

# ALASKA

**PUBLIC EMPLOYEE'S RETIREMENT SYSTEM**



A Component Unit of the State of Alaska  
**Annual Comprehensive Financial Report**  
Fiscal Year Ended, June 30, 2025

Mike Dunleavy, Governor



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# Public Employees' Retirement System

## ***Annual Comprehensive Financial Report***

**A Component Unit of the State of Alaska**

*For the Fiscal Year Ended June 30, 2025*



**Mike Dunleavy, Governor**

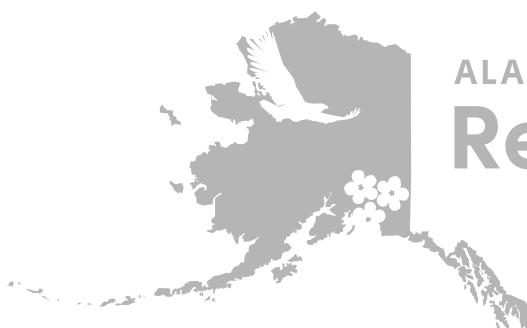
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ALASKA DIVISION OF  
**Retirement  
and Benefits**

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# INTRODUCTORY SECTION



ALASKA DIVISION OF  
**Retirement**  
and Benefits



# Introductory Section



THE STATE  
of **ALASKA**  
GOVERNOR MIKE DUNLEAVY

**Department of  
Administration**

DIVISION OF RETIREMENT AND BENEFITS

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## LETTER OF TRANSMITTAL

December 15, 2025

The Honorable Mike Dunleavy, Governor  
Members of the Alaska State Legislature  
Alaska Retirement Management Board  
Employers and Plan Members

We are pleased to present the Annual Comprehensive Financial Report (ACFR) of the Public Employees' Retirement System (PERS) (System) for the fiscal year ended June 30, 2025. The ACFR is intended to fulfill the legal requirements of Alaska Statute (AS) 39.35.004(a)(8).

The ACFR provides comprehensive information on the financial operations of the System for the fiscal year. Responsibility for the accuracy, completeness, and fairness of the information presented rests with the management of the System. To the best of our knowledge and belief, the enclosed information is accurate in all material respects and is reported in a manner designed to fairly present the financial position and results of operations of the System for the year ended June 30, 2025. All disclosures necessary to enable the reader to gain an understanding of the System's activities have been included.

KPMG LLP, Certified Public Accountants, has issued an unmodified opinion on the System's basic financial statements for the year ended June 30, 2025. The Independent Auditors' Report is located at the beginning of the Financial Section of this report.

The management's discussion and analysis (MD&A) is also located in the Financial Section of this report. The MD&A provides an analytical overview of the financial statements. This letter of transmittal is designed to complement the MD&A and should be read in conjunction with it.

### Profile of the System

The System was established in 1961 to provide pension benefits for eligible state and local government employees. Post-employment health care benefits were added July 1, 1975. Senate Bill 141, signed into law on July 27, 2005, closed the Defined Benefit (DB) Plan effective July 1, 2006, to new members and created a Defined Contribution Retirement (DCR) Plan for members first hired on or after July 1, 2006. Beginning in fiscal year 2007, the System consists of: (1) the DB Plan and (2) the DCR Plan. This report includes both plans. The DB Plan includes the pension

# Introductory Section

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plan and the Alaska Retiree Health Care Trust (Tiers I, II, and III). The DCR Plan includes the defined contribution retirement trust, occupational death and disability plan, retiree major medical plan, and the health reimbursement arrangement plan (Tier IV).

## **Reporting Entity**

The System is considered a component unit of the State of Alaska (State) for financial reporting purposes. Due to the closeness of the System's relationship to the State, it is included in the State ACFR as a fiduciary fund.

The Commissioner of the Department of Administration, appointed by the Governor, is responsible for administering the System. In order to meet the statutory requirements of administering the System, the Commissioner appoints the Plan Administrator of the Division of Retirement and Benefits (Division). The Plan Administrator is responsible for the daily operations of the System.

The Board, constituted effective October 1, 2005, replaced the Public Employees' Retirement Board (effective July 1, 2005) and the Alaska State Pension Investment Board (effective October 1, 2005).

The Board is responsible for:

- adopting investment policies and developing investment objectives;
- providing a range of investment options and establishing the rules by which participants can direct their investments among those options, when applicable;
- establishing crediting rates for members' individual contribution accounts, when applicable;
- assisting in prescribing policies for the proper operation of the System;
- coordinating with the System Administrator to have actuarial valuations performed;
- reviewing actuarial assumptions and conducting experience analyses;
- contracting for an independent audit of actuarial valuations and external performance calculations; and
- reporting the financial condition of the Systems to the Governor, Legislature, and individual employers participating in the System.

## **Major Initiatives / Changes**

The System continues making progress on several on-going projects. Most of these efforts are focused on improving the following: customer service, technology, methods for employers submitting information, methods for members to obtain information, and continued compliance with Governmental Accounting Standards Board (GASB) accounting requirements, as applicable.

The System is in the sixth year of a major member benefits system upgrade. The Division signed a contract with Sagitec, an industry leader in pension and healthcare software systems. The Division branded the new system BEnefits And Retirement System, or **BEARS**. This integrated, enterprise-wide system will support all of our pension and health functions and will provide many modern tools to enable the Division to maintain and improve services to members. Staff is excited about this new system, the enhancements it provides, and looks forward to sharing more information with members and employers as we work toward implementation in April 2027.

The System endeavors to offer best in class health care benefits balanced by strong financial management and cost initiatives that focus on value. Examples include the implementation of enhanced coverage and cost controls for gene therapy services in the retiree health plan, streamlining administrative requirements, and removing monetary penalties related to precertification for certain services in the retiree health plan. These changes result in valuable medical coverage to the membership while striving to contain rising healthcare costs that impact the System.

# Introductory Section

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Under the guidance of Director Kathy Lea, the System continues to assess and retool its communication efforts, including printed handbooks, newsletters, and website content. The System developed employee videos for employers' use and plan information easily accessible online by members. While technology has enhanced our outreach, it does not replace in-person efforts to meet, discuss, and plan member benefits. The System strives to ensure that all communication material is clear, accurate, and user-friendly.

The System strives to provide the highest degree of customer service to all members. The Division continues to enhance and develop the central Member Services Section with the goals of improving phone service, faster processing of all customer requests, and improving member education services.

The System offers a broad array of fairs, town halls, and seminars as safely as possible for both members and employers. These efforts are directed at assisting employers with successful marketing of the plans, educating members about all benefits available from early career to retirement, encouraging healthy living, and how to best use the health plan.

## **Funding Requirements**

The System's consulting actuary, Arthur J. Gallagher and Company (formerly Buck Global LLC) presented the results of the June 30, 2025, actuarial valuation report to the Plan Administrator, Division, and the Board. The assumptions and benefits are explained in the Actuarial Section of this report.

Based on the most recent valuation report dated April 23, 2025, the System's DB Pension Plan has a funded ratio (actuarial value of DB Plan assets divided by actuarial liabilities for benefits) of 68.0% and an unfunded actuarial accrued liability (actuarial liability minus actuarial value of DB plan assets) total of approximately \$5.45 billion. The System's DB Healthcare Trust has a funded ratio of 132.3% and a funding excess of \$2.3 billion. The DB Pension unfunded liability continues to be addressed at all levels of the State. The Governor's budget proposes to provide funding to System's employers in order to maintain an appropriate level of employer contributions while also paying the actuarially determined contribution rate adopted by the Board and contributing to the reduction of the unfunded liability annually.

## **Investments**

On June 30, 2025, the DB Pension Plan's investment portfolio was valued at \$12.1 billion and earned an average 10.10% return for the fiscal year ended June 30, 2025, while the DB Healthcare Trust's investment portfolio was valued at \$9.8 billion and earned an average 10.12% return. The DCR Plan's investment portfolio was valued at \$3.1 billion for the fiscal year ended June 30, 2025. Over the past five years ending June 30, 2025, the DB Pension Plan's investments earned a 9.52% return and the DB Healthcare Trust's investments earned a 9.57% return.

The Board has statutory oversight of the System's investments and the Department of Revenue, Treasury Division, provides staff for the Board. Actual investing is performed by investment officers in the Treasury Division or by contracted external investment managers. The Board reviews and updates investment policies and strategies and is responsible for safeguarding invested assets.

## **Accounting System**

This ACFR has been prepared to conform to the principles of accounting and reporting established by the GASB. Specific accounting treatments are detailed in the Notes to Financial Statements found in the Financial Section of this report.

# Introductory Section

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## Internal Controls

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

## Awards

The **Government Finance Officers Association of the United States and Canada (GFOA)** awarded a Certificate of Achievement for Excellence in Financial Reporting to the System for its ACFR for the fiscal year ended June 30, 2024. The Certificate of Achievement is a prestigious national award that recognizes conformance with the highest standards of preparation of state and local government financial reports.

In order to be awarded a Certificate of Achievement, a government entity must publish an easily readable and efficiently organized ACFR. This report must satisfy both U.S. generally accepted accounting principles and applicable legal requirements.

A Certificate of Achievement is valid for a period of one year. The Division is confident our current ACFR continues to meet the Certificate of Achievement Program's requirements and are submitting it to the GFOA for consideration.

Additionally, the **Public Pension Coordinating Council (PPCC)** awarded the Public Pension Standards Award for Funding and Administration certificate to the Division for the fiscal year ended June 30, 2025. This award signifies that the Alaska PERS complies with the standard benchmarks for public defined benefit systems in the United States. The standards require a high level for the following: comprehensive benefit program, funding adequacy, accepted actuarial and audit practices, investment policy and evaluation, and member communications.

The Public Pension Standards Award for Funding and Administration certificate is valid for a period of one year. The Division is confident the System will continue to meet the standards award requirements and will apply to the PPCC for consideration in 2026.

## Acknowledgements

The preparation of this report is made possible by the dedicated services of the staff of the Department of Administration, Division of Retirement and Benefits and Division of Finance; Department of Law; and the Department of Revenue, Treasury Division. This report is intended to provide complete and reliable information as a basis for making management decisions, as a means of determining compliance with legal provisions, and as a means of determining responsible stewardship of the System's financial resources.

The report is available on the web at <https://drb.alaska.gov/docs/reports/#pers> and mailed to those who submit a formal request. This report forms the link between the System and the membership. The cooperation of the membership contributes significantly to the success of the System. We hope the employers and plan members find this report informative.

# Introductory Section

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We are grateful to the Alaska Retirement Management Board, staff, advisors, and to the many people who have diligently worked to assure the successful operation of the System.

Respectfully submitted,



Paula Vrana  
Commissioner



Kathy Lea  
Division Director



Chris Murray  
Chief Health Administrator



Mindy Voigt  
Chief Pension Officer



Christopher Novell  
Chief Financial Officer

# Introductory Section

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Government Finance Officers Association

## Certificate of Achievement for Excellence in Financial Reporting

Presented to

### **Alaska Public Employees' Retirement System**

For its Annual Comprehensive  
Financial Report  
For the Fiscal Year Ended

June 30, 2024

*Christopher P. Morill*

Executive Director/CEO

# Introductory Section

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Public Pension Coordinating Council

## ***Recognition Award for Administration 2025***

Presented to

### ***Alaska Public Employees' Retirement System***

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

*Presented by the Public Pension Coordinating Council, a confederation of*

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

A handwritten signature in black ink that reads "Robert A. Wylie".

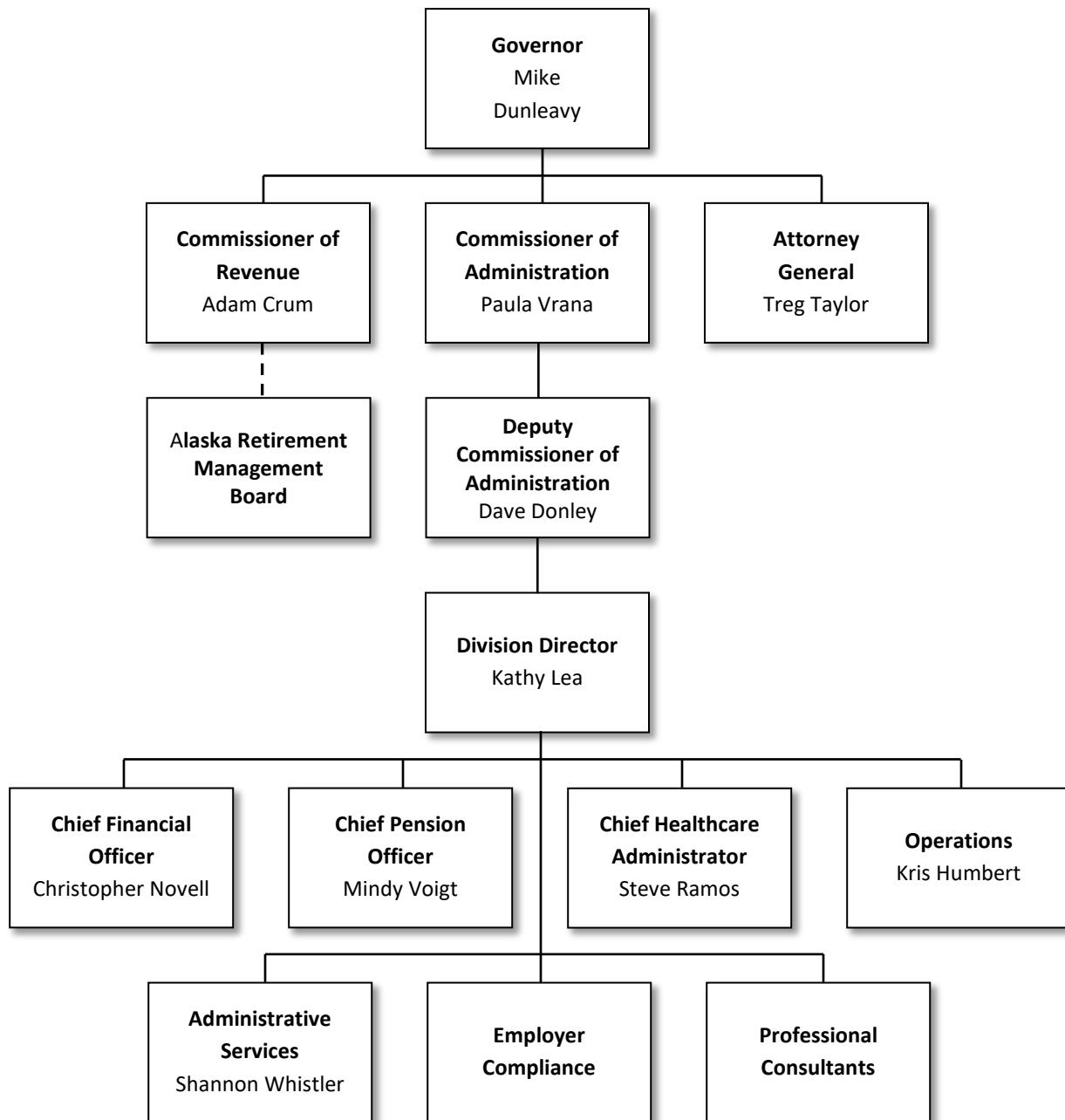
Robert A. Wylie  
Program Administrator

# Introductory Section

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## ORGANIZATION CHART

As of June 30, 2025



# Introductory Section

## Section Responsibilities

The **Member Services Section** is responsible for providing comprehensive retirement counseling to the participating members and employers in the plan. This section appoints members to retirement and maintains benefit payment information.

