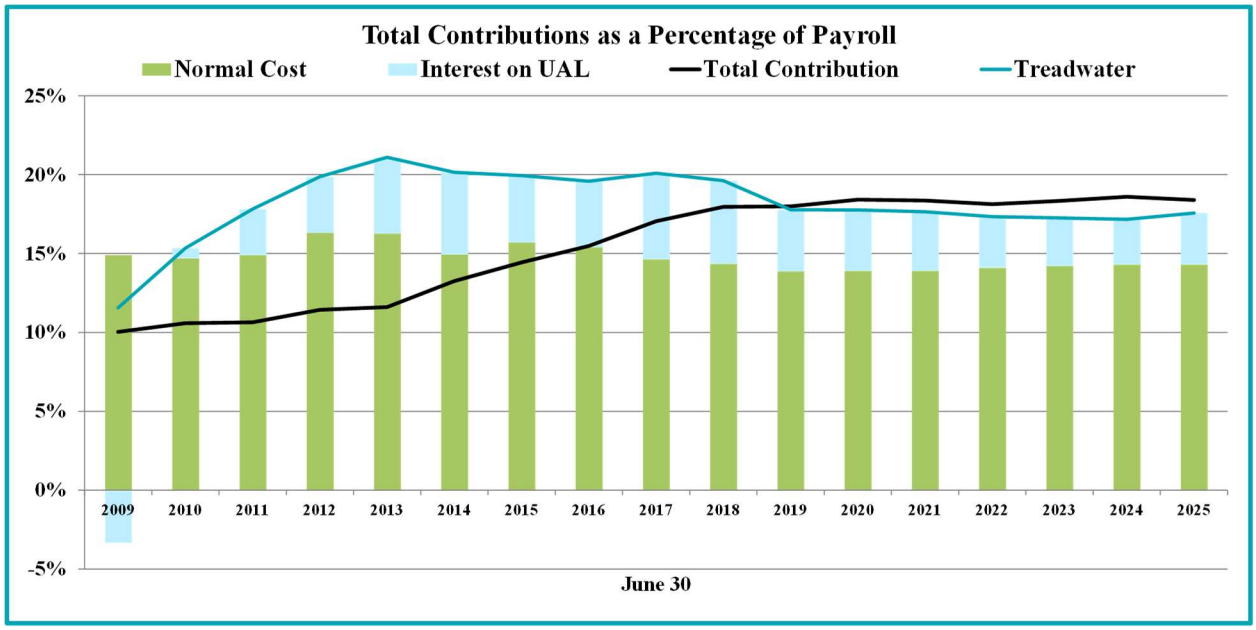
Through FY 2019, the member contribution rates were fixed values, ranging from 4.5% to 9.5%, as set by statute and the Board, specific to the Regular or Special Plan in which each member participates. Beginning with FY 2020, the member contribution rates are determined under the risk-sharing framework adopted by the Board as described in the General Comments section of this Board Summary. The Aggregate Final PLD Member Rate in effect for FY 2026 is 8.0%.

Note that in addition to the member contribution rates varying by the specific Plan each member is in, for those participating in Regular Plans, members with an Age 65 normal retirement age (NRA) contribute at a lower rate than those in the NRA 60 plans. See the description of these items in Section V for additional information. The specific rates by Plan for FY 2026, the most recent year currently developed, range from a low of 3.35% for the Age 65 Plan Member Rate under Plan BC to a high of 10.2% for members in Plans 1C.

The next chart compares the total contribution rate to a rate we refer to as the “tread water” rate. The tread water rate is that rate of payroll which, if contributed, would result in the UAL remaining the same in the following year if all experience exactly matched the assumptions. The tread water rate is the full normal cost plus interest on the UAL.

As can be seen in the following chart, the total contribution rate has exceeded the tread water rate since 2019.

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Baseline Projections

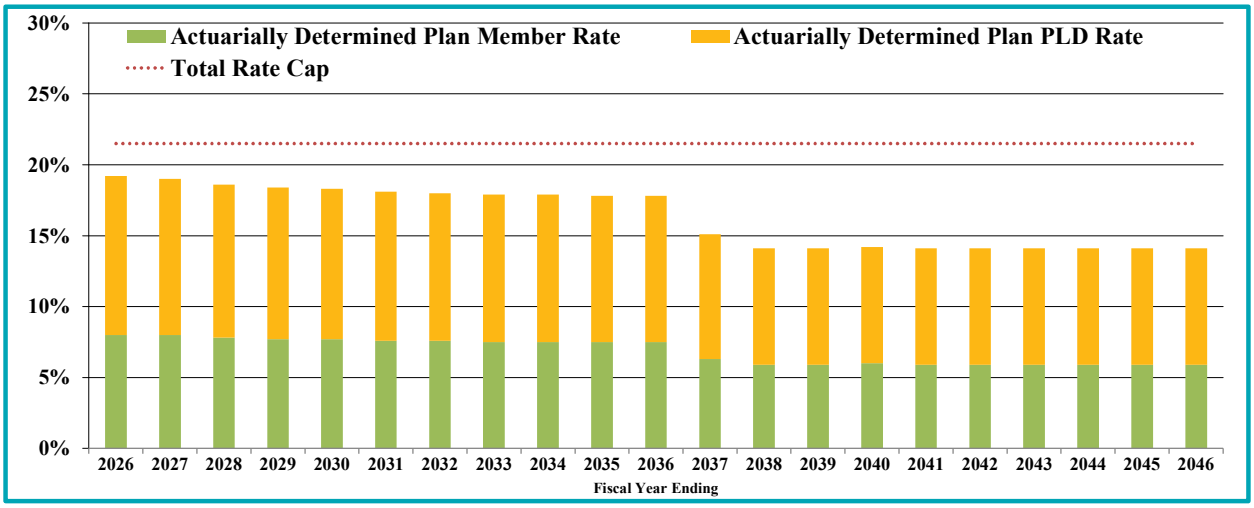
Our analysis of the projected financial trends for the Plan is an important part of this valuation. In this section, we project future valuation results, focusing on the previously referenced AVA funded ratio (AVA over AL), the expected Actuarially Determined Plan PLD Rate, and the expected Actuarially Determined Plan Member Rate. Here we present a baseline projection of these metrics based on all actuarial assumptions being exactly met during the projection period, including the assumed 6.50% investment return being achieved each year. In the risk section of the report, we demonstrate the sensitivity of future valuation results to deviations in actual returns from the assumed investment returns by presenting similar projections based on investments earning an average return similar to the assumed return but deviating from the assumed rate in the individual years over the 20-year projection period.

Note that in these projections, we have assumed that the PLD and member contributions received by the Plan are the actuarially determined amounts developed as of the valuation date one year prior to the beginning of each fiscal year. These contributions are consistent with the Plan-Specific contributions developed under the risk-sharing framework.

In addition, in these baseline projections, as well as the varying return projection scenarios in the next section, we have assumed that the Aggregate Final Total Rate is subject to a minimum equal to 100% of the total normal cost at that time, allocated 58% to the PLDs and 42% to the members. For example, based on the 14.3% total normal cost produced in this June 30, 2025 valuation, this currently results in a minimum contribution of 8.3% for the PLDs and 6.0% for the members. In developing these projections, we have also reflected the anticipated decline in the total normal cost over time as members under the newer tier, which provides lower benefits and hence a lower normal cost, replace current members in the older tier. Actual minimums under the risk-sharing

SECTION I – BOARD SUMMARY

framework have not yet been adopted by the Board, but it is our understanding that the Board's intent is to have a minimum similar to this. If the actual rules differ such that the otherwise determined contributions would go below this assumed minimum contribution level, the resulting projections would vary.



The graph above shows the expected progress of the Actuarially Determined Plan Member Rate and Actuarially Determined Plan PLD Rate over the next 20 years assuming that the Plan's assets earn 6.50% on their *market value* as well as all other current assumptions being exactly met in each year of the 20-year projection period. In addition, these projected contribution rates also reflect any prior years' actual investment gains or losses that have not been fully recognized in this valuation. The green bars represent the Actuarially Determined Plan Member Rate, while the yellow bars represent the Actuarially Determined Plan PLD Rate. The combined bars thus represent the Actuarially Determined Plan Total Rate. Note that these rates represent the rates expected to be calculated for the Plan as a whole, as opposed to the Plan-Specific rates developed under the risk-sharing framework. However, as previously noted, these rates have now converged when considered in total and the allocation between the members and PLDs are now phased in.

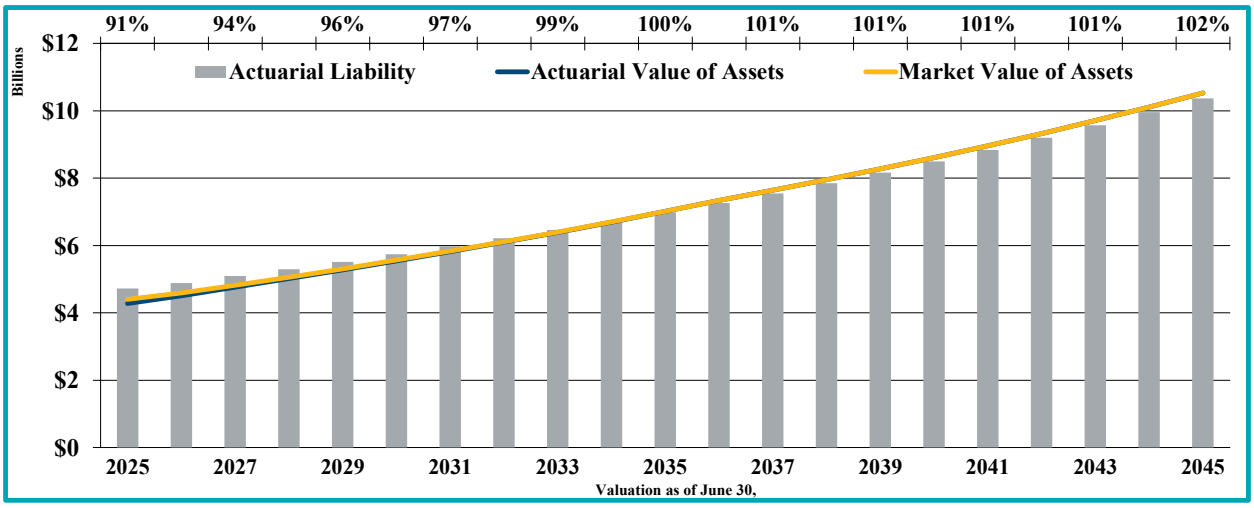
Assuming all assumptions are exactly met, it is projected that the contributions will decline through FY 2036 when the existing UAL will be paid off and then hover around the Plan's total normal cost rate. However, in reality, there will be gains and losses each and every year resulting in new amortization layers (negative or positive) as well as additional layers reflecting changes such as assumption or benefit changes. This concept is explored further in the risk section of this report.

This graph also includes a dashed red line showing the 21.5% Total Rate Cap for the Program, which is composed of 12.5% PLD Contribution Rate Cap and a 9% Member Contribution Rate Cap. In this baseline projection, this Total Rate Cap is not hit in any of the years of the projection. In years that the contributions are limited by these caps, temporary reductions in the COLA are implemented under the provisions of this Plan to make up the difference in the actuarially determined contributions and the actual contributions limited by these caps. Since the Total Rate

SECTION I – BOARD SUMMARY

Cap is not hit in any of the years of this baseline projection, no temporary COLA reductions are required and thus the percentage of the COLA to be paid each year of the projection is 100%.

The graph below shows the projected AVA funded ratio (AVA divided by AL) over the next 20 years in this baseline scenario. It shows that the Plan's AVA funded ratio is projected to improve from the starting level of 91% as of FY 2026 to 102% in FY 2046. The amounts shown are as of June 30 of the year identified in the horizontal axis. The Plan's funded ratio exceeds 100% due to the lag in the development of contributions and when they are paid as well as the assumed minimum contributions to the Plan. Note that if these ratios used Market Value of Assets (MVA), the funded ratios would be different.



Principal Results Summary

The last section of this Board Summary presents a summary of the principal results of the valuation, comparing key results between this and last year's valuations for member counts, assets and liabilities, and contribution rates. These summary results are shown for the total Consolidated Plan as well as the division into the Regular Plans subgroup and the Special Plans subgroup.

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Table I-2
Summary of Principal Results
PLD Consolidated Retirement Plan
Total

	Valuation as of June 30, 2024	Valuation as of June 30, 2025	% Change
Member Counts			
Active Members	13,561	14,066	3.7%
Retired Members	8,121	8,339	2.7%
Beneficiaries of Retired Members	2,144	2,159	0.7%
Survivors of Deceased Members	180	161	(10.6%)
Disabled (Current and Former) Members	408	414	1.5%
Terminated Vested Members	2,953	3,049	3.3%
Inactives Due Refunds	10,253	10,900	6.3%
Total Membership	37,620	39,088	3.9%
Annual Payroll of Active Members	$ 909,408,424	$ 995,733,474	9.5%
Annual Payments to Benefit Recipients	$ 215,905,262	$ 228,576,516	5.9%
Assets and Liabilities			
Actuarial Liability (AL)	$ 4,478,226,902	$ 4,732,068,412	5.7%
Actuarial Value of Assets (AVA)	4,020,441,970	4,284,151,576	6.6%
Unfunded Actuarial Liability (UAL)	$ 457,784,932	$ 447,916,836	(2.2%)
Individual Portion (IUUAL)	NA	NA	
Pooled Portion (PUAL)	$ 457,784,932	$ 447,916,836	(2.2%)
AVA Funded Ratio (AVA/AL)	89.8%	90.5%	
MVA Funded Ratio (MVA/AL)	91.1%	93.0%	
Accrued Benefit Liability (PVAB)	$ 3,990,062,383	$ 4,208,523,559	5.5%
Market Value of Assets (MVA)	4,077,975,617	4,401,452,107	7.9%
Unfunded PVAB	$ (87,913,234)	$ (192,928,548)	(119.5%)
MVA Accrued Benefit Funded Ratio	102.2%	104.6%	
Plan Total Contribution Rates*	**FY 2026**	**FY 2027**	
Actuarially Determined Plan Normal Cost Rate	14.3%	14.3%	
Actuarially Determined Plan UAL Amortization Rate	4.9%	4.7%	
Actuarially Determined Plan Total Rate	19.2%	19.0%	

* These are actuarially determined amounts from which the Plan-Specific member and PLD rates are determined based on the risk-sharing framework. As such, these values are informational rates developed based on the entire Plan rather than applied to any specific Plan.

SECTION II – RISK ASSESSMENT AND DISCLOSURE

Introduction

The Plan's actuarial valuation results are dependent on assumptions about future economic and demographic experience. Based on Actuarial Standards of Practice, these assumptions represent a reasonable estimate for future experience. However, actual future experience will never conform exactly to these assumptions and may differ significantly from the assumptions. This deviation is a risk that pension plan sponsors bear in relying on a pension plan's actuarial valuation results.

This section of this report is intended to identify the primary drivers of these risks, provide background information and assessments about these identified risks, and communicate the significance of these risks to this Plan.

Identification of Risks

For this Plan, the three primary valuation results that can significantly differ from those expected are the assets, the liabilities, and the annually determined PLD and member contributions. While there are several factors that could lead to these results being different, we believe the primary risks for this Plan are:

- Investment risk,
- Longevity and other demographic risks,
- Plan change risk, and
- Assumption change risk

Other risks that we have not identified may also turn out to be significant.

SECTION II – RISK ASSESSMENT AND DISCLOSURE

Investment Risk is the potential for investment returns to deviate from what is expected. When actual investment returns are lower than the investment assumption used in the actuarial valuation, the unfunded liability will increase from what was expected and will require higher contributions than otherwise anticipated. But when actual returns exceed those assumed, the resulting unfunded liability measurements and actuarially determined contributions will be lower than anticipated. As seen in the historical section that follows, this has been a significant driver of deviations in the actual measurements for this Plan from those expected by the prior valuations.

Longevity and Other Demographic Risk is the potential for mortality or other demographic experience to be different than expected. Generally, longevity and other demographic risks emerge slowly over time as the actual experience deviates from expectations. In addition, the extensive number of assumptions related to longevity and other demographic experience often result in offsetting deviations contributing to the Plan's overall liability experience. As such, these risks are often dwarfed by other risks, particularly those due to the investment returns. The historical section that follows shows that this has been true for this Plan in some individual years, with the magnitude of the gains and losses from investment experience often significantly larger than the gains and losses from liability experience. During the past 10 years, the offsetting effects of the investment gains and losses has resulted in a lower total net value despite the annual volatility, whereas the longevity and other demographic risk gains and losses have had more losses in recent years resulting in a larger cumulative value. The continued losses seen since the last experience study can be attributed largely to pay increases being higher than expected.

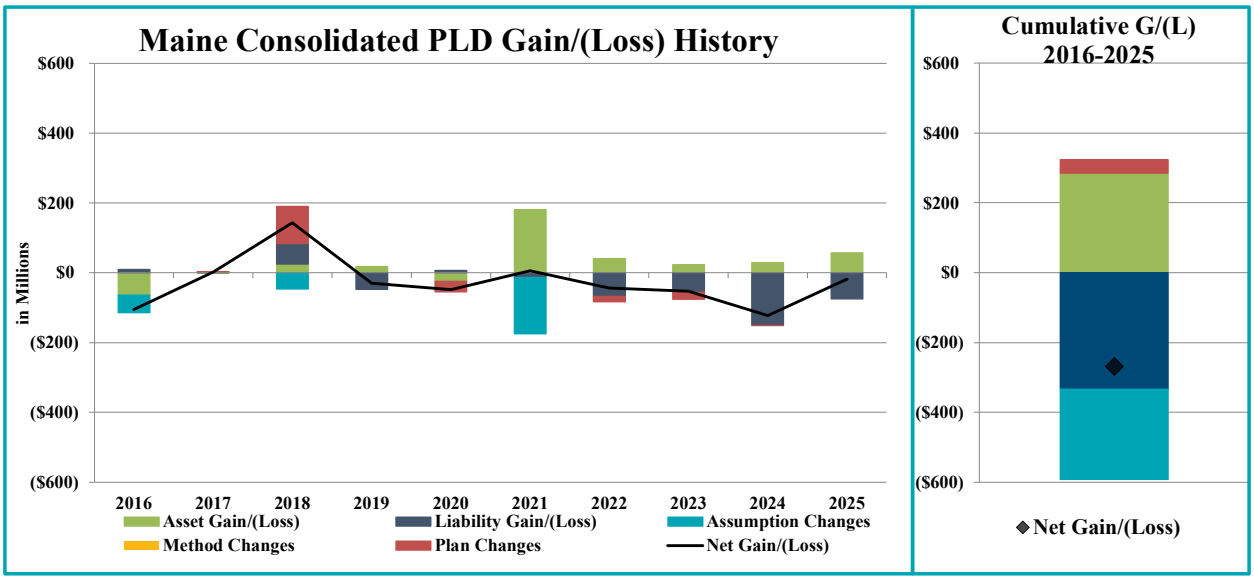
Plan Change Risk is the potential for the provisions of the Plan to be changed such that the funding or benefits are changed materially. In addition to the actual payments to and from the Plan being changed, future valuation measurements can also be impacted, with Plan changes leading to deviations between actual future measurements and those expected by prior valuations. The historical review section will show that plan change risk has been a driver of deviations in the actual measurements for this Plan from those expected by the valuations over the 10-year period shown with varying significance in individual years.

Assumption Change Risk is the potential for the environment to change such that future valuation assumptions are adjusted to be different than the current assumptions. For example, changes in interest rates over time may result in a change in the assumed rates of return used in the valuation. A healthier workforce may result in changes in employee behavior such that retirement rates are adjusted to reflect employees working longer. Assumption change risk is an extension of the risks previously identified, but rather than capturing the risk as it is experienced, it captures the cost of recognizing a change in the environment resulting in the current assumption no longer being reasonable. The historical review section will show that assumption change risk has been a very significant risk for this Plan. In addition to changes in individual assumptions, changes to the methods used in valuing the Plan can have a significant impact on the valuation results, although over the period shown, there was no method changes.

SECTION II – RISK ASSESSMENT AND DISCLOSURE

Historical Experience Deviations

In understanding the impact of some of these risks, it is useful to look at past experience deviations. These deviations are commonly referred to as actuarial gains and losses. The following graph shows the gains/(losses) at each valuation date between the actual and expected experience broken down by cause for the last 10 years.



Plan Maturity Measures

As pension plans become more mature, the primary risks of adverse investments, demographic deviations, plan changes, and assumption/method changes become of more significant concern as the resulting impacts on the Plan's condition are more pronounced. As a result, it has become increasingly important to examine measures that indicate a pension plan's maturity level. With shrinking workforces, aging Baby Boomers, and retirees living longer, plans pay out more in benefits than they receive in contributions – leading to negative cash flows, excluding investment income, making it harder for a plan to recover from losses since contributions are generally made based on active payroll.

SECTION II – RISK ASSESSMENT AND DISCLOSURE

One of the main reasons risks are more amplified with a mature plan is that when plans with negative cash flows suffer investment losses, they need to liquidate enough assets to pay for benefits in excess of contributions. That means these plans will need to earn higher returns to rebuild their assets to the previous levels. Plans with negative cash flows exceeding five percent of assets are especially vulnerable to asset losses.

The balance of this section discloses and examines three maturity measures: the asset leverage ratio, the support ratio, and the net cash flow ratio.

Asset Leverage Ratio

One important plan maturity measure is the asset leverage ratio, the Market Value of Assets divided by the plan's payroll. This measure represents the multiple of an asset loss as a percentage of payroll that would need to be contributed to make up a given change in the plan's assets. As a plan matures, its assets increase, and a greater proportion of the assets are paid out in benefit payments to members. The greater the plan's assets are relative to payroll, the more vulnerable the plan is to investment volatility in terms of the resulting contribution requirement changes.

As an example, here are two plans that both experience a 10% investment loss equaling $500 million on their existing assets of five billion dollars. Plan A's asset leverage ratio is 10 and Plan B's ratio is five. This means that Plan A has to spread, or amortize, that loss over a payroll that is half as large as Plan B's. As seen in the chart below, this results in the percentage of payroll that Plan A would need to contribute to make up the loss, double what would be required for Plan B.

	($ in millions)	
	Plan A	**Plan B**
Plan Assets	**$ 5,000**	**$ 5,000**
Payroll	**$ 500**	**$ 1,000**
Asset Leverage Ratio	**10.0**	**5.0**
10% Loss	**$ 500**	**$ 500**
10% Loss as % of Payroll	**100%**	**50%**

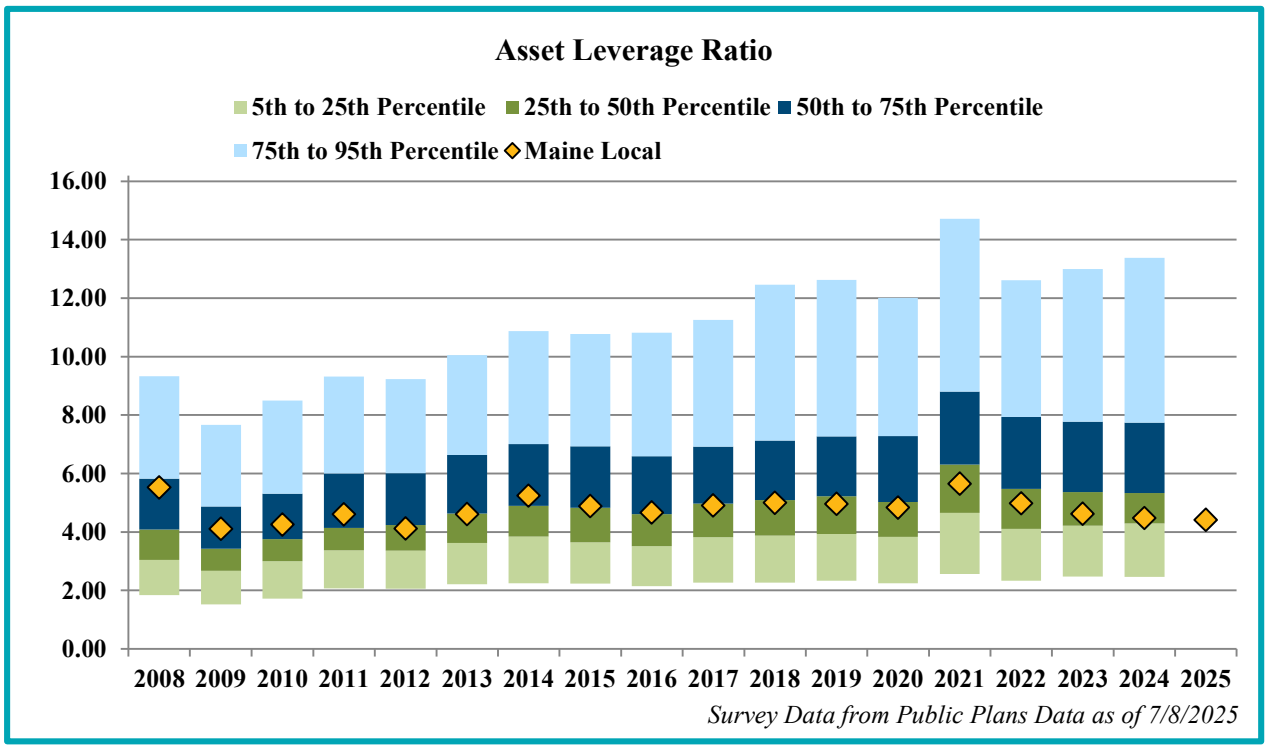
The Government Finance Officers Association (GFOA), MissionSquare Research Institute, the National Association of State Retirement Administrators (NASRA), and the Center for Retirement Research at Boston College maintain the Public Plans Data database that contains almost all state plans as well as many large municipal plans, covering over 95% of the membership in public plans as well as over 95% of the assets held by public pension plans. For purposes of the charts included in this section that compare the Maine Consolidated Plan to this Public Plans database, we have excluded small Plans (defined as those that have less than $1 billion in actuarial liability).

The chart that follows shows the asset leverage ratios for the Plan and the large plans in this database since 2008. The colored bars represent the central 90% of the asset leverage ratios of the

SECTION II – RISK ASSESSMENT AND DISCLOSURE

large plans in the database for each year. The Maine Consolidated Plan for Participating Local Districts is represented by the gold diamonds. This chart shows that the Plan's asset leverage ratio has varied over this period but had remained steady at or just under five times salary from 2013 to 2020 before increasing to 565%, or 5.65 times salary, in FY 2021 with the significant increase in market values that year. The rate is now back within the previous range at 442%, or 4.42 times salary.

Note that the charts showing the Plan versus this universe of large public plans in this section show one more year for the Plan than the universe as the 2025 numbers are not yet available for the database. When these numbers are available, we anticipate that the universe of large public plans will also show a similar trend experience in this ratio when compared to MainePERS.

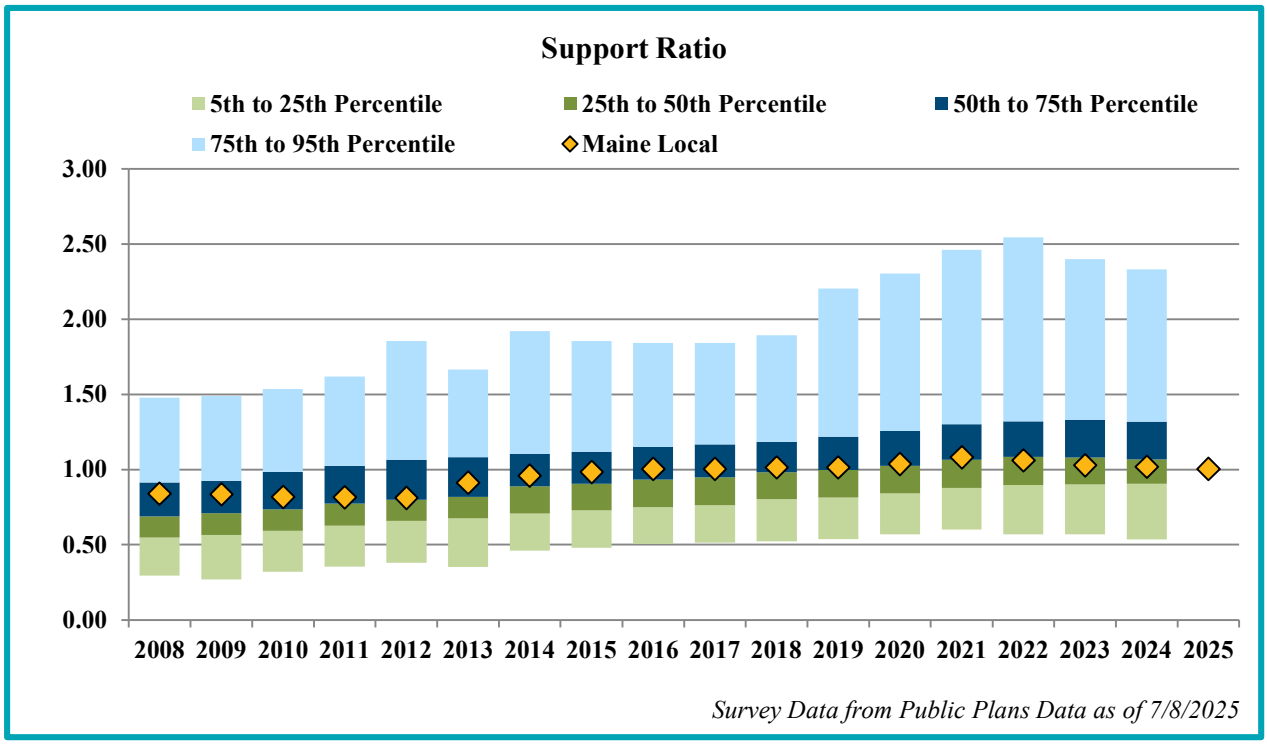


SECTION II – RISK ASSESSMENT AND DISCLOSURE

Support Ratio

Another commonly used measure of plan maturity is the support ratio, the ratio of in-pay and inactive members, or those receiving benefits or entitled to a deferred benefit, to the number of active members, or those currently accruing benefits in the plan. The greater this ratio, the more mature a plan is considered, with the proportion of the plan's liability represented by actives generally declining.

