



Defined Benefit Plan Snapshot

Members as of Dec 31, 2024

244,746 total
100,131 active members paying into the system
Hybrid Plan members 27,727
Defined Benefit Plan 72,404
137,620 retirees and beneficiaries receiving benefits
6,995 inactive members not receiving benefits

Average 2024 Annuity

\$26,120 per year
\$32,669 per year for those who work to full retirement age

Total Pension Benefits Paid paid in 2024

\$4.0 billion

Member Contribution Rate PA FY 2024-25

6.25% of salary, by payroll deduction (for most members)
Varies between 5% and 9.3%

Number of Employers as of Dec 31, 2024

97

Employer Contribution Rate PA FY 2025-26

32.38% of payroll, composite rate
7.65% of payroll for benefits earned this year
24.73% of payroll primarily for the unfunded liability

Projected Employer Contribution Rate PA FY 2026-27

31.47% of payroll
7.39% of payroll for benefits earned this year
24.08% of payroll primarily for the unfunded liability

Employer Contribution Sources % provided by the Governor's Budget Office (FY 2018-19)

approx. 40% general funds
approx. 52% special and federal funds
approx. 8% independent employer funds

Funding Sources as of year-end Dec 31, 2024

\$452 million member contributions
\$2.3 billion employer contributions
\$3.5 billion investment earnings

Investment Returns as of Dec 31, 2024 unaudited, annualized, net-of-fees

9.8% 1-year
7.0% 10-year
6.2% 25-year
9.3% inception to date return

Total Fund Assets as of Dec 31, 2024

\$38.7 billion

Cash Flow 2025 projected

\$2.7 billion annual contributions (member/employer)
\$4.0 billion annual payments (benefits/administrative expenses)
difference in sum necessary to cover payments must come from investment income

Funded Status 2024 Actuarial Report

70.3% with an unfunded liability of \$17.0 billion

Key Assumptions 2024 Actuarial Report

6.875% long-term investment return
4.58% average total salary/career growth
2.5% inflation rate