The **Member Benefits Section** is responsible for calculating estimated and final benefits for disability, retirement and survivors; calculation and implementation of service credit claims, as well as maintenance and administration of the Alaska Cost of Living Allowance and terminal leave cash-ins for the Deferred Compensation Plan.

The **Health Plan Administration Section** is responsible for the administration of health, disability, and life insurance. This section provides benefits counseling and plan change information to the membership.

The **Financial Services Section** is responsible for maintaining the employee and employer records and accounts in each of the plans administered by the Division, producing financial statements and reports, and assuring compliance with Internal Revenue Service requirements.

The **Data Processing Services and Project Support Section** supports the information systems the System uses. Responsibilities include planning, development, database design, programming, and operational support of the data processing systems, including the Local Area Network.

The **Administrative Services Section** is responsible for budget preparation, fiscal management of appropriations, procuring professional services, supplies, and equipment. The section manages the System's record center containing the member's physical records and performs other administrative functions such as legislative tracking and personnel management.

Professional Consultants		
<b>Consulting Actuary</b> Arthur J. Gallagher and Company (Formerly Buck Global LLC) <i>Chicago, Illinois</i>	<b>Benefits Consultants</b> Arthur J. Gallagher and Company (Formerly Buck Global LLC) <i>Chicago, Illinois</i> The Segal Company <i>Greenwood Village, Colorado</i>	<b>Third-Party Healthcare</b> <b>Claim Administrators</b> Aetna Life Insurance Company <i>Lexington, Kentucky</i> CHCS Services, Inc. <i>Pensacola, Florida</i>
<b>Reviewing Actuary</b> Gabriel, Roeder, Smith & Co. <i>Denver, Colorado</i>	<b>Legal Counsel</b> Andrew Bocanumenth Ben Hofmeister Kevin Dilg Assistant Attorney Generals <i>Juneau, Alaska</i>	Moda Health / Delta Dental of Alaska <i>Portland, Oregon</i> PayFlex Systems USA, Inc. <i>Omaha, Nebraska</i> Optum Rx <i>Irvine, California</i>
<b>Independent Auditors</b> KPMG LLP <i>Anchorage, Alaska</i>	<i>Ice Miller LLP</i> <i>Indianapolis, Indiana</i>	Lantern Specialty Care <i>Dallas, Texas</i>
<b>IT Consultants</b> Alaska IT Group <i>Juneau, Alaska</i> Applied Microsystems, Inc. Computer Task Group <i>Anchorage, Alaska</i>		<b>Consulting Physicians</b> Dr. John Boston <i>Anchorage, AK (DOH)</i>

A list of investment consultants can be found in the Investment Section on pages 87 and 88. Investment fees and commissions can be found on pages 95 and 101.

# Introductory Section

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## Alaska Retirement Management Board

As of June 30, 2025

**Bob Williams, Board Chair / Chair of Defined Contribution Committee**, was appointed by Governor Walker in March 2016, reappointed by Governor Dunleavy in March 2020, and again in March 2024. Mr. Williams was born and raised in Palmer, Alaska. He began his teaching career as a Peace Corps teacher in Gambia, Africa. He then taught for more than two decades as a secondary mathematics teacher in Alaska with more than a decade of experience teaching AP Calculus. He is a nationally board-certified teacher and the recipient of both the Presidential Award for Excellence in Mathematics Teaching and the Horace Mann Teaching Excellence Award. He was the Alaska 2009 Teacher of the Year and was inducted into the National Teachers Hall of Fame in 2017. Mr. Williams has a B.S. in Petroleum Engineering, an M.A. in Mathematics Education, an M.Ed. in Educational Leadership, and a Ph.D. in Public Policy and Administration. Mr. Williams also serves as Chair of the ARMB Defined Contribution Plan Committee.

**Sandra Ryan, Board Vice-Chair / Chair of Actuarial Committee**, was a teacher of mathematics and computer science in the Fairbanks North Star Borough School District since 1994. She served as a member of the District's curriculum committee, an advanced placement teacher in both AP Computer Science and AP Statistics, on two school Accreditation Committees, on the Education Excellence for Teachers and Students Committee, and President of the Fairbanks Education Association representing over 800 certificated professionals. Ms. Ryan is a new local presidents' trainer for the National Education Association and a member of Alpha Delta Kappa. She holds a B.S. in Communications from the University of Texas at Austin, a B.S. in Mathematics from St. Edward's University, and an M.S. in Computer Science—Software Engineering from the University of Alaska Fairbanks.

**Michael Williams, Board Secretary / Chair of Audit Committee**, was appointed by Governor Dunleavy in March 2022. He previously served on the board from 2005 to 2012. Mr. Williams works for the Alaska Department of Revenue as a Revenue Audit Supervisor, managing the State's corporate income tax program. He also serves as Secretary/Treasurer for the Supervisory Unit of the Alaska Public Employees Association, and since 2005 has been the treasurer for the Pacific Health Coalition, a private health coalition representing 250,000 members through public and private unions and small businesses. He is an avid reader and travel enthusiast. Mr. Williams holds a B.A. in Accounting and a Master of Taxation from Weber State University. He is professionally licensed as an Enrolled Agent.

**Dennis Moen, Chair of Operations Committee**, was appointed by Governor Dunleavy in 2020 and reappointed in March 2024. He is a retired Facility Manager for the State of Alaska, Department of Transportation & Public Facilities, Northern Region. Mr. Moen established and managed a multi-million-dollar annual operating budget. Supervised over 50 employees. Developed an annual budget for over 400 state owned facilities and was the Contracting Officer for 100's of state vendors. Fourteen hours after retiring from the State of Alaska, he went to work for the Public Employees Local 71 Laborer's Union. He was elected as Business Manager/Secretary Treasurer in 2012. As Business Manager, Mr. Moen represented 2400 members statewide. He developed a multi-million-dollar budget and provided fiduciary oversight of Local 71's operating budget. Mr. Moen directed investment bankers and economic consultants for PE Local 71's Health Trust Fund. He also oversaw actuarial analysis and audits. Mr. Moen was concurrently Business Manager/Secretary Treasurer for Alaska District Council of Laborers for three Alaska Laborer Locals. He was also the Vice President of the Pacific Health Coalition (PHC), a private health coalition representing 250,000 members through public and private unions and small businesses. Mr. Moen lived and raised his 2 children in Fairbanks, Alaska for 40 years. He is a private pilot, a Coast-Guard Captain for 100-ton vessels and since his retirement in 2019 from the Union, he enjoys commercial fishing in Southeast Alaska.

# Introductory Section

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**Paula Vrana** is the Commissioner of the Department of Administration, appointed by Governor Dunleavy on September 30, 2021. Commissioner Vrana served as deputy commissioner of the department since January 2019. She is an attorney and lifelong Alaskan, her family roots in Southeast Alaska date back to early World War II years in Skagway. Commissioner Vrana practiced law at the law firm of Brena, Bell & Clarkson and has served as the Chief Executive Officer of Copper River Native Association as well as Executive Director of Hospice of Anchorage.

**Lorne Bretz** was appointed by Governor Dunleavy in March 2019. Mr. Bretz immigrated to Alaska in 1992, and with its vast beauty, it quickly became home. Volunteering in the community, hiking and off-road adventuring are some of Lorne's favorite hobbies. Mr. Bretz is the Plan Administrator for the Municipality of Anchorage Retiree Medical Funding Program Trust for Police Officers and Firefighters. He has a Master's in Business Administration, has a Retirement Plans Associate designation, and is a Certified Financial Planner professional. Mr. Bretz has a passion for finances and a desire to support the needs of retirees and future retirees of the state he calls home.

**Adam Crum** was the Commissioner of the Department of Revenue, appointed by Governor Dunleavy on November 16, 2022. Commissioner Crum previously served as commissioner at the Alaska Department of Health. He was born and raised in Alaska and has experience in the private sector in strategic management, organizational development, executive consulting and working on mega-projects. Prior to his tenure with DHSS, he was executive vice president of his family's company, Northern Industrial Training. He is also active in community organizations and has served as a board member for groups like the Salvation Army and MyHouse. Commissioner Crum has a bachelor's degree in psychology from Northwestern University and a Master of Science in Public Health from Johns Hopkins University.

**Donald Krohn** was appointed by Governor Dunleavy in March 2021 and reappointed in March 2024. Mr. Krohn began his career in law enforcement more than 45 years ago with a four-year stint in the Air Force. From there, he joined the U.S. Customs Service in Chicago, working on narcotics interdiction. In 1979, he was transferred to Anchorage and after five more years working in inspections and intercepting drug traffic, he joined the Anchorage Police Department. Mr. Krohn worked for several years at the department as a detective specializing in white-collar crime. He was then promoted to the major crime's unit. He finished his 18 years at APD working major crimes and as a homicide detective. In January 2002, he joined First National Bank Alaska as Security Officer. During his first three years at the bank, he developed and implemented programs that resulted in an 80 percent reduction in successful criminal attacks against the bank and its customers. He retired in May 2020. Mr. Krohn also holds a B.S. in Occupational Education, with a minor in Criminal Justice from Wayland Baptist University.

**Norman West** was most recently appointed by Governor Dunleavy in June 2025. He is the retired Chief Financial Officer of Alaska USA Federal Credit Union, where he served for 30 years. In addition to his role as CFO, he held leadership positions in several of the credit union's subsidiaries. He has over three decades of experience in managing fixed income portfolios and overseeing financial planning, risk management, and treasury operations. Prior to AKUSA, he served as Trust Controller and Investment Managers of the Alaska Teamsters Employer Service Corporation and held roles in public accounting, including Director of Tax Services at Laventhal and Horwath. A CPA and Brigham Young University graduate, Mr. West has taught accounting and tax courses at UAA and Chapman University. He is also involved in community service, including serving as Treasurer of the Great Alaska Council of the Boy Scouts of America.



# FINANCIAL SECTION



ALASKA DIVISION OF  
**Retirement**  
and Benefits





KPMG LLP  
Suite 200  
3800 Centerpoint Drive  
Anchorage, AK 99503

## Independent Auditors' Report

The Division of Retirement and Benefits and  
Members of the Alaska Retirement Management Board  
State of Alaska Public Employees' Retirement System:

### ***Opinion***

We have audited the combining financial statements of the State of Alaska Public Employees' Retirement System (the System), a component unit of the State of Alaska, as of and for the year ended June 30, 2025, and the related notes to the financial statements, which collectively comprise the System's basic financial statements as listed in the table of contents.

In our opinion, the accompanying combining financial statements referred to above present fairly, in all material respects, the fiduciary net position of the System as of June 30, 2025, and the changes in its fiduciary net position for the year then ended in accordance with U.S. generally accepted accounting principles.

### ***Basis for Opinion***

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the System and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### ***Responsibilities of Management for the Financial Statements***

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

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

### ***Auditors' Responsibilities for the Audit of the Financial Statements***

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

# Financial Section

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In performing an audit in accordance with GAAS, we:

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

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

## ***Report on Summarized Comparative Information***

We have previously audited the System's 2024 combining financial statements, and we expressed an unmodified opinion on those financial statements in our report dated October 15, 2024. In our opinion, the summarized comparative information presented herein as of and for the year ended June 30, 2024 is consistent, in all material respects, with the audited financial statements from which it has been derived.

## ***Required Supplementary Information***

U.S. generally accepted accounting principles require that the management's discussion and analysis and the required supplementary information listed in the table of contents be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with GAAS, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

## ***Supplementary Information***

Our audit for the year ended June 30, 2025 was conducted for the purpose of forming an opinion on the financial statements that collectively comprise the System's basic financial statements for the year ended June 30, 2025. The supplemental schedules listed in the table of contents for the year ended June 30, 2025 are presented for purposes of additional analysis and are not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements for the year ended June 30, 2025 and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with GAAS. In our opinion, the information is fairly stated in all material respects in relation to the basic financial statements as a whole for the year ended June 30, 2025.

# Financial Section

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We also previously audited, in accordance with GAAS, the basic financial statements of the System as of and for the year ended June 30, 2024 (not presented herein), and have issued our report thereon dated October 15, 2024 which expressed an unmodified opinion. The supplemental schedules listed in the table of contents for the year ended June 30, 2024 are presented for purposes of additional analysis and are not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information was subjected to the audit procedures applied in the audit of the basic financial statements for the year ended June 30, 2024 and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare those financial statements or to those financial statements themselves, and other additional procedures in accordance with GAAS. In our opinion, the information is fairly stated in all material respects in relation to the basic financial statements as a whole for the year ended June 30, 2024.