The chart that follows shows the support ratio over time for the Plan compared to the Public Plans Data database.



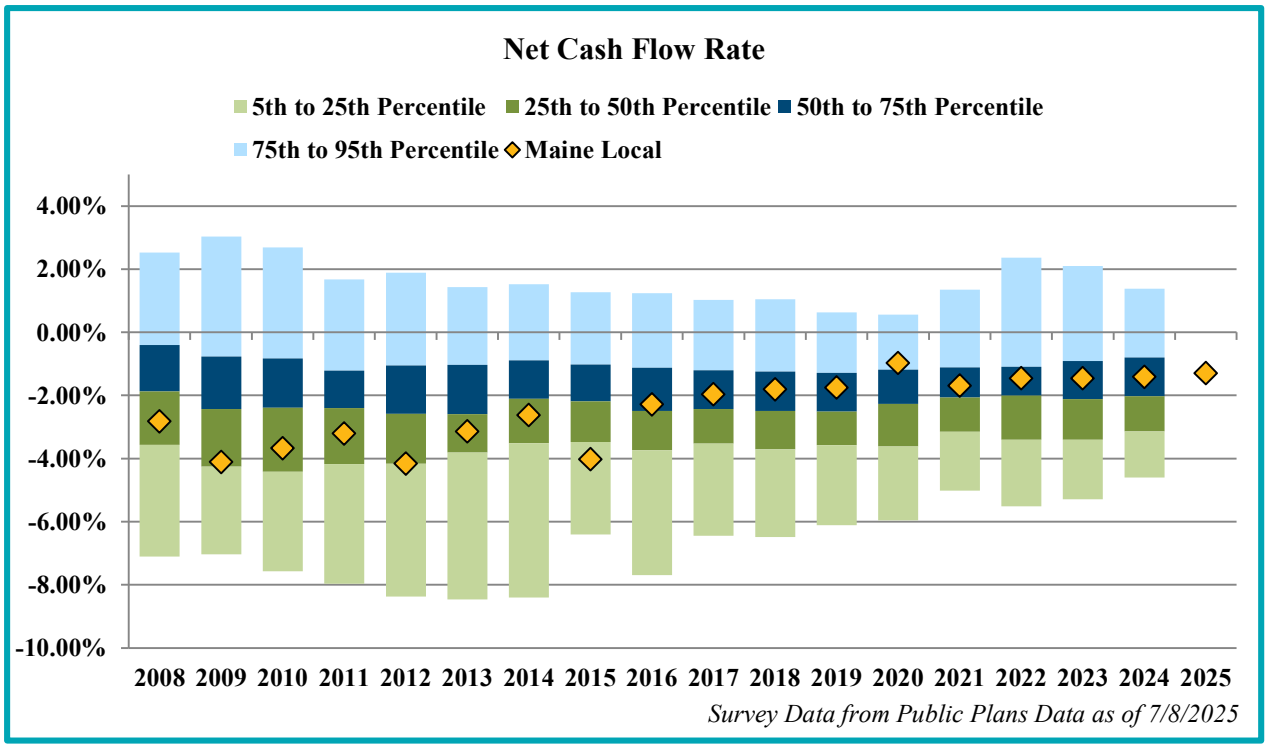
The gold diamonds in this chart show that the Plan's support ratio was relatively stable from 2008 through 2012 at just over 0.80 and has since been generally increasing, with the current ratio as of FY 2025 being approximately 1.00. However, relative to the universe of large public plans, the Plan's support ratio has dropped from around the 70th percentile in 2008 to just above the 40th percentile in 2024. Given that this Plan has moved down relative to the universe of plans indicates that the Plan's rate of maturity has been a little slower than the universe of large public plans as a whole.

SECTION II – RISK ASSESSMENT AND DISCLOSURE

Net Cash Flow Ratio

Another measure of plan maturity is the ratio of the net cash flow (excluding investment returns) for a plan – contributions less benefits and expenses – divided by the market value of plan assets. When this ratio is significantly negative, a plan is very vulnerable to market declines. This vulnerability increases as this ratio becomes more negative.

The chart that follows shows that the Plan's net cash flow ratio has varied over this period but has generally trended gradually towards less negative rates in recent years, with the exception of a one-year jump in 2020. However, note that 2020 was an unusual year for contributions to the Plan with a number of PLDs entering the Consolidated Plan paying additional contributions resulting in the unusually low value for that year on this metric. In the latter half of this period, the Plan's net cash flow has transitioned from being more negative than the median plan in the universe of large public plans to less negative than the median large plan. This measure thus provides some indication that this Plan may be maturing at a pace slower than the typical large public plan.



SECTION II – RISK ASSESSMENT AND DISCLOSURE

Assessing Future Risk

Assessing the future risk that the expected measurements produced by the actuarial valuations will deviate from the actual values over time is complex and can never be exactly known. However, to try to assist the Board in its utilization of this report, we have attempted to develop some basic assessments of this risk in the remainder of this section focusing on risks related to investment returns.

Pages 7-9 have additional detail on the baseline projection produced from this valuation. It is important to note that baseline projections, while valid, **are not going to occur** as experience never conforms exactly to assumptions every year. As discussed in the plan maturity section, as plans become more mature, it typically becomes more difficult for them to recover from market declines even when the average investment return over an extended period is equal to the expected return. As a demonstration of this, on the following pages we show two scenarios that are based on assuming varying returns in the future. For both of these scenarios, we based these varying return scenarios on assuming the returns for the next 20 years would equal what a portfolio invested 75% in the SP-500 index and 25% in the Bloomberg Aggregate bond index would have earned for these historical 20-year periods as a rough proxy for the Plan's asset allocation.

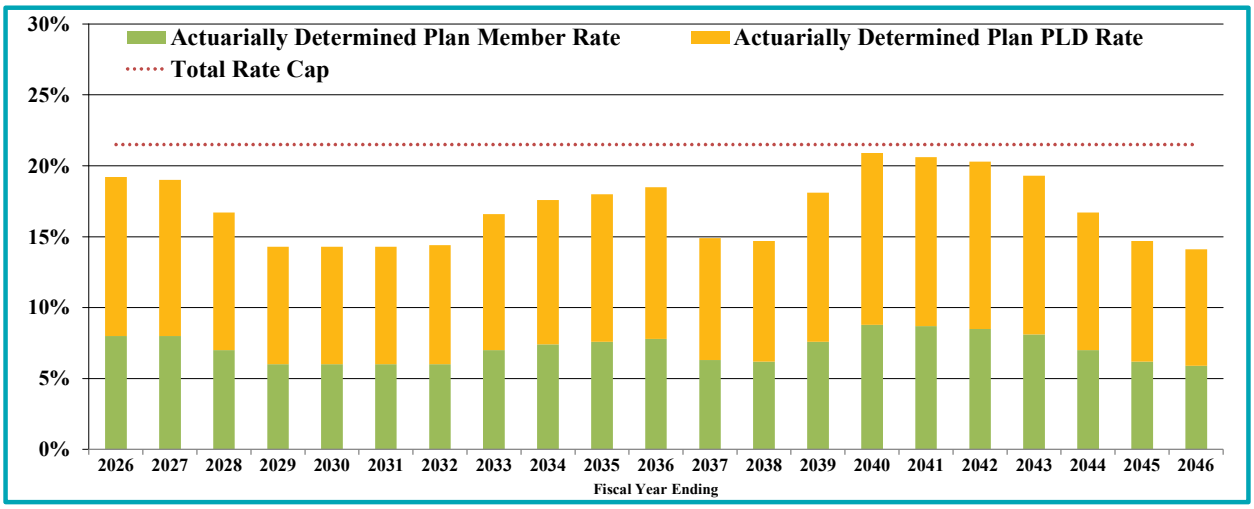
Note that these scenarios reflect illustrative examples and are not intended to reflect future expectations regarding the volatility of the returns. They are instead provided to demonstrate the magnitude and range of possible volatility in returns and funded ratios as a result of volatility in investment returns.

The first of these two scenarios assumes that the returns starting in FY 2026 are similar to those experienced in the 20-year period from July 1, 1998 through June 30, 2018. The rates assumed for each year of this scenario are shown below.

FY	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035
Return	25.3%	17.9%	6.6%	-8.3%	-11.3%	2.8%	14.4%	6.4%	6.3%	17.0%
FY	2036	2037	2038	2039	2040	2041	2042	2043	2044	2045
Return	-8.1%	-18.1%	13.2%	24.0%	6.0%	15.3%	19.6%	6.0%	4.5%	13.3%

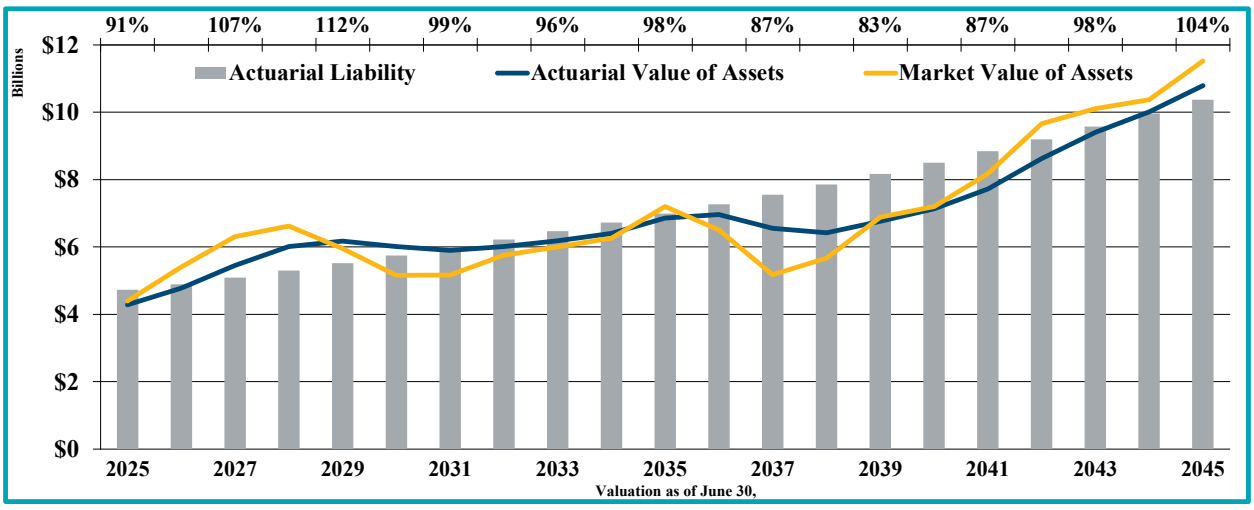
With varying annual returns, it can be seen in the following chart that the volatility in the contributions is greater than in the baseline scenario.

SECTION II – RISK ASSESSMENT AND DISCLOSURE



Under this scenario the total contributions are never projected to equal the Total Rate Cap and so at no time are temporary COLA reductions required. As such, in this scenario it is projected that 100% of the full COLA will be paid each year, the same as in the baseline scenario. Note that in this scenario, the minimum contribution based on 100% of the normal cost result comes into play for FY 2029, FY 2030 and FY 2046 whereas in the baseline projection this minimum comes into effect for FY 2038-2039 and FY 2040-2046.

The funded ratio of the Plan under this scenario is more volatile than in the baseline, as seen in the following graph. Also note that while the average returns and the average contributions in this scenario are slightly greater than in the baseline, on average the Plan has a slightly lower funded ratio over the projection period under this scenario than in the baseline. This is due to the negative cash flows of the Plan previously discussed in this section. Note also that timing of contribution development and payment, as well as the combination of the amortization layers and the assumed minimum contributions, result in the Plan being funded over 100% at times, similar to what is seen in the baseline projection. These funded ratios are based on the actuarial values of assets and would vary were they based on the market values of assets.

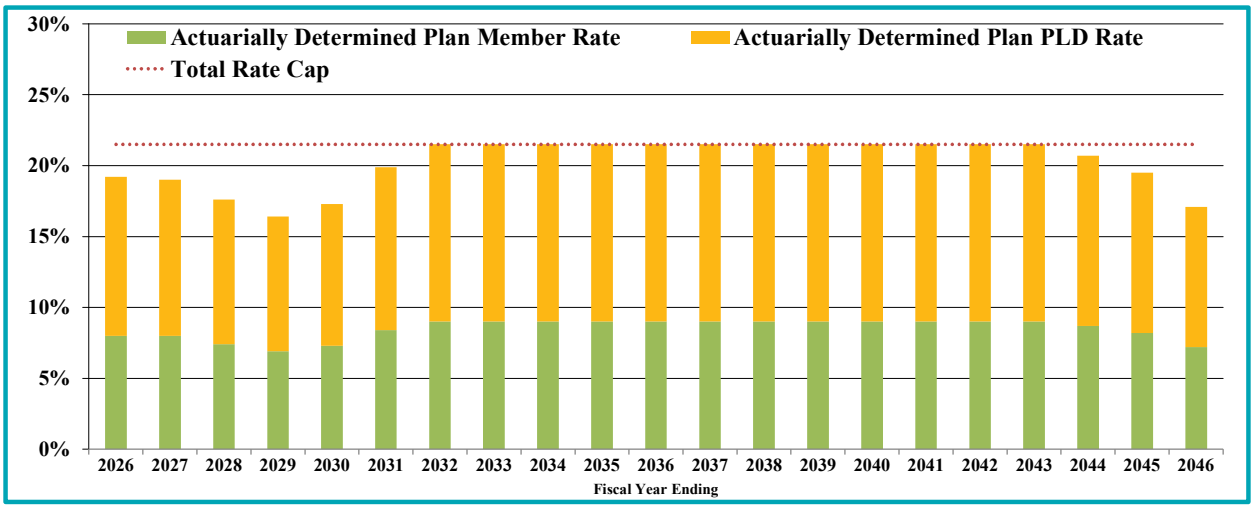


SECTION II – RISK ASSESSMENT AND DISCLOSURE

The second of these two scenarios assumes that the returns starting in FY 2026 are similar to those experienced in the 20-year period from July 1, 1999 through June 30, 2019. The rates assumed for each year of this scenario are shown below.

FY	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035
Return	17.9%	6.6%	-8.3%	-11.3%	2.8%	14.4%	6.4%	6.3%	17.0%	-8.1%
FY	2036	2037	2038	2039	2040	2041	2042	2043	2044	2045
Return	-18.1%	13.2%	24.0%	6.0%	15.3%	19.6%	6.0%	4.5%	13.3%	10.7%

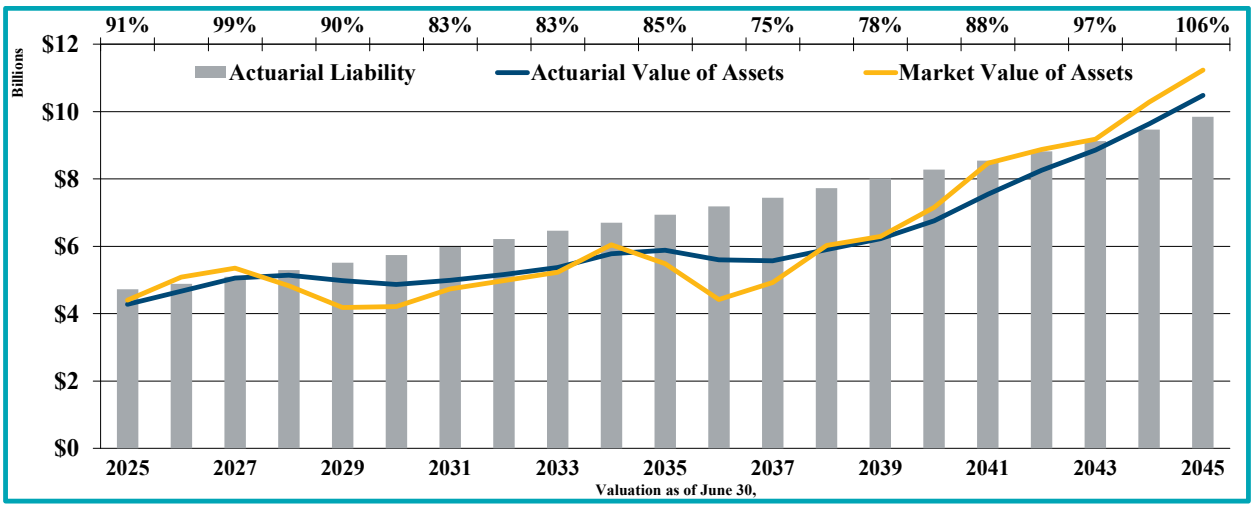
This second varying returns scenario produces a significantly higher average total contribution for the projection period than the other two scenarios, with an average total rate of 20.2% compared to an average 17.0% rate in the last scenario and 16.3% in the baseline scenario. In addition, this scenario results in 12 years in this forecast in which the projected final total contribution equals the Total Rate Cap. This is in contrast to no years in both the baseline and the prior scenarios. Also, in this scenario the minimum contribution based on the total normal cost does not come into effect in all years of the projection.



This scenario also differs from the prior two as it projects that under the provisions of this Plan, temporary reductions in the COLA will be required to ensure the adequate funding of the Plan. Under this scenario, there are 11 years in the projection period where the COLA would be reduced or eliminated under the provisions of this Plan. The average percentage of the full COLA projected to be paid in this scenario is 79% in contrast to 100% in both of the prior projections. However, under this scenario it is projected that COLAs would resume again before the end of the projection period, demonstrating the success of the risk-sharing provisions of this Plan in ensuring its financial soundness.

SECTION II – RISK ASSESSMENT AND DISCLOSURE

The funded ratio of the Plan is also more volatile in this second scenario than in the baseline, as seen in the following graph. Similar to what is seen in the previous two projections, this scenario results in the Plan being funded up to 100% by the end of the projection period due to the timing of contribution development and payment as well as the combination of the amortization layers and the COLA cuts that are projected to occur. These funded ratios are based on the actuarial values of assets and would vary were they based on the market values of assets.



In addition to demonstrating the volatility of these key valuation results of actuarially determined contributions and funded ratios, these varying return scenarios also illustrate that the magnitude of these results can vary depending on the pattern of returns.

SECTION III – ASSETS

Pension plan assets play a key role in the financial operation of plans and in the decisions that Trustees make with respect to future deployment of those assets. The level of assets, the allocation of assets among asset classes, and the methodology used to measure assets will likely affect benefit levels, PLD and member contribution rates, and the ultimate security of members' benefits.

The assets for all Defined Benefit (DB) Programs administered by MainePERS are invested together. These Programs are the State Employee and Teacher Retirement Program, the Judicial Retirement Program, the Legislative Retirement Program, and the Participating Local District (PLD) Retirement Program, including both the Consolidated Plan that is the subject of this valuation and the several Nonconsolidated PLDs. The assets of these Programs are entirely commingled for investment purposes, so the Actuarial Value of Assets (AVA) for each of these Programs is developed by first developing it for the entire asset pool and then subsequently allocating that total AVA to each of the specific Programs.

In this section, we present detailed information on the Plan's assets including:

- Disclosure of total MainePERS DB assets at June 30, 2025,
- Statement of changes in total MainePERS DB market values during the year,
- Development of the total MainePERS DB Actuarial Value of Assets,
- Allocation of the total actuarial value to MainePERS DB Programs,
- Assessment of the total MainePERS DB investment performance, and
- Projection of expected cash flows for the Plan for the next 10 years.

Disclosure

The Market Value of Assets (MVA) represents a "snap-shot" or "cash-out" value, which provides the principal basis for measuring financial performance from one year to the next. However, market values can fluctuate widely with corresponding swings in the marketplace, resulting in volatility in the resulting contributions if the unadjusted market value is used in the valuation process that develops the contributions. Therefore, a smoothed Actuarial Value of Assets is developed for use in the valuation process and for evaluating the Plan's ongoing ability to meet its obligations. The actuarial value of the Plan's assets is developed by allocating the actuarial value of the total MainePERS DB assets to each Program. This section discloses the market and actuarial values of the MainePERS DB assets both in total and for each Program.

SECTION III – ASSETS

Table III-1 that follows develops the change in the Market Value of Assets for the total MainePERS DB assets during FY 2025.

Table III-1
Changes in Market Value of Total MainePERS Defined Benefit (DB) Assets

Market Value of Total MainePERS DB Assets – June 30, 2024		**$ 20,001,232,425**
Additions		
Contributions:		
Employer Contributions	$ 623,350,284	
Member Contributions	271,600,794	
Transfers	(290,599)	
Total Contributions	$ 894,660,479	
Investment Income:		
Net Appreciation (Depreciation) in Fair Value of Investments	$ 1,993,780,073	
Interest on Bank Balances	2,480,636	
Total Investment Income	$ 1,996,260,709	
Investment Activity Expenses:		
Management Fees	$ (129,340,210)	
Investment Related Expense	(5,843,331)	
Banking Fees	(23,013)	
Total Investment Activity Expenses	$ (135,206,554)	
Net Income from Investing Activities	$ 1,861,054,155	
Total Additions		$ 2,755,714,634
Deductions		
Retirement Benefits	$ (1,240,699,364)	
Disability Benefits	(24,470,473)	
Survivor Benefits	(28,524,407)	
Refunds	(34,979,611)	
Administrative Expenses	(19,557,769)	
Total Deductions		$ (1,348,231,624)
Total		
Net Increase (Decrease)		$ 1,407,483,010
Market Value of Total MainePERS DB Assets – June 30, 2025		**$ 21,408,715,435**

SECTION III – ASSETS

Actuarial Value of Total MainePERS DB Assets

Table III-2 that follows develops the Actuarial Value of Assets for the total MainePERS DB assets as of June 30, 2025 using the adopted actuarial valuation methodology.

Table III-2
Development of Actuarial Value of Total MainePERS Defined Benefit (DB) Assets as of June 30, 2025

1.	Actuarial Value of Total MainePERS DB Assets at June 30, 2024	$ 19,719,047,347
2.	Amount in (1) with Interest to June 30, 2025	21,000,785,425
3.	Total Contributions for FY 2025	894,660,479
4.	Interest on Contributions in (3), Assuming Received Uniformly throughout FY 2025	28,618,732
5.	Total Disbursements without Administrative Expenses for FY 2025	(1,328,673,855)
6.	Interest on Disbursements in (5), Assuming Payments made Uniformly throughout FY 2025	(42,502,114)
7.	Expected Value of Total MainePERS DB Assets at June 30, 2025 = (2) + (3) + (4) + (5) + (6)	$ 20,552,888,667
8.	Actual Market Value of Total MainePERS DB Assets at June 30, 2025	21,408,715,435
9.	Excess of (8) Over (7)	855,826,768
10.	Actuarial Value of Total MainePERS DB Assets at June 30, 2025 = (7) + [33⅓% of (9)]	$ 20,838,164,256

As discussed in the disclosure portion of this section, the Actuarial Value of Assets for the Plan represents a "smoothed" value developed by the actuary to reduce, or eliminate, volatility in valuation results, particularly contribution rates, that could develop from short-term fluctuations in the Market Value of Assets. Current actuarial methods employed in this Plan use an allocated portion of the total Actuarial Value of Assets for the total MainePERS DB assets based on the Plan's Market Value of Assets to develop the Actuarial Value of Assets for the Plan. The methodology for the total MainePERS DB assets sets the Actuarial Value of Assets equal to the expected value of the Actuarial Value of Assets plus one-third of the difference between the actual Market Value of Assets and the expected Actuarial Value of Assets. The expected value of the Actuarial Value of Assets takes the prior year's Actuarial Value of Assets and adjusts it for contributions, disbursements, and expected interest earnings at the investment return assumption that was in effect for the previous year, 6.50% for this valuation. The previous table, Table III-2, illustrates the calculation of the Actuarial Value of Assets for the total MainePERS DB assets as of June 30, 2025.

SECTION III – ASSETS

Allocation of Actuarial Value of Assets to the Plan

The assets for the defined benefit (DB) Programs administered by MainePERS are commingled for investment purposes with the Actuarial Value of Assets for the total assets allocated to the individual Programs on the basis of the Market Value of Assets for each Program. An asset ratio (total MainePERS DB Actuarial Value of Assets divided by total MainePERS DB Market Value of Assets) is applied to the Market Value of Assets attributable to each of the Programs to determine its Actuarial Value of Assets as of the valuation date. The asset ratio derived in this June 30, 2025 valuation is 0.973350 ($20,838,164,256 ÷ $21,408,715,435). The allocation of actuarial value of the total MainePERS DB assets to each of the MainePERS DB Programs based on this asset ratio is shown in the following table.

Table III-3
Allocation of Actuarial Value of Total MainePERS DB Assets as of June 30, 2025

Program	Market Value	Actuarial Value
Teachers	$11,171,947,811	$ 10,874,210,751
State (Regular & Special)	5,716,963,629	5,564,604,168
Judicial	92,775,619	90,303,110
Legislative	18,658,033	18,160,789
Participating Local Districts (Consolidated & Non-Consolidated)	4,408,370,343	4,290,885,438
Total	$21,408,715,435	$ 20,838,164,256

Investment Performance

The Market Value of Assets for the total MainePERS DB assets returned a positive 9.31% during FY 2025. This is greater than the assumed return of 6.50% for FY 2025. The equivalent market value returns for the total MainePERS DB assets for FY 2024 and FY 2023 were positive 7.43% and positive 6.05%, respectively.

On an Actuarial Value of Assets basis, the return for FY 2025 was a positive 7.96% for the total MainePERS DB assets. This return is less than the return on a market value basis but greater than the 6.50% assumption in effect for FY 2025. Therefore, this return gave rise to an investment gain on the total MainePERS DB assets this year.

SECTION III – ASSETS

Cash Flow Projections

Table III-4
Projection of Consolidated Plan
Benefit Payments and Contributions

FY Ending June 30,	Expected Benefit Payments	Total Expected Contributions
2026	$ 288,645,000	$ 193,792,000
2027	261,384,000	197,047,000
2028	270,093,000	198,203,000
2029	279,465,000	201,464,000
2030	289,379,000	205,879,000
2031	300,467,000	209,229,000
2032	312,682,000	213,795,000
2033	324,748,000	218,454,000
2034	337,024,000	224,461,000
2035	349,004,000	229,345,000

In Table III-4 above, we provide a projection of expected cash flows in and out of the Plan for the next 10 years for informational purposes. The Board may share these projections with its investment advisor for consideration of the gap shown between the cash expected to come into the Plan through PLD and member contributions and the cash expected to be paid out of the Plan to provide benefit payments.

The expected benefit payments in Table III-4 were developed using the data currently included in this valuation adjusted for the legislated changes that go into effect for FY 2026 and on the assumption that the actuarial assumptions disclosed in Appendix D will be exactly met. Actual benefit payments will vary if members retire sooner or later than assumed, if salary increases and actual future post-retirement COLAs differ from those assumed, or if other assumptions differ from the actual experience seen. These benefit projections exclude any assumption about new Plan participants, whose experience will eventually lead to increased benefit payments. However, we do not feel this exclusion will materially impact the projections for the period shown.

For the purposes of this table of cash flows, as well as for all other liability calculations within this report, we have assumed that the member contribution rates for each Regular and Special Plan within the Plan will be developed and paid at the actuarially determined rates. In addition, these cash flows where we have assumed the rates adopted through the risk-sharing framework will be paid, again along with all other liability calculations within this report, are based on the assumption that the contributions made to the Plan will be the actuarially determined rates. In addition to these additional assumptions regarding the contributions that the Plan will receive, these cash flows are also developed based on the assumption that all valuation assumptions are exactly met, including an assumed 2.75% per year increase in covered payroll.

SECTION IV – LIABILITIES

In this section, we present detailed information on Plan liabilities including:

- Disclosure of the Plan's liabilities as of June 30, 2024 and June 30, 2025, and
- Statement of changes in these liabilities during the year.