## ***Other Information***

Management is responsible for the other information included in the annual comprehensive financial report. The other information comprises the introductory, investment, actuarial and statistical sections but does not include the basic financial statements and our auditors' report thereon. Our opinion on the basic financial statements does not cover the other information, and we do not express an opinion or any form of assurance thereon.

In connection with our audit of the basic financial statements, our responsibility is to read the other information and consider whether a material inconsistency exists between the other information and the basic financial statements, or the other information otherwise appears to be materially misstated. If, based on the work performed, we conclude that an uncorrected material misstatement of the other information exists, we are required to describe it in our report.

*KPMG LLP*

Anchorage, Alaska

October 22, 2025, except for the Other Information section of our report, as to which the date is January 16, 2026.

# Financial Section

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## STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

## Management's Discussion and Analysis (Unaudited)

June 30, 2025

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This section presents management's discussion and analysis (MD&A) of the State of Alaska Public Employees' Retirement System's (the System) financial position and performance for the years ended June 30, 2025 and 2024. This section is presented as a narrative overview and analysis. Please read the MD&A in conjunction with the financial statements, notes to financial statements, required supplementary information, and supplemental schedules to better understand the financial condition and performance of the System during the fiscal years ended June 30, 2025 and 2024. Information for fiscal year 2023 is presented for comparative purposes.

### Financial Highlights

The System's financial highlights for the year ended June 30, 2025 were as follows:

- The System's fiduciary net position restricted for pension benefits, postemployment healthcare benefits, and individuals increased by \$1.9 billion.
- The System's employers and plan members contributions increased by \$79.1 million when compared to fiscal year 2024.
- The State of Alaska (the State) directly appropriated \$59.1 million to the System.
- The System's net investment income was \$2.7 billion, an increase of \$535.4 million when compared to fiscal year 2024.
- The System's pension benefit expenditures totaled \$1.1 billion.
- The System's postemployment healthcare benefit expenditures totaled \$653.7 million.

### Overview of the Financial Statements

This discussion and analysis is intended to serve as an introduction to the System's financial statements. The System's financial statements are composed of three components: (1) combining statement of fiduciary net position, (2) combining statement of changes in fiduciary net position, and (3) notes to financial statements. This report also contains required supplementary information and other supplemental schedules.

*Combining statement of fiduciary net position* – This statement presents information regarding the System's assets, liabilities, and resulting net position restricted for pension benefits, postemployment healthcare benefits, and individuals. This statement reflects the System's investments at fair value, along with cash and cash equivalents, receivables, and other assets, less liabilities at June 30, 2025.

*Combining statement of changes in fiduciary net position* – This statement presents how the System's net position restricted for pension benefits, postemployment healthcare benefits, and individuals changed during the fiscal year ended June 30, 2025. This statement presents contributions and investment income during the period. Deductions for pension and postemployment healthcare benefits, refunds, and operating deductions are also presented.

The above statements represent resources available for investment and payment of benefits as of June 30, 2025, and the sources and uses of those funds during fiscal year 2025.

*Notes to financial statements* – The notes to financial statements are an integral part of the financial statements and provide additional detailed information and schedules that are essential to a full understanding of the System's financial statements.

# Financial Section

## STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM (A Component Unit of the State of Alaska)

### Management's Discussion and Analysis (Unaudited)

June 30, 2025

*Required supplementary information and related notes* – The required supplementary information consists of 12 schedules and related notes concerning the funded status of the System and actuarial assumptions and methods used in the actuarial valuation.

*Supplemental schedules* – Supplemental schedules include detailed information on administrative and investment deductions incurred by the System and payments to consultants other than investment advisors for professional services.

### Condensed Financial Information

Description	System net position (In thousands)			Increase (decrease)		2023
	2025	2024		Amount	Percentage	
<b>Assets:</b>						
Cash and cash equivalents	\$ 305,272	269,886	35,386	13.1 %	\$ 235,485	
Contributions receivable	16,123	14,615	1,508	10.3	12,072	
Due from State of Alaska General Fund	27,265	27,102	163	0.6	23,306	
Due from PERS - OD&D	29	310	(281)	(90.6)	—	
Due from PERS - RMP	—	1,288	(1,288)	(100.0)	—	
Other accounts receivable	18,248	18,943	(695)	(3.7)	15,111	
Investments	26,499,544	24,583,647	1,915,897	7.8	23,265,827	
Other assets	981	981	—	—	981	
<b>Total assets</b>	<b>26,867,462</b>	<b>24,916,772</b>	<b>1,950,690</b>	<b>7.8</b>	<b>23,552,782</b>	
<b>Liabilities:</b>						
Claims payable	56,535	50,712	5,823	11.5	45,690	
Accrued expenses	17,226	11,314	5,912	52.3	11,148	
Forfeiture payable to employers	645	801	(156)	(19.5)	359	
Due to State of Alaska General Fund	596	1,090	(494)	(45.3)	1,484	
Due to PERS - OD&D	29	—	29	100.0	—	
Due to PERS - Defined benefit pension	—	310	(310)	(100.0)	—	
Due to PERS - Alaska Retiree Healthcare Trust	—	1,288	(1,288)	(100.0)	—	
Securities lending collateral payable	19,840	16,155	3,685	22.8	23,811	
<b>Total liabilities</b>	<b>94,871</b>	<b>81,670</b>	<b>13,201</b>	<b>16.2</b>	<b>82,492</b>	
Net position restricted for pension and postemployment healthcare benefits	\$ 26,772,591	24,835,102	1,937,489	7.8 %	\$ 23,470,290	

# Financial Section

**STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM**  
(A Component Unit of the State of Alaska)

## Management's Discussion and Analysis (Unaudited)

June 30, 2025

### Condensed Financial Information (continued)

<b>Description</b>	<b>Changes in system net position (In thousands)</b>			<b>Amount</b>	<b>Percentage</b>	<b>2023</b>
	<b>2025</b>	<b>2024</b>	<b>Increase (decrease)</b>			
Net position, beginning of year	\$ 24,835,102	23,470,290	1,364,812	5.8 %	\$ 22,452,690	
<b>Additions:</b>						
Contributions – employers and plan members	934,886	855,822	79,064	9.2	811,199	
Contributions – nonemployer State of Alaska	59,149	37,942	21,207	55.9	33,933	
Net investment income	2,711,453	2,176,069	535,384	24.6	1,768,040	
Employer group waiver plan	80,096	64,396	15,700	24.4	60,370	
Medicare retiree drug subsidy	651	737	(86)	(11.7)	453	
Pharmacy rebates	89,842	72,098	17,744	24.6	58,397	
Pharmacy management allowance	135	137	(2)	(1.5)	132	
Other income	1,196	792	404	51.0	690	
Transfer in	181	14,582	(14,401)	(98.8)	—	
<b>Total additions</b>	<b>3,877,589</b>	<b>3,222,575</b>	<b>655,014</b>	<b>20.3</b>	<b>2,733,214</b>	
<b>Deductions:</b>						
Pension and postemployment healthcare benefits	1,768,374	1,684,157	84,217	5.0	1,565,917	
Refunds of contributions	135,563	123,452	12,111	9.8	115,080	
Administrative	35,982	35,572	410	1.2	34,617	
Transfer out	181	14,582	(14,401)	(98.8)	—	
<b>Total deductions</b>	<b>1,940,100</b>	<b>1,857,763</b>	<b>82,337</b>	<b>4.4</b>	<b>1,715,614</b>	
<b>Increase in net position</b>	<b>1,937,489</b>	<b>1,364,812</b>	<b>572,677</b>	<b>42.0</b>	<b>1,017,600</b>	
Net position, end of year	\$ 26,772,591	24,835,102	1,937,489	7.8 %	\$ 23,470,290	

### Financial Analysis of the System

The statements of fiduciary net position as of June 30, 2025 and 2024 show net position restricted for pension benefits, postemployment healthcare benefits, and individuals of \$26,772,591,000 and \$24,835,102,000, respectively. The entire amount is available to cover the System's obligation to pay pension and postemployment healthcare benefits to its members and their beneficiaries, as well as administrative costs.

This represents an increase in the System's net position restricted for pension benefits, postemployment healthcare benefits, and individuals of \$1,937,489,000 or 7.8% from fiscal year 2024 to 2025, and an increase of \$1,364,812,000 or 5.8% from fiscal year 2023 to 2024. Over the long term, employers, plan members, and nonemployer contributions, as well as investment income earned, are anticipated to sufficiently fund the pension benefit and postemployment healthcare costs of the System.

# Financial Section

## STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Management's Discussion and Analysis (Unaudited)

June 30, 2025

During the 34th Alaska State Legislature and as part of the State's Fiscal Year 2025 Operating Budget, House Bill 268 appropriated \$59,149,000 from the General Fund to the Department of Administration for deposit in the Defined Benefit Pension fund. The amount of the appropriation allocated to participating employers (except the State of Alaska) is reported as Contributions – Nonemployer State of Alaska.

The investment of pension funds is a long-term undertaking. On an annual basis, the Alaska Retirement Management Board (the Board) reviews and adopts an asset allocation strategy to ensure the asset mix will remain at an optimal risk/return level given the System's constraints and objectives.

#### System Asset Allocation

During fiscal years 2025 and 2024, the Board adopted the following asset allocation for the Defined Benefit Pension Plan (DB Plan), Alaska Retiree Healthcare Trust (ARHCT Plan), and Defined Contribution Retirement Pension Plan's (DCR Plan) occupational death and disability fund, retiree medical plan, and health reimbursement arrangement fund:

	2025		2024	
	Pension and healthcare trusts Allocation	Range	Pension and healthcare trusts Allocation	Range
Broad domestic equity	26.0 %	± 6%	26.0 %	± 6%
Global equity ex-U.S.	17.0	± 4%	17.0	± 4%
Fixed income	23.0	± 10%	21.0	± 10%
Multi-asset	6.0	± 4%	8.0	± 4%
Real assets	14.0	± 7%	14.0	± 7%
Private equity	14.0	± 7%	14.0	± 7%
Total	100.0 %		100.0 %	
Expected return 20-year geometric mean	7.81 %		7.59 %	
Projected standard deviation	13.06		13.61	

For fiscal years 2025 and 2024, the DB Pension Plan's investments generated a 10.10% and 9.22% rate of return, respectively. For fiscal years 2025 and 2024, the Alaska Retiree Healthcare Trust Plan's investments generated a 10.12% and 9.32% rate of return, respectively.

# Financial Section

## STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM (A Component Unit of the State of Alaska)

### Management's Discussion and Analysis (Unaudited)

June 30, 2025

#### Contributions, Investment Income, and Other Additions

The additions required to fund retirement benefits are accumulated through a combination of employer and plan member contributions, State appropriation, investment income, and other additions as follows:

	Additions (in thousands)				
			Increase (decrease)		2023
	2025	2024	Amount	Percentage	
Contributions – employers	\$ 700,433	632,427	68,006	10.8%	\$ 593,306
Contributions – plan members	234,453	223,395	11,058	4.9	217,893
Contributions – nonemployer					
State of Alaska	59,149	37,942	21,207	55.9	33,933
Net investment income (loss)	2,711,453	2,176,069	535,384	24.6	1,768,040
Employer group waiver plan	80,096	64,396	15,700	24.4	60,370
Medicare retiree drug subsidy	651	737	(86)	(11.7)	453
Pharmacy rebates	89,842	72,098	17,744	24.6	58,397
Pharmacy management allowance	135	137	(2)	(1.5)	132
Other income	1,196	792	404	51.0	690
Transfer in	181	14,582	(14,401)	(98.8)	—
Total	\$ 3,877,589	3,222,575	655,014	20.3%	\$ 2,733,214

The System's employer contributions increased from \$632,427,000 in fiscal year 2024 to \$700,433,000 in fiscal year 2025, an increase of \$68,006,000 or 10.8%. The System's employer contributions increased from \$593,306,000 in fiscal year 2023 to \$632,427,000 in fiscal year 2024, an increase of \$39,121,000 or 6.6%. The increase in employer contributions in fiscal year 2025 and 2024 is attributed to increases in total member salaries. The State of Alaska as an employer, which represents roughly one-half of the employee population, is required by Alaska statute to pay the full actuarially determined contribution rate. The employer contribution rate reduction would be reflected here.

The System's plan member contributions increased from \$223,395,000 in fiscal year 2024 to \$234,453,000 in fiscal year 2025, an increase of \$11,058,000 or 4.9%. The System's plan member contributions increased from \$217,893,000 in fiscal year 2023 to \$223,395,000 in fiscal year 2024, an increase of \$5,502,000 or 2.5%. The increase in employer contributions for both fiscal year 2025 and 2024 is due to an increase in member salaries, as well as for funds paid by plan members for their conversion from the defined contribution retirement plan to the defined benefit plan due to the Alaska Supreme Court decision discussed in the notes to financial statements.

The State provided \$59,149,000 and \$37,942,000 for fiscal years 2025 and 2024, respectively, in nonemployer contributions per Alaska Statute (AS) 39.35.280. The employer on-behalf amount (or additional State contributions as defined in AS 39.35.280) is calculated by the System's actuary. It is based on projected payroll and the difference between the actuarially determined contribution rate and the statutory effective rate. The employer effective contribution rate of 22.00% is established in AS 39.35.255(a). These amounts are available to all participating employers, except the State of Alaska, which is required to pay the full actuarially determined contribution rate.

The System's net investment income in fiscal year 2025 increased by \$535,383,000 or 24.6% from amounts in fiscal year 2024. The System's net investment income in fiscal year 2024 increased by \$408,029,000 or 23.1% from amounts in fiscal year 2023.

# Financial Section

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**STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM**  
*(A Component Unit of the State of Alaska)*

## **Management's Discussion and Analysis (Unaudited)**

June 30, 2025

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For fiscal year 2025 the System saw investment rate of returns roughly 0.88% higher than fiscal year 2024, primarily in the domestic equities and global equity ex-U.S. markets and ended the year above the System's actuarial rate of return of 7.25%. However, most other investment classes did not fare as well, ending the year below the 7.25% actuarial rate of return. Over the long term, investment earnings play a significant role in funding Plan benefits. The Board continues to look at investment classes and strategies best suited to meet the expected earnings returns to meet future benefit payments.

During fiscal year 2025, the System transferred \$7 thousand from the PERS DCR – Occupational Death and Disability fund to the PERS DB Pension fund, \$29 thousand from the PERS DCR – Retiree Medical fund and \$145 thousand from the PERS DCR – Health Reimbursement Arrangement plans to the PERS DB Alaska Retiree Healthcare Trust fund. The transfers were a result of the Alaska Supreme Court decision that determined that the passage of Senate Bill (SB) 141 violated the Alaska Constitution by extinguishing a former member's ability to re-enter the PERS / TRS defined benefits plan. The lawsuit challenged the effect of SB 141 as an unconstitutional diminishment of a promised defined benefit. In April 2022, the Alaska Supreme Court found that a former member's ability to reinstate PERS / TRS status is an accrued benefit protected by Article XII, Section 7 of the Alaska Constitution. The Court held that not allowing former members to buy back into PERS / TRS defined benefit status resulted in an unconstitutional diminishment. The transfers represent the employer contributions and related investment earnings / losses that were deposited into the DCR trust funds when a former member was reported as a DCR member, and then the member reinstated their DB status. Those funds follow the member to their proper plan within the System.

The Division of Retirement and Benefits (the Division) implemented a group Medicare Part D prescription drug plan known as an enhanced Employer Group Waiver Plan (EGWP) for all Medicare-eligible members covered under the Plan. During fiscal year 2025, the Plan received \$80,096,000 in EGWP funds from the Center of Medicare and Medicaid Services (CMS) through the EGWP Plan Sponsor, OptumRx, compared to fiscal year 2024 receipts of \$64,396,000, and fiscal year 2023 receipts of \$60,370,000. The increases each year are due to increased prescription drug usage as well as increased costs of those same prescription drugs that resulted in higher EGWP funds paid to the Plan.

Pharmacy rebates are reimbursed to the Plan by the third-party administrators. During fiscal year 2025, the Plan received \$89,842,000 in pharmacy rebates compared to \$72,098,000 from fiscal year 2024. In fiscal year 2023, the Plan received \$58,397,000. The Plan negotiated higher rebates beginning in calendar year 2022; however, those higher rebates were transmitted to the Plan during fiscal year 2023, which resulted in slightly higher collections due to timing of receipt of those funds.

# Financial Section

**STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM**  
(A Component Unit of the State of Alaska)

## Management's Discussion and Analysis (Unaudited)

June 30, 2025

The DB Pension Plan's investment rates of return for the year ended June 30 were as follows:

	Year ended		
	2025	2024	2023
Plan returns	10.10 %	9.22 %	7.03 %
Broad domestic equity	13.45	21.21	17.77
Global equity (ex-U.S.)	19.68	12.77	15.14
Fixed income	6.44	3.55	0.48
Multi-asset	5.20	8.03	4.09
Real assets	4.24	0.04	2.37
Private equity	6.53	4.96	(3.29)
Actuarially assumed rate of return	7.25	7.25	7.25

The Alaska Retiree Healthcare Trust Plan's investment rates of return for the year ended June 30 were as follows:

	Year ended		
	2025	2024	2023
Plan returns	10.12 %	9.32 %	7.11 %
Broad domestic equity	13.45	21.21	17.78
Global equity (ex-U.S.)	19.66	12.75	15.13
Fixed income	6.34	3.63	0.32
Multi-asset	5.25	8.06	4.09
Real assets	4.16	0.47	2.88
Private equity	6.53	4.96	(3.29)
Actuarially assumed rate of return	7.25	7.25	7.25

## Benefits and Other Deductions

The primary deduction of the DB Plan is the payment of pension and other postemployment benefits, primarily healthcare. The primary deduction of the DCR Plan is the refund of contributions. These benefit payments, healthcare claims paid, refunds of contributions, and the cost of administering the System comprise the cost of operations as follows:

	Deductions (in thousands)				
			Increase (decrease)		
			Amount	Percentage	2023
Pension benefits	\$ 1,114,695	1,088,046	26,649	2.4%	\$ 1,012,696
Postemployment benefits	653,679	596,111	57,568	9.7	553,221
Refunds of contributions	135,563	123,452	12,111	9.8	115,080
Administrative	35,982	35,572	410	1.2	34,617
Transfer out	181	14,582	(14,401)	(98.8)	—
Total	\$ 1,940,100	1,857,763	82,337	4.4%	\$ 1,715,614

# Financial Section

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## STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM (A Component Unit of the State of Alaska)

### Management's Discussion and Analysis (Unaudited)

June 30, 2025

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The System's DB pension benefit payments in 2025 increased \$26,649,000 or 2.4% from fiscal year 2024, which increased \$75,350,000 or 7.4% from fiscal year 2023. The increase in pension benefits in fiscal year 2025 is the result of an increase in the number of retirees, in addition to a 0.49% or 0.73% Post Retirement Pension Adjustment for eligible retirees. The increase in pension benefits in 2024 is the result of an increase in the average pension benefits, which includes a 3.9% or 5.9% Post Retirement Pension Adjustment for eligible retirees.

The System's postemployment healthcare benefit payments in fiscal year 2025 increased \$57,568,000 or 9.7% from fiscal year 2024, which increased \$42,890,000 or 7.8% from fiscal year 2023. During fiscal year 2025, the increase in postemployment benefits is the result of an increase in per member average postemployment benefits by roughly 6.0%. In 2024, the System saw an increase in postemployment benefits as the number of retirees in the DB Plan increased. The increase in retirees is offset by those retirees who transition over to Medicare due to age, and costs shift from the System to Medicare. The System continues to look at ways for cost containment while providing benefits applicable to the plan.

The System's refund of contributions increased \$12,111,000 or 9.8% from fiscal year 2024 to 2025 and increased \$8,372,000 or 7.3% from fiscal year 2023 to 2024. The increase in refunds is primarily in the DCR Plan, where refunds increased \$10,391,000 from fiscal year 2024 to 2025, and increased \$9,374,000 from fiscal year 2023 to 2024. Increases in DCR Plan refunds are attributed to an increase in the number of DCR Plan refunds as well as an increase in the average amount of refund. The System continues to look at ways to retain member contributions by emphasizing the low investment costs to members to maintain funds within the DCR Plan.

The System's administrative costs in fiscal year 2025 increased \$410,000 or 1.2% from fiscal year 2024 and increased \$955,000 or 2.8% from fiscal year 2023. The increase in fiscal year 2025 is due to increased costs in management and consulting services. The increase in administrative cost in fiscal year 2024 is primarily due to a capital project for a retirement system replacement.

### Net Pension Liability

Governmental Accounting Standards Board (GASB) Statement No. 67, *Financial Reporting for Pension Plans*, requires the DB Plan to report the total pension liability, fiduciary net position, and net pension liability. The total pension liability represents the total obligation for the Plan's pension benefits related to costs incurred as a result of years of service, changes in benefit terms, changes in actuarial assumptions, and any differences between the actuarial assumptions and actual experience. The Plan's fiduciary net position represents the assets available to pay the Plan's future payment stream. The assets are derived from contributions received from participating employers, plan members, and nonemployer contributions, as well as investment earnings, less benefit payments during the year and the related costs to administer the Plan. The difference between the total pension liability and fiduciary net position is the net pension liability, or the unfunded portion of the total pension liability.

# Financial Section

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## STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Management's Discussion and Analysis (Unaudited)

June 30, 2025

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The components of the net pension liability of the participating employers of the Plan as of June 30 were as follows (in thousands):

	<b>2025</b>	<b>2024</b>
Total pension liability	\$ 17,248,347	17,040,358
Plan fiduciary net position	<u>(12,286,031)</u>	<u>(11,555,868)</u>
Employers' net pension liability	<u>\$ 4,962,316</u>	<u>5,484,490</u>
Plan fiduciary net position as a percentage of the total pension liability	71.23%	67.81%

### Net OPEB Asset

GASB Statement No. 74, *Financial Reporting for Postemployment Benefit Plans Other than Pension Plans*, requires the DB Other Postemployment Benefit (OPEB) Plans to report the total OPEB liability, fiduciary net position, and net OPEB liability for each plan. The total OPEB liability represents the total obligation for the Plan's postemployment healthcare benefits related to costs incurred as a result of years of service, changes in benefit terms, changes in actuarial assumptions, and any differences between the actuarial assumptions and actual experience. The Plan's fiduciary net position represents the assets available to pay the OPEB Plan's future payment stream. The assets are derived from contributions received from participating employers, plan members, and nonemployer contributions, as well as investment earnings, less benefit payments during the year and the related costs to administer the Plans. The difference between the total OPEB liability and fiduciary net position is the net OPEB asset, or the overfunded portion of the total OPEB liability.

The components of the net OPEB asset of the participating employers of the Plans as of June 30, 2025 were as follows (in thousands):

	<b>Alaska Retiree Healthcare Trust Plan (ARHCT Plan)</b>	<b>Occupational Death and Disability (ODD Plan)</b>	<b>Retiree Medical Plan (RMP)</b>
Total OPEB liability	\$ 7,230,159	28,030	269,139
Plan fiduciary net position	<u>(9,891,510)</u>	<u>(98,971)</u>	<u>(330,063)</u>
Employers' net OPEB asset	<u>\$ (2,661,351)</u>	<u>(70,941)</u>	<u>(60,924)</u>
Plan fiduciary net position as a percentage of the total OPEB liability	136.81 %	353.09 %	122.64 %

# Financial Section

## STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Management's Discussion and Analysis (Unaudited)

June 30, 2025

The components of the net OPEB asset of the participating employers of the Plans as of June 30, 2024 were as follows (in thousands):

	<b>Alaska Retiree Healthcare Trust Plan (ARHCT Plan)</b>	<b>Occupational Death and Disability (ODD Plan)</b>	<b>Retiree Medical Plan (RMP)</b>
Total OPEB liability	\$ 7,198,479	24,189	237,022
Plan fiduciary net position	<u>(9,400,625)</u>	<u>(83,889)</u>	<u>(281,261)</u>
Employers' net OPEB asset	\$ <u>(2,202,146)</u>	<u>(59,700)</u>	<u>(44,239)</u>
Plan fiduciary net position as a percentage of the total OPEB liability	130.59%	346.81%	118.66%

### Funding

Retirement benefits are financed by accumulations from employers, plan members, State nonemployer contributions, and income earned on System investments:

- The employer contribution rate is adopted and set by the Board annually based on actuarial determinations made by the System's consulting actuary as reviewed by the Board's contracted actuary. AS 39.35.255(a) sets the employer effective contribution rate at 22.00%. The difference between the actuarially determined contribution rate adopted by the Board and the statutory employer effective rate is paid by the State as a direct appropriation per AS 39.35.280.
- Beginning July 1, 2021, the State of Alaska, as an employer, pays the full actuarial determined employer contribution rate adopted by the Board for each fiscal year. Senate Bill 55 (SB 55), an Act relating to employer contributions to the System, made changes to Alaska Statute (AS) 39.35.255 that indicated the State of Alaska, as a participating employer, shall contribute to the System every payroll period an amount sufficient to pay the full actuarially determined employer normal cost, all contributions required under AS 39.30.370 (HRA) and AS 39.35.750 (all DCR costs – employer match, ODD, RMP), and past service costs for members at the contribution rate adopted by the Board under AS 37.10.220 for the fiscal year for that payroll period.
- AS 39.35.280 provides that additional State contributions are made each July 1 or as soon after July 1 for the ensuing fiscal year that when combined with the total employer contributions are sufficient to pay the System's past service liability at the contribution rate adopted by the Board for that fiscal year.
- Plan member contributions are set by AS 39.35.160 for the DB Plan and AS 39.35.730 for the DCR Plan.
- The Board works with an external consultant to determine the proper asset allocation strategy.

### Legislation

During fiscal year 2025, the 34th Alaska State Legislature enacted one law that affects the System. Conference Committee Substitute (CCS) for House Bill 53, Section 45 (a), appropriates \$79.8 million from the General Fund to the Department of Administration for deposit in the System's defined benefit plan account as an additional state contribution for fiscal year ending June 30, 2026.

# Financial Section

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**STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM**  
(*A Component Unit of the State of Alaska*)

## **Management's Discussion and Analysis (Unaudited)**

June 30, 2025

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This appropriation is to fund the difference between the statutory employer required contribution of 22% paid by participating employers (excluding the State of Alaska as an employer) for both defined benefit and defined contribution members and the actuarially determined contribution rate of 28.33% adopted by the Board for Fiscal Year 2026. This additional state contribution is specified in AS 39.35.280 – Additional State Contributions.

### **Economic Conditions, Future Contribution Rates, and Status of Unfunded Liability**

Fiscal year 2025 had positive investment returns. Net investment income increased from \$2,176,069,000 in fiscal year 2024, to \$2,711,453,000 in fiscal year 2025, an increase of \$535,384,000 or 24.6%. During fiscal year 2025, the System's actual rate of return on investments was roughly 2.85% above the 7.25% actuarially assumed rate of return. The Board continues to work with its investment counsel and the Alaska Department of Revenue, Treasury Division, to diversify the portfolio of the System to maintain an optimal risk/return ratio.