Disclosure

Several types of liabilities are calculated and presented in this report. Each type is distinguished by the purpose for which the figures are ultimately used.

- Present Value of Future Benefits (PVB): Used for analyzing the overall financial obligations of the Plan, this represents the amount of money needed today to fully fund all future benefits of the Plan, assuming no new members, that active members continue to earn salary increases and accrue benefits under their current Plan provisions, and that all actuarial assumptions are exactly met, including the 6.50% per year investment return.

- Actuarial Liability (AL): Used for funding calculations and GASB disclosures, this liability is calculated by taking the PVB above and subtracting the value of accruals that are assigned to future years on a person-by-person basis. This offset is equal to the present value of future member contributions and future PLD normal cost contributions under an acceptable actuarial cost method. For this Plan and the other MainePERS DB Programs, the method used is referred to as the Entry Age Normal (EAN) Cost Method, which is the only permitted actuarial cost method for GASB disclosures.

- Present Value of Accrued Benefits (PVAB): Used for communicating the liabilities for benefits accrued as of the valuation date.

Table IV-1 that follows, discloses each of these liabilities for the current and prior year's valuations. With respect to the Actuarial Liability and the Present Value of Accrued Benefits, a subtraction of the appropriate value of the Plan's assets yields, for each respective type, a net surplus or an unfunded liability. For the PVB measure, it is compared to the Market Value of Assets plus the expected future value of contributions to the Plan for current members.

We note that none of the liabilities presented in this report is an appropriate measure of a settlement liability.

SECTION IV – LIABILITIES

Table IV-1
Disclosure of Liabilities

	June 30, 2024	June 30, 2025
Present Value of Benefits (PVB)		
Active Member Benefits	$ 2,738,509,442	$ 2,944,930,729
Retired, Disabled, Survivor, and Beneficiary Benefits	2,497,927,141	2,643,377,181
Terminated Vested Benefits	181,430,816	196,394,860
Terminated Nonvested Benefits	31,272,980	34,538,060
Total PVB	**$ 5,449,140,379**	**$ 5,819,240,830**
Market Value of Assets (MVA)	$ 4,077,975,617	$ 4,401,452,107
Future Member and PLD Contributions*	1,371,164,762	1,417,788,723
Projected (Surplus)/Shortfall	0	0
Total Resources	**$ 5,449,140,379**	**$ 5,819,240,830**
Actuarial Liability (AL)		
Present Value of Benefits (PVB)	$ 5,449,140,379	$ 5,819,240,830
Present Value of Future Normal Costs (PVFNC)	970,913,477	1,087,172,418
Actuarial Liability (AL = PVB – PVFNC)	**$ 4,478,226,902**	**$ 4,732,068,412**
Actuarial Value of Assets (AVA)	4,020,441,970	4,284,151,576
Net (Surplus)/Unfunded (AL – AVA)	**$ 457,784,932**	**$ 447,916,836**
Present Value of Accrued Benefits (PVAB)		
Present Value of Benefits (PVB)	$ 5,449,140,379	$ 5,819,240,830
Present Value of Future Benefit Accruals (PVFBA)	1,459,077,996	1,610,717,271
Accrued Liability (PVAB = PVB – PVFBA)	**$ 3,990,062,383**	**$ 4,208,523,559**
Market Value of Assets (MVA)	4,077,975,617	4,401,452,107
Net (Surplus)/Unfunded (PVAB – MVA)	**$ (87,913,234)**	**$ (192,928,548)**

* Determined to be the amount to fully fund the PVB.

SECTION IV – LIABILITIES

Low-Default-Risk Obligation Measure (LDROM)

The System invests in a diversified portfolio with the objective of maximizing investment returns at a reasonable level of risk. The lowest risk portfolio for a pension plan would be composed entirely of low-default-risk fixed income securities whose cash flows match the benefit cash flows of the System. Such a portfolio, however, would have a lower expected rate of return than the diversified portfolio. The LDROM represents what the funding liability would be if the System invested its assets in such a portfolio. As of June 30, 2025, we estimate that a portfolio composed only of US Treasury securities would have an expected return of 4.77% compared to the System's discount rate of 6.50%, and the LDROM would be $5.9 billion compared to the Actuarial Liability of $4.7 billion. The $1.2 billion difference represents the expected taxpayer savings from bearing the risk of investing in the diversified portfolio. Alternatively, it also represents the cost of eliminating the investment risk.

If the System were to invest in the LDROM portfolio, the reported funded status would decrease and contribution requirements would increase. Benefit security for members of the Plan relies on a combination of the assets in the System, the investment returns generated on those assets, and the promise of future contributions. If the System were to invest in the LDROM portfolio, it would not change the amount of assets currently in the System, but it would reduce expected future investment returns and increase expected future contributions. However, the range of future investment returns and future contributions needed would narrow significantly.

Changes in Liabilities

Each of the liabilities disclosed in Table IV-1 is expected to change at each subsequent valuation. The components of these changes, depending upon which liability is analyzed, can include:

- New Plan members since the last valuation
- Benefits accrued since the last valuation
- Plan amendments changing benefits since the last valuation
- Passage of time, which adds interest to the prior liability
- Benefits paid to members since the last valuation
- Members retiring, terminating, or dying at rates different than expected since the last valuation
- Salaries changing at rates different than expected since the last valuation
- A change in actuarial assumptions since the last valuation
- A change in the actuarial cost method since the last valuation

SECTION IV – LIABILITIES

Unfunded liability measurements will change because of all of the above, as well as due to changes in the Plan's asset measurements resulting from:

- PLD or member contributions being different than expected (including actual contributions developed under the risk-sharing framework deviating in aggregate from the actuarially determined contributions)
- Investment earnings being different than expected
- A change in the method used to measure the Plan's assets in developing the unfunded liability measure since the last valuation

In each valuation, we report on those elements of change in the Plan's liability measures that are of particular significance, potentially affecting the long-term financial outlook of the Plan. In Table IV-2 that follows, we present key changes in the Plan's liability measures since the last valuation.

Table IV-2

	Present Value of Future Benefits	Actuarial Liability	Present Value of Accrued Benefits
Liability Measurement – June 30, 2024	$ 5,449,140,379	$ 4,478,226,902	$ 3,990,062,383
Liability Measurement – June 30, 2025	5,819,240,830	4,732,068,412	4,208,523,559
Liability Measurement Increase/ (Decrease) Due to:	$ 370,100,451	$ 253,841,510	$ 218,461,176
Plan Amendment	$ 0	$ 0	$ 0
Assumption Change	0	0	0
Actuarial (Gain)/Loss	N/C	$ 74,953,642	N/C
Benefits Accumulated and Other Sources	$ 370,100,451	$ 178,887,868	$ 218,461,176

N/C = Not calculated

SECTION V – CONTRIBUTIONS

In this section, we present detailed information on PLD and member contribution rates as developed in this June 30, 2025 valuation for the Plan, including:

- Development of Actuarially Determined Plan Total Rate for the Plan as a whole, including the Actuarially Determined Plan Normal Cost Rate and the Actuarially Determined Plan UAL Amortization Rate,
- Summary of the Plan-Specific Normal Cost Rates by each Regular and Special Plan, and
- Description of risk-sharing framework and how resulting contribution rates are developed.

Note that the actual rates that will be paid in FY 2027 based on this June 30, 2025 valuation are specific to each Regular and Special Plan and include a PLD rate for each Plan as well as a single member rate for each Special Plan and two member rates for each Regular Plan, where the Regular Plan member rates vary based on the applicable normal retirement age. These actual rates are developed in the risk-sharing framework process and are not contained within this report, but a general outline of this process is included as the last element of this section of this report for informational purposes.

In addition, any PLDs that have Initial Unpooled Unfunded Actuarial Liability (IUUAL) balances also make additional contributions to repay these balances in addition to their PLD contribution rates.

Description of Rate Components

The rate components described here are the Actuarially Determined Plan Rates, based on the aggregation of all of the Regular and Special Plans in the Plan, and the Plan-Specific Normal Cost Rates that are anticipated to be the basis from which the risk-sharing contribution rates that will actually be paid by the PLDs and members in FY 2027 will be determined.

Actuarially Determined Plan Total Rate

The Actuarially Determined Plan Total Rate is developed based on the entirety of the Consolidated Plan and consists of two elements: the Actuarially Determined Plan Normal Cost Rate and the Actuarially Determined Plan UAL Amortization Rate.

For each of the Regular and Special Plans in the Consolidated Plan, an individual Entry Age Normal Cost Rate is determined for each active member. The normal cost is determined by the following steps. First, an individual normal cost rate is determined by taking the value, as of entry age into a Plan, of each active member's projected future benefits. Second, this value is then divided by the value, also at entry age, of the member's expected future salary. These rates are then multiplied by each member's salary as of the valuation date to get the total normal cost dollars as of the valuation date for that Plan. These individual amounts for each Regular and Special Plan are then added to get the total normal cost dollars for the Plan and then divided by the total payroll for the Plan to get the Actuarially Determined Plan Normal Cost Rate.

SECTION V – CONTRIBUTIONS

The pooled UAL under the Entry Age Normal Cost Method equals the present value, at the time of valuation, of the future benefit payments less the present value of future contributions plus current assets. Under the Consolidated Plan, the Actuarially Determined Plan UAL Amortization Rate is calculated for the Consolidated Plan in total based on the pooled UAL being amortized over a 20-year period commencing with the June 30, 2015 valuation date and any layers of pooled UAL arising after that date being amortized over individual 20-year periods. These amortizations use a level percentage of pay method with payroll assumed to increase at 2.75% per year. The amortization payment thus derived for the valuation year is then divided by the total payroll to develop the Actuarially Determined Plan UAL Amortization Rate.

As a reminder, these rates are not paid by any PLD or member and instead determine the level of the contributions in aggregate that needs to be paid into the Plan. The risk-sharing framework allocates this cost level, with some adjustments, based on the relative rates of the Plan-Specific Normal Cost Rates and determines the rates that will be paid by every PLD and member in the Consolidated Plan based on each member's specific Plan.

Plan-Specific Normal Cost Rates

Following the procedure outlined above to develop the total normal cost dollars for each specific Regular and Special Plan, these Plan-Specific values are then divided by the total payroll for each specific Plan to get the Plan-Specific Normal Cost Rate for that Plan. This procedure is followed for each Regular and Special Plan in the Consolidated Plan.

IUUAL Payments

PLDs that either enter the Consolidated Plan with liabilities in excess of their assets or make Plan changes resulting in individual liability amounts are required to make additional contributions. They make payments on their Individual Unpooled Unfunded Actuarial Liability (IUUAL) until their IUUAL is fully paid off. IUUAL payments are made as specific dollar amounts on a schedule rather than as a rate applied to payroll. The System now treats future IUUAL payments as receivable contributions that are already included in the asset values provided and so are not separately identified in the Section I summary tables.

Contribution Calculations

Table V-1 below presents and compares the Actuarially Determined Plan Total Rate for the Plan in aggregate, as well as its two components, as developed in this and last year's valuations.

Table V-1
Actuarially Determined Plan Total Rates

Valuation Date	June 30, 2024	June 30, 2025
Actuarially Determined Plan Normal Cost Rate	14.3%	14.3%
Actuarially Determined Plan UAL Amortization Rate	4.9%	4.7%
Actuarially Determined Plan Total Rate	19.2%	19.0%

SECTION V – CONTRIBUTIONS

The remainder of this section details the calculation of the above rates, including developing the Actuarially Determined Plan UAL Amortization Rate from its components and developing the Plan-Specific Normal Cost Rates for each Regular and Special Plan in the Consolidated Plan as well as the Actuarially Determined Plan Normal Cost Rate for the Plan in aggregate.

Table V-2 shows the development of the Plan-Specific Normal Cost Rates for each Regular and Special Plan as well as the Actuarially Determined Plan Normal Cost Rate.

Table V-2
Development of Plan-Specific Normal Cost Rates and Actuarially Determined Plan Normal Cost Rate

	Plan-Specific				
Specific Plan	Initial Normal Cost Dollars	Valuation Salary	Normal Cost Rate	Total Salary	Total Normal Cost Dollars
Regular AC	$ 68,041,158	$ 524,366,172	**13.0%**	$ 571,272,030	$ 74,265,364
Regular AN	4,662,842	40,284,833	**11.6%**	43,650,775	5,063,490
Regular BC	205,945	3,352,103	**6.1%**	3,625,885	221,179
Special 1C	6,780,209	37,856,189	**17.9%**	39,866,051	7,136,023
Special 2C	10,368,091	66,267,471	**15.6%**	70,648,968	11,021,239
Special 3C	39,530,167	233,035,511	**17.0%**	246,285,128	41,868,472
Special 4C	1,090,917	6,405,192	**17.0%**	6,827,539	1,160,682
Special 1N	189,877	1,172,182	**16.2%**	1,362,341	220,699
Special 2N	21,121	140,043	**15.1%**	147,786	22,316
Special 3N	1,698,664	11,420,888	**14.9%**	12,046,971	1,794,999
Total for Plan in Aggregate				$ 995,733,474	$ 142,774,463
Actuarially Determined Plan Normal Cost Rate					**14.3%**

SECTION V – CONTRIBUTIONS

Table V-3 below provides the development of the 4.7% UAL Amortization Rate as of June 30, 2025 that was shown in Table V-1 for the Consolidated Plan in aggregate.

Table V-3
Derivation of Actuarially Determined Plan UAL Amortization Rate

1.	Actuarial Liability (AL)	$	4,732,068,412
2.	Actuarial Value of Assets (AVA)		4,284,151,576
3.	Unfunded Actuarial Liability (UAL)	$	447,916,836
4.	Remaining Balances of Prior Amortization Bases		
	a. Original UAL Amount	$	221,777,568
	b. 2016 (Gain)/Loss Base		95,413,549
	c. 2017 (Gain)/Loss Base		8,507,568
	d. 2018 (Gain)/Loss Base		(67,844,888)
	e. 2019 (Gain)/Loss Base		18,964,182
	f. 2020 (Gain)/Loss Base		11,741,528
	g. 2021 (Gain)/Loss Base		(7,163,765)
	h. 2022 (Gain)/Loss Base		25,439,526
	i. 2023 (Gain)/Loss Base		30,287,940
	j. 2024 (Gain)/Loss Base		104,365,519
	k. 2025 (Gain)/Loss Base		6,428,109
	l. Sum of the Bases	$	447,916,836
5.	UAL Amortizations		
	a. Original UAL Amount 10 Years	$	26,751,490
	b. 2016 (Gain)/Loss Base 11 Years		10,640,070
	c. 2017 (Gain)/Loss Base 12 Years		884,305
	d. 2018 (Gain)/Loss Base 13 Years		(6,618,446)
	e. 2019 (Gain)/Loss Base 14 Years		1,746,413
	f. 2020 (Gain)/Loss Base 15 Years		1,025,857
	g. 2021 (Gain)/Loss Base 16 Years		(596,405)
	h. 2022 (Gain)/Loss Base 17 Years		2,025,822
	i. 2023 (Gain)/Loss Base 18 Years		2,314,802
	j. 2024 (Gain)/Loss Base 19 Years		7,678,029
	k. 2025 (Gain)/Loss Base 20 Years		456,440
	l. Sum of the Amortization Payments	$	46,308,377

SECTION V – CONTRIBUTIONS

Table V-3 (continued)
Derivation of Actuarially Determined Plan UAL Amortization Rate

6.	Covered Payroll	$	995,733,474
7.	UAL Amortization Rate		
	a. Original UAL Amount 10 Years		2.7%
	b. 2016 (Gain)/Loss Base 11 Years		1.1%
	c. 2017 (Gain)/Loss Base 12 Years		0.1%
	d. 2018 (Gain)/Loss Base 13 Years		(0.7%)
	e. 2019 (Gain)/Loss Base 14 Years		0.2%
	f. 2020 (Gain)/Loss Base 15 Years		0.1%
	g. 2021 (Gain)/Loss Base 16 Years		(0.1%)
	h. 2022 (Gain)/Loss Base 17 Years		0.2%
	i. 2023 (Gain)/Loss Base 18 Years		0.2%
	j. 2024 (Gain)/Loss Base 19 Years		0.8%
	k. 2025 (Gain)/Loss Base 20 Years		0.1%
	l. Sum of the UAL Amortization Rates		**4.7%**

The Actuarially Determined Plan Normal Cost Rate developed in Table V-2 is combined with the Actuarially Determined Plan UAL Amortization Rate developed in Table V-3 to determine the Actuarially Determined Plan Total Rate. This Actuarially Determined Plan Total Rate, along with the Plan-Specific Normal Cost Rates, will be used in the risk-sharing framework to develop the risk-sharing contribution rates that will actually be paid by the PLDs and members in FY 2027. Since they are developed in that process outside of the actuarial valuations, these actual rates are not included in this report, but for informational purposes, this section is concluded with a general outline of this methodology.

Risk-Sharing Contribution Methodology

As mentioned previously, the actual FY 2027 rates will be developed based on the results of this June 30, 2025 valuation, reflecting application of the risk-sharing contribution methodology. Details of the application of this methodology are determined by the Board, but we have provided a general description of this methodology to communicate how it operates. This basic information is thus useful for informational purposes as it can be provided in advance of the full rates that will be developed and provided under separate cover after the specifics of the methodology for this year are finalized and adopted by the Board.

Note that while this section provides a summary of the principles of the risk-sharing contribution methodology adopted by the Board, the specific details of the methodology to be used in developing the FY 2027 rates from the results of this June 30, 2025 actuarial valuation have not yet been finalized, and thus, any or all details of the methodology as outlined here may change prior to finalization and adoption.

SECTION V – CONTRIBUTIONS

Most of the participating local districts in the State of Maine participate in this Consolidated Plan for PLDs. The Plan offers a number of specific Plan options from which each PLD can choose, with each option having its own specific contributions associated with it to be paid by both the member and the PLD. Under the risk-sharing contribution methodology, both the member contributions and the PLD contributions will be paid as rates that are set annually based on the actuarial valuation process. The June 30, 2018 valuation setting the Fiscal Year 2020 contribution rates was the first valuation used to develop member and PLD contribution rates based on this risk-sharing methodology. Prior to the 2018 valuation, the member rates were static and set by the Board, while the PLD rates were established using the corridor funding methodology. This June 30, 2025 valuation will be used as the basis to determine the Fiscal Year 2027 contribution rates for members and PLDs that will be paid.

Under the Plan's risk-sharing contribution methodology, PLD and member rates are developed for each Regular and Special Plan within the Plan. First, Plan-Specific Normal Cost Rates are developed for each Plan and then combined to develop the Actuarially Determined Plan Normal Cost Rate, which is the aggregate normal cost rate for the Plan as a whole. These rates represent the cost of providing the next year's benefits. The Actuarially Determined Plan UAL Amortization Rate is also developed based on the amortization of the aggregated UAL. The Actuarially Determined Plan Total Rate is then determined as the sum of the Actuarially Determined Plan Normal Cost Rate and the Actuarially Determined Plan UAL Amortization Rate. This Actuarially Determined Plan Total Rate is then allocated to each Regular and Special Plan relative to their Plan-Specific Normal Cost Rates. The resulting rate for each individual Regular and Special Plan is then allocated between the rate to be paid by the PLD and the rate to be paid by the members. In the case of the three Regular Plans, the process further develops distinct Plan-Specific member rates based on whether a member is covered by the provisions with an age 60 normal retirement age or an age 65 normal retirement age.

The implementation of the risk-sharing framework to develop the contribution rates to be paid based on each valuation includes further refinements based on details adopted by the Board for implementation in that specific year, which include maximum rates and in the past also included phasing-in of changes in rates from prior years. The Board considers factors specific to the Plan in aggregate as well as the resulting Plan-Specific rates in determining the refinements of the implementation for each year.

SECTION VI – FINANCIAL DISCLOSURE INFORMATION

This section contains financial disclosure information regarding the Plan developed under a number of accounting standards and guidance.

First, for informational purposes, we show the Plan's funded status under the Financial Accounting Standards Board (FASB) ASC 960, which discloses how the Market Value of Assets would compare to accrued liabilities if contributions were to stop and accrued benefit claims had to be satisfied as of the valuation date. However, due to potential legal requirements and the possibility that alternative interest rates would have to be used to determine the liabilities, these values may not be a good indication of the amount of money it would take to buy the benefits for all members if all provisions of the Consolidated Plan were to terminate. We have prepared the following exhibit in this section based on FASB ASC 960:

- Table VI-1: Accrued Benefits information

The Governmental Accounting Standards Board (GASB) Statement Nos. 67 and 68 establish standards for disclosure of pension information by public employee retirement systems (PERS) and governmental employers in financial statements, notes to financial statements, and supplementary information. We have prepared the following exhibits reflecting provisions of GASB Statement Nos. 67 and 68:

- Table VI-2: Schedule of Changes in Net Pension Liability and Related Ratios
- Table VI-3: Sensitivity of Net Pension Liability to Changes in Discount Rate
- Table VI-4: Schedule of Employer Contributions
- Table VI-5: Average Expected Remaining Service Lives

A summary of the terminology used in GASB Statement Nos. 67 and 68 is provided in Appendix E of this report. Note that while much of the information provided in this report under GASB No. 67 is also utilized in GASB No. 68, Table VI-5 included in this section is only applicable to GASB No. 68.

Finally, we have also developed disclosure information in this section based on additional guidance relating to the Annual Comprehensive Financial Reports (ACFR) of PERS provided by the Government Finance Officers Association (GFOA) in their publication, *Governmental Accounting, Auditing, and Financial Reporting* (GAAFR). We have prepared the following exhibits reflecting guidance in the GAAFR:

- Table VI-6: Analysis of Financial Experience
- Table VI-7: Schedule of Funded Liabilities by Type

The Present Value of Accrued Benefits, the Total Pension Liability (GASB 67/68), and the Actuarial Liability (GAAFR) disclosures in this section are all determined assuming that the Plan is ongoing and participants continue to terminate employment, retire, etc., in accordance with the actuarial assumptions. Liabilities as of June 30, 2025 are discounted at the assumed valuation interest rate of 6.50% per annum in all of these disclosures.

SECTION VI – FINANCIAL DISCLOSURE INFORMATION

Table VI-1 below includes the relevant amounts as of June 30, 2024 and June 30, 2025 as well as a reconciliation between the two dates under FASB ASC 960.

Table VI-1
Accrued Benefits Information

	June 30, 2024	June 30, 2025
FASB ASC 960 Basis		
1. Present Value of Benefits Accrued to Date (PVAB)		
a. Members Currently Receiving Payments	$ 2,497,927,141	$ 2,643,377,181
b. Terminated Vested Members	181,430,816	196,394,860
c. Terminated Nonvested Members	31,272,980	34,538,060
d. Active Members	1,279,431,446	1,334,213,458
e. Total PVAB	$ 3,990,062,383	$ 4,208,523,559
2. Assets at Market Value (MVA)	4,077,975,617	4,401,452,107
3. Unfunded Present Value of Accrued Benefits, But Not Less Than Zero	$ 0	$ 0
4. Ratio of MVA to PVAB (2)/(1)(e)	102.2%	104.6%
Change in Present Value of Benefits Accrued to Date during FY 2025		
Increase/(Decrease) during Year Attributable to:		
Passage of Time		$ 251,732,291
Benefits Paid		(238,266,705)
Assumption Changes		0
Plan Changes		0
Benefits Accrued, Other Gains/Losses		204,995,590
Net Increase/(Decrease)		$ 218,461,176

Table VI-2 that follows shows the changes in the Total Pension Liability (TPL), the Plan's Fiduciary Net Position (FNP) (i.e., fair value of the Plan's net assets), and the Net Pension Liability (NPL) during the measurement year ending June 30, 2025, as well as related ratios calculated under the provisions of GASB Statement No. 67 for the Plan.

As of the June 30, 2025 valuation, the Fiduciary Net Position for this Plan was projected to be available to make all projected future benefit payments for current Plan members. As such, the long-term expected rate of return on the Plan's investments was applied to all periods of projected benefit payments in determining the Total Pension Liability under GASB Nos. 67 and 68. The projection of cash flows used to determine the discount rate assumed that the member and PLD contribution rates will be at the actuarially determined rates in aggregate.

SECTION VI – FINANCIAL DISCLOSURE INFORMATION

Table VI-2
Schedule of Changes in Net Pension Liability and Related Ratios
FY 2025

Total Pension Liability (TPL)	
Service Cost (SC)	$ 129,547,572
Interest (includes Interest on SC)	287,607,001
Changes of Benefit Terms	0
Differences Between Actual and Expected Experience	74,953,642
Changes of Assumptions	0
Benefit Payments, including Refunds of Member Contributions	(238,266,705)
Net Change in TPL	$ 253,841,510
Beginning of Year (BOY) TPL	**4,478,226,902**
End of Year (EOY) TPL	**$ 4,732,068,412**
Plan Fiduciary Net Position (FNP)	
PLD (Employer) Contributions	$ 107,992,691
Member Contributions	77,555,995
Transfers	(284,900)
Net Investment Income	380,470,211
Benefit Payments, including Refunds of Member Contributions	(238,266,705)
Administrative Expenses	(3,990,802)
Net Change in FNP	$ 323,476,490
BOY FNP	**4,077,975,617**
EOY FNP	**$ 4,401,452,107**
EOY Net Pension Liability (NPL)	**$ 330,616,305**
FNP as a Percentage of TPL	93.0%
Covered Payroll (Payroll)*	$ 990,758,633
NPL as a Percentage of Payroll	33.4%

* For FY 2025

Notes to Schedule of Changes in Net Pension Liability and Related Ratios

None

SECTION VI – FINANCIAL DISCLOSURE INFORMATION

A 10-year schedule of changes in NPL and related ratios is to be included within the ACFR for PERS. We have shown only the current year of this *Schedule of Changes in Net Pension Liability and Related Ratios* above and believe that you can accumulate the individual years in the MainePERS ACFRs to show the full 10-year schedule. Notes to this schedule should be included for any factors significantly impacting the trends reported within the period shown in this schedule at that time. As of June 30, 2025, we have not included suggested information for such a note in the *Notes to Schedule of Changes in Net Pension Liability and Related Ratios* above. However, it is our expectation that the System's staff will make the final determination regarding any notes needed for this schedule, and we are available to provide any information they may need for this purpose.

Table VI-3 below illustrates the sensitivity of the Net Pension Liability (NPL) to the discount rate. Changes in the discount rate affect the measurement of the Total Pension Liability (TPL) for the Plan. Lower discount rates produce a higher TPL, and higher discount rates produce a lower TPL. Because the discount rate does not affect the measurement of assets, the percentage change in the Net Pension Liability (NPL) can be very significant for relatively small changes in the discount rate.

Table VI-3
Sensitivity of Net Pension Liability to Changes in Discount Rate
FY 2025

	1% Decrease 5.50%	Discount Rate 6.50%	1% Increase 7.50%
Total Pension Liability (TPL)	$ 5,370,101,082	$ 4,732,068,412	$ 4,206,771,245
Plan Fiduciary Net Position (FNP)	4,401,452,107	4,401,452,107	4,401,452,107
Net Pension Liability (NPL)	$ 968,648,975	$ 330,616,305	$ (194,680,862)
FNP as a Percentage of TPL	82.0%	93.0%	104.6%

A one percent decrease in the discount rate increases the TPL by approximately 13% and increases the NPL by approximately 193%. A one percent increase in the discount rate decreases the TPL by approximately 11% and decreases the NPL by approximately 159%.

Table VI-4 that follows provides information relating to the employer contributions for the Plan. Under GASB Statement No. 67, if an actuarially determined contribution (ADC) or a contractually or statutorily required contribution (CRC) is developed for a single employer or cost-sharing plan, the following schedule is required. For purposes of this schedule, an ADC is a contribution amount determined in accordance with Actuarial Standards of Practice, and a CRC is based on statutory or contractual requirements. Both should exclude any amounts to finance specific liabilities of individual employers of the Plan. If an ADC is available, the schedule of employer contributions should be developed on that basis. If there is no ADC, but there is a CRC, the schedule should be developed on that basis. Only if neither an ADC nor a CRC is developed can this schedule be omitted from the MainePERS's ACFR.

SECTION VI – FINANCIAL DISCLOSURE INFORMATION

The Consolidated Plan's risk-sharing contribution rates, which are the basis on which the FY 2025 contribution rates were determined, meet the definition of an ADC, so for this Plan, an additional year should be added to the schedule reflecting FY 2025 on that risk-sharing rate basis. Based on GASB guidance, a full 10 years of information should be shown in this schedule. We have shown only the current year of this *Schedule of Employer Contributions* below and believe that you can accumulate these in the MainePERS ACFR to show the full 10-year schedule.

Only the current year of the *Notes to Schedule of Employer Contributions* below needs to be included in the notes to this schedule. However, any factors that significantly affect trends in the *Schedule of Employer Contributions* at any point in the 10-year period should also be included in the notes to this schedule. As of June 30, 2025, we have not included such a note in the *Notes to Schedule of Employer Contributions* below. However, it is our expectation that the System's staff will make the final determination regarding any notes needed for this schedule, and we are available to provide any additional information that they may need for this purpose.

Table VI-4
Schedule of Employer Contributions
FY 2025

Actuarially Determined Contribution (ADC)	$ 107,992,691
Contributions in Relation to the ADC	107,992,691
Contribution Deficiency/(Excess)	$ 0
Covered Payroll (Payroll)*	$ 990,758,633
Contributions as a Percentage of Payroll	10.90%

* For FY 2025

Notes to Schedule of Employer Contributions

Valuation Date:	June 30, 2023
Timing:	June 30, 2025 rates based on the risk-sharing methodology calculated based on the 2023 actuarial valuation.

Key Methods and Assumptions Used to Determine Contribution Rates

Actuarial Cost Method:	Entry Age Normal
Asset Valuation Method:	Three-year smoothed market
Amortization Method:	Level percentage of payroll, closed periods. Cumulative UAL from prior to 2016 amortized over a 20-year period commencing with the June 30, 2015 valuation date. Subsequent layers of pooled UAL amortized over individual 20-year periods.

SECTION VI – FINANCIAL DISCLOSURE INFORMATION

Discount Rate:	6.50%
Amortization Growth Rate:	2.75%
Price Inflation:	2.75%
Salary Increases:	2.75% plus merit component based on employee's years of service
Mortality:	112.1% and 118.5% of the 2010 Public Plan General Benefits-Weighted Healthy Annuitant Mortality Table, respectively, for males and females, using the 83.5% and 88.6% of the 2010 Public Plan General Benefits-Weighted Employee Mortality Table, respectively, for males and females, for ages prior to the start of the Healthy Annuitant Mortality Table, both projected from the 2010 base rates using MP_2020 model with an ultimate rate of 1.00% for ages 80 and under, grading down to 0.05% at age 95, and further grading down to 0.00% at age 115, along with convergence to the ultimate rates in the year 2027.

A complete description of the methods and assumptions used to determine contribution rates for the year ending June 30, 2025 can be found in the June 30, 2023 Actuarial Valuation Report.

Other Information

None

SECTION VI – FINANCIAL DISCLOSURE INFORMATION

Table VI-5 that follows is provided in this report at the request of MainePERS staff, showing the development of the average remaining service life for the Plan. GASB No. 68 requires some items be recognized by employers into pension expense over a period "equal to the average of the expected remaining service lives of all employees that are provided with pensions through the pension plan (active employees and inactive employees) determined as of the beginning of the measurement period." For the current measurement year ending on June 30, 2025, these values are thus developed as of June 30, 2024. Note that the decision was made to use these averages based on rounding to the nearest whole year, so the values are thus shown as such.

Table VI-5
Average Expected Remaining Service Lives
For Measurement Year Ending June 30, 2025

Status	Total Expected Future Service	Count	Average Remaining Service Lives
Active Members	134,342	13,561	10
In-Pay Members	0	10,853	0
Terminated Vested Members	0	2,953	0
Inactives Due Refunds	0	10,253	0
Total Membership	134,342	37,620	4

SECTION VI – FINANCIAL DISCLOSURE INFORMATION

Table VI-6 below is a gain/loss analysis of the changes in the Actuarial Liability over the past six years, reflecting variances between actual experience and assumed experience for different kinds of risk as specified in the GFOA GAAFR.

Table VI-6
Analysis of Financial Experience
Gain and Loss in Actuarial Liability During Fiscal Years Ended June 30
Resulting from Differences Between Assumed Experience and Actual Experience

Type of Activity	Gain (or Loss) For Fiscal Year Ended June 30, 2020	Gain (or Loss) For Fiscal Year Ended June 30, 2021	Gain (or Loss) For Fiscal Year Ended June 30, 2022	Gain (or Loss) For Fiscal Year Ended June 30, 2023	Gain (or Loss) For Fiscal Year Ended June 30, 2024	Gain (or Loss) For Fiscal Year Ended June 30, 2025
Investment Income	$ (24,747,551)	$ 181,079,340	$ 39,956,349	$ 23,513,351	$ 29,210,147	$ 57,079,274
Combined Liability Experience	6,552,650	(13,300,796)	(67,455,268)	(55,133,042)	(150,622,559)	(74,953,642)
Gain (or Loss) during Year from Financial Experience	$ (18,194,901)	$ 167,778,544	$ (27,498,919)	$ (31,619,691)	$(121,412,412)	$ (17,874,368)
Non-Recurring Items	(2,936,139)	(161,866,111)	(16,214,107)	(20,744,234)	(863,779)	0
Composite Gain (or Loss) During Year	**$ (21,131,040)**	**$ 5,912,433**	**$ (43,713,026)**	**$ (52,363,925)**	**$(122,276,191)**	**$ (17,874,368)**

SECTION VI – FINANCIAL DISCLOSURE INFORMATION

Table VI-7 below compares the Plan's assets as of each valuation date shown to the Plan's Actuarial Liability divided into three separate groups: liabilities for contributions on deposit for current active members, liabilities for future benefits for inactive members, and employer-financed liabilities for current active members. This Schedule of Funded Liabilities by Type is used to assess funding progress based on what percentage of the liabilities for each of these groups the Plan's assets are sufficient to cover. Per GFOA guidance, this schedule is to include this assessment for the 10 most recent years, and notes to this schedule should be provided to explain any factors that affect the comparability of the data. We do not believe such a note is needed for the measurement year ending June 30, 2025, but it is our expectation that the System's staff will make the final determination regarding any notes needed for this schedule.

Table VI-7
Schedule of Funded Liabilities by Type

	Aggregate Actuarial Liabilities for:						
	(1)	(2)	(3)		Portion of Actuarial Liabilities Covered by Reported Assets		
Valuation Date June 30,	Active Member Contributions	Retirees Vested Terms, Beneficiaries	Active Members (Employer Financed Portion)	Reported Assets*	(1)	(2)	(3)
2025	$ 704,542,729	$ 2,874,310,101	$ 1,153,215,582	$ 4,284,151,576	100%	100%	61%
2024	679,073,755	2,710,630,937	1,088,522,210	4,020,441,970	100	100	58
2023	639,673,576	2,499,768,855	1,026,370,370	3,799,744,503	100	100	64
2022	599,258,078	2,404,206,415	940,108,397	3,596,808,593	100	100	63
2021	561,690,222	2,230,697,428	926,628,764	3,388,697,748	100	100	64
2020	556,727,111	2,036,858,811	816,155,445	3,063,710,040	100	100	58
2019	521,610,261	1,927,683,260	809,526,084	2,918,585,814	100	100	58
2018	494,411,535	1,818,566,082	776,879,603	2,764,807,391	100	100	58
2017	472,362,260	1,721,058,286	823,240,175	2,609,806,231	100	100	51
2016	452,446,198	1,654,981,662	782,312,774	2,489,157,281	100	100	49

* Reported assets are measured at actuarial value. Results would be different if the Market Value of Assets were used. Despite the name of this exhibit, the liabilities presented in this schedule are not an appropriate measurement of the settlement liability of the Plan.

APPENDIX A – PARTICIPATING LOCAL DISTRICT PLAN ELECTIONS

Notes to Appendix A:

PLD Name: Name of the Participating Local District

PLD #: MainePERS Participating Local District Number

Regular Plan: Identifies the Regular Plan currently adopted by the PLD.

Plan	Accrual Rate
A:	2%
B:	1%

Special Plans: Identifies the Special Plans, if any, currently adopted by the PLD

Plan	Eligibility
1:	20 year, no age plan.
2	25 year, no age plan.
3:	25 year, no age plan.
4:	Age 55 with 25 years of service.

COLA: Current COLA adopted by the PLD:

No = No COLA adopted for any current members
Yes = COLA adopted for all service of all current members
FO = COLA adopted for Future Service only for all current members, that is, the COLA is applicable only to the benefits attributable to service rendered after the Future Service COLA Date
FO-Limited = COLA adopted for Future Service only for only a subset of the PLD's current members

Entry Date: Date the PLD entered the Consolidated Plan for Participating Local Districts

FO COLA Date: The Future Service COLA Date, the date as of which COLA is applicable for members of the PLD covered by the FO COLA
Varied = There are multiple Future Service COLA Dates applicable to different groups of the PLD's current members

APPENDIX A – PARTICIPATING LOCAL DISTRICT PLAN ELECTIONS

PLD Name	PLD #	Regular Plan	Special Plans	COLA	Entry Date	FO COLA Date
Acton, Town of	0361	A	2	No	7/1/2016	
Alfred, Town of	0369	A		Yes	1/1/2019	
Androscoggin County	0067	A	1,2	Yes	7/1/1994	
Androscoggin Valley Council of Governments	0231	A		Yes	7/1/1996	
Anson-Madison Sanitary District	0365	A		Yes	7/1/2017	
Anson-Madison-Starks Ambulance Emergency Service	0389	A	3	Yes	11/1/2022	
Aroostook County	0106	A	3,4	Yes	7/1/1994	
Aroostook Waste Solutions	0267	A		Yes	7/1/1996	
Ashland, Town of	0418	A		No	7/1/2022	
Auburn Housing Authority	0145	A		Yes	7/1/1994	
Auburn Lewiston Airport	0256	A		Yes	7/1/1996	
Auburn Public Library	0043	A		FO	7/1/1996	7/1/2001
Auburn Water and Sewer District	0052	A		Yes	7/1/1994	
Auburn, City of	0027	A	2,3	Yes	7/1/1994	
Augusta Housing Authority	0351	A		Yes	4/1/2014	
Augusta, City of	0023	A	2,3	Yes	7/1/1994	
Baileyville, Town of	0069	A	3	Yes	7/1/1996	
Bangor Housing Authority	0288	A		Yes	7/1/1994	
Bangor Public Library	0022	A		Yes	7/1/1996	
Bangor Water District	0059	B		Yes	7/1/1996	
Bangor, City of	0020	A	2,3	Yes	7/1/1996	
Bar Harbor, Town of	0015	A	3,4	Yes	7/1/1995	
Bath Water District	0019	A		Yes	7/1/1994	
Bath, City of	0073	A	2,3	Yes	7/1/1996	
Baxter Academy of Technology And Sciences	0348	A		Yes	7/1/2013	

APPENDIX A – PARTICIPATING LOCAL DISTRICT PLAN ELECTIONS

PLD Name	PLD #	Regular Plan	Special Plans	COLA	Entry Date	FO COLA Date
Belfast Water District	0132	A		Yes	7/1/1995	
Belfast, City of	0035	A	3	Yes	7/1/1996	
Belgrade, Town of	0383	A	3	Yes	7/1/2022	
Belmont, Town of	0412	A		Yes	7/1/2025	
Berwick Sewer District	0207	A		Yes	7/1/1994	
Berwick, Town of	0108	A	1	FO	7/1/1996	7/1/2008
Bethel, Town of	0246	A		Yes	7/1/1996	
Biddeford Housing Authority	0310	A		Yes	7/1/2007	
Biddeford, City of	0158	A	3	FO	7/1/2010	7/1/2010
Boothbay Harbor Sewer District	0363	A		Yes	1/1/2017	
Boothbay Harbor, Town of	0146	A	2,3	Yes	7/1/1996	
Boothbay Region Water District	0298	A	2	Yes	1/1/2002	
Bowdoinham Water District	0319	A		Yes	1/1/2009	
Brewer Housing Authority	0248	A		Yes	7/1/1994	
Brewer, City of	0063	A	2,3	Yes	7/1/1996	
Bridgton, Town of	0176	A	3	Yes	1/1/2020	
Brownville, Town of	0177	A		No	7/1/2010	
Brunswick Fire & Police	0292	A	1,3	FO	7/1/1997	7/1/1997
Brunswick Public Library Association	0273	A		FO	7/1/1995	7/1/1995
Brunswick Sewer District	0072	A		Yes	7/1/1996	
Brunswick, Town of	0042	A	2	FO	7/1/1995	7/1/2000
Buckfield, Town of	0344	A		No	1/1/2013	
Bucksport, Town of	0130	A	1,3,4	FO-Limited	7/1/1995	8/1/2022
Buxton, Town of	0370	A	2,3	Yes	9/1/2020	

APPENDIX A – PARTICIPATING LOCAL DISTRICT PLAN ELECTIONS

PLD Name	PLD #	Regular Plan	Special Plans	COLA	Entry Date	FO COLA Date
Calais, City of	0036	A		FO	7/1/1996	7/1/1996
Camden, Town of	0008	A	3	Yes	7/1/1994	
Cape Elizabeth Police	0317	A	3	Yes	7/1/2008	
Caribou Fire & Police	0208	A	3	FO-Limited	7/1/1996	4/1/2022
Carmel, Town of	0390	A		Yes	4/1/2023	
Carrabassett Valley, Town of	0277	A		FO	7/1/1994	7/1/1994
Casco, Town of	0410	A	3	Yes	5/1/2025	
Central Maine Highlands Fire & EMS District #1	0409	A	3	Yes	7/1/2025	
China, Town of	0235	A		FO	7/1/1996	7/1/2008
Clinton, Town of	0385	A	3	Yes	7/1/2022	
Coastal Counties Workforce	0301	A		Yes	7/1/2003	
Community Regional Charter School	0345	A		Yes	7/1/2013	
Community School Dist. #912	0252	A		Yes	7/1/1996	
Corinth, Town of	0377	A		Yes	1/1/2022	
Cornish, Town of	0393	A		No	5/1/2023	
Cumberland County	0005	A	2,3	Yes	7/1/1996	
Cumberland, Town of	0216	A	2,3	Yes	7/1/1995	
Damariscotta, Town of	0191	A		Yes	7/1/2011	
Danforth, Town of	0367	A		Yes	7/1/2017	
Dayton, Town of	0355	A	3	Yes	7/1/2014	
Dedham, Town of	0378	A	3	Yes	4/1/2022	
Dexter, Town of	0097	A		Yes	7/1/1996	
Dover-Foxcroft Water District	0137	A		Yes	7/1/1994	
Dover-Foxcroft, Town of	0167	A		No	7/1/1995	
Durham, Town of	0234	A		No	7/1/1996	

APPENDIX A – PARTICIPATING LOCAL DISTRICT PLAN ELECTIONS

PLD Name	PLD #	Regular Plan	Special Plans	COLA	Entry Date	FO COLA Date
Eagle Lake Water & Sewer District	0274	A		Yes	7/1/1996	
East Millinocket, Town of	0054	A	2	Yes	7/1/1996	
Easton, Town of	0240	A		Yes	7/1/1994	
Eastport, City of	0007	A		Yes	7/1/2020	
Ecology Learning Center	0025	A		Yes	7/1/2020	
Eddington, Town of	0372	A	3	Yes	10/1/2020	
Eliot, Town of	0180	A	1	Yes	7/1/1994	
Ellsworth, City of	0013	A	2,4	Yes	7/1/1995	
Enfield, Town of	0001	A		Yes	1/1/2020	
Erskine Academy	0249	A		No	7/1/1994	
Fairfield, Town of	0260	A	3	Yes	7/1/1995	
Falmouth Memorial Library	0058	A		Yes	7/1/1996	
Falmouth, Town of	0087	A	3	Yes	7/1/1996	
Farmington Village Corporation	0118	A		No	7/1/1994	
Farmington, Town of	0100	A	1	Yes	7/1/1995	
Fort Fairfield Housing Authority	0275	A		FO	7/1/2002	7/1/1994
Fort Fairfield Utilities District	0131	A		Yes	7/1/1996	
Fort Fairfield, Town of	0017	A	3	Yes	7/1/2000	
Fort Kent, Town of	0091	A	1,2	FO	7/1/2019	7/1/2021
Franklin County	0102	A	2,3	Yes	7/1/2006	
Freeport, Town of	0142	A	2,3	FO	7/1/2003	7/1/2003
Frenchville, Town of	0098	A		No	7/1/1996	
Fryeburg, Town of	0149	A	1	No	1/1/2011	
Gardiner Water District	0221	A		No	7/1/1994	
Gardiner, City of	0024	A	3	FO	7/1/1996	7/1/2009

APPENDIX A – PARTICIPATING LOCAL DISTRICT PLAN ELECTIONS

PLD Name	PLD #	Regular Plan	Special Plans	COLA	Entry Date	FO COLA Date
Glenburn, Town of	0174	A		Yes	7/1/1994	
Good Will Home Association	0347	A		Yes	7/1/2013	
Gorham Fire and Police	0334	A	3	Yes	7/1/2009	
Gorham, Town of	0133	A		Yes	7/1/1996	
Gould Academy	0205	A		No	7/1/1996	
Grand Isle, Town of	0312	B		Yes	7/1/2008	
Gray, Town of	0399	A	3	Yes	10/1/2023	
Greater Augusta Utility District	0311	A		Yes	1/1/2008	
Greenville, Town of	0112	A		Yes	7/1/1996	
Hallowell, City of	0160	A	2	Yes	7/1/1996	
Hampden Water District	0183	A		Yes	7/1/1996	
Hampden, Town of	0151	A	1,3	FO	7/1/1996	7/1/2009
Hancock County	0056	A	2	Yes	7/1/1994	
Hancock, Town of	0353	A		Yes	7/1/2014	
Harpswell Coastal Academy	0350	A		Yes	1/1/2022	
Harpswell, Town of	0270	A		Yes	7/1/1994	
Harrison, Town of	0280	B		Yes	7/1/1994	
Hartland, Town of	0360	A		Yes	1/1/2016	
Hermon, Town of	0150	A	3	FO-Limited	7/1/1996	5/1/2023
Hodgdon, Town of	0215	A		FO	7/1/1996	7/1/2007
Holden, Town of	0338	A	3,4	Yes	7/1/2011	
Hollis, Town of	0386	A	3	Yes	9/1/2022	
Houlton Water Company	0026	A		Yes	7/1/1995	
Houlton, Town of	0010	A	3	Yes	7/1/1996	
Jackman Utility District	0294	A		Yes	7/1/1996	

APPENDIX A – PARTICIPATING LOCAL DISTRICT PLAN ELECTIONS

PLD Name	PLD #	Regular Plan	Special Plans	COLA	Entry Date	FO COLA Date
Jay, Town of	0045	A	2,3	Yes	7/1/1994	
Kennebec County	0047	A	2	Yes	7/1/1995	
Kennebec Sanitary Treatment District	0220	A		FO	7/1/1995	7/1/1995
Kennebec Valley Council of Governments	0391	A		Yes	2/1/2023	
Kennebec Water District	0031	A		Yes	7/1/1996	
Kennebunk Light & Power District	0062	A		Yes	7/1/1994	
Kennebunk Sewer District	0201	A		FO	7/1/1994	7/1/2000
Kennebunk, Kennebunkport & Wells Water District	0255	A		FO	7/1/1996	7/1/1999
Kennebunk, Town of	0084	A	1	Yes	7/1/1996	
Kennebunkport, Town of	0188	A	1	FO	7/1/1996	7/1/2006
Kittery Water District	0012	A		Yes	7/1/1994	
Kittery, Town of	0014	A	1,3	Yes	7/1/1995	
Knox County Sheriffs and Corrections	0359	A	3	No	1/1/2016	
Lebanon, Town of	0181	A		Yes	7/1/1996	
Levant, Town of	0339	A		Yes	7/1/2011	
Lewiston Housing Authority	0154	A		Yes	7/1/1994	
Lewiston, City of	0048	A	3	Yes	7/1/1996	
Lewiston/Auburn 9-1-1	0291	A	3	Yes	7/1/1994	
Lewiston-Auburn Water Pollution Control Authority	0163	A		FO	7/1/1996	7/1/1996
Limerick, Town of	0375	A	3	No	10/1/2021	
Limestone Water & Sewer District	0029	A		Yes	7/1/2022	
Limestone, Town of	0245	A		Yes	7/1/2006	
Limington, Town of	0388	A	3	Yes	9/1/2022	
Lincoln & Sagadahoc Multi-County Jail Authority	0304	A	2	Yes	7/1/2004	
Lincoln Academy	0134	A		Yes	7/1/1994	

APPENDIX A – PARTICIPATING LOCAL DISTRICT PLAN ELECTIONS

PLD Name	PLD #	Regular Plan	Special Plans	COLA	Entry Date	FO COLA Date
Lincoln County	0095	A	2,3	Yes	7/1/2004	
Lincoln Sanitary District	0219	A		Yes	7/1/1994	
Lincoln Water District	0092	A		Yes	7/1/1994	
Lincoln, Town of	0076	A	3	No	7/1/1996	
Linneus, Town of	0214	A		No	7/1/1996	
Lisbon Water Department	0243	A		FO	7/1/1996	7/1/2007
Lisbon, Town of	0103	A	3	Yes	7/1/1996	
Livermore Falls Water District	0032	A		Yes	7/1/1994	
Livermore Falls, Town of	0109	A	1	FO-Limited	7/1/1996	7/1/2021
Livermore, Town of	0392	A		No	2/1/2023	
Lovell, Town of	0276	A		Yes	7/1/1996	
Lubec Water District	0088	A		Yes	7/1/1996	
Lubec, Town of	0228	A		No	7/1/1996	
Lyman, Town of	0373	A		Yes	12/1/2020	
M.A.D.S.E.C.	0297	A		Yes	7/1/1999	
Machias, Town of	0397	A	2	Yes	9/1/2023	
Madawaska Water District	0236	A		Yes	7/1/1994	
Madawaska, Town of	0082	A	3	Yes	7/1/1996	
Maine Academy of Natural Sciences	0346	A		Yes	7/1/2013	
Maine County Commissioners Association	0225	A		No	7/1/1996	
Maine Maritime Academy	0038	A		Yes	7/1/1996	
Maine Municipal Association	0055	A		Yes	7/1/2009	
Maine Municipal Bond Bank	0093	A		Yes	7/1/1995	
Maine Principals' Association	0105	A		Yes	7/1/1994	
Maine Public Employees Retirement System	0290	A		Yes	7/1/1994	

APPENDIX A – PARTICIPATING LOCAL DISTRICT PLAN ELECTIONS

PLD Name	PLD #	Regular Plan	Special Plans	COLA	Entry Date	FO COLA Date
Maine School Management Association	0239	A		Yes	7/1/1994	
Maine School of Science and Mathematics	0352	A		Yes	7/1/2014	
Maine State Housing Authority	0169	A		Yes	7/1/2005	
Maine Turnpike Authority	0049	A		Yes	7/1/1994	
Maine Veterans' Home	0271	A		Yes	7/1/1994	
Maine Virtual Academy	0357	A		Yes	7/1/2015	
Mapleton, Castle Hill, & Chapman, Town of	0265	A		Yes	7/1/1996	
Mars Hill Utility District	0283	A		Yes	7/1/1994	
Mars Hill, Town of	0227	A		Yes	7/1/1996	
Mechanic Falls Sanitary District	0282	A		FO	7/1/1994	7/1/2002
Mechanic Falls, Town of	0114	A	3	Yes	7/1/1994	
Medway, Town of	0194	A		Yes	7/1/1996	
Mexico, Town of	0074	A	2	Yes	7/1/1996	
Midcoast Council of Governments	0343	A		Yes	7/1/2012	
Mi'kmaq Nation	0405	A	1	Yes	3/1/2025	
Milford, Town of	0186	A	3	FO-Limited	7/1/1996	8/1/2024
Millinocket, Town of	0003	A	3,4	Yes	7/1/1996	
Milo Water District	0238	A		No	7/1/1996	
Monmouth, Town of	0316	A	3	Yes	7/1/2008	
Monson, Town of	0184	A		No	7/1/1996	
Mount Desert Island Regional School District	0120	A		Yes	7/1/1996	
Mount Desert Water District	0300	A		Yes	7/1/2003	
Mount Desert, Town of	0016	A	2	Yes	7/1/1996	
Municipal Review Committee	0404	A		Yes	1/1/2024	
New Gloucester, Town of	0210	A	3	FO	7/1/1995	7/1/2007

APPENDIX A – PARTICIPATING LOCAL DISTRICT PLAN ELECTIONS

PLD Name	PLD #	Regular Plan	Special Plans	COLA	Entry Date	FO COLA Date
New Sweden, Town of	0400	A		Yes	11/1/2024	
Newport Water District	0313	A		Yes	7/1/2008	
Newport, Town of	0314	A	2,3	Yes	7/1/2008	
Newry, Town of	0387	A		Yes	7/1/2022	
Norridgewock, Town of	0402	A	3	Yes	12/1/2023	
North Berwick Water District	0308	A		Yes	7/1/2006	
North Berwick, Town of	0254	A	3	No	7/1/1996	
North Yarmouth, Town of	0395	A	3	Yes	8/1/2023	
Northern Aroostook Regional Airport Authority	0374	A	2	Yes	7/1/2021	
Northern Oxford Regional Ambulance Service DBA Med-Care Ambulance	0403	A	3	Yes	1/1/2024	
Northern Oxford Regional Solid Waste Board	0354	A		Yes	7/1/2014	
Norway Water District	0136	A		FO	7/1/1995	7/1/2000
Norway, Town of	0125	A	2	FO	7/1/1996	7/1/2000
Oakland, Town of	0376	A	3	Yes	10/1/2021	
Ogunquit, Town of	0303	A	1	Yes	7/1/2004	
Old Orchard Beach, Town of	0140	A	3	Yes	7/1/2003	
Old Town Housing Authority	0262	A		FO	7/1/1994	7/1/1994
Old Town Water District	0079	A		FO	7/1/1994	1/1/2022
Old Town, City of	0111	A	2,3	No	7/1/1995	
Orland, Town of	0166	A		No	7/1/1996	
Orono Veazie Water District	0407	A		Yes	1/1/2025	
Orono, Town of	0061	A	3	FO	7/1/1996	7/1/2002
Orrington, Town of	0209	A	3	No	7/1/1995	
Otis, Town of	0364	A		Yes	7/1/2017	

APPENDIX A – PARTICIPATING LOCAL DISTRICT PLAN ELECTIONS

PLD Name	PLD #	Regular Plan	Special Plans	COLA	Entry Date	FO COLA Date
Otisfield, Town of	0193	A		FO	7/1/1996	7/1/1996
Oxford County	0057	A	1,2,4	Yes	7/1/1994	
Oxford, Town of	0200	A	1	No	7/1/1996	
Paris Utility District	0159	A		Yes	7/1/1995	
Paris, Town of	0127	A	2	Yes	7/1/1996	
Parsonsfield, Town of	0408	B		Yes	2/1/2025	
Passamaquoddy Tribe at Pleasant Point	0411	A	3	Yes	5/1/2025	
Penobscot County	0011	A	2	Yes	7/1/1994	
Penquis	0237	A		No	7/1/1995	
Phippsburg, Town of	0202	A	3	Yes	7/1/1996	
Piscataquis County	0121	A	3	Yes	7/1/1994	
Pittsfield, Town of	0110	A		No	7/1/1996	
Pleasant Point Passamaquoddy Reservation Housing Authority	0165	A		Yes	7/1/1996	
Poland, Town of	0336	A	1	FO	7/1/2010	Varied
Portland Housing Authority	0185	A		Yes	7/1/1994	
Portland Public Library	0041	A		Yes	7/1/1995	
Portland, City of	0002	A	2,3	Yes	7/1/1995	
Presque Isle Industrial Council	0406	A		Yes	1/1/2025	
Presque Isle, City of	0004	A	3	Yes	1/1/2020	
Princeton, Town of	0258	A		No	7/1/1996	
Rangeley, Town of	0382	A	2	Yes	7/1/2022	
Raymond, Town of	0394	A	3	Yes	9/1/2023	
Regional School Unit #01	0315	A	2	Yes	7/1/2008	
Regional School Unit #02	0323	A		FO	7/1/2009	7/1/2009

APPENDIX A – PARTICIPATING LOCAL DISTRICT PLAN ELECTIONS

PLD Name	PLD #	Regular Plan	Special Plans	COLA	Entry Date	FO COLA Date
Regional School Unit #04	0324	A		Yes	7/1/2009	
Regional School Unit #05	0325	A		Yes	7/1/2009	
Regional School Unit #09	0119	A		Yes	7/1/1995	
Regional School Unit #10	0326	A		Yes	7/1/2009	
Regional School Unit #20	0328	A		Yes	7/1/2009	
Regional School Unit #21	0322	A		FO	7/1/2009	7/1/2009
Regional School Unit #23	0329	A		Yes	7/1/2009	
Regional School Unit #25	0321	A		No	7/1/2009	
Regional School Unit #26	0330	A		Yes	7/1/2009	
Regional School Unit #29	0168	A		Yes	7/1/1996	
Regional School Unit #34	0331	A		No	7/1/2009	
Regional School Unit #49	0189	A		No	7/1/1995	
Regional School Unit #51	0198	A		No	7/1/1996	
Regional School Unit #52	0461	A		Yes	11/1/2021	
Regional School Unit #54	0115	A		Yes	7/1/1996	
Regional School Unit #56	0366	A		Yes	7/1/2017	
Regional School Unit #60	0187	A		No	7/1/1994	
Regional School Unit #67	0126	A		Yes	7/1/2016	
Regional School Unit #73	0340	A		Yes	7/1/2011	
Regional School Unit #75	0380	A		Yes	5/1/2022	
Richmond Utilities District	0242	A		FO-Limited	7/1/1994	1/1/2023
Richmond, Town of	0213	A	3	Yes	7/1/2007	
Rockland, City of	0018	A	3	Yes	7/1/1995	
Rockport, Town of	0161	A	3	FO-Limited	7/1/1996	1/1/2021
RSU #28 - MSAD #28 Camden/Rockport	0078	A		Yes	1/1/2025	