The consulting actuary recommended an increase from the System's actuarially determined contribution rate of 25.10% in fiscal year 2024 to 26.76% in fiscal year 2025. Additionally, the Board discussed not contributing the healthcare normal cost contribution rate of 1.94% since the Alaska Retiree HealthCare Trust (ARHCT) is well above 100% funded. After the Board's actuarial committee discussed the healthcare trusts overfunding, they voted to not contribute the healthcare normal cost rate for fiscal year 2025. The Board adopted the fiscal year 2025 actuarially determined contribution rate of 26.76%, which represented an increase of 1.66%. The statutory employer effective contribution rate remains at 22.00% for fiscal years 2025 and 2024. With the passage of SB 55 and beginning July 1, 2021, the State of Alaska as an employer continues to pay the full actuarially determined contribution rate.

The June 30, 2024 and 2023 actuarial valuation reports for the DB Pension Plan reported funded ratios based on valuation assets of 68.0% and 67.0% respectively, as well as unfunded liabilities of \$5.45 billion and \$5.56 billion, respectively.

The June 30, 2024 and 2023 actuarial valuation reports for the DB ARHCT reported funded ratios based on valuation assets of 132.3% and 129.6%, respectively, as well as funding excesses of \$2.30 billion and \$2.09 billion, respectively.

For fiscal years 2025 and 2024, the DCR Plan's employer contribution rate was established by AS 39.35.255(a) at 22.00%, except for the State of Alaska as modified by SB 55. The DCR Plan's actuarially determined occupational death and disability rate was adopted by the Board for fiscal years 2025 and 2024 to be 0.69% and 0.68% for peace officers/firefighters; 0.24% and 0.30% for all others. The DCR Plan retiree medical plan actuarially determined contribution rate was adopted by the Board for fiscal years 2025 and 2024 to be 0.83% and 1.01%, respectively.

The June 30, 2024 and 2023 actuarial valuation reports for the DCR Occupational Death & Disability Plan reported funded ratios based on valuation assets of 398.6% and 404.5%, respectively, as well as funding excesses of \$63.0 million and \$55.0 million, respectively.

The June 30, 2024 and 2023 actuarial valuation reports for the DCR Retiree Major Medical Plan reported funded ratios based on valuation assets of 120.6% and 120.7%, respectively, as well as funding excesses of \$48.2 million and \$42.4 million, respectively.

# Financial Section

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## STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM

*(A Component Unit of the State of Alaska)*

### Management's Discussion and Analysis (Unaudited)

June 30, 2025

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#### Requests for Information

This financial report is designed to provide a general overview for those parties interested in the System's finances. Questions concerning any of the information provided in this report or requests for additional information should be addressed to:

State of Alaska Public Employees' Retirement System  
Division of Retirement and Benefits, Finance Section  
P.O. Box 110203  
Juneau, Alaska 99811-0203

Questions concerning any of the investment information provided in this report or requests for additional investment information should be addressed to:

State of Alaska  
Department of Revenue, Treasury Division  
P.O. Box 110405  
Juneau, Alaska 99811-0405

# Financial Section

## STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM (A Component Unit of the State of Alaska)

### Combining Statement of Fiduciary Net Position

June 30, 2025

(With summarized financial information for June 30, 2024)  
(In thousands)

	Defined benefit pension	Defined contribution retirement pension	Alaska Retiree Healthcare Trust	Other postemployment benefit plans Occupational death and disability	Retiree medical	Health reimbursement arrangement	System total June 30, 2025	System total June 30, 2024
<b>Assets:</b>								
Cash and cash equivalents:								
Short-term fixed-income pool	\$ 145,735	1,796	117,222	1,266	4,167	13,591	283,777	252,749
Empower money market fund – non-participant directed	—	1,653	—	—	—	—	1,653	982
Securities lending collateral	10,290	—	8,360	79	262	851	19,842	16,155
Total cash and cash equivalents	156,025	3,449	125,582	1,345	4,429	14,442	305,272	269,886
Receivables:								
Contributions	16,123	—	—	—	—	—	16,123	14,615
Due from State of Alaska General Fund	11,113	13,014	—	48	—	3,090	27,265	27,102
Due from PERS - Occupational death & disability	—	—	—	—	—	—	—	310
Due from PERS - Retiree medical	—	—	—	—	—	—	—	1,288
Other accounts receivable	246	—	17,930	—	72	—	18,248	18,943
Total receivables	27,482	13,014	17,930	48	72	3,090	61,636	62,258
Investments, at fair value:								
Fixed-income securities:								
Barclays aggregate bond fund	2,056,235	—	1,667,917	16,584	55,394	180,392	3,976,522	3,572,898
Opportunistic fixed-income pool	544,064	—	441,318	4,387	14,657	47,730	1,052,156	887,102
Total fixed-income securities	2,600,299	—	2,109,235	20,971	70,051	228,122	5,028,678	4,460,000
Broad domestic equity:								
Large cap pool	2,852,808	—	2,314,046	23,006	76,847	250,251	5,516,958	5,163,758
Small cap pool	298,226	—	241,907	2,405	8,034	26,163	576,735	476,993
Total broad domestic equity	3,151,034	—	2,555,953	25,411	84,881	276,414	6,093,693	5,640,751
Global equity ex-U.S.:								
International equity pool	1,776,592	—	1,441,082	14,328	47,860	155,856	3,435,718	2,968,276
Emerging markets equity pool	328,509	—	266,471	2,649	8,850	28,820	635,299	717,301
Total global equity ex-U.S.	2,105,101	—	1,707,553	16,977	56,710	184,676	4,071,017	3,685,577
Multi-asset:								
Alternative beta pool	122,041	—	98,994	985	3,288	10,707	236,015	231,446
Alternative equity pool	—	—	—	—	—	—	—	145,037
Alternative fixed income pool	324,840	—	263,495	2,620	8,751	28,498	628,204	580,330
Tactical allocation strategies pool	250,318	—	203,046	2,019	6,743	21,960	484,086	644,307
Total multi-asset	697,199	—	565,535	5,624	18,782	61,165	1,348,305	1,601,120
Private equity pool	1,877,749	—	1,523,138	15,144	50,586	164,733	3,631,350	3,498,647
Real assets:								
Real estate pool	601,020	—	487,518	4,847	16,191	52,727	1,162,303	1,111,823
Real estate investment trust pool	196,363	—	159,280	1,583	5,290	17,227	379,743	346,573
Infrastructure private pool	342,379	—	277,721	2,762	9,224	30,036	662,122	599,585
Energy pool	11,337	—	9,196	91	305	995	21,924	29,281
Farmland pool	383,836	—	311,349	3,096	10,340	33,674	742,295	745,326
Timber pool	148,042	—	120,085	1,194	3,988	12,988	286,297	280,945
Total real assets	1,682,977	—	1,365,149	13,573	45,338	147,647	3,254,684	3,113,533
Other investment funds:								
Participant directed at fair value:								
Collective investment funds	—	809,163	—	—	—	—	809,163	686,332
Pooled investment funds	—	2,135,220	—	—	—	—	2,135,220	1,755,387
Participant directed at contract value:								
Synthetic investment contracts	—	127,434	—	—	—	—	127,434	142,300
Total other investment funds	—	3,071,817	—	—	—	—	3,071,817	2,584,019
Total investments	12,114,359	3,071,817	9,826,563	97,700	326,348	1,062,757	26,499,544	24,583,647
Other assets	14	—	967	—	—	—	981	981
Total assets	12,297,880	3,088,280	9,971,042	99,093	330,849	1,080,289	26,867,433	24,916,772
<b>Liabilities:</b>								
Claims payable	—	—	56,535	—	—	—	56,535	50,712
Accrued expenses	1,560	1,039	14,504	15	90	18	17,226	11,314
Forfeitures payable to employers	—	645	—	—	—	—	645	801
Due to State of Alaska General Fund	—	—	133	29	434	—	596	1,090
Due to PERS - Defined benefit pension	—	—	—	—	—	—	—	310
Due to PERS - Alaska Retiree Healthcare Trust	—	—	—	—	—	—	—	1,288
Securities lending collateral payable	10,289	—	8,360	78	262	851	19,840	16,155
Total liabilities	11,849	1,684	79,532	122	786	869	94,842	81,670
Net position restricted for pension benefits, postemployment healthcare benefits, and individuals	\$ 12,286,031	3,086,596	9,891,510	98,971	330,063	1,079,420	26,772,591	24,835,102

See accompanying notes to financial statements.

# Financial Section

## STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM (A Component Unit of the State of Alaska)

### Combining Statement of Changes in Fiduciary Net Position

Year ended June 30, 2025  
(With summarized financial information for June 30, 2024)  
(In thousands)

	Defined benefit pension	Defined contribution pension	Alaska Retiree Healthcare Trust	Other postemployment benefit plans Occupational death and disability	Retiree medical	Health reimbursement arrangement	System total June 30, 2025	System total June 30, 2024
<b>Additions:</b>								
Contributions:								
Employers	\$ 517,941	96,214	5	6,553	17,498	62,222	700,433	632,427
Plan members	63,409	171,044	—	—	—	—	234,453	223,395
Nonemployer State of Alaska	59,149	—	—	—	—	—	59,149	37,942
Total contributions	<u>640,499</u>	<u>267,258</u>	<u>5</u>	<u>6,553</u>	<u>17,498</u>	<u>62,222</u>	<u>994,035</u>	<u>893,764</u>
Investment income:								
Net appreciation in fair value	1,044,544	355,406	846,592	8,065	26,988	87,761	2,369,356	1,882,007
Interest	88,094	919	71,598	672	2,250	7,308	170,841	140,914
Dividends	121,684	—	99,024	935	3,129	10,166	234,938	213,524
Total investment income	<u>1,254,322</u>	<u>356,325</u>	<u>1,017,214</u>	<u>9,672</u>	<u>32,367</u>	<u>105,235</u>	<u>2,775,135</u>	<u>2,236,445</u>
Less: investment expense	<u>31,682</u>	<u>3,248</u>	<u>25,727</u>	<u>241</u>	<u>810</u>	<u>2,576</u>	<u>64,284</u>	<u>61,163</u>
Net investment income before securities lending activities	<u>1,222,640</u>	<u>353,077</u>	<u>991,487</u>	<u>9,431</u>	<u>31,557</u>	<u>102,659</u>	<u>2,710,851</u>	<u>2,175,282</u>
Securities lending income	<u>1,201</u>	<u>—</u>	<u>975</u>	<u>9</u>	<u>31</u>	<u>99</u>	<u>2,315</u>	<u>2,108</u>
Less: securities lending expense	<u>888</u>	<u>—</u>	<u>722</u>	<u>7</u>	<u>23</u>	<u>73</u>	<u>1,713</u>	<u>1,321</u>
Net income from securities lending activities	<u>313</u>	<u>—</u>	<u>253</u>	<u>2</u>	<u>8</u>	<u>26</u>	<u>602</u>	<u>787</u>
Net investment income	<u>1,222,953</u>	<u>353,077</u>	<u>991,740</u>	<u>9,433</u>	<u>31,565</u>	<u>102,685</u>	<u>2,711,453</u>	<u>2,176,069</u>
Transfer in	<u>7</u>	<u>—</u>	<u>174</u>	<u>—</u>	<u>—</u>	<u>—</u>	<u>181</u>	<u>14,582</u>
Other income:								
Employer group waiver plan	—	—	79,632	—	464	—	80,096	64,396
Medicare retiree drug subsidy	—	—	651	—	—	—	651	737
Pharmacy rebates	—	—	89,404	—	438	—	89,842	72,098
Pharmacy management allowance	—	—	135	—	—	—	135	137
Miscellaneous income	186	228	779	—	3	—	1,196	792
Total other income	<u>186</u>	<u>228</u>	<u>170,601</u>	<u>—</u>	<u>905</u>	<u>—</u>	<u>171,920</u>	<u>138,160</u>
Total additions	<u>1,863,645</u>	<u>620,563</u>	<u>1,162,520</u>	<u>15,986</u>	<u>49,968</u>	<u>164,907</u>	<u>3,877,589</u>	<u>3,222,575</u>
<b>Deductions:</b>								
Pension and postemployment benefits	1,114,695	—	650,168	865	979	1,667	1,768,374	1,684,157
Refunds of contributions	10,817	124,746	—	—	—	—	135,563	123,452
Administrative	7,970	6,336	21,467	32	158	19	35,982	35,572
Total deductions	<u>1,133,482</u>	<u>131,082</u>	<u>671,635</u>	<u>897</u>	<u>1,137</u>	<u>1,686</u>	<u>1,939,919</u>	<u>1,843,181</u>
Transfer out	<u>—</u>	<u>—</u>	<u>—</u>	<u>7</u>	<u>29</u>	<u>145</u>	<u>181</u>	<u>14,582</u>
Net increase	<u>730,163</u>	<u>489,481</u>	<u>490,885</u>	<u>15,082</u>	<u>48,802</u>	<u>163,076</u>	<u>1,937,489</u>	<u>1,364,812</u>
Net position restricted for pension benefits, postemployment healthcare benefits, and individuals:								
Balance, beginning of year	<u>11,555,868</u>	<u>2,597,115</u>	<u>9,400,625</u>	<u>83,889</u>	<u>281,261</u>	<u>916,344</u>	<u>24,835,102</u>	<u>23,470,290</u>
Balance, end of year	<u>\$ 12,286,031</u>	<u>3,086,596</u>	<u>9,891,510</u>	<u>98,971</u>	<u>330,063</u>	<u>1,079,420</u>	<u>26,772,591</u>	<u>24,835,102</u>

See accompanying notes to financial statements.

# Financial Section

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**STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM**  
(*A Component Unit of the State of Alaska*)

## Notes to Financial Statements

June 30, 2025

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### (1) Description

The State of Alaska Public Employees' Retirement System (PERS or the System) is a component unit of the State of Alaska (the State). The System is administered by the Division of Retirement and Benefits within the Department of Administration. Benefit and contribution provisions are established by State law and may be amended only by the State legislature. The Alaska Retirement Management Board (the Board) is responsible for overseeing the management and investment of the System. The Board consists of nine trustees as follows: two trustees consisting of the commissioner of administration and the commissioner of revenue, two trustees who are members of the general public, one trustee who is employed as a finance officer for a political subdivision participating in either the PERS or Teachers' Retirement System (TRS), two trustees who are PERS members, and two trustees who are TRS members.