APPENDIX A – PARTICIPATING LOCAL DISTRICT PLAN ELECTIONS

PLD Name	PLD #	Regular Plan	Special Plans	COLA	Entry Date	FO COLA Date
RSU #35 - MSAD #35	0396	A		Yes	7/1/2023	
RSU #87 - MSAD #23 - School Support	0398	A		Yes	10/1/2023	
Rumford Fire & Police	0060	A	2,4	Yes	7/1/1995	
Rumford Mexico Sewerage District	0247	A		Yes	7/1/1996	
Rumford Water District	0065	A		Yes	7/1/1995	
Rumford, Town of	0090	A		Yes	7/1/1995	
Sabattus, Town of	0175	A	1,3	FO	7/1/1996	7/1/2006
Saco, City of	0192	A	2,3	FO-Limited	7/1/1995	Varied
Sagadahoc County	0096	A	2,3	Yes	7/1/2002	
Sanford Housing Authority	0152	A		Yes	7/1/1996	
Sanford Sewerage District	0089	A		No	7/1/1994	
Sanford Water District	0170	A		FO	7/1/1996	7/1/2009
Sanford, City of	0083	A	1,3	FO	7/1/1995	7/1/2002
Scarborough, Town of	0147	A	1,3	Yes	7/1/1996	
School Administrative District No. 13 Bingham	0223	A		Yes	7/1/1996	
School Administrative District No. 31 Howland	0050	A		FO	7/1/1994	7/1/1994
School Administrative District No. 41 Milo	0143	A		Yes	7/1/1996	
School Administrative District No. 53 Pittsfield	0129	A		No	7/1/1996	
Searsport Water District	0124	A		No	7/1/1996	
Searsport, Town of	0117	A	3	No	7/1/1996	
Shapleigh, Town of	0381	A		No	7/1/2022	
Skowhegan, Town of	0080	A	3	Yes	7/1/1996	
Somerset County	0101	A	2,3	Yes	7/1/2005	
South Berwick Sewer District	0299	A		Yes	7/1/2003	
South Berwick Water District	0171	A	2	Yes	7/1/1996	

APPENDIX A – PARTICIPATING LOCAL DISTRICT PLAN ELECTIONS

PLD Name	PLD #	Regular Plan	Special Plans	COLA	Entry Date	FO COLA Date
South Berwick, Town of	0141	A	1	FO	7/1/1996	7/1/1996
South Portland Housing Authority	0206	A		Yes	7/1/1996	
South Portland, City of	0009	A	3	Yes	7/1/1995	
Southern Aroostook Emergency Medical Services	0384	A	3	Yes	9/1/2022	
Southwest Harbor, Town of	0368	A	2	Yes	7/1/2018	
St. Agatha, Town of	0030	A		Yes	7/1/1996	
Standish, Town of	0371	A	2,3	FO	1/1/2021	9/1/2023
Thomaston, Town of	0164	A	3	Yes	1/1/2010	
Thompson Free Library	0318	A		Yes	1/1/2009	
Topsham Sewer District	0307	A		Yes	7/1/2005	
Topsham, Town of	0081	A	2,3	Yes	7/1/1996	
Trenton, Town of	0341	A		Yes	7/1/2011	
Union, Town of	0342	A		No	7/1/2012	
United Technologies Center, Region 4, S Penobscot	0269	A		FO	7/1/1996	7/1/2009
University of Maine System	0379	A	2	Yes	7/1/2022	
Van Buren Housing Authority	0229	A		Yes	7/1/1994	
Van Buren, Town of	0182	A	3	Yes	7/1/1995	
Vassalboro, Town of	0153	A		Yes	7/1/1996	
Veazie Fire & Police	0305	A	3	Yes	7/1/2004	
Waldo County	0046	A	2,3	Yes	7/1/1994	
Waldo County Technical Center	0224	A		No	7/1/1996	
Waldoboro, Town of	0195	A	3	Yes	7/1/1995	
Washburn Water and Sewer District	0335	A		No	7/1/2009	
Washburn, Town of	0230	A		No	7/1/1994	
Washington County	0040	A	3,4	Yes	7/1/1996	

APPENDIX A – PARTICIPATING LOCAL DISTRICT PLAN ELECTIONS

PLD Name	PLD #	Regular Plan	Special Plans	COLA	Entry Date	FO COLA Date
Waterboro, Town of	0356	A	3	No	1/1/2015	
Waterville Sewerage District	0222	A		Yes	7/1/1994	
Waterville, City of	0066	A	3	FO-Limited	7/1/1996	Varied
Wells Fire and Police	0349	A	1	Yes	7/1/2013	
Wells Ogunquit Community School District #918	0266	A		FO	7/1/1995	7/1/1995
Wells, Town of	0107	A	3	FO-Limited	1/1/2018	7/1/2020 &2/1/2025
West Bath, Town of	0333	A	3	Yes	7/1/2009	
Westbrook Fire & Police	0070	A	1,3	Yes	7/1/2006	
Westbrook, City of	0122	A	3	Yes	7/1/2006	
Wilton, Town of	0086	A	2,3	FO	1/1/2009	1/1/2009
Windham, Town of	0309	A	3	Yes	7/1/2006	
Winslow, Town of	0362	A	3	Yes	1/1/2017	
Winter Harbor Utility District	0250	A		Yes	7/1/1994	
Winter Harbor, Town of	0413	A		Yes	7/1/2025	
Winthrop Utilities District	0337	A		Yes	1/1/2011	
Winthrop, Town of	0179	A	2	FO	7/1/1994	7/1/2003
Wiscasset, Town of	0417	A	2,3	FO-Limited	1/1/2012	7/1/2020
Yarmouth Water District	0278	A		Yes	7/1/1994	
Yarmouth, Town of	0116	A	1	Yes	7/1/1996	
York County	0037	A	1,2,3	Yes	7/1/1996	
York Sewer District	0139	A		FO	7/1/1994	7/1/2006
York Water District	0039	A		Yes	7/1/1996	
York, Town of	0028	A	2,3	Yes	7/1/1994	

APPENDIX B – MEMBERSHIP INFORMATION

Active Member Data as of June 30, 2025		
Regular Plan Members		
Count		9,697
Average Current Age		46.8
Average Benefit Service		7.0
Average Vesting Service		7.5
Average Valuation Pay	$	63,788
Special Plan Members		
Count		4,369
Average Current Age		38.9
Average Benefit Service		8.5
Average Vesting Service		9.3
Average Valuation Pay	$	86,332
All Plan Members		
Count		14,066
Average Current Age		44.3
Average Benefit Service		7.5
Average Vesting Service		8.0
Average Valuation Pay	$	70,790

Participating Local Districts of the Maine Public Employees Retirement System
Inactive Member Data as of June 30, 2025
Regular Plans

	Count	Average Age	Total Annual Benefit	Average Annual Benefit
Retired	6,576	73.6	$ 117,020,680	$ 17,795
Retired - Concurrent Beneficiary	360	72.8	1,559,112	4,331
Disability - Section 1122	16	81.9	217,676	13,605
Disability – Sections 3 and 3A	270	68.4	6,791,988	25,156
Beneficiary of Above	1,129	73.6	13,595,349	12,042
Pre-Retirement Death Beneficiary	147	69.5	1,065,231	7,246
Terminated Vested	2,544	52.3	16,838,486	6,619
Inactive Due Refund	9,764	NA	NA	NA

There are no actives in Special 4N Plan, so all remaining inactive participants were transferred to the Regular Plan.

APPENDIX B – MEMBERSHIP INFORMATION

Participating Local Districts of the Maine Public Employees Retirement System
Inactive Member Data as of June 30, 2025
Special Plans

	Count	Average Age	Total Annual Benefit	Average Annual Benefit
Retired	1,763	67.8	$ 73,288,499	$ 41,570
Retired - Concurrent Beneficiary	345	68.5	2,711,427	7,859
Disability - Section 1122	14	77.9	375,974	26,855
Disability – Sections 3 and 3A	114	63.3	4,149,373	36,398
Beneficiary of Above	325	74.0	7,678,095	23,625
Pre-Retirement Death Beneficiary	14	58.7	123,112	8,794
Terminated Vested	505	46.3	6,217,474	12,312
Inactive Due Refund	1,136	NA	NA	NA

There are no actives in Special 4N Plan, so all remaining inactive participants were transferred to the Regular Plan.

In preparing this report, we relied on data provided by MainePERS as modified following the procedures outlined in the State of Maine Data Processing Notebook. Adjustments to the data are made based on this Processing Notebook. Accuracy of the results is dependent on the completeness of the underlying information. The plan sponsor is responsible for the validity and completeness of the information provided. We believe the data provided as modified as documented in the Processing Notebook is sufficient for the actuarial analysis performed.

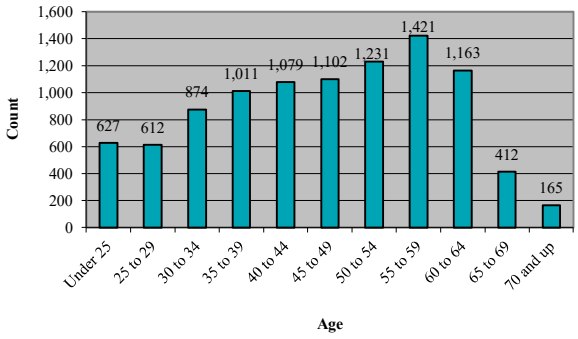
APPENDIX B – MEMBERSHIP INFORMATION

Distribution of Active Members
As of June 30, 2025

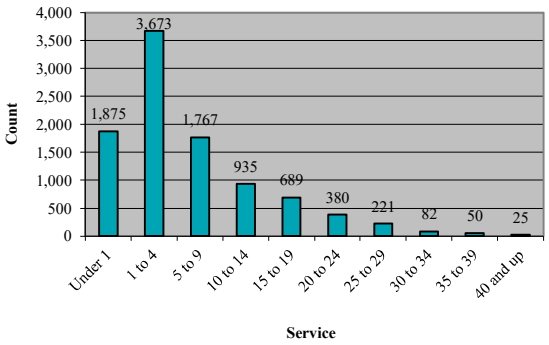
Regular Plan Participants

	Years of Service										
	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 and up	Totals
Under 25	368	256	3	0	0	0	0	0	0	0	627
25 to 29	211	325	75	1	0	0	0	0	0	0	612
30 to 34	230	424	179	37	4	0	0	0	0	0	874
35 to 39	233	478	204	74	22	0	0	0	0	0	1,011
40 to 44	180	462	230	121	65	18	3	0	0	0	1,079
45 to 49	187	412	228	125	91	45	12	2	0	0	1,102
50 to 54	173	414	249	147	110	90	37	9	2	0	1,231
55 to 59	155	433	251	188	176	102	74	26	15	1	1,421
60 to 64	72	327	255	165	147	78	61	25	24	9	1,163
65 to 69	37	105	68	57	54	35	24	14	8	10	412
70 and up	29	37	25	20	20	12	10	6	1	5	165
Total	1,875	3,673	1,767	935	689	380	221	82	50	25	9,697

Age Distribution



Service Distribution



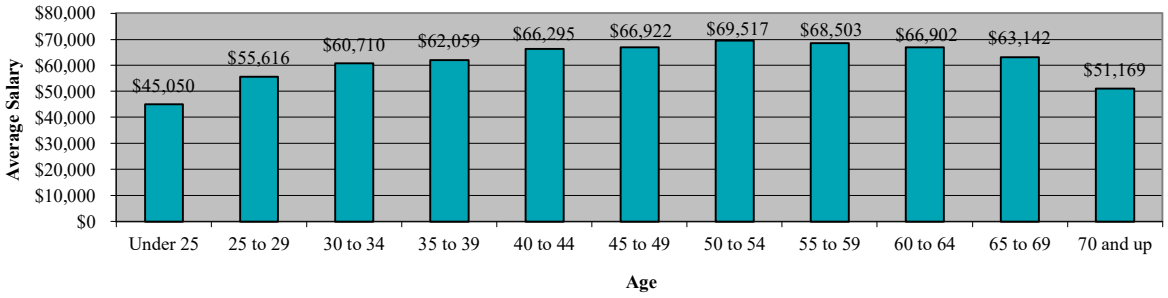
APPENDIX B – MEMBERSHIP INFORMATION

Distribution of Active Members
As of June 30, 2025

Regular Plan Participants

	Average Salary Years of Service										
	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 and up	Average
Under 25	$ 40,564	$ 51,378	$ 55,337	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 45,050
25 to 29	50,430	56,770	64,478	110,434	0	0	0	0	0	0	55,616
30 to 34	52,588	60,094	68,381	78,794	82,478	0	0	0	0	0	60,710
35 to 39	51,452	60,461	68,514	81,829	82,754	0	0	0	0	0	62,059
40 to 44	51,530	61,917	71,687	82,687	84,694	77,079	88,553	0	0	0	66,295
45 to 49	53,962	59,158	73,373	77,271	89,288	79,095	82,419	111,194	0	0	66,922
50 to 54	60,887	63,972	68,225	76,931	81,466	81,037	80,291	95,479	88,119	0	69,517
55 to 59	54,813	62,676	64,388	72,276	82,251	76,556	84,108	80,454	83,619	103,566	68,503
60 to 64	51,806	58,705	64,107	74,072	75,164	74,276	80,173	74,870	81,133	84,344	66,902
65 to 69	46,165	54,027	60,986	65,378	75,207	77,901	63,330	70,688	86,341	77,189	63,142
70 and up	41,420	38,660	47,777	54,922	62,562	65,244	68,318	64,888	63,679	69,628	51,169
Average	$ 50,500	$ 59,593	$ 67,501	$ 75,603	$ 80,667	$ 77,241	$ 79,381	$ 78,344	$ 82,642	$ 79,308	$ 63,788

Average Salary Distribution



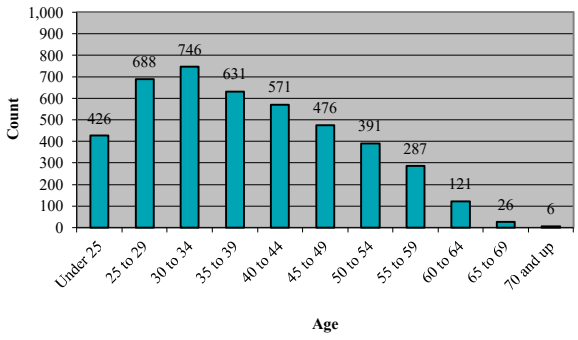
APPENDIX B – MEMBERSHIP INFORMATION

Distribution of Active Members
As of June 30, 2025

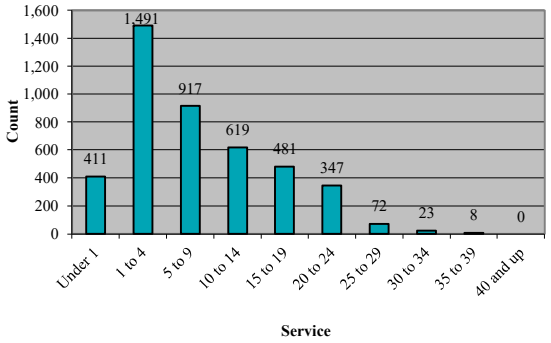
Special Plan Participants

	Years of Service										
	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 and up	Totals
Under 25	147	273	6	0	0	0	0	0	0	0	426
25 to 29	79	409	199	1	0	0	0	0	0	0	688
30 to 34	61	285	290	109	1	0	0	0	0	0	746
35 to 39	43	191	167	171	58	1	0	0	0	0	631
40 to 44	29	107	112	140	134	49	0	0	0	0	571
45 to 49	20	88	59	75	121	97	16	0	0	0	476
50 to 54	20	69	38	55	79	98	28	4	0	0	391
55 to 59	9	41	27	39	65	71	16	14	5	0	287
60 to 64	3	25	12	18	23	27	8	3	2	0	121
65 to 69	0	2	5	9	0	4	4	2	0	0	26
70 and up	0	1	2	2	0	0	0	0	1	0	6
Total	411	1,491	917	619	481	347	72	23	8	0	4,369

Age Distribution



Service Distribution



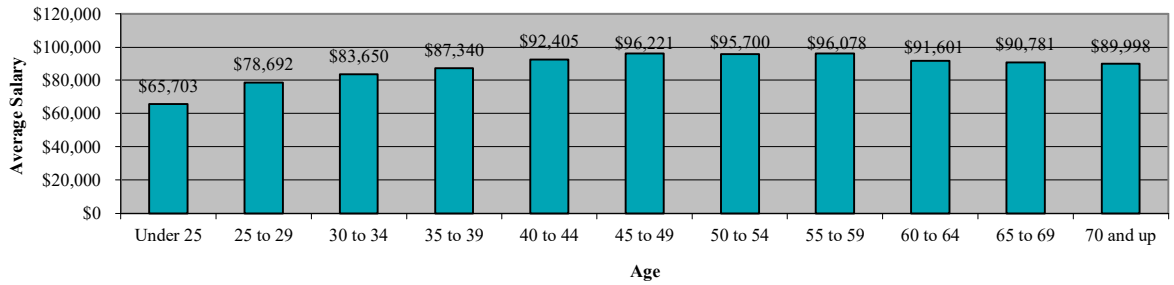
APPENDIX B – MEMBERSHIP INFORMATION

Distribution of Active Members
As of June 30, 2025

Special Plan Participants

	Average Salary Years of Service										
	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 and up	Average
Under 25	$ 54,048	$ 71,686	$ 78,992	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 65,703
25 to 29	58,317	77,755	88,568	106,317	0	0	0	0	0	0	78,692
30 to 34	57,068	77,895	89,860	97,130	74,965	0	0	0	0	0	83,650
35 to 39	58,887	76,344	87,629	99,043	108,248	148,715	0	0	0	0	87,340
40 to 44	60,246	79,974	86,594	94,357	105,061	111,683	0	0	0	0	92,405
45 to 49	58,881	83,705	86,308	98,164	102,352	107,781	122,733	0	0	0	96,221
50 to 54	63,868	81,154	82,547	95,390	102,039	106,910	112,807	115,358	0	0	95,700
55 to 59	63,156	85,028	80,924	94,696	97,158	102,017	106,359	127,015	120,653	0	96,078
60 to 64	97,552	82,758	85,018	81,755	100,755	100,875	87,816	101,030	91,858	0	91,601
65 to 69	0	93,276	85,222	77,700	0	137,247	89,600	70,472	0	0	90,781
70 and up	0	123,820	78,710	85,714	0	0	0	0	87,318	0	89,998
Average	$ 57,491	$ 77,493	$ 87,795	$ 96,097	$ 102,931	$ 106,827	$ 109,514	$ 116,682	$ 109,287	$ -	$ 86,332

Average Salary Distribution

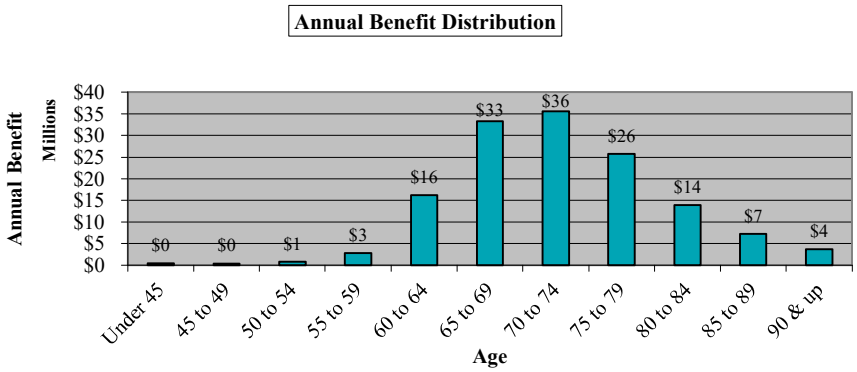


APPENDIX B – MEMBERSHIP INFORMATION

Distribution of Retirees, Disabled Members, Beneficiaries, and Survivors As of June 30, 2025

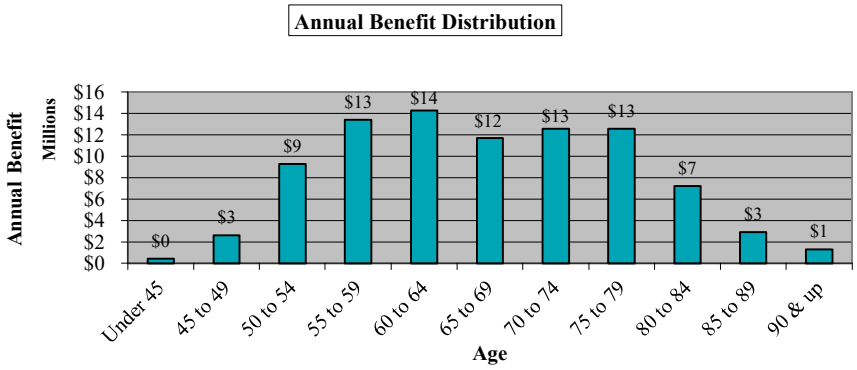
Regular Plan Participants

Age	Count	Annual Benefit
Under 45	75	$ 465,197
45 to 49	27	394,419
50 to 54	60	791,241
55 to 59	147	2,850,125
60 to 64	864	16,196,271
65 to 69	1,837	33,320,509
70 to 74	2,072	35,601,919
75 to 79	1,595	25,710,634
80 to 84	961	13,960,697
85 to 89	538	7,265,990
90 & up	322	3,693,034
Total	8,498	$ 140,250,036



Special Plan Participants

Age	Count	Annual Benefit
Under 45	19	$ 435,906
45 to 49	65	2,611,089
50 to 54	230	9,284,668
55 to 59	343	13,407,046
60 to 64	391	14,279,207
65 to 69	336	11,723,922
70 to 74	371	12,584,002
75 to 79	402	12,568,254
80 to 84	251	7,218,490
85 to 89	109	2,923,887
90 & up	58	1,290,009
Total	2,575	$ 88,326,480



There are no actives in Special 4N Plan, so all remaining inactive participants were transferred to the Regular Plan.

APPENDIX B – MEMBERSHIP INFORMATION

	Active Members	Retired Members	Beneficiaries of Retired Members	Survivors of Deceased Members	Disabled Members[1]	Terminated Vested Members[2]
As of June 30, 2024	**13,561**	**8,121**	**2,144**	**180**	**408**	**2,953**
New hires	1,998					
Rehires	232					(73)
New PLDs or expanded coverage	171					
Movement between plans	(11)	-	-			(9)
New retirees	(288)	485				(194)
New disabled retirees	(11)				17	(6)
New beneficiaries due to retirements			35			
New deferred vested members	(406)					474
Non-vested terminations	(1,029)					
Refunds	(144)					(78)
Deaths, no future benefits	(1)	(186)	(97)	(17)	(11)	(11)
Deaths with a survivor or beneficiary	(6)	(81)	74	4	(2)	(3)
Benefits expired				(3)		
Benefits restarted				-		
Records combined / split						
Data correction	-	-	3	(3)	2	(4)
As of June 30, 2025	**14,066**	**8,339**	**2,159**	**161**	**414**	**3,049**

1. Former disabled retirees who have changed to service retirement as mandated by the Plan are still included as disabled members.
2. Deferred vested members includes those indicated to us in the data who have terminated and are eligible for a future annuity.

APPENDIX C – SUMMARY OF PLAN PROVISIONS

1. Member Contributions

Beginning with FY 2020, the contribution rates for members are determined annually based on the risk-sharing framework adopted by the Board of Trustees. The rates for members of Regular Plans (AC, AN, and BC) also vary based on whether the member joined the Plan prior to July 1, 2014 and thus has a normal retirement age of 60 or joined on or after this date and has a normal retirement age of 65. See the Annual PLD Contribution Rate letter for further details.

Member contributions earn annual interest at the rate adopted by the Board of Trustees each February.

2. Average Final Compensation

For purposes of determining benefits payable, average final compensation is the average annual rate of earnable compensation for the three years of creditable service (not necessarily consecutive) that produce the highest such average.

3. Creditable Service

Creditable service includes service while a member, certain service prior to the establishment of the Plan, purchased service credit of which there are several types, and service while receiving disability benefits under the Plan.

Effective August 1, 2019, the ability to use accrued, unused vacation and sick leave towards retirement benefits is available only to those who have 20 or more years of creditable service under the Plan at retirement.

4. Service Retirement Benefits

Regular Plan AC

Normal Retirement Age:

Plan members prior to July 1, 2014: 60
New members to the Plan on or after July 1, 2014: 65

Eligibility for Members in Active Service and Inactive Members: 25 years of creditable service.

Eligibility Alternative for Members in Active Service: At least one year of creditable service immediately before retirement and at least normal retirement age.

APPENDIX C – SUMMARY OF PLAN PROVISIONS

Eligibility for Members not in Active Service at Retirement and not in Active Service on or after October 1, 1999: At least 10 years of creditable service and at least normal retirement age.

Eligibility for Members not in Active Service at Retirement but in Active Service on or after October 1, 1999: At least five years of creditable service and at least normal retirement age.

Benefit: 1/50 of average final compensation multiplied by years of membership service under Consolidated Plan AC reduced by:

Plan members prior to July 1, 2014:	approximately 2¼% for each year that a member is younger than age 60 at retirement.
New members to the Plan on or after July 1, 2014:	6% for each year that a member is younger than age 65 at retirement.

Beginning July 1, 2019, the age reduction factors are a set of approximately actuarially equivalent rates rather than the above rates for members with less than 20 years of creditable service under the PLD Consolidated Plan on July 1, 2019. The above 2¼% and 6% rates remain in effect for those members with 20 or more years of creditable service under the PLD Consolidated Plan on July 1, 2019.

Form of Payment: Life annuity ("full benefit") unless an optional method of payment is selected.

Cost-of-Living Adjustment: See item 11.

Regular Plan AN

This benefit plan is the same as Regular Benefit Plan AC, except that there is no provision for cost-of-living adjustments.

Regular Plan BC

Normal Retirement Age:

Plan members prior to July 1, 2014: 60
New members to the Plan on or after July 1, 2014: 65

Eligibility for Members in Active Service and Inactive Members: 25 years of creditable service.

APPENDIX C – SUMMARY OF PLAN PROVISIONS

Eligibility Alternative for Members in Active Service: At least one year of creditable service immediately before retirement and at least normal retirement age.

Eligibility for Members not in Active Service at Retirement and not in Active Service on or after October 1, 1999: At least 10 years of creditable service and at least normal retirement age.

Eligibility for Members not in Active Service at Retirement but in Active Service on or after October 1, 1999: At least five years of creditable service and at least normal retirement age.

Benefit: 1/100 of average final compensation multiplied by years of membership service under Consolidated Plan BC reduced by:

Plan members prior to July 1, 2014:	approximately 2¼% for each year that a member is younger than age 60 at retirement.
New members to the Plan on or after July 1, 2014:	6% for each year that a member is younger than age 65 at retirement.

Beginning July 1, 2019, the age reduction factors are a set of approximately actuarially equivalent rates rather than the above rates for members with less than 20 years of creditable service under the PLD Consolidated Plan on July 1, 2019. The above 2¼% and 6% rates remain in effect for those members with 20 or more years of creditable service under the PLD Consolidated Plan on July 1, 2019.

Form of Payment: Life annuity ("full benefit") unless an optional method of payment is selected.

Cost-of-Living Adjustment: See item 11.

Regular Plan Notes

1. Under certain circumstances, Regular Plan service can count on a pro-rata basis specific to the applicable Special Plan toward meeting Special Plan benefit eligibility requirements.

2. The actual benefit for service earned prior to coverage under the Consolidated Plan may be based on a variable percentage of average final compensation multiplied by years of service under any previous plan(s) (the percentage depends on the previous plan(s)).

Special Plan 1C

Eligibility: 20 years of creditable service in named positions.

APPENDIX C – SUMMARY OF PLAN PROVISIONS

Benefit: One-half of average final compensation plus 2% for each year of service in excess of 20 years of service.

Form of Payment: Life annuity ("full benefit") unless an optional method of payment is selected.

Cost-of-Living Adjustment: See item 11.

Special Plan 1N

This benefit plan is identical to Special Benefit Plan 1C, except that there is no provision for cost-of-living adjustments.

Special Plan 2C

Eligibility: 25 years of creditable service in named positions.

Benefit: One-half average final compensation plus 2% for each year of service in excess of 25 years of service.

Form of Payment: Life annuity ("full benefit") unless an optional method of payment is selected.

Cost-of-Living Adjustment: See item 11.

Special Plan 2N

This benefit plan is identical to Special Benefit Plan 2C, except that there is no provision for cost-of-living adjustments.

Special Plan 3C

Eligibility: 25 years of creditable service in named positions.

Benefit: Two-thirds of average final compensation plus 2% for each year of service in excess of 25 years of service.

Form of Payment: Life annuity ("full benefit") unless an optional method of payment is selected.

Cost-of-Living Adjustment: See item 11.

APPENDIX C – SUMMARY OF PLAN PROVISIONS

Special Plan 3N

This benefit is identical to Regular Benefit Plan 3C, except that there is no provision for cost-of-living adjustments.

Special Plan 4C

Eligibility: Age 55 with 25 years of creditable service in named positions.

Benefit: 1/50 of average final compensation multiplied by years of membership service under Consolidated Plan 4C reduced by:

Plan members prior to July 1, 2014:	approximately 2¼% for each year that a member is younger than age 55 at retirement.
New members to the Plan on or after July 1, 2014:	6% for each year that a member is younger than age 55 at retirement.

Beginning July 1, 2019, the age reduction factors are a set of approximately actuarially equivalent rates rather than the above rates for members with less than 20 years of creditable service under the PLD Consolidated Plan on July 1, 2019. The above 2¼% and 6% rates remain in effect for those members with 20 or more years of creditable service under the PLD Consolidated Plan on July 1, 2019.

Form of Payment: Life annuity ("full benefit") unless an optional method of payment is selected.

Cost-of-Living Adjustment: See item 11.

Special Plan 4N

This benefit plan is identical to Special Benefit Plan 4C, except that there is no provision for cost-of-living adjustments.

Special Plan Notes

A. If a Special Plan member fails to meet the Special Plan eligibility criteria, their service retirement benefit is that provided by the applicable underlying Regular Plan; Special Plan service credits are used toward Regular Plan eligibility requirements.

B. Service in all Special Plans counts, on a percentage basis, toward meeting the benefit eligibility requirements of any Special Plan.

C. The actual benefit for service earned prior to coverage under the Consolidated Plan may be based on a variable percentage of average final compensation multiplied by years of service under any previous Plan(s) (the percentage depends on the previous Plan(s)).

Minimum Service Retirement Benefit

$100 per month.

5. Disability Retirement Benefits Other Than No-Age Benefits (See Item 6)

Eligibility: Disabled as defined in the MainePERS statutes prior to applicable normal retirement age, employed prior to October 16, 1992, and did not elect the No-Age Disability Benefits, and either disabled in the line-of-duty or disabled with at least five years of creditable service.

Benefit: 66⅔% of average final compensation, reduced by employment earnings over the specified statutory limit, and to the extent that the benefit in combination with Workers' Compensation, exceeds 80% of average final compensation.

Form of Payment: Payment begins upon the termination of service and ceases on cessation of disability or after five years unless the member is unable to engage in any substantially gainful activity, in which case payments cease on the earlier of 10 years following normal retirement age or the date that the service retirement benefit equals or exceeds the disability benefit.

Conversion to Service Retirement: During the period of disability, service is credited and average final compensation is increased at the same rate as any cost-of-living adjustments for which the member is eligible (see item 11). On the date when service benefits reach a level of 66⅔% of average final compensation or 10 years after the normal retirement date if earlier, the disability converts to a service retirement benefit based on service and average final compensation at that time.

6. No-Age Disability Retirement Benefits

Eligibility: Disabled as defined in the MainePERS statutes, employed on or after October 16, 1992 or employed prior to October 16, 1992 and elected the provisions of No-Age Disability, and either disabled in the line-of-duty or disabled with at least five years of creditable service.

Benefit: 59% of average final compensation, reduced by employment earnings over the specified statutory limit, and to the extent that the benefit, in combination with Workers' Compensation and Social Security, exceeds 80% of average final compensation.

Form of Payment: Payment begins upon the termination of service and ceases on cessation of disability or after five years, unless the member is unable to engage in any substantially gainful

activity, in which case payments cease on the date the service retirement benefit equals or exceeds the disability benefit.

Conversion to Service Retirement: During the period of disability, service is credited and average final compensation is increased at the same rate as any cost-of-living adjustments for which the member is eligible (see item 11). On the date when service benefits reach a level of 59% of average final compensation, the disability benefit converts to a service retirement benefit based on service and average final compensation at that time.

7. Pre-Retirement Ordinary Death Benefits

Eligibility: Death while active, inactive eligible to retire, or disabled not resulting from an injury received in the line-of-duty.

Benefit: Designated beneficiary, spouse, children, or parents entitled to benefit calculated as if the deceased member had retired under Option 2 (see item 12); however, the beneficiary may elect survivor benefits payable to a surviving spouse, dependent children, parent, or other designated beneficiaries in monthly amounts varying by the status of beneficiary and number of eligible survivors. Otherwise, accumulated contributions with interest are payable to the designated beneficiary, spouse, children, older parents, or estate.

8. Pre-Retirement Accidental Death Benefits

Eligibility: Death while active or disabled resulting from an injury received in the line of duty.

Benefit:

- If the member leaves no dependent children, two-thirds of the member's average final compensation to the surviving spouse until death.

- If the member is survived by a spouse who has the care of dependent children of the member, the surviving spouse shall receive an annual sum equal to the member's average final compensation while having the care of dependent children. When there are no longer any dependent children, the surviving spouse shall receive two-thirds of the member's average final compensation until death.

- If the member is survived by a spouse who does not have the care of the member's dependent children, the surviving spouse and dependent children shall share equally an annual sum equal to the member's average final compensation. When there are no longer any dependent children, the surviving spouse shall receive two-thirds of the member's average final compensation until death.

- If the member leaves no spouse, the dependent children shall share an annual amount equal to the member's average final compensation. Benefits will cease when the last dependent child no longer meets the definition of "dependent child."

9. Termination Benefit

Eligibility: Termination of service other than by retirement or death with at least five years of creditable service.

Benefit: The member's choice of a refund of the accumulated contributions with interest or a retirement benefit using creditable service and average final compensation as of the date of termination, deferred to normal retirement age.

10. Refund of Contributions

Eligibility: Termination of service other than by retirement or death with less than five years of creditable service.

Benefit: Refund of member's accumulated contributions with interest.

11. Cost-of-Living Adjustments (COLA)

All service and disability retirement and survivor benefits payable to (or in relation to) benefit recipients who were employed by a PLD that elected a Plan that provides for a COLA are adjusted each year that there is a percentage change in the Consumer Price Index, based on the Index. If the percentage change is negative, then no adjustment is made in that year. In subsequent years, the adjustment that would have been made will be adjusted downward to the extent necessary to recoup the full actuarial value of not having made the previous year's negative adjustment. This process of adjustment may occur over a multi-year period if needed to recoup the full value of negative changes in the Index.

Cost-of-living adjustments (COLA) are effective September 1 of each year and are applied to all benefits in a Plan that provides for a COLA that have been in payment for six months for retirees who retire prior to September 1, 2015, 12 months for retirees who retired on or after September 1, 2015, and 24 months for those who retire on or after September 1, 2019.

The maximum annual increase is 2.5%, applicable to COLAs issued in September 2018 and later (prior to this, 3% for the 2014 through 2017 COLAs and 4% prior to the 2014 COLA).

Possible downward adjustments to future COLAs may occur if severe market losses result in contribution rates under the risk-sharing contribution methodology that exceed the contribution caps for PLD and member rates under this methodology. In this eventuality, a reduced COLA may be paid to retirees.

APPENDIX C – SUMMARY OF PLAN PROVISIONS

An extra 1.0% COLA was granted to eligible retirees at September 1, 2022.

12. Methods of Payment of Service Retirement Benefits

At retirement, a member who retires with a benefit must choose from the following methods of payment:

Full Benefit: Unadjusted benefit paid for the life of the member-only.

Option 1: Cash refund equal to the remaining member contribution balance, if any, at the date of death (where the member contribution balance has been reduced each month by the portion of the monthly benefit deemed to be provided by member contributions).

Option 2: 100% joint and survivor annuity.

Option 3: 50% joint and survivor annuity.

Option 4: Joint and survivor annuity at any percentage other than those available under Option 2 and Option 3.

Option 5: Designated percentage of the benefit (not less than 51%) payable to the member, with the remaining percentage (the two to equal 100%) payable to a beneficiary (may only be a sole beneficiary) while both are alive. At the death of either, the higher of the two percentages is paid to the survivor for the survivor's life, and the lower-percentage benefit ceases to be paid.

Option 6: 100% joint and survivor annuity (Option 2) with pop-up*.

Option 7: 50% joint and survivor annuity (Option 3) with pop-up*.

Option 8: Option 4 with pop-up*.

* The "pop-up" feature attached to a given Option means that in the case of a beneficiary predeceasing the member, the member's benefit will be revised prospectively to the amount that the benefit would have been had the member selected Full Benefit payment upon retirement.

13. Plan Changes Since Prior Valuation

The offset of Maine Public Employees Retirement System disability retirement benefits by Social Security benefits for the same condition was eliminated as of January 1, 2024. Retroactive payments of previously offset benefits plus cost-of-living-adjustments and interest at 6.5% were also provided.

This Appendix C is intended to be a brief summary of provisions. In the event of a dispute, applicable statutes and administrative policy supersede this report description.

APPENDIX D – ACTUARIAL ASSUMPTIONS AND METHODS

A. Actuarial Assumptions

1. Annual Rate of Investment Return

PLDs	6.50%

Rate is net of both administrative and investment expense.

2. LDROM Discount Rate

PLDs	4.77%

3. Cost-of-Living Adjustment (COLA) Assumed Rate

PLDs	1.91%

4. Sample Rates of Individual Salary Increases (% at Selected Years of Service)

Years of Service	PLD
0	11.48%
1	8.66
2	4.81
3	4.29
4	4.03
5	3.78
10	3.26
15	3.26
20	3.01
25	2.75
30	2.75

The above rates include a 2.75% across-the-board increase at each year of service.

APPENDIX D – ACTUARIAL ASSUMPTIONS AND METHODS

5. Sample Rates of Termination (% at Selected Years of Service)

Service	Regular	Special
0	28.0%	17.9%
1	21.0	14.4
2	15.0	10.5
3	12.0	9.5
4	10.0	7.8
5	9.0	7.9
10	5.0	4.5
15	3.5	2.9
20	3.5	2.7
25	3.0	0.0

Non-vested members are assumed to take a refund of contributions with interest. Once vested, the member is assumed to elect the greater of the deferred vested benefit or a refund of member contributions with interest based on present value at the time of termination.

6. Sample Rates of Mortality for Healthy Annuitant Lives at Selected Ages (number of deaths per 10,000 members)

	(Showing values in 2025)	
Age	Male	Female
50	31	24
55	46	34
60	70	47
65	100	68
70	155	109
75	262	194
80	473	361
85	879	691
90	1,542	1,305
95	2,419	2,141

Rates are based on 112.1% and 118.5% of the 2010 Public Plan General Benefits-Weighted Healthy Retiree Mortality Table, respectively, for males and females. The rates are projected generationally using the RPEC_2020 model, with an ultimate rate of 1.00% for ages 80 and under, grading down to 0.05% at age 95, and further grading down to 0.00% at age 115, along with convergence to the ultimate rates in the year 2027. All other parameters used in the RPEC_2020 model are those included in the published MP-2020 scale.

APPENDIX D – ACTUARIAL ASSUMPTIONS AND METHODS

7. Sample Rates of Mortality for Active Lives at Selected Ages (number of deaths per 10,000 members)*

	(Showing values in 2025)	
Age	Male	Female
20	3	1
25	3	1
30	4	2
35	6	3
40	7	4
45	8	5
50	11	7
55	17	11
60	27	17
65	39	25

* For Regular Plans, 5% of deaths assumed to arise out of and in the course of employment, while for Special Plans, 20% of deaths are assumed to arise out of and in the course of employment.

Rates are based on 83.5% and 88.6% of the 2010 Public Plan General Benefits-Weighted Employee Mortality Table, respectively, for males and females. These rates are generationally projected using the same version of the RPEC_2020 model as described in the healthy annuitant mortality.

8. Sample Rates of Mortality for Disabled Annuitant Lives at Selected Ages (number of deaths per 10,000 members)

	(Showing values in 2025)	
Age	Male	Female
25	36	21
30	54	37
35	73	57
40	90	76
45	112	98
50	158	140
55	214	179
60	272	209
65	322	218
70	380	255

Rates are based on 107.3% and 103.2% of the 2010 Public Plan Non-Safety Benefits-Weighted Disabled Retiree Mortality Table, respectively, for males and females. These rates are generationally projected using the same version of the RPEC_2020 model described in the healthy annuitant mortality.

APPENDIX D – ACTUARIAL ASSUMPTIONS AND METHODS

9. Sample Rates of Retirement at Selected Ages (number retiring per 1,000 members)

Regular Plans

	Regular Plans	
Age	NRA 60	NRA 65
45	N/A	N/A
50	N/A	N/A
55	N/A	N/A
60	120	60
65	250	200
70	1,000	250
75	1,000	1,000

In the case of PLD employees, NRA 60 refers to those who were members prior to July 1, 2014, and NRA 65 refers to those who became members on or after July 1, 2014.

Special Plans

Special Plans	
Service	Assumption
20	350
21	300
22	280
23	250
24	200
25	350
26	250
27	230
28	250
29	400
30	250
31-33	250
34	330
35+	1,000

APPENDIX D – ACTUARIAL ASSUMPTIONS AND METHODS

Note that all retirement rates are only applied once the member is eligible to retire, so those in 25-year Plans are not assumed to retire at 20 years of service. For Special Plan retirements with less than 20 years of service, we assume 250 retirements per 1,000 members.

10. Sample Rates of Disability at Selected Ages (number becoming disabled per 10,000 members)*

Age	Regular	Special
25	0.9	2.3
30	1.2	3.0
35	1.8	4.5
40	4.2	10.5
45	8.7	21.8
50	16.5	41.3
55	28.5	70.0
60	30.0	70.0

* 10% assumed to receive Social Security and/or Workers Compensation benefits offsetting disability benefit.

11. Family Composition Assumptions

80% of active members are assumed to be married and have two children born when the member is 24 and 28; children are assumed dependent until age 18; a female spouse is assumed to be three years younger than a male spouse; member is assumed to have no dependent parents; unmarried members are assumed to have beneficiaries entitled to benefits worth 80% as much as those of married members' beneficiaries.

12. Technical and Miscellaneous Assumptions

Decrement Timing: Middle of the valuation year.

Pay Increase Timing: Salary provided is treated as the rate of pay as of the valuation date. Annual increases are applied as of the beginning of each subsequent valuation.

Member Contribution Interest Rate: Reflects actual historical member contribution interest rates from 1970 through the valuation; future contribution interest assumed to equal the inflation assumption of 2.75%.

COLA Timing: September 1.

APPENDIX D – ACTUARIAL ASSUMPTIONS AND METHODS

Member Contribution Rates: For purposes of developing liability amounts, the member contribution rates developed based on the prior year's valuation are assumed to continue for all periods in the future.

13. Rationale for Assumptions

The demographic assumptions were adopted by the Board of Trustees at their May 13, 2021 meeting. The discount rate was adopted by the Board of Trustees at their August 12, 2021 meeting. The demographic assumptions adopted are based on an experience study covering the period from July 1, 2015 through June 30, 2020, and the economic assumptions are based on this experience study along with advice of the MainePERS investment consultants. In our professional judgment, the combined effect of the assumptions has no significant bias.

The LDROM discount rate is the single equivalent rate determined by matching Plan cashflows to US Treasury Securities yields as of the measurement date as published by the Federal Reserve.

14. Changes Since Last Valuation

The LDROM discount rate was updated to 4.77% based on Treasury yields as of June 30, 2025.

15. Rationale for Change in Actuarial Assumptions

N/A

16. Disclosure for Reasonable Actuarially Determined Contribution Method

The rates developed in the ratemaking process in Table I-2 meet the requirements on a Total Plan basis of a reasonable ADC as defined by the actuarial standards of practice. The actuarial methods used to determine the reasonable actuarially determined contribution have been selected to balance benefit security, intergenerational equity, and stability of contributions. The selection of the actuarial methods has taken into account the demographics of plan members, the funding goals and objectives of the Board, and the need to accumulate assets to make benefit payments when due. The Actuarially Determined Contribution disclosed in this report represents a reasonable actuarially determined contribution in accordance with Actuarial Standard of Practice (ASOP) No. 4

17. Disclosure of Models Used

ProVal: Cheiron utilizes ProVal, an actuarial valuation software leased from Winklevoss Technologies (WinTech) to calculate the liabilities, normal costs, and projected benefit payments. We have relied on WinTech as the developer of ProVal. We have reviewed

ProVal and have a basic understanding of it and have used ProVal in accordance with its original intended purpose. We have not identified any material inconsistencies in assumptions or output of ProVal that would affect this actuarial valuation.

Projection Model: This report includes projections of future contributions, assets, liabilities, and funded status for the purpose of assisting the Board of Trustees with the management of the Fund. We have used Cheiron's P-Scan and R-Scan models to develop these projections. The model is also used to stress test the impact of volatile asset returns over the projection period.

The P-Scan projection uses projected benefit payments for current members but does not include projected benefit payments for new members. This limitation is not material for the next 20 years, but longer projection periods should be viewed with caution. The P-Scan projection uses standard roll-forward techniques that implicitly assume a stable active population. Changes in the demographic characteristics of the active population will lead to different results.

The stochastic projections of investment returns assume that each future year's investment return is independent from all other years and is identically distributed according to a lognormal distribution. This assumption may result in an unrealistically wide range of compound investment returns over longer periods of time. The standard deviation used in the stochastic projection of investment returns was provided by the investment consultant.

Mortality Improvement Model: Cheiron utilized the RPEC_2014_v2020 Model Implementation Tool for the purposes of developing the customized version of MP-2020 used in this report. This tool is updated and published annually by the Society of Actuaries and their Retirement Plans Experience Committee and allows actuaries to develop customized versions of mortality improvement scales based on the parameters and data underlying the published MP-2020 scale but allowing practitioners to vary parameters from those used in the published MP-2020 scale.

We have reviewed this model and believe it is appropriate to our intended use in developing a customized mortality improvement scale for the Programs. Further, we are aware of no material inconsistencies that would limit our ability to use this model for its intended purpose.

B. Actuarial Methods

1. Funding and LDROM Cost Method

The Entry Age Normal Actuarial Cost Method is used to determine costs and the actuarially determined contributions needed to fund the Plan. The actuarially determined contributions are then used to develop the specific rates for both members and PLDs for each specific Regular and Special Plan within the Plan. Under this cost method, the Actuarially

APPENDIX D – ACTUARIAL ASSUMPTIONS AND METHODS

Determined Plan Total Rate consists of two elements: the Actuarially Determined Plan Normal Cost Rate and the Actuarially Determined Plan UAL Amortization Rate.

For each of the Regular and Special Plans in the Consolidated Plan, an individual Entry Age Normal Cost Rate is determined for each active member. The normal cost is determined by the following steps. First, an individual normal cost rate is determined by taking the value, as of entry age into a Plan, of each active member's projected future benefits. Second, this value is then divided by the value, also at entry age, of the member's expected future salary. These rates are then multiplied by each member's salary as of the valuation date to get the total normal cost dollars as of the valuation date for that Plan. These individual amounts for each Regular and Special Plan are then added to get the total normal cost dollars for the Plan and then divided by the total payroll for the Plan to get the Actuarially Determined Plan Normal Cost Rate.

The Unfunded Actuarial Liability under the Entry Age Normal Cost Method equals the present value, at the time of valuation, of the future benefit payments less the present value of future normal costs, future member contributions, future IUUAL payments, and current assets. Under the Consolidated Plan, the Actuarially Determined Plan UAL Amortization Rate is calculated for the Consolidated Plan in total based on the pooled UAL being amortized over a 20-year period commencing with the June 30, 2015 valuation date and any layers of pooled UAL arising after that date amortized over individual 20-year periods. This amortization uses a level percentage of pay method with payroll assumed to increase at 2.75% per year. The amortization payment thus derived for the valuation year is then divided by the total payroll to develop the Actuarially Determined Plan UAL Amortization Rate. Amortization payments are assumed to be made each pay period.

The risk-sharing framework adopted by the Board of Trustees is then used to develop individual PLD and member rates for each Regular and Special Plan within the Plan based on the Actuarially Determined Plan Total Rate. The allocation to each specific Plan from the Total Rate is based on the normal cost rate for each specific Plan relative to the Plan in total. For the three Regular Plans, member rates are developed separately for members under the provisions with an age 60 normal retirement age and members under the provisions with an age 65 normal retirement age.

In addition to the development of rates for each Plan, the actual contribution for a given PLD will include an Individual Unpooled Unfunded Actuarial Liability (IUUAL) payment as well, unless the PLD came into the Plan without an IUUAL or has paid off its IUUAL. The Initial Unpooled Unfunded Actuarial Liability (IUUAL) was calculated at entry into the Consolidated Plan for each PLD that entered with liabilities in excess of their assets and is paid off through payment of a specific dollar amount until paid off.

APPENDIX D – ACTUARIAL ASSUMPTIONS AND METHODS

2. Asset Valuation Method

For purposes of determining member and PLD contributions to the Plan and the Plan's funded status, we use an Actuarial Value of Assets. The asset adjustment method dampens the volatility in asset values that could occur because of fluctuations in market conditions. Use of an asset smoothing method is consistent with the long-term nature of the actuarial valuation process.

In determining the Actuarial Value of Assets, we calculate an expected actuarial value based on the cash flows for the year and imputed returns at the actuarial assumption. This expected value is compared to the actual market value at the valuation date and one-third of the difference is added to the preliminary actuarial value to arrive at the final actuarial value.

3. FASB ASC 960 Cost Method:

The cost method for valuation of liabilities for FASB ASC 960 purposes is the Unit Credit Cost Method. This is one of a family of valuation methods known as accrued benefits methods. The chief characteristic of accrued benefits methods is that the funding pattern follows the pattern of benefit accrual. The accrued liability, which is determined for each Participant as of each valuation date, represents the actuarial present value of each Participant's benefit earned prior to the valuation date.

4. Changes Since Last Valuation

None

5. Rationale for Change

N/A

APPENDIX E – GLOSSARY OF GASB TERMS

1. Actuarially Determined Contribution

A target or recommended contribution for the reporting period, determined in conformity with Actuarial Standards of Practice based on the most recent measurement available when the contribution for the reporting period was adopted.

2. Actuarial Valuation Date

The date as of which an actuarial valuation is performed. This date may be up to 24 months prior to the measurement date and up to 30 months prior to the employer's reporting date.

3. Deferred Inflow of Resources

An acquisition of net assets by a government employer that is applicable to a future reporting period. In the context of GASB 68, these are experience gains on the Total Pension Liability, assumption changes reducing the Total Pension Liability, or investment gains that are recognized in future reporting periods.

4. Deferred Outflow of Resources

A consumption of net assets by a government employer that is applicable to a future reporting period. In the context of GASB 68, these are experience losses on the Total Pension Liability, assumption changes increasing the Total Pension Liability, or investment losses that are recognized in future reporting periods.

5. Entry Age Actuarial Cost Method

The actuarial cost method required for GASB Nos. 67 and 68 calculations. Under this method, the actuarial present value of the projected benefits of each individual, included in an actuarial valuation, is allocated on a level basis over the earnings of the individual between entry age and assumed exit ages. The portion of this actuarial present value allocated to a valuation year is called the Service Cost. The portion of this actuarial present value not provided for at a valuation date by the actuarial present value of future service costs is called the Total Pension Liability.

6. Measurement Date

The date as of which the Total Pension Liability and Plan Fiduciary Net Position are measured. The Total Pension Liability may be projected from the Actuarial Valuation Date to the Measurement Date. The Measurement Date must be the same as the Reporting Date for the Plan.

APPENDIX E – GLOSSARY OF GASB TERMS

7. Net Pension Liability

The liability of employers and non-employer contributing entities for employees for benefits provided through a defined benefit pension plan. It is calculated as the Total Pension Liability less the Plan Fiduciary Net Position.

8. Plan Fiduciary Net Position

The fair or Market Value of Assets.

9. Reporting Date

The last day of the Plan or employer's fiscal year.

10. Service Cost

The portion of the actuarial present value of projected benefit payments that is attributed to the current period of employee service in conformity with the requirements of GASB Nos. 67 and 68. The Service Cost is the normal cost calculated under the Entry Age Actuarial Cost Method.

11. Total Pension Liability

The portion of the actuarial present value of projected benefit payments that is attributed to past periods of employee service in conformity with the requirements of GASB Nos. 67 and 68. The Total Pension Liability is the Actuarial Liability calculated under the Entry Age Actuarial Cost Method.