PERS acts as the common investment and administrative agency for the following multiple-employer plans:

Plan name	Type of plan
Defined Benefit Pension (DB) Plan	Cost-sharing, Defined Benefit Pension
Defined Contribution Retirement Pensions (DCR) Plan	Defined Contribution Pension
Defined Benefit Other Postemployment Benefits (OPEB)	
Alaska Retiree Healthcare Trust (ARHCT) Plan	Cost-sharing, Defined Benefit OPEB
Occupational Death and Disability (ODD) Plan	Cost-sharing, Defined Benefit OPEB
Retiree Medical Plan (RMP)	Cost-sharing, Defined Benefit OPEB
Defined Contribution Other Postemployment Benefits	
Health Reimbursement Arrangement (HRA) Plan	Defined Contribution OPEB

At June 30, 2025, the number of participating local government employers and public organizations, including the State, was as follows:

	<b>Defined Benefit Pension</b>	<b>Defined Contribution Pension</b>	<b>OPEB plans</b>
State of Alaska	1	1	1
Municipalities	71	72	72
School districts	51	51	51
Other	25	25	25
<b>Total employers</b>	<b>148</b>	<b>149</b>	<b>149</b>

Inclusion in the plans is a condition of employment for eligible State employees, except as otherwise provided for judges, elected officers, and certain employees of the Alaska Marine Highway System. Any local government in the State may elect to have its permanent general and peace officer and firefighter employees covered by the System.

# Financial Section

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## STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM (A Component Unit of the State of Alaska)

### Notes to Financial Statements

June 30, 2025

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#### **Defined Benefit Pension Plan**

##### **(a) General**

The DB Plan provides pension benefits for eligible State and local government employees. Benefit and contribution provisions are established by State law and may be amended only by the State Legislature. With the passage of Senate Bill 141, the DB Plan was closed to all new members effective July 1, 2006.

The DB Plan's membership consisted of the following at June 30, 2025:

Retired plan members or beneficiaries currently receiving benefits	37,449
Inactive plan members entitled to but not yet receiving benefits	4,154
Inactive plan members not entitled to benefits	9,562
Active plan members	7,179
	<hr/>
Total DB Plan membership	58,344
	<hr/>

##### **(b) Pension Benefits**

Members hired prior to July 1, 1986, with five or more paid-up years of credited service are entitled to monthly pension benefits beginning at normal retirement age, 55, or early retirement age, 50. For members first hired after June 30, 1986, the normal and early retirement ages are 60 and 55, respectively. Members with 30 or more years of credited service (20 years for peace officers and firefighters) may retire at any age and receive a normal benefit.

The normal monthly pension benefit is based on years of service and average monthly compensation. For members hired prior to July 1, 1996, and all peace officers and firefighters, the average monthly compensation is based upon the members' three highest, consecutive years' salaries. For all other members hired after June 30, 1996, average monthly compensation is based upon the members' five highest, consecutive years' salaries.

The benefit related to all years of credited service prior to July 1, 1986 and for years of service through a total of 10 years for general members, is equal to 2.00% of the member's average monthly compensation for each year of service. The benefit for each year over 10 years of service subsequent to June 30, 1986 is equal to 2.25% of the member's average monthly compensation for the second 10 years and 2.50% for all remaining years of service. For peace officers and firefighters, the benefit for years of service through a total of 10 years is equal to 2.00% of the member's average monthly compensation and 2.50% for all remaining years of service.

Minimum benefits for members eligible for retirement are \$25 per month for each year of credited service.

Married members must receive their benefits in the form of a joint and survivor annuity unless their spouse consents to another form of benefit or another person is eligible for benefits under a qualified domestic relations order.

The DB Plan has two types of postretirement pension adjustments (PRPA). The automatic PRPA is issued annually to all eligible benefit recipients when the cost of living increases in the previous calendar year. The automatic PRPA increase is paid beginning July 1 of each year. The discretionary PRPA may be granted to eligible recipients by the DB Plan's administrator if the funding ratio of the DB Plan meets or exceeds 105%. If both an automatic and discretionary PRPA are granted, and a retiree is eligible for both adjustments, the one that provides the retiree the greater increase will be paid.

# Financial Section

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**STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM**  
(*A Component Unit of the State of Alaska*)

## Notes to Financial Statements

June 30, 2025

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### **(c) Contributions**

Contribution requirements of the active plan members and the participating employers are actuarially determined and adopted by the Board as a contribution rate that, when combined, is expected to finance the costs of benefits earned by plan members during the year, with an additional contribution rate to finance any unfunded accrued liability. The DB Plan's members' contribution rates are 7.50% for peace officers and firefighters, 9.60% for some school district employees, and 6.75% for general DB Plan members, as required by statute. The statutory employer effective contribution rate is 22.00% of annual payroll, which for fiscal year 2025 is allocated 22.00% to the DB Pension Plan and 0.00% to the DB ARHCT Plan as determined by the actuary of the Plan. Alaska Statute (AS) 39.35.280 provides that the State, as a nonemployer contributing entity, contributes each July 1, or as soon after July 1 for the ensuing fiscal year, an amount that when combined with the total employer contributions is sufficient to pay the System's actuarially determined contribution rate adopted by the Board for that fiscal year. Additionally, there is a Defined Benefit Unfunded Liability (DBUL) amount levied against the DCR Plan payroll. The DBUL amount is computed as the difference between:

- (A) The amount calculated for the statutory employer effective contribution rate of 22.00% on eligible salary (except for the State of Alaska which pays the full actuarially determined contribution rate) less
- (B) The total of the employer contributions for:
  - (1) The defined contribution employer matching amount
  - (2) Major medical
  - (3) Occupational death and disability
  - (4) Health reimbursement arrangement.
- (C) But not less than zero.

The difference is deposited based on an actuarial allocation into the DB Plan's pension and healthcare funds. For fiscal year 2025, the DBUL was allocated 100.00% to the DB Pension Plan and 0.00% to the DB ARHCT Plan.

### **(d) Refunds**

DB Plan member contributions may be voluntarily or, under certain circumstances, involuntarily refunded to the member or a garnishing agency 60 days after termination of employment. Voluntary refund rights are forfeited on July 1 following the member's 75th birthday or within 50 years of the member's last termination date. Members who have had contributions refunded forfeit all retirement benefits, including postemployment healthcare benefits. Members are allowed to reinstate refunded service due to involuntary refunds by repaying the total involuntary refunded balance and accrued interest. Members are allowed to reinstate voluntarily refunded service by repaying the voluntarily refunded balance and accrued interest. Balances previously refunded to members accrue interest at the rate of 7.0% per annum compounded semiannually.

# Financial Section

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**STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM**  
(*A Component Unit of the State of Alaska*)

## Notes to Financial Statements

June 30, 2025

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### ***Defined Contribution Retirement Pension Plan***

#### ***(a) General***

The DCR Plan provides retirement benefits for eligible employees hired after July 1, 2006. Additionally, certain active members of the DB Plan were eligible to transfer to the DCR Plan if that member had not vested in the DB Plan. Benefit and contribution provisions are established by State law and may be amended only by the State Legislature.

At June 30, 2025, membership in the DCR Plan consisted of 2,842 peace officer and firefighter members and 25,774 other members.

#### ***(b) Retirement Benefits***

A participating member is immediately and fully vested in that member's contributions and related earnings (losses). A member shall be fully vested in the employer contributions made on that member's behalf, and related earnings (losses), after five years of service. A member is partially vested in the employer contributions made on that member's behalf and the related earnings in the ratio of (a) 25% with two years of service; (b) 50% with three years of service; (c) 75% with four years of service; and (d) 100% with five years of service.

#### ***(c) Contributions***

State statutes require an 8.0% contribution rate for DCR Plan members. Employers are required to contribute 5.0% of the member's compensation.

#### ***(d) Participant Distributions and Refunds of Contributions***

A member is eligible to request a refund of contributions from their account 60 days after termination of employment.

#### ***(e) Participant Accounts***

Participant accounts under the DCR Plan are self-directed with respect to investment options.

Each participant designates how contributions are to be allocated among the investment options. Each participant's account is credited with the participant's contributions and the appreciation or depreciation in unit value for the investment funds.

Record-keeping/administrative fees consisting of a fixed amount, applied in a lump sum each calendar year, and a variable amount, applied monthly, are deducted from each participant's account and applied pro rata to all the funds in which the employee participates. This fee is for all costs incurred by the recordkeeper and by the State. The investment management fees are netted out of the funds' performance.

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#### **Defined Benefit Other Postemployment Benefit Plans**

##### **(a) Alaska Retiree Healthcare Trust Plan**

Beginning July 1, 2007, the ARHCT Plan, a healthcare trust fund of the State, was established. The ARHCT Plan is self-funded and provides major medical coverage to retirees of the DB Plan. The System retains the risk of loss of allowable claims for eligible members. The ARHCT Plan began paying member healthcare claims on March 1, 2008. Prior to that, healthcare claims were paid for by the Retiree Health Fund.

Membership in the plan consisted of the following at June 30, 2025:

Retired plan members or beneficiaries currently receiving benefits	37,449
Inactive plan members entitled to but not yet receiving benefits	4,154
Inactive plan members not entitled to benefits	9,562
Active plan members	7,179
 Total DB Plan membership	 58,344

##### **(i) OPEB Benefits**

Major medical benefits to cover medical expenses are provided to retirees and their surviving spouses at no premium cost for all members hired before July 1, 1986 (Tier 1), and disabled retirees. Members hired after June 30, 1986 (Tier 2), and their surviving spouses with 5 years of credited service (or 10 years of credited service for those first hired after June 30, 1996 [Tier 3]) must pay the full monthly premium if they are under age 60 and will receive benefits at no premium cost if they are over age 60. Tier 3 members with between 5 and 10 years of credited service must pay the full monthly premium regardless of their age. Tier 2 and Tier 3 members with less than 5 years of credited service are not eligible for postemployment healthcare benefits. Tier 2 members who are receiving a conditional benefit and are age eligible are eligible for postemployment healthcare benefits. In addition, peace officers and their surviving spouses with 25 years of peace officer membership service and all other members and their surviving spouses with 30 years of membership service receive benefits at no premium cost, regardless of their age or date of hire. Peace officers/firefighters who are disabled between 20 and 25 years must pay the full monthly premium.

##### **(ii) Contributions**

Employer contribution rates are actuarially determined and adopted by the Board. The 2025 statutory employer effective contribution rate is 22.00% of member's compensation, with 0.00% specifically allocated to ARHCT Plan.

##### **(b) Occupational Death and Disability Plan**

The Occupational Death and Disability Plan (ODD) provides death benefits for beneficiaries of plan participants and long-term disability benefits to all active members within the System. Members in the Death and Disability Plan consisted of the following at June 30, 2025:

Active plan members	28,616
Participating employers	149
Open claims	19

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## STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM

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#### ***(i) Death Benefits***

If (1) the death of an employee occurs before the employee's retirement and before the employee's normal retirement date, (2) the proximate cause of death is a bodily injury sustained or a hazard undergone while in the performance and within the scope of the employee's duties, and (3) the injury or hazard is not the proximate result of willful negligence of the employee, then a monthly survivor's pension shall be paid to the surviving spouse. If there is no surviving spouse or if the spouse later dies, the monthly survivor's pension shall be paid in equal parts to the dependent children of the employee.

If an active general DB Plan member dies from occupational causes, the spouse may receive a monthly pension equal to 40% of the DB Plan member's salary. If an active peace officer or firefighter DB Plan member dies from occupational causes, the spouse may receive a monthly pension equal to 50% of the DB Plan member's salary or 75% of the member's retirement benefit calculated as if the member had survived until normal retirement age, whichever is greater. When death is due to occupational causes and there is no surviving spouse, the DB Plan member's dependent child(ren) may receive the monthly pension until they are no longer dependents. If the member does not have a spouse or dependent children at the time of death, a lump-sum death benefit is payable to the named beneficiary(ies). The amount of the occupational death pension changes on the date the DB Plan member's normal retirement would have occurred if the DB Plan member had lived. The new benefit is based on the DB Plan member's average monthly compensation at the time of death and the credited service, including service that would have accrued if the DB Plan member had lived and continued to work until normal retirement. If the death was from nonoccupational causes and the DB Plan member was vested, the spouse may receive a monthly 50% joint and survivor option benefit based on the member's credited service and average monthly compensation at the time of death. If the DB Plan member is not married or vested, a lump-sum death benefit is payable to the named beneficiary(ies).

The monthly survivor's pension benefit for survivors of DCR Plan employees who were not peace officers or firefighters is 40% of the employee's monthly compensation in the month in which the employee dies. The monthly survivor's pension for survivors of employees who were peace officers or firefighters is 50% of the monthly compensation in the month in which the employee dies. While the monthly survivor's pension is being paid, the employer shall make contributions on behalf of the employee's beneficiaries based on the deceased employee's gross monthly compensation at the time of occupational death.

#### ***(ii) Disability Benefits***

Active DB Plan members who become permanently disabled due to occupational or nonoccupational causes receive disability benefits until normal retirement age, or when the service requirement for normal retirement is met. Although there are no minimum service requirements for DB Plan members to be eligible for occupational disability, DB Plan members must be vested to receive nonoccupational disability benefits. The monthly occupational disability benefit is equal to 40% of the DB Plan member's salary at the time of the disability. The nonoccupational disability benefit is based on the DB Plan member's service and salary at the time of disability. At normal retirement age, a disabled general DB Plan member receives normal retirement benefits. A peace officer or firefighter DB Plan member may elect to receive normal retirement benefits calculated under the occupational disability benefit rules.