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Classic Values, Innovative Advice

Maine Public Employees Retirement System

PLD Consolidated Plan Advisory Committee Meeting

Fiona E. Liston, FSA, EA, MAAA
Bonnie Rightnour, FSA, EA, MAAA
Greg Reardon, FSA, EA, MAAA

November 18, 2025



Agenda

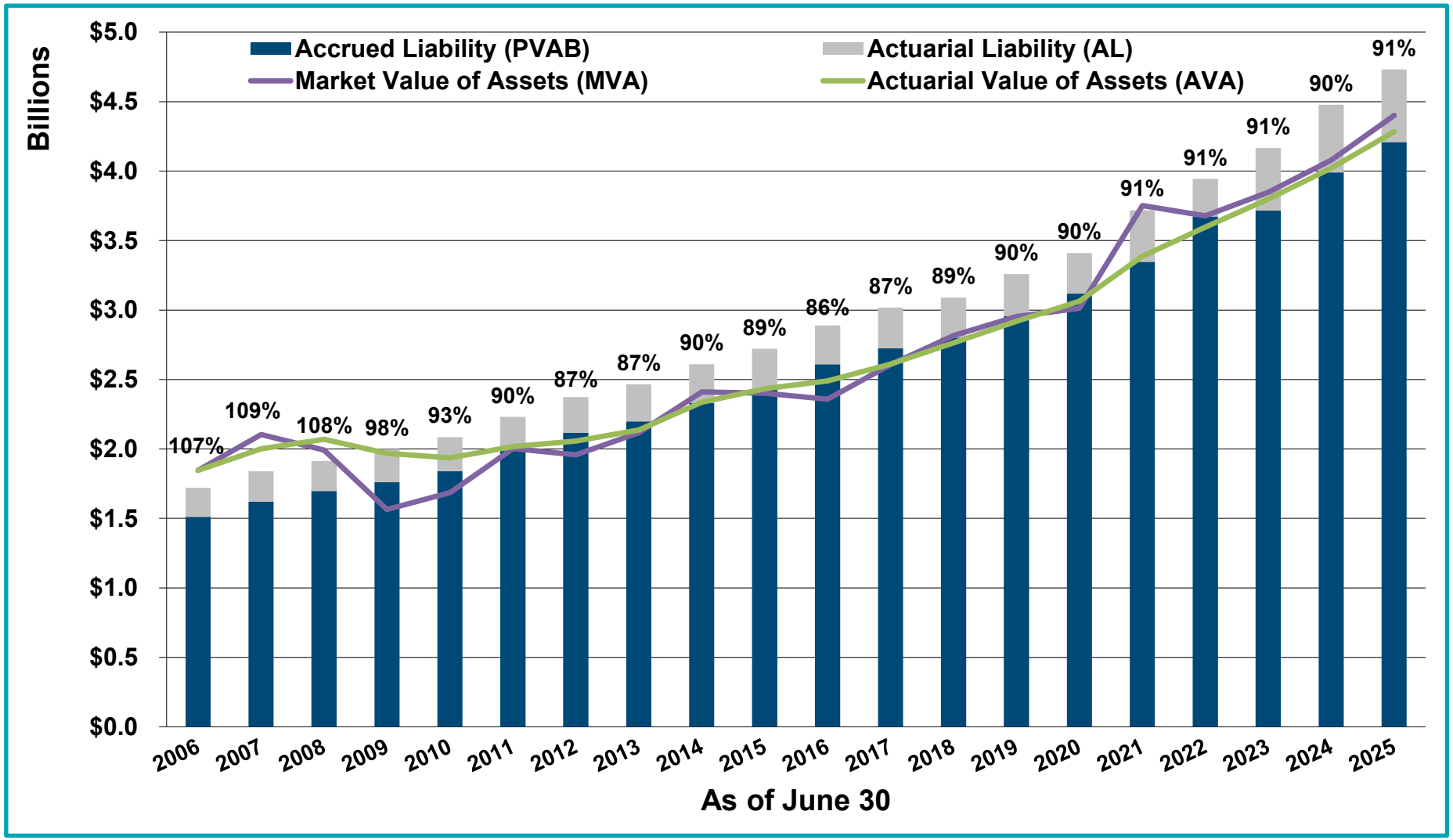


- Historical Review
- June 30, 2025 Valuation Results
- FY 2027 Rate Development
- Projections



Historical Review

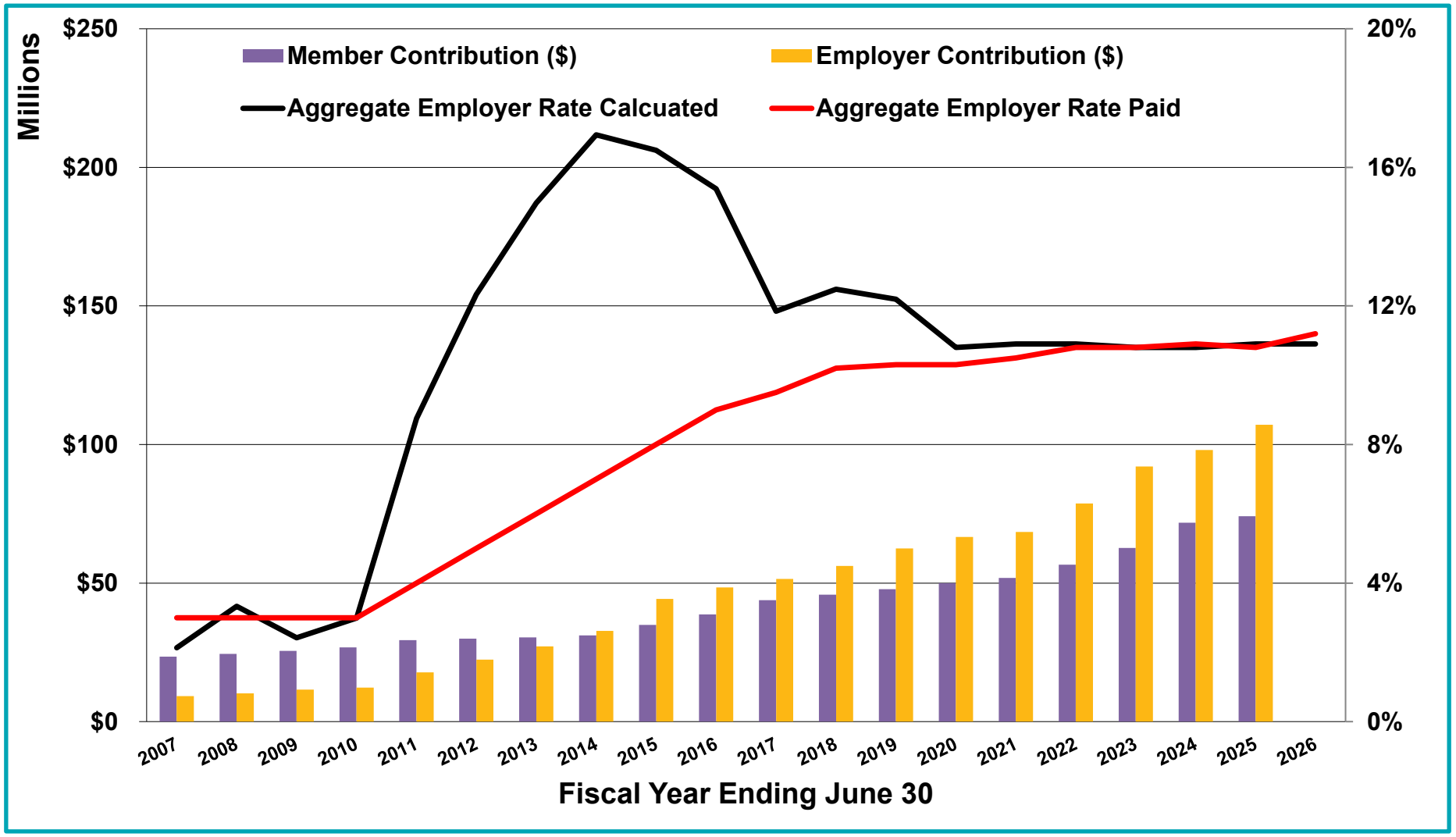
Historical Review – Assets & Liabilities



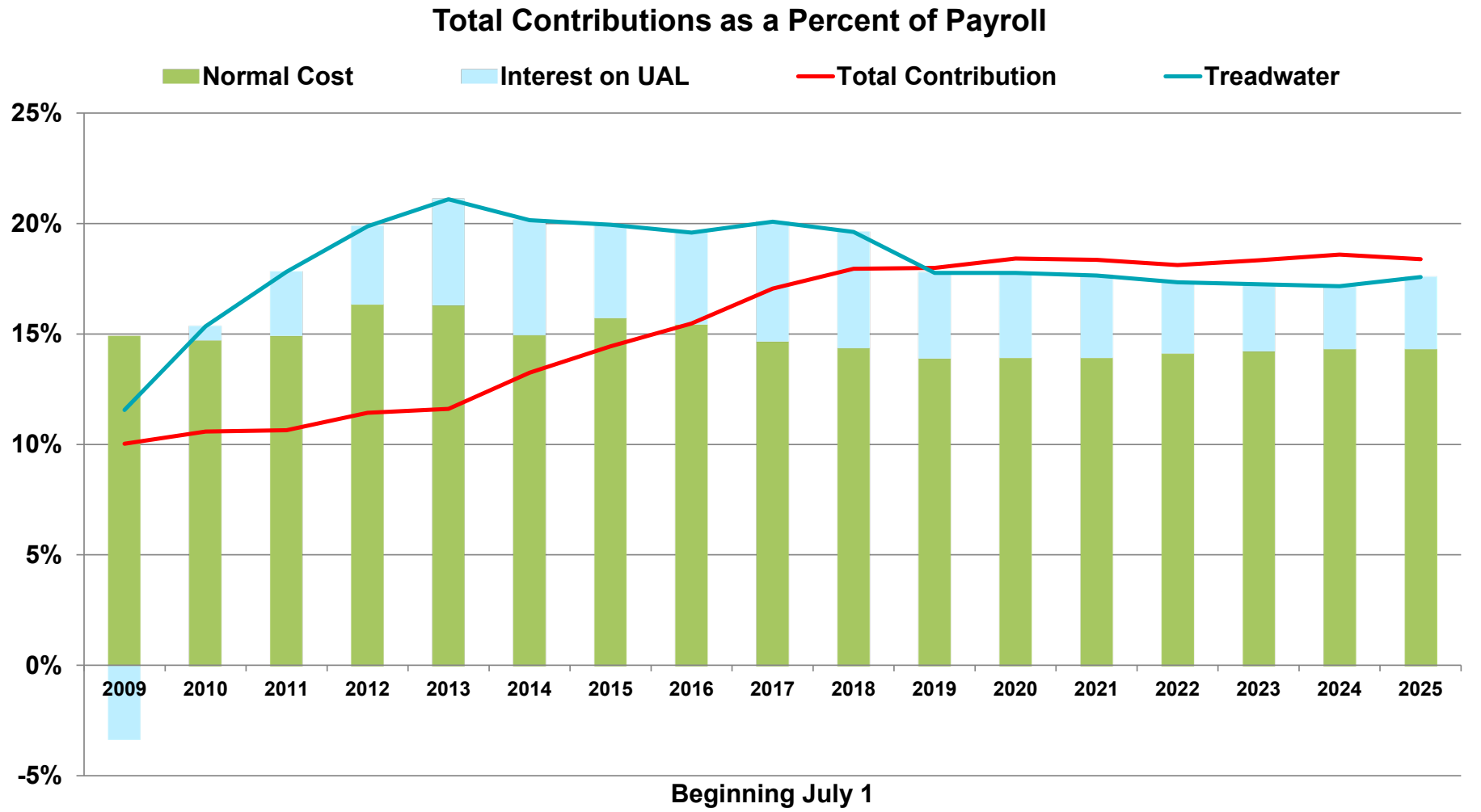
Percentages shown are AVA/AL funded ratios

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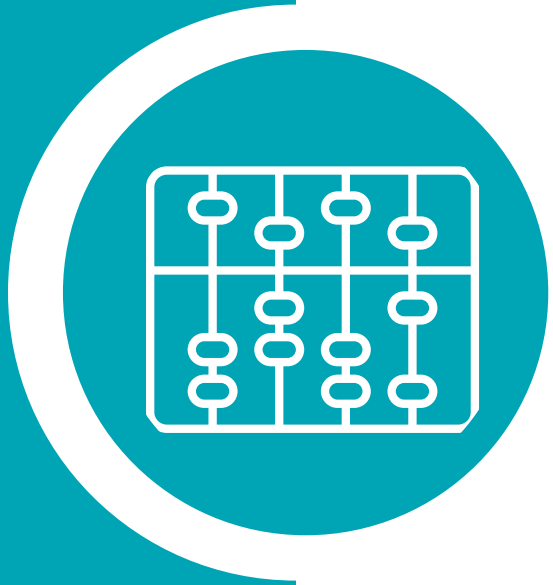
Historical Review – Contributions



Historical Review – Treadwater



**Tread Water equals Normal Cost + interest on the Unfunded Actuarial Liability*



June 30, 2025
Actuarial Valuation Results

Key Valuation Results

	June 30, 2024	2025	2024 to 2025
Membership	**Valuation**	**Valuation**	**% change**
Actives	13,561	14,066	3.7%
Payroll ($millions)	$ 909	$ 996	9.5%
Average Salary	$ 67,061	$ 70,790	5.6%
In Pay Status	10,853	11,073	2.0%
Total Annual Benefits ($millions)	$ 216	$ 229	5.9%
Average Benefit	$ 19,894	$ 20,643	3.8%
Assets and Liabilities ($millions)			
Actuarial Liability (6.50%)	$ 4,478	$ 4,732	5.7%
Actuarial Value of Assets (AVA)	$ 4,020	$ 4,284	6.6%
Unfunded Actuarial Liability (UAL)	$ 458	$ 448	-2.2%
AVA Funded Ratio	89.8%	90.5%	
Market Value of Assets (MVA)	$ 4,078	$ 4,401	7.9%
MVA Funded Ratio	91.1%	93.0%	
Accrued Liability (6.50%)	$ 3,990	$ 4,209	5.5%
Unfunded Accrued (using MVA)	$ (88)	$ (193)	119.5%
Accrued MVA Funded Ratio	102.2%	104.6%	
LDROM Liability (4.44% to 4.77%)	$ 5,900	$ 5,900	0.0%
Composite Contribution Rate	**for FY 2026**	**for FY 2027**	
Total Normal Cost Rate	14.3%	14.3%	
UAL Rate	4.9%	4.7%	
Total Calculated Rate	19.2%	19.0%	
Final Aggregate Employer Paid	11.2%	TBD	
Final Aggregate Member Paid	8.0%	TBD	

FY 2025 Experience

- Consolidated PLD investment gain of $57.1 million
- Consolidated PLD liabilities grew by $75.0 million more than expected
  - $11.7 million increase due to COLA of 2.5% vs. assumed 1.91%
  - $63.3 million increase due to other liability experience (new hires and salary higher than expected)
- Overall Impact
  - UAL decreased by $9.9 million to $447.9 million
  - Calculated Total Contribution Rate is lower by 0.2% of payroll (0.2% decrease in the aggregate Employer Rate, no change in the aggregate Member Rate)

PLD Counts and Payroll by Plan

	Active Counts and Payroll as of 6/30/2025				
	Age 60	Age 65	Total	Payroll*	% of Total Payroll
Regular AC	2,328	6,613	8,941	$571.3	57.4%
Regular BC	11	40	51	3.6	0.4%
Special 1C			439	39.9	4.0%
Special 2C			907	70.6	7.1%
Special 3C			2,773	246.3	24.7%
Special 4C			100	6.8	0.7%
Regular AN	205	500	705	43.7	4.4%
Special 1N			16	1.4	0.1%
Special 2N			2	0.1	0.0%
Special 3N			132	12.0	1.2%
TOTAL PLAN			14,066	$995.7	100.0%

* Payroll figures are in millions

FY 2027 Rate Development



PLD Rate Setting Methodology

- PLD employer and member rates for FY 2020 and beyond are based on a risk-sharing framework
  - 58% PLD, 42% member
  - Contribution capped 12.5% employer, 9% member
  - Caps apply to the aggregate rates in both cases
- Plan-specific PLD rates for each of the sub-plans
- PLD member rates for each of the Regular Plans are split into two distinct rates based on Normal Retirement Age (60 or 65)
  - A single distinct member rate continues for each Special Plan
- The aggregate contribution rate is determined for the Plan as a whole and individual plan rates are allocated based on the normal cost calculation for each Plan
  - Demographic movements from year to year do have an impact on these normal costs

PLD Contribution Rates for FY 27

- The next slide shows the calculated FY 27 rates based on the June 30, 2025 Plan valuation
- The comparison has no restrictions on change from FY 26
- Largest increases in 2N for both PLD and Member
  - Demographic changes for this small group caused an increase in the normal cost rate
  - Decrease from 4 to 2 active participants with average age increasing by 6 years

PLD Individual Plan Contribution Rates

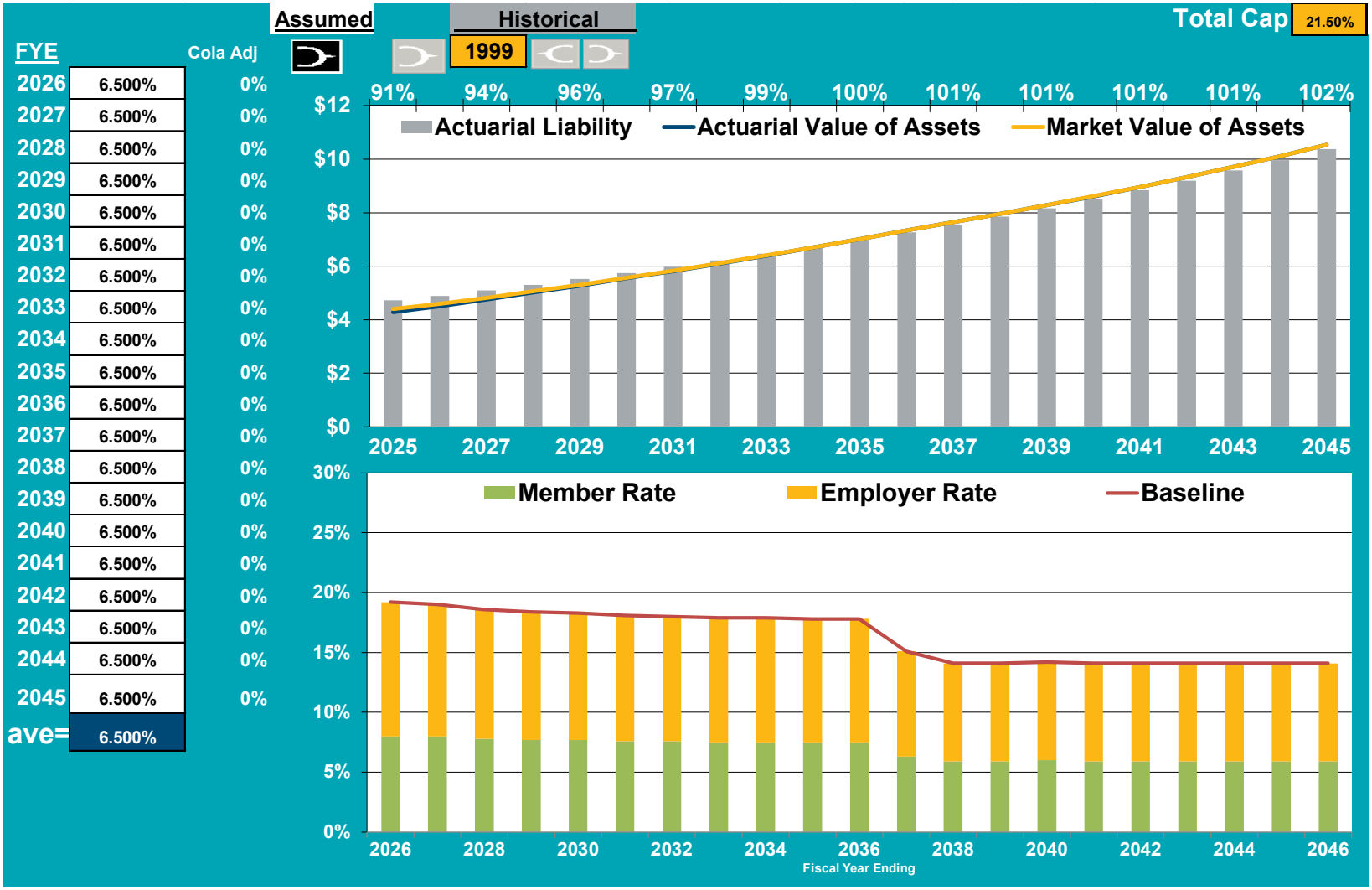
	FY 2026 Rates			FY 2027 Rates			DIFFERENCE		
	PLD	Member*	Total	PLD	Member*	Total	PLD	Member*	Total
Regular AC*	10.2%	7.3%	17.5%	10.0%	7.3%	17.3%	(0.2)%	0.0%	(0.2)%
Regular BC*	5.0	3.6	8.6	4.7	3.4	8.1	(0.3)	(0.2)	(0.5)
Special 1C	14.1	10.2	24.3	13.8	10.0	23.8	(0.3)	(0.2)	(0.5)
Special 2C	12.1	8.8	20.9	12.0	8.7	20.7	(0.1)	(0.1)	(0.2)
Special 3C	13.2	9.5	22.7	13.1	9.5	22.6	(0.1)	0.0	(0.1)
Special 4C	12.9	9.4	22.3	13.1	9.5	22.6	0.2	0.1	0.3
Regular AN*	9.0	6.6	15.6	8.9	6.5	15.4	(0.1)	(0.1)	(0.2)
Special 1N	12.9	9.3	22.2	12.5	9.0	21.5	(0.4)	(0.3)	(0.7)
Special 2N	11.0	7.9	18.9	11.7	8.4	20.1	0.7	0.5	1.2
Special 3N	11.4	8.2	19.6	11.5	8.3	19.8	0.1	0.1	0.2
Aggregate	11.2%	8.0%	19.2%	11.0%	8.0%	19.0%	(0.2)%	0.0%	(0.2)%

* Aggregate member rate shown. Actual rates are 0.75% lower for age 65 regular plans than age 60.



Projections

Baseline Projection



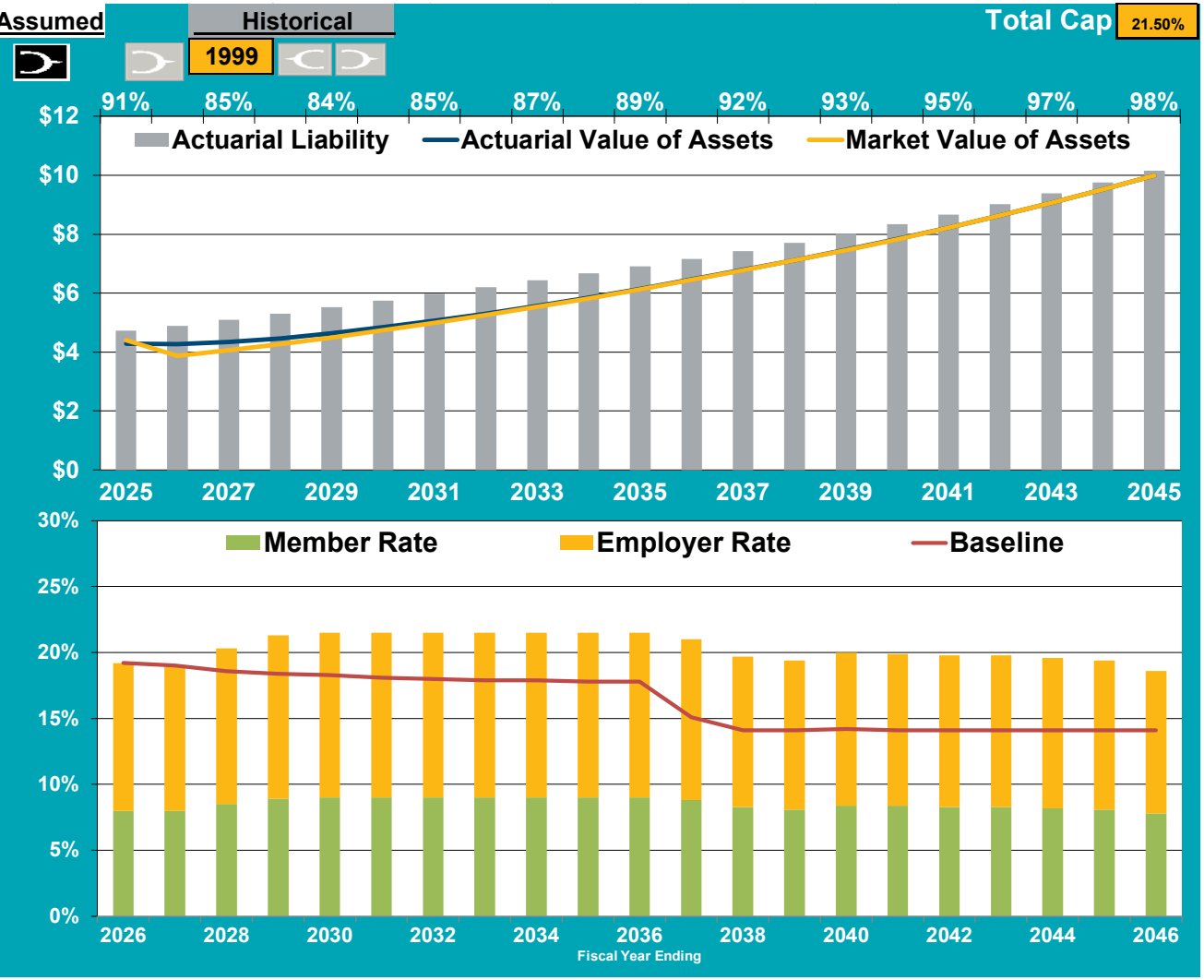
Consolidated Plans Only

Cost-Sharing Provision

- If the aggregate contribution rate developed in a given valuation exceeds the maximum level of 21.5% of payroll (currently at 19.2% of payroll) there may be a reduction in the COLA granted to retirees in an amount designed to close that gap
- For example – if the aggregate rate is calculated to be 23% of payroll
  - This is 1.5% in excess of the cap
  - If payroll is $750 million then the contribution shortfall would be $11.25 million
  - The amount of COLA otherwise payable to retirees would be reduced by an amount sufficient to recoup this shortfall
- This provision has not been triggered since it was instituted as part of the 2018 plan/funding changes

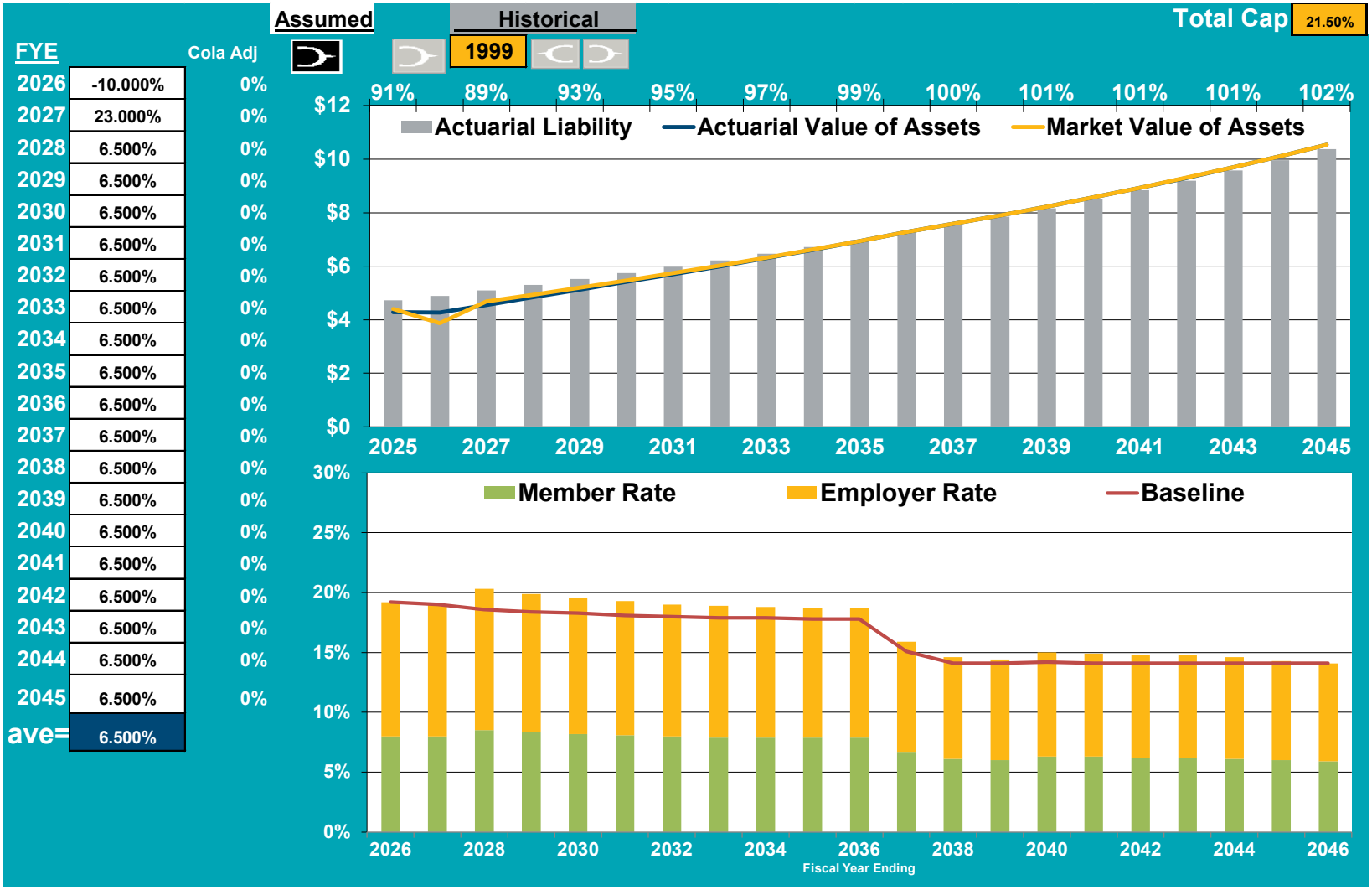
One-Year Investment Loss

FYE		Cola Adj
2026	-10.000%	0%
2027	6.500%	0%
2028	6.500%	0%
2029	6.500%	0%
2030	6.500%	0%
2031	6.500%	0%
2032	6.500%	-16%
2033	6.500%	-23%
2034	6.500%	-28%
2035	6.500%	-30%
2036	6.500%	-32%
2037	6.500%	-34%
2038	6.500%	0%
2039	6.500%	0%
2040	6.500%	0%
2041	6.500%	0%
2042	6.500%	0%
2043	6.500%	0%
2044	6.500%	0%
2045	6.500%	0%
ave=	5.675%	



Consolidated Plans Only

Loss Followed by Recovery



Consolidated Plans Only

Required Disclosures

In preparing this presentation, we relied on information supplied by the Maine Public Employees Retirement System. This information includes, but is not limited to, the plan provisions, employee data, and financial information. We performed an informal examination of the obvious characteristics of the data for reasonableness and consistency in accordance with Actuarial Standard of Practice No. 23, *Data Quality*.

The actuarial assumptions, models used, data and methods are those used in the preparation of the latest actuarial valuation report prepared for this plan as of June 30, 2025.

The results of this presentation rely on future plan experience conforming to the underlying assumptions and methods outlined in the report. Future results may differ significantly from the current results presented in this presentation due to such factors as the following: plan experience differing from that anticipated by the assumptions, changes in assumptions, and changes in plan provisions or applicable law.

This presentation and its contents have been prepared in accordance with generally recognized and accepted actuarial principles and practices and our understanding of the Code of Professional Conduct and applicable Actuarial Standards of Practice set out by the Actuarial Standards Board as well as applicable laws and regulations. Furthermore, as credentialed actuaries, we meet the Qualification Standards of the American Academy of Actuaries to render the opinion contained in this presentation. This presentation does not address any contractual or legal issues. We are not attorneys, and our firm does not provide any legal services or advice.

Cheiron's presentation was prepared solely for the Maine Public Employees Retirement System for the purposes described therein, except that the plan auditor may rely on the report solely for the purpose of completing an audit related to the matters herein. Other users of this presentation are not intended users as defined in the Actuarial Standards of Practice, and Cheiron assumes no duty or liability to such other users.