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A DCR Plan member is eligible for an occupational disability benefit if employment is terminated because of a total and apparently permanent occupational disability before the member's normal retirement date. The occupational disability benefits accrue beginning the first day of the month following termination of employment as a result of the disability and are payable the last day of the month. If a final determination granting the benefit is not made in time to pay the benefit when due, a retroactive payment shall be made to cover the period of deferment.

#### **(iii) Contributions**

An employer shall contribute to each member's account based on the member's compensation. For fiscal year 2025, the rates are 0.69% for occupational death and disability for peace officers and firefighters and 0.24% for occupational death and disability for all other members.

#### **(c) Retiree Medical Plan**

The RMP is established under AS 39.35.880 – Medical Benefits. The Department of Administration, Division of Retirement and Benefits, which administers the System's health plans, finalized the Retiree Medical Plan for members eligible for the DCR Plan's health benefits plan in July 2016. The RMP provides major medical coverage to retirees of the DCR Plan. The RMP is self-insured. Members are not eligible to use the plan until they have at least 10 years of service and are Medicare age eligible.

Membership in the RMP was as follows at June 30, 2025:

Retired plan members or beneficiaries currently receiving benefits	412
Inactive plan members entitled to but not yet receiving benefits	3,205
Inactive plan members not entitled to benefits	22,039
Active plan members	<u>28,616</u>
Total RMP membership	<u>54,272</u>

#### **(i) OPEB Benefits**

The medical benefits available to eligible persons means that an eligible person may not be denied medical coverage except for failure to pay the required premium. Major medical coverage, to cover medical expenses, takes effect on the first day of the month following the date of the RMP administrator's approval of the election and stops when the person who elects coverage dies or fails to make the required premium payment. The coverage for persons 65 years of age or older is the same as that available for persons under 65 years of age. The benefits payable to those persons 65 years of age or older supplement any benefits provided under the federal old age, survivors, and disability insurance program. The medical and optional insurance premiums owed by the person who elects coverage may be deducted from the health reimbursement arrangement account until the account balance becomes insufficient to pay the premiums; at this time, the person who elects coverage shall pay the premiums directly.

The cost of premiums for retiree major medical coverage for an eligible member or surviving spouse who is:

- (1) Not eligible for Medicare is an amount equal to the full monthly group premium for retiree major medical insurance coverage,

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(2) Eligible for Medicare is the following percentage of the premium:

- (a) 30% if the member had 10 or more, but less than 15, years of service
- (b) 25% if the member had 15 or more, but less than 20, years of service
- (c) 20% if the member had 20 or more, but less than 25, years of service
- (d) 15% if the member had 25 or more, but less than 30, years of service
- (e) 10% if the member had 30 or more years of service.

#### ***(ii) Contributions***

Employer contribution rates are actuarially determined and adopted by the Board. The 2025 employer effective contribution rate is 0.83% of member's compensation.

#### **Defined Contribution Other Postemployment Benefit Plan**

##### ***(a) General***

The HRA Plan is established under AS 39.30.300. The Department of Administration, Division of Retirement and Benefits administers the System's health plans. The HRA Plan allows for medical care expenses to be reimbursed from individual savings accounts established for eligible persons. The HRA Plan became effective July 1, 2006, at which time contributions by employers began.

Membership in the plan was as follows as of June 30, 2025:

Retired plan members or beneficiaries currently receiving benefits	412
Inactive plan members entitled to but not yet receiving benefits	3,205
Inactive plan members not entitled to benefits	22,039
Active plan members	<u>28,616</u>
Total HRA Plan membership	<u>54,272</u>

##### ***(b) OPEB Benefits***

Persons who meet the eligibility requirements of AS 39.35.870 are eligible for reimbursements from the individual account established for a member under the HRA Plan but do not have to retire directly from the System.

The Plan Administrator may deduct the cost of monthly premiums from the HRA individual account for the RMP insurance on behalf of an eligible person who elected the retiree major medical insurance under AS 39.35.880. Upon application of an eligible person, the HRA Plan administrator shall reimburse the costs for medical care expenses defined in 26 USC 213(d). Reimbursement is limited to the medical expenses of (1) an eligible member, the spouse of an eligible member, and the dependent children of an eligible member; or (2) a surviving spouse and the dependent children of an eligible member dependent on the surviving spouse. When the member's individual account balance is exhausted, any deductions from the HRA individual account end. If all eligible persons die before exhausting the member's individual account, the account balance reverts to the HRA Plan.

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### **(c) Contributions**

An employer shall contribute to the HRA Plan trust fund an amount equal to 3.00% of the average annual compensation of all employees in the PERS. The administrator maintains a record of each member to account for employer contributions on behalf of that member. The 2025 contribution amount was an annual contribution not to exceed \$2,387 and was required for every pay period in which the employee was enrolled in the DCR Plan, regardless of the compensation paid during the year. An amount less than \$2,387 would be deposited to a member's account if that member worked less than a full year.

## **(2) Summary of Significant Accounting Policies**

### **(a) Basis of Accounting**

The accompanying financial statements have been prepared using the economic resources measurement focus and on the accrual basis of accounting in conformity with U.S. generally accepted accounting principles (GAAP), as prescribed by the Governmental Accounting Standards Board (GASB). Contributions are due to the System when employee services have been performed and paid. Contributions are recognized as revenue when due pursuant to statutory requirements. Benefits and refunds are recognized when due and payable and expenses are recorded when the corresponding liabilities are incurred, regardless of when contributions are received or payment is made.

### **(b) Use of Estimates**

The preparation of financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of additions and deductions during the reporting period. Actual results could differ from those estimates.

### **(c) Cash and Cash Equivalents**

Cash and cash equivalents include the System's holdings within the short-term fixed-income pool, employer money market funds, and overnight investments associated with securities lending collateral. These holdings have the general characteristics of a demand deposit account.

### **(d) Defined Benefit Pension and OPEB Investments**

The System owns shares in various investment pools that are administered by the State of Alaska, Department of Revenue, Division of Treasury (Treasury). The System's investment in the pools, except for the short-term fixed-income pool, is reported at fair value based on the net asset value reported by the Treasury. The short-term fixed-income pool maintains a share price of \$1. Each plan owns shares in the pool, the number of which fluctuates daily with contributions and withdrawals.

### **(e) Defined Contribution Participant-directed Investments**

The Board contracts with an external investment manager, through the Treasury, who is given the authority to invest in a wholly owned pooled environment to accommodate 14 participant-directed funds. Additionally, the Board contracts with external managers who manage a mix of collective investment funds and synthetic investment contracts. Income for the pooled investment and collective investment funds is credited to the fund's net asset value on a daily basis and allocated to pool participants daily on a pro rata basis.

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Collective investment funds, held in trust, are stated at fair value based on the unit value as reported by the Trustees multiplied by the number of units held by the DCR Plan. The unit value is determined by the Trustees based on fair value of the underlying assets. Purchases and sales of securities are recorded on a trade-date basis.

Pooled participant-directed investment funds, held in trust, are stated at fair value based on the unit value as reported by the Trustees multiplied by the number of units held by the DCR Plan. The unit value is determined by the Trustees based on fair value of the underlying assets. Purchases and sales of securities are recorded on a trade-date basis. Underlying assets comprise domestic and international stocks, investment-grade bonds, federally guaranteed mortgages, money market instruments, and other cash equivalent instruments with maturities of less than one year, which include but are not limited to commercial paper, asset-backed securities, banker acceptances, certificates of deposit with ratings of A1/P1 or better, as well as obligations of the U.S. government and its agencies, and repurchase agreements collateralized by U.S. Treasury instruments.

Synthetic Investment Contracts (SICs) are included in the Plan's statements at contract value. The Board's investment manager entered into the investment contracts, on behalf of the Board, with four financial institutions who provide wrap contracts that cover separately managed SIC portfolios. The accounts are credited with earnings and investment deposits, less administrative expenses charged by the financial institutions and investment withdrawals. They are fully benefit-responsive. There are no reserves against contract value for the credit risk of the contract issuer or otherwise. The crediting interest rate is based on the approximate rate of interest that will amortize differences between contract and market value over the portfolio's average duration.

### **(f) Contributions Receivable**

Contributions from the System's members and employers applicable to payrolls received through July 15 for wages paid for service through June 30 are accrued. These contributions are considered fully collectible, and accordingly, no allowance for uncollectible receivables is reflected in the financial statements.

### **(g) Due from (to) State of Alaska General Fund**

Amounts due from State of Alaska General Fund represent the amounts remitted by employers to the General Fund but not yet transmitted to the System. Amounts due to State of Alaska General Fund represent the amounts paid by others on behalf of the System.

### **(h) Other Income**

Other income consists of Employer Group Waiver Plan (EGWP) rebates, Medicare Part D Retiree Drug Subsidy (RDS) rebates, pharmacy rebates, and other miscellaneous items. The RDS are rebates provided to the plan sponsor. The State has elected to voluntarily put the RDS back into the trust and treat it as a contribution for purposes of calculating the net OPEB liability. The EGWP and pharmacy rebates are provided to the Plan through the third-party administrators and are treated as a reduction to the benefit payments for purposes of calculating the net OPEB liability. RDS and pharmacy rebates are recognized on an accrual basis.

### **(i) Administrative Costs**

Administrative costs are paid from contributions. The Board has established a funding policy objective that the required contributions be sufficient to pay the plan administrative expenses, normal costs, and past service costs.

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### ***(j) Federal Income Tax Status***

The DB Plan and DCR Plan are qualified plans under Sections 401(a) and 414(d) of the Internal Revenue Code and are exempt from federal income taxes under Section 501(a).

### **(3) Investments**

The Board is the investment oversight authority of the System's investments. As the fiduciary, the Board has the statutory authority to invest assets under the Prudent Investor Rule. Fiduciary responsibility for the Board's invested assets is pursuant to AS 37.10.210-390.

AS 37.10.071 provides that investments shall be made with the judgment and care under circumstances then prevailing that an institutional investor of ordinary professional prudence, discretion, and intelligence exercises in managing large investment portfolios.

Treasury provides staff for the Board. Treasury has created a pooled environment by which it manages investments of the Board. Additionally, Treasury manages a mix of pooled investment funds, collective investment funds and SICs for the DCR participant-directed pension plans under the Board's fiduciary responsibility.

Actual investing is performed by investment officers in Treasury or by contracted external investment managers. The Board has developed investment guidelines, policies, and procedures for Treasury staff and external investment managers to adhere to when managing investments. Treasury manages the U.S. Treasury Fixed-Income Pool, Real Estate Investment Trust Pool, and Treasury Inflation-Protected Securities Pool, in addition to acting as oversight manager for all externally managed investments. All other investments are managed by external management companies.

The short-term fixed-income pool is a State pool managed by Treasury that holds investments on behalf of the Board as well as other State funds.

#### ***Rate of Return***

The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested. The annual money-weighted rate of return, net of investment expense, for the year ended June 30, 2025 for the DB Pension Plan is 10.80%, the ARHCT Plan is 10.86%, the ODD Plan is 10.86%, and the RMP is 10.87%.

For additional information on securities lending, interest rate risk, credit risk, foreign exchange, derivatives, fair value, and counterparty credit risk, see the separately issued report on the Invested Assets of the State of Alaska Retirement and Benefits Systems at <https://treasury.dor.alaska.gov/armb/reports-and-policies/annual-audited-financial-schedules>

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## STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM

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#### (4) Net Pension Liability – Defined Benefit Pension Plan

The components of the net pension liability of the participating employers at June 30, 2025 were as follows (in thousands):

Total pension liability	\$ 17,248,347
Plan fiduciary net position	<u>(12,286,031)</u>
Employers' net pension liability	\$ <u>4,962,316</u>
Plan fiduciary net position as a percentage of the total pension liability	71.23 %

##### (a) Actuarial Assumptions

The total pension liability was determined by an actuarial valuation as of June 30, 2024, using the following actuarial assumptions, applied to all periods included in the measurement, and rolled forward to the measurement date of June 30, 2025.

Inflation	2.50% per year
Salary Increases	For Peace Officer/Firefighter, increases range from 8.50% to 3.85% based on service. For all others, increases range from 6.75% to 2.85% based on service.
Investment rate of return	7.25%, net of pension plan investment expenses. This is based on an average inflation rate of 2.50% and a real return of 4.75%
Mortality - Peace Officer / Firefighter	Pre-commencement mortality rates were based on the Pub-2010 Safety Employee table, amount-weighted, and projected with MP-2021 generational improvement. Deaths are assumed to result from occupational causes 70% of the time. Post-commencement mortality rates for healthy retirees were based on the Pub-2010 Safety Retiree table, amount-weighted, and projected with MP-2021 generational improvement. Post-commencement mortality rates for disabled retirees were based on the Pub-2010 Safety Disabled Retiree table, amount-weighted, and projected with MP-2021 generational improvement. Post-commencement mortality rates for beneficiaries were based on the Pub-2010 Contingent Survivor table, amount-weighted, and projected with MP-2021 generational improvement. These rates are applied only after the death of the original member.

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Mortality - Others	<p>Pre-commencement mortality rates were based on the Pub-2010 General Employee table, amount-weighted, and projected with MP-2021 generational improvement. Deaths are assumed to result from occupational causes 35% of the time.</p> <p>Post-commencement mortality rates for healthy retirees were based on 98% of male and 106% of female rates of the Pub-2010 General Retiree table, amount-weighted, and projected with MP-2021 generational improvement.</p> <p>Post-commencement mortality rates for disabled retirees were based on the Pub-2010 Non-Safety Disabled Retiree Table, amount-weighted, and projected with MP-2021 generational improvement.</p> <p>Post-commencement mortality rate for beneficiaries were based on 102% of male and 108% of female rates of the Pub-2010 Contingent Survivor table, amount-weighted, and projected with MP-2021 generational improvement. These rates are applied only after the death of the original member.</p>
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The actuarial assumptions used in the June 30, 2024 actuarial valuation were based on the results of an actuarial experience study for the period from July 1, 2017 to June 30, 2021.