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Principal Consulting Actuary

Greg Reardon, FSA, EA, MAAA
Principal Consulting Actuary

November 18, 2025

PLD Plan Activity Memo

Date: November 18, 2025
To: PLD Advisory Committee Members
From: Deanna Doyle, PLD Plan Administrator

New or Rejoining PLD Employers (4)				
Employer	**Plan**	**Effective**	**# of Members or Potential Members**	**Comments**
Carrabassett Valley Sanitary District (P0420)	AN	2025	3	New PLD joining effective **11/1/2025** under regular plan AN for permanent, full-time employees who are not seasonal or temporary. The District is allowing employees who join to purchase credit for prior serivce to the District at the employees' expense. District authorized its Superintendent to enter into an agreement to adotp a 457b or 401a plan via MaineSTART in the future. District is in the process of adopting a Section 218 Agreement with Social Security that will be effective 11/1/2025.
Eagle Lake, Town of (P0443)	AC	2026	3	New PLD joining effective **1/1/2026** for its full-time employees who are not seasonal or temporary under regular plan AC. The Town is allowing employees to purchase credit for prior service to the Town and authorized the Select Board to determine if the Town would particpate with employees in the purchase and if so, to what extent. The Town has a Section 218 Agreement with Social Security and adopted the limited period open enrollment provision. the Town authorized the Town Manager to adopt a 457b or 401a DC plan with MaineSTART in the future.
Milo, Town of (P0104)	3C & AC	2025	15	PLD rejoining effective **1/1/2026** under special plan 3C for full-time police officers who regularly work 40hours per wee. 52 weeks per year and under regular plan AC for all other full-time employees who regularly work 40 hours per week, 52 weeks per year. Town is allowing employees to purchase credit for past service to the Town at the employees' expense. Town adopted the limited period open enrollment provision. The Town authorized the Select Board to adopt a 457b or 401a DC plan with MaineSTART in the future and authorized the Town Manager to sign any such agreement.
Passamaquoddy Tribe at Indian Township (P0244)	3C & AC	2025	153	PLD rejoining effective **10/1/2025** under special plan 3C for full-time police officers, firefighters, dispatchers and EMS employees who regularly work at least 32 hours per week adn who are not seasonal or temporary and under regular plan AC for full-time general government employees who regularly work at least 32 hours per week and who are not seasonal or temporary and compensated elected officials. Tribe has a Section 218 Agreement with Social Security. Tribe is alloweing employees to purchase credit for prior serivce and may opt to participate with some or all employees in the purchase via an agreement in the future. The Tribe adopted the limited period open enrollment provision. The Tribe also authorized the Tribe's chief to enter into an Agreement with MainePERS to adopt a MaineStart DC plan in the future. The Tribe currently offers a 401K with Empower.

Employer Plan Changes (7)				
Employer	**New Plan**	**Old Plan**	**# of Members**	**Comments**
Kittery, Town of (P0014)	3C	AC	6	Adopted 3C for current full-time dispatchers for all eligible service for period from 7/1/2024 through 8/31/2025 effective **9/1/2025** and for service accrued by dispatchers after 8/31/2025. Town opted to remit payment for the IUUAL created by the change in the amount of $9.708.00 in a lump sum.
Franklin County (P0102)	3C	AC	9	Adopted special plan 3C for its Teamsters Union, full-time dispatchers for future service only effective **1/1/2026**. Service accrued by its Teamsters Union, full-time dispatchers before 1/1/2026 remains under regular plan AC.
Orono, Town of (P0061)	Adopt Open Enrollment	N/A	?	Adopted limited period open enrollment effective **12/1/2025**. First annual open enrollment will be in 2026.
Regional School Unit No. 20	AC	N/A	1	Added coverage for Director of Facilities & Maintenance under AC effective **9/1/2025** and is allowing newly eligible employees to purchase credit for eligible prior service to the RSU at the employees' expense.
Searsport, Town of (P0117)	3C	3N	4	Adopted 3C for police officers future service only effective **9/1/2025**
Windham, Town of (P0309)	Adopt Open Enrollment	N/A	?	Adopted limited period open enrollment provision effective **10/1/2025** and will offer open enrollment this year from 10/1/2025 through 11/2/2025
York, Town of (P0028)	3C	2C	8	Adopted special plan 3C for future service only for firefighterseffective **12/1/2025**. Service accrued by firefighters before 12/1/2025 remains under special plan 2C.

Pending Plan Change Inquiries (35)				
Employer Plan	**New Plan**	**Old Plan**	**# of Members**	**Comments**
Androscoggin County (P0067)	2C, 3C or 4C	AC	6	Adopt a special plan for dispatchers
Bangor, City of (P0020)	AC	N/A	?	Add coverage under AC for certain general government employees.
Bar Harbor, Town of (P0015)	3C	2C & AC	10	Adopt 3C for all serivce for firefighters with 2C or AC service as firefighter, EMS or dispatcher with Town effective 7/1/2025. Firefighters have been participating in 3C since 7/1/2023.
Brunswick Fire & Police (P0292)	3C	1C	33	Adopt 3C for current police officers who opt to move to this plan from 1C for all service or for future service only and for police officers hired after effective date
Damariscotta, Town of (P0192)	3C	AC	1	Adopt special plan 3C for future service only for non-union, full-time police officers effective 11/1/2025
Easton, Town of and Easton School Department (P0240, P0240A)	Adopt Group Life Insurance	_	?	Adopt Group Life Insurance for PLD School Support Employees
Ellsworth, City of (P0013)	3C	2C	14 PO, 19 FF	Adopt 3C for police officers and/or firefighters for future service only
Franklin County (P0102)	Drop Open Enrollment	N/A	?	Drop limited period open enrollment provision starting in 2025
Freeport, Town of (P0142)	1C	3C	18	Adopt 1C from 3C for police officers employed and participating on 7/1/2027 for all service - study pending
Fryeburg, Town of (P0149)	AC	AN	?	Adopt AC for future serivce only for public works employees
Gray, Town of (P0399)	AC	N/A	49	Add coverage for additional classifications of employees under AC
Lincoln, Town of (P0076)	3C	3N	26	Adopt 3C for firefighters and/or police officers future service only
Lisbon, Town of (P0103)	Adopt Group Life Insurance	N/A	?	Adopt the Group Life Insurance program for MainePERS-eligible employees
Maine School of Science & Mathematics (P0352)	Adopt Group Life Insurance	N/A	?	Adopt the Group Life Insurance program for non-Teacher plan, MainePERS-eligible school support employees

Pending Plan Change Inquiries (Continued)				
Employer Plan	**New Plan**	**Old Plan**	**# of Members**	**Comments**
Mt. Desert, Town of (P0016)	3C	2C & AC	19+	Adopt 3C for all service for current police (including harbor masters), firefighters and dispatchers
Mt. Desert, Town of (P0016)	Adopt Open Enrollment	N/A	?	Adopt open enrollment in time for 2025
Newport, Town of (P0314)	Adopt Open Enrollment	N/A	?	Adopt open enrollment in time for 2025
Norway, Town of (P0125)	3C	2C	10	Adopt 3C for Police future service only
Old Town, City of (P0111)	Adopt COLA 3C and 2C for Police Officers and Firefighters for all service	3N & 2N before 1/1/2014	15 PO 22 FF	Adopt COLA for all service for police officers and firefighters (upgrading 3N and 2N service to 3C and 2C service) effective 7/1/2025
Paris, Town of (P0127)	3C	2C	6	Adopt 3C for police effective 9/1/2024 for future service only
Penobscot County (P0011)	3C	2C,AC	45,26	Adopt 3C for law enforcement officers and/or dispatchers future service only
Regional School Unit No. 23	Clarify Membership Exclusions	AC	N/A	Need to take an action to clarify the RSUs intent since the beginning regarding membership exclusions.
Regional School Unit No. 34	AN or AC	N/A	?	Add coverage for additional classifications of employees under AN or AC
RSU #39 (P0332)	AC	AC	2	Add coverage for full-time central office staff under AC
RSU #49 - MSAD #49 (P0189)	AN	N/A	5	Add coverage foraddiitonal classificaitons of school support employees and/or adopt open enrollment
Sagadahoc County (P0096)	3C	AC	1	Adopt 3C future service only for domestic violence investigator
Southwest Harbor, Town of (P0368)	1C or 3C	2C		Adopt 1C or 3C for police officers future service only
University of Maine System (P0379)	2C or 3C	N/A	?	Add coverage under 3C or 2C for non-union police officers (Chief and Captains)
Waldoboro, Town of (P0195)	2C	AC	?	Adopt 2C for public works employees future service only
Waldo County (P0046)	3C	2C		Adopt 3C future service only for certain corrections employees
Wells Fire & Police (P0349)	1C	3C & 2C	24	Adopt 1C for all service full or limited for police officers
Wells Fire & Police (P0349)	1C	3C & 2C	18	Adopt 1C for all service full or limited for firefighters effective 1/1/2027 - study pending
Wells, Town of (P0107)	3C or 2C	AC	8	Adopt 3C or 2C for all service full or limited for dispatchers
Winthrop, Town of (P0179)	1C or 3C	2C	8	Adopt 1C or 3C for police officers future service only

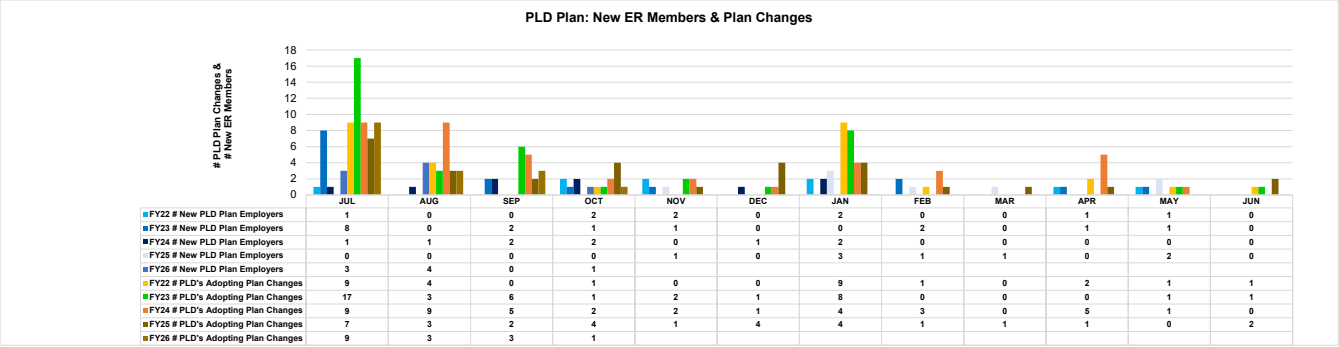
Pending New or Rejoining PLD Employer Inquiries (27)				
Employer	**In Addition to SS?**	**Effective**	**# of Potential Members**	**Comments**
Boothbay, Town of	Yes	2025	27	New PLD
Boothbay Region Refuse Disposal District	No	2025	15	New PLD- Confirmed qualifies as Local District
Canaan, Town of	Yes	2025	3 FT, 17 PT	New PLD
Cape Elizabeth, Town of (P0085)	Yes	2025	?	Rejoin under Consolidated Plan for firefighters and general gov't employees and then later for public works employees when negotiations begin
Clifton, Town of	No	2025	2	New PLD
Fayette, Town of (P0296)	Yes	2026	?	Rejoin under Consolidated Plan
Gorham, Town of (P0133)	Yes	2025	?	Rejoin for general government employees under AC
Littleton, Town of	Yes	2025	3	New PLD
Maine Indian Tribal-State Commission	?	2025	2	New PLD if qualify as Local District

Pending New or Rejoining PLD Employer Inquiries (Continued)				
Employer	**In Addition to SS?**	**Effective**	**# of Potential Members**	**Comments**
Maine Organic Farmers and Gardeners Association (MOFGA)	?	2025	?	New PLD if qualify as Local District
Maine Redevelopment Land Bank Authority	No	2026	4	New PLD
Minot, Town of	Yes	2025	?	New PLD
Mount Vernon, Town of	Yes	2026	?	New PLD
MSAD #4 - Guilford	Yes	2025	?	New School Support PLD
MSAD #27 Fort Kent	Yes	2025	?	New School Support PLD for Bus Drivers/Custodians
Newburgh, Town of	Yes	2025	?	New PLD
Penobscot Nation Warden Service	?	2025	?	New PLD - Need to determine if under Indian Tribal Government
Portland Water District	Yes	2025	180	New PLD
Rome, Town of	No	2025	?	New PLD
RSU #50 - Southern Aroostook	Yes	2025	?	New School Support PLD
Saco River Corridor Commission	No	2025	?	New PLD if qualifies as Local District
Strong, Town of	Yes	2025	?	New PLD
Swanville, Town of	No	2026	?	New PLD
Unity, Town of	Yes	2025	?	New PLD
West Paris, Town of (P0436)	Yes	2025	?	New PLD - Currently GLI Only Employer
Woodland, Town of	Yes	2025	?	New PLD

Active Withdrawal /Partial Withdrawal Inquiries (2)				
Employer	**In Addition to SS?**	**Effective**	**# of Potential Members**	**Comments**
Midcoast Council of Governments (P0343)	No	TBD	?	Wants to make full withdrawal, have not be administering plan appropriately for several years so need to resolve membership issues first
Milford, Town of & Milford School Dept (P0186, P0186A)	Yes	?	?	Considering excluding school support staff going forward - currently 0 school support staff participating - Town and School decided not to pursue withdrawing in 2024 but may do so in 2025

PLD Plan

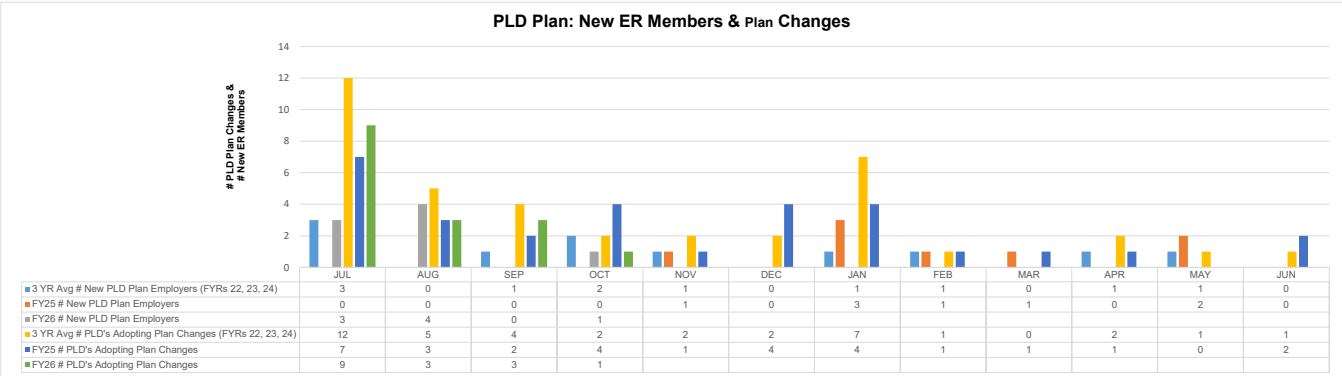
11/9/2025



	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
FY22 # New PLD Plan Employers	1	0	0	2	2	0	2	0	0	1	1	0
FY23 # New PLD Plan Employers	8	0	2	1	1	0	0	2	0	1	1	0
FY24 # New PLD Plan Employers	1	1	2	2	0	1	2	0	0	0	0	0
FY25 # New PLD Plan Employers	0	0	0	0	1	0	3	1	1	0	2	0
FY26 # New PLD Plan Employers	3	4	0	1								
FY22 # PLD's Adopting Plan Changes	9	4	0	1	0	0	9	1	0	2	1	1
FY23 # PLD's Adopting Plan Changes	17	3	6	1	2	1	8	0	0	0	1	1
FY24 # PLD's Adopting Plan Changes	9	9	5	2	2	1	4	3	0	5	1	0
FY25 # PLD's Adopting Plan Changes	7	3	2	4	1	4	4	1	1	1	0	2
FY26 # PLD's Adopting Plan Changes	9	3	3	1								

PLD Plan: Number of new employers joining the PLD Retirement Program and number of employers making plan changes.

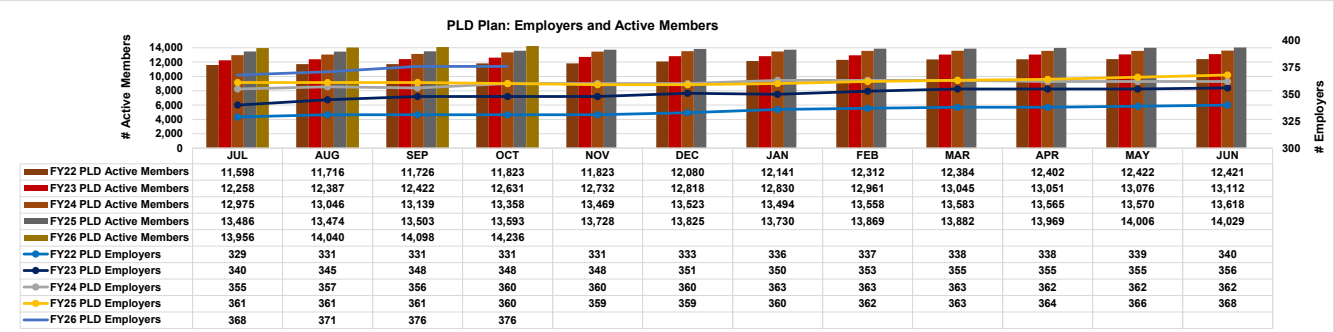
Note: This metric has transitioned to reflect PLD employer changes (joining, returning, adopting plan changes) in the month of their implementation. Prior reporting included PLD changes occurring in future months. This new format is consistent with MainePERS activity reporting to our actuary.



	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
3 YR Avg # New PLD Plan Employers (FYRs 22, 23, 24)	3	0	1	2	1	0	1	1	0	1	1	0
FY25 # New PLD Plan Employers	0	0	0	0	1	0	3	1	1	0	2	0
FY26 # New PLD Plan Employers	3	4	0	1								
3 YR Avg # PLD's Adopting Plan Changes (FYRs 22, 23, 24)	12	5	4	2	2	2	7	1	0	2	1	1
FY25 # PLD's Adopting Plan Changes	7	3	2	4	1	4	4	1	1	1	0	2
FY26 # PLD's Adopting Plan Changes	9	3	3	1								

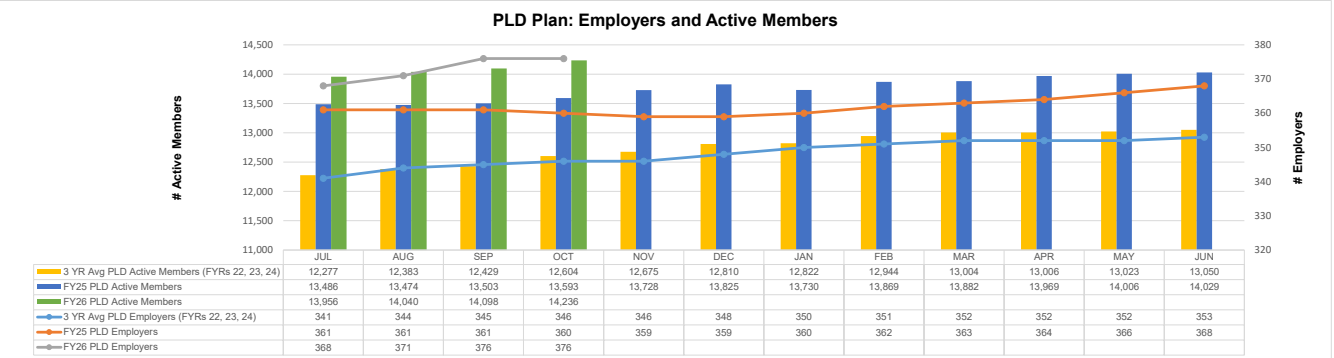
PLD Plan: 3 year average includes FY22, FY23 and FY24 for the number of new employers joining the PLD Retirement Program and number of employers making plan changes against fiscal years 2025 and 2026.

PLD Plan - Cumulative Employer and Member Numbers



	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
FY22 PLD Active Members	11,598	11,716	11,726	11,823	11,823	12,080	12,141	12,312	12,384	12,402	12,422	12,421
FY23 PLD Active Members	12,258	12,387	12,422	12,631	12,732	12,818	12,830	12,961	13,045	13,051	13,076	13,112
FY24 PLD Active Members	12,975	13,046	13,139	13,358	13,469	13,523	13,494	13,558	13,583	13,565	13,570	13,618
FY25 PLD Active Members	13,486	13,474	13,503	13,593	13,728	13,825	13,730	13,869	13,882	13,969	14,006	14,029
FY26 PLD Active Members	13,956	14,040	14,098	14,236								
FY22 PLD Employers	329	331	331	331	331	333	336	337	338	338	339	340
FY23 PLD Employers	340	345	348	348	348	351	350	353	355	355	355	356
FY24 PLD Employers	355	357	356	360	360	360	363	363	363	362	362	362
FY25 PLD Employers	361	361	361	360	359	359	360	362	363	364	366	368
FY26 PLD Employers	368	371	376	376								

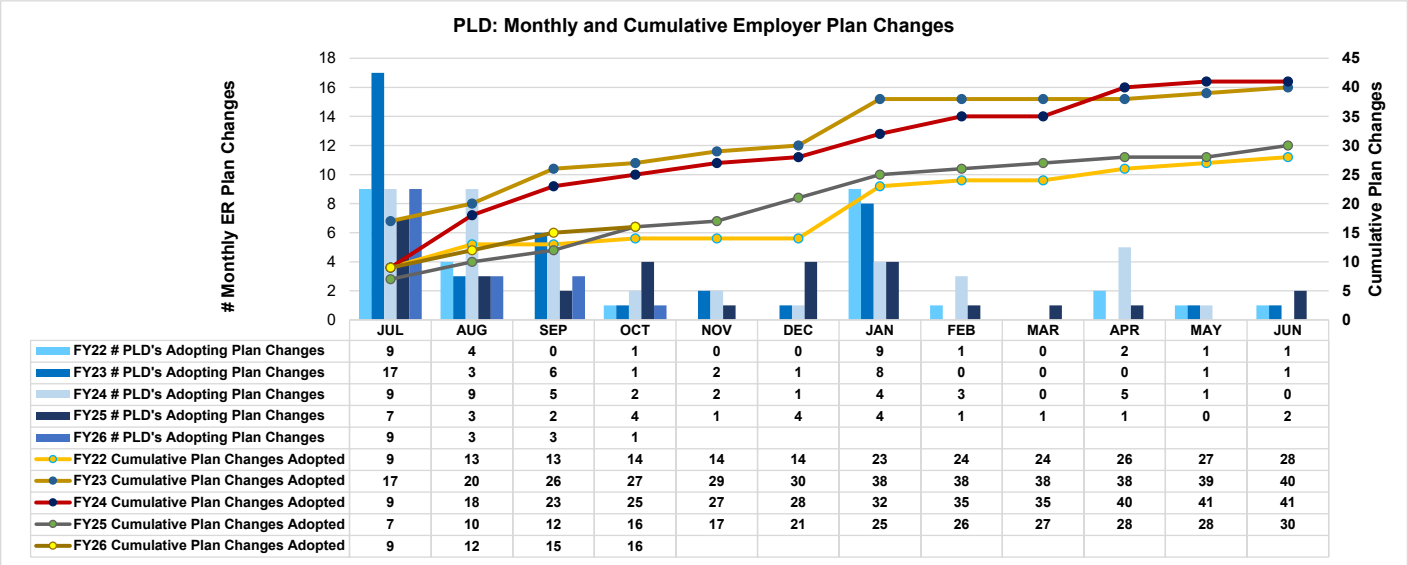
PLD Plan - Cumulative Employer and Member Numbers



	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
3 YR Avg PLD Active Members (FYRs 22, 23, 24)	12,277	12,383	12,429	12,604	12,675	12,810	12,822	12,944	13,004	13,006	13,023	13,050
FY25 PLD Active Members	13,486	13,474	13,503	13,593	13,728	13,825	13,730	13,869	13,882	13,969	14,006	14,029
FY26 PLD Active Members	13,956	14,040	14,098	14,236								
3 YR Avg PLD Employers (FYRs 22, 23, 24)	341	344	345	346	346	348	350	351	352	352	352	353
FY25 PLD Employers	361	361	361	360	359	359	360	362	363	364	366	368
FY26 PLD Employers	368	371	376	376								

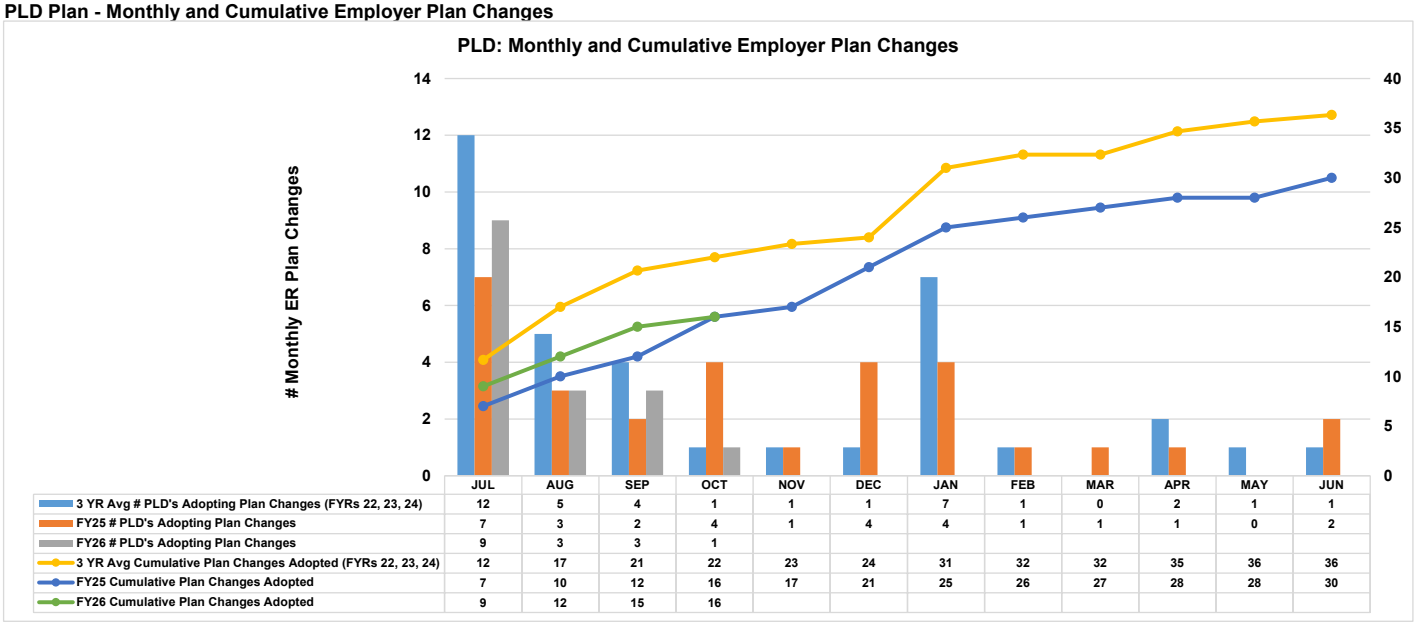
PLD Plan Employers and Active Members: 3 year average includes FY22, FY23 and FY24 for the number of employers in the PLD Retirement Program and number of active members against fiscal years 2025 and 2026.

PLD Plan - Monthly and Cumulative Employer Plan Changes 11/9/2025



	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
FY22 # PLD's Adopting Plan Changes	9	4	0	1	0	0	9	1	0	2	1	1
FY23 # PLD's Adopting Plan Changes	17	3	6	1	2	1	8	0	0	0	1	1
FY24 # PLD's Adopting Plan Changes	9	9	5	2	2	1	4	3	0	5	1	0
FY25 # PLD's Adopting Plan Changes	7	3	2	4	1	4	4	1	1	1	0	2
FY26 # PLD's Adopting Plan Changes	9	3	3	1								
FY22 Cumulative Plan Changes Adopted	9	13	13	14	14	14	23	24	24	26	27	28
FY23 Cumulative Plan Changes Adopted	17	20	26	27	29	30	38	38	38	38	39	40
FY24 Cumulative Plan Changes Adopted	9	18	23	25	27	28	32	35	35	40	41	41
FY25 Cumulative Plan Changes Adopted	7	10	12	16	17	21	25	26	27	28	28	30
FY26 Cumulative Plan Changes Adopted	9	12	15	16								

PLD Plan - Monthly and Cumulative Employer Plan Changes



	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
3 YR Avg # PLD's Adopting Plan Changes (FYRs 22, 23, 24)	12	5	4	1	1	1	7	1	0	2	1	1
FY25 # PLD's Adopting Plan Changes	7	3	2	4	1	4	4	1	1	1	0	2
FY26 # PLD's Adopting Plan Changes	9	3	3	1								
3 YR Avg Cumulative Plan Changes Adopted (FYRs 22, 23, 24)	12	17	21	22	23	24	31	32	32	35	36	36
FY25 Cumulative Plan Changes Adopted	7	10	12	16	17	21	25	26	27	28	28	30
FY26 Cumulative Plan Changes Adopted	9	12	15	16								

Monthly and Cumulative Employer Plan Changes: 3 year average includes FY22, FY23 and FY24 for the number of employers in the PLD Retirement Program and number of active members against fiscal years 2024 and 2025.