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## STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM (A Component Unit of the State of Alaska)

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The long-term expected rate of return on pension plan investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and adding expected inflation. Best estimates of arithmetic rates of return for each major asset class included in the pension plan's target asset allocation as of June 30, 2025 are summarized in the following table (note that the rates shown below exclude an inflation component of 2.51%).

Asset class	Long-term expected real rate of return
Domestic equity	5.74%
Global equity (ex-U.S.)	6.37
Global equity	5.88
Aggregate bonds	2.30
Real assets	4.54
Private equity	9.28
Cash equivalents	0.60

#### **(b) Discount Rate**

The discount rate used to measure the total pension liability was 7.25%. The projection of cash flows used to determine the discount rate assumed that employer and State contributions will continue to follow the current funding policy, which meets State statutes. Based on those assumptions, the pension plan's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability in accordance with the method prescribed by GASB 67. In the event benefit payments are not covered by the Plan's fiduciary net position, a municipal bond rate would be used to discount the benefit payments not covered by the Plan's fiduciary net position. The Bond Buyer GO 20-Year Municipal Bond Index rate was 5.20% as of June 30, 2025. The prior rate was 4.21%, which was based on the S&P Municipal Bond 20-Year High Grade Index rate as of June 30, 2024. The underlying index was updated in order to exclude bonds subject to the alternative minimum tax.

#### **(c) Sensitivity of the Net Pension Liability to Changes in the Discount Rate**

The following presents the net pension liability of the System as of June 30, 2025, calculated using the discount rate of 7.25%, as well as what the System's net pension liability would be if it were calculated using a discount rate that is one-percentage-point lower or one-percentage-point higher than the current rate (in thousands):

	1.00% decrease (6.25%)	Current discount rate (7.25%)	1.00% increase (8.25%)
Net pension liability	\$ 6,784,035	4,962,316	3,418,641

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**STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM**  
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### **(5) Net OPEB Asset**

The components of the net OPEB asset of the participating employers for each Plan at June 30, 2025 were as follows (in thousands):

	<b>ARHCT Plan</b>	<b>ODD Plan</b>	<b>RMP</b>
Total OPEB liability	\$ 7,230,159	28,030	269,139
Plan fiduciary net position	(9,891,510)	(98,971)	(330,063)
Employers' net OPEB asset	\$ (2,661,351)	(70,941)	(60,924)
Plan fiduciary net position as a percentage of the total OPEB liability	136.81%	353.09%	122.64%

#### **(a) Actuarial Assumptions**

The total OPEB liability for each plan was determined by actuarial valuations as of June 30, 2024, using the following actuarial assumptions, applied to all periods included in the measurement, and rolled forward to the measurement date of June 30, 2025.

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## STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM

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Inflation	2.50% per year
Salary increases	For peace officer/firefighter, increases range from 8.50% to 3.85% based on service. For Others, increases range from 6.75% to 2.85% based on service.
Investment rate of return	7.25%, net of post-retirement healthcare plan investment expenses. This is based on an average inflation rate of 2.50% and a real return of 4.75%.
Healthcare cost trend rates (ARHCT Plan and RMP)	Pre-65 medical: 6.2% grading down to 4.5% Post-65 medical: 5.4% grading down to 4.5% Rx/EGWP: 8.5% grading down to 4.5% Initial trend rates are for FY 2026 Ultimate trend rates reached in FY 2050
Mortality	Pre-commencement mortality rates were based on the Pub-2010 Safety Employee table, headcount-weighted, and projected with MP-2021 generational improvement. Deaths are assumed to result from occupation causes 70% of the time.
Peace officer/firefighter (ARHCT Plan and RMP)	Post-commencement mortality rates for healthy retirees were based on the Pub-2010 Safety Retiree table, headcount-weighted, and projected with MP-2021 generational improvement. Post-commencement mortality rates for disabled retirees were based on the Pub-2010 Safety Disabled Retiree table, headcount-weighted, and projected with MP-2021 generational improvement. Post-commencement mortality rates for beneficiaries were based on the Pub-2010 Contingent Survivor table, headcount-weighted, and projected with MP-2021 generational improvement. These rates are applied only after the death of the original member.
Peace officer/firefighter (ODD Plan)	Pre-commencement mortality rates were based on the Pub-2010 Safety Employee table, amount-weighted, and projected with MP-2021 generational improvement. Deaths are assumed to result from occupational causes 70% of the time. Post-commencement mortality rates for healthy retirees were based on the Pub-2010 Safety Retiree table, amount-weighted, and projected with MP-2021 generational improvement. Post-commencement mortality rates for disabled retirees were based on the Pub-2010 Safety Disabled Retiree table, amount-weighted, and projected with MP-2021 generational improvement. Post-commencement mortality rates for beneficiaries were based on the Pub-2010 Contingent Survivor table, amount-weighted, and projected with MP-2021 generational improvement. These rates are applied only after the death of the original member.

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Mortality	Pre-commencement mortality rates were based on the Pub-2010 General Employee table, headcount-weighted, and projected with MP-2021 generational improvement. Deaths are assumed to result from occupational causes 35% of the time.
Others (ARHCT Plan and RMP)	Post-commencement mortality rates for healthy retirees were based on 101% of male and 110% of female rates of the Pub-2010 General Retiree table, headcount-weighted, and projected with MP-2021 generational improvement.
	Post-commencement mortality rates for disabled retirees were based on the Pub-2010 Non-Safety Disabled Retiree table, headcount-weighted, and projected with MP-2021 generational improvement.
	Post-commencement mortality rates for beneficiaries were based on 101% of male and 108% of female rates of the Pub-2010 Contingent Survivor table, headcount-weighted, and projected with MP-2021 generational improvement. These rates are applied only after the death of the original member.
Mortality (ODD Plan)	Pre-commencement mortality rates were based on the Pub-2010 General Employee table, amount-weighted, and projected with MP-2021 generational improvement. Deaths are assumed to result from occupational causes 35% of the time.
	Post-commencement mortality rates for healthy retirees were based on 98% of male and 106% of female rates of the Pub-2010 General Retiree table, amount-weighted, and projected with MP-2021 generational improvement.
	Post-commencement mortality rates for disabled retirees were based on the Pub-2010 Non-Safety Disabled Retiree table, amount-weighted, and projected with MP-2021 generational improvement.
	Post-commencement mortality rates for beneficiaries were based on 102% of male and 108% of female rates of the Pub-2010 Contingent Survivor table, amount-weighted, and projected with MP-2021 generational improvement. These rates are applied only after the death of the original member.

The actuarial assumptions used in the June 30, 2024 actuarial valuation were based on the results of an actuarial experience study for the period from July 1, 2017 to June 30, 2021. For the ARHCT and RMP, the per capita claims costs were updated to reflect recent experience for the June 30, 2024 actuarial valuation. EGWP subsidies were updated to reflect higher expected subsidies due to the Inflation Reduction Act. Because of the significant increase in the EGWP subsidy for FY25 and beyond due to the Inflation Reduction Act, and uncertainty regarding future subsidy levels, the ARMB has adopted a smoothing of EGWP subsidy estimates over five years. In addition, the prescription drug and EGWP trend assumption was updated to reflect recent survey information indicating higher than initial trend rates in part due to the recent higher-than-expected inflationary environment.

# Financial Section

## STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Notes to Financial Statements

June 30, 2025

The long-term expected rate of return on postretirement healthcare plan investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and adding expected inflation. Best estimates of arithmetic rates of return for each major asset class included in the postretirement healthcare plans' target asset allocation as of June 30, 2025 are summarized in the following table (note that the rates shown below exclude an inflation component of 2.51%):

Asset class	Long-term expected real rate of return
Domestic equity	5.74%
Global equity (ex-U.S.)	6.37
Global equity	5.88
Aggregate bonds	2.30
Real assets	4.54
Private equity	9.28
Cash equivalents	0.60

#### **(b) Discount Rate**

The discount rate used to measure the total OPEB liability as of June 30, 2025 was 7.25%. The projection of cash flows used to determine the discount rate assumed that employer and State contributions will continue to follow the current funding policy, which meets State statutes. Based on those assumptions, the postretirement healthcare plan's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on postretirement healthcare plan investments was applied to all periods of projected benefit payments to determine the total OPEB liability in accordance with the method prescribed by GASB 74. In the event benefit payments are not covered by the Plan's fiduciary net position, a municipal bond rate would be used to discount the benefit payments not covered by the Plan's fiduciary net position. The Bond Buyer GO 20-Year Municipal Bond Index rate was 5.20% as of June 30, 2025. The prior rate was 4.21%, which was based on the S&P Municipal Bond 20-Year High Grade Index rate as of June 30, 2024. The underlying index was updated in order to exclude bonds subject to the alternative minimum tax.

#### **(c) Sensitivity of the Net OPEB Asset to Changes in the Discount Rate**

The following presents the net OPEB asset as of June 30, 2025, calculated using the discount rate of 7.25%, as well as what the System's net OPEB asset would be if it were calculated using a discount rate that is one-percentage-point lower or one-percentage-point higher than the current rate (in thousands):

	1.00% decrease (6.25%)	Current discount rate (7.25%)	1.00% increase (8.25%)
ARHCT Plan	\$ (1,859,737)	(2,661,351)	(3,337,171)
ODD Plan	(66,719)	(70,941)	(74,248)
RMP	(1,506)	(60,924)	(110,571)

# Financial Section

## STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM (A Component Unit of the State of Alaska)

### Notes to Financial Statements

June 30, 2025

#### **(d) Sensitivity of the Net OPEB Asset to Changes in the Healthcare Cost Trend Rates**

The following presents the net OPEB asset as of June 30, 2025, calculated using the healthcare cost trend rates as summarized in the 2024 actuarial valuation report, as well as what the System's net OPEB asset would be if it were calculated using trend rates that are one-percentage-point lower or one-percentage-point higher than the current healthcare cost trend rates (in thousands):

		1.00% decrease	Current healthcare cost trend rate	1.00% increase
ARHCT Plan	\$	(3,414,072)	(2,661,351)	(1,769,594)
RMP		(116,706)	(60,924)	8,246

#### **(6) Claims Payable**

The liability for claims payable and claims incurred but not reported, included in the claims payable amount on the statement of fiduciary net position, represent the estimated amounts necessary to settle all outstanding claims incurred as of the balance sheet date. The ARHCT and Retiree Medical Plan's reserve estimates are based primarily on historical development patterns adjusted for current trends that would modify past experience. Claims are reevaluated periodically to consider the effects of inflation, claims settlement trends, and other economic factors. The process of establishing loss reserves is subject to uncertainties that are normal, recurring, and inherent in the healthcare business.

Changes in the balances of claims liabilities were as follows (in thousands):

	2025	2024
Total, beginning of year	\$ 50,712	45,690
Healthcare benefits	651,147	594,117
Benefits paid	(645,324)	(589,095)
Total, end of year	\$ 56,535	50,712

#### **(7) Employer Group Waiver Program**

Effective January 1, 2019, the Division implemented a group Medicare Part D prescription drug plan known as an enhanced EGWP for all Medicare-eligible members covered under the ARHCT Plan and the RMP. The enhanced EGWP leverages increased federal subsidies to the ARHCT Plan and the RMP for prescription drugs covered by Medicare Part D while also providing coverage for medications not covered by Medicare Part D through a "wrap" of additional benefits. Moving to an enhanced EGWP has resulted in the ARHCT Plan and RMP receiving significantly higher subsidies, while simultaneously maintaining the prescription drug coverage retirees had prior to implementation of the enhanced EGWP. Currently, EGWP is the primary program used by the Division; however, there are still retirees that are covered by the RDS if they do not meet the requirements of EGWP.

# Financial Section

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## STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM

*(A Component Unit of the State of Alaska)*

## Notes to Financial Statements

June 30, 2025

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### **(8) Medicare Part D Retiree Drug Subsidy**

One of the provisions of Medicare Part D provides sponsors of pension healthcare plans the opportunity to receive an RDS payment if the sponsor's plan provides a prescription drug benefit that is actuarially equivalent to the Medicare Part D benefit. The RDS is equal to 28% of the amount of eligible prescription drug benefit costs of retirees who are eligible for, but not enrolled in, Medicare Part D, by virtue of continuing to be covered by the sponsor's plan. The ARHCT Plan was approved for participation in the Medicare Part D program beginning calendar year 2006.

### **(9) Commitments and Contingencies**

The Division is a defendant in various lawsuits. Although the outcome of these lawsuits is not presently determinable, in the opinion of the Division of Retirement and Benefits' counsel, the resolution of these matters will not have a material adverse effect on the financial condition of the Division.

The System was a defendant in a class action lawsuit against the State alleging that the passage of Senate Bill (SB) 141 violated the Alaska Constitution by extinguishing a former member's ability to re-enter the PERS / TRS defined benefits plan. According to SB 141, a PERS / TRS defined benefit former member would have to re-employ into an eligible defined benefit position by June 30, 2010 or lose that former member's status (tier standing). If that former member re-entered the workforce in a valid PERS / TRS position but after June 30, 2010, that person would become a defined contribution retirement plan member, rather than reinstated into their prior defined benefit status (tier standing). The lawsuit challenged the effect of SB 141 as an unconstitutional diminishment of a promised defined benefit.

In April 2022, the Alaska Supreme Court found that a former member's ability to reinstate PERS / TRS status is an accrued benefit protected by Article XII, Section 7 of the Alaska Constitution. The Court held that not allowing former members to buy back into PERS / TRS defined benefit status resulted in an unconstitutional diminishment. The Division continues to determine the impact of this decision on PERS and TRS. The Division has notified class members of their right to seek reinstatement into the defined benefit plan and the procedures to do so and is working with impacted former members who meet the requirements to re-establish their position in the defined benefits plan. During fiscal year 2025, the System transferred \$7 thousand from the PERS DCR – Occupational Death and Disability fund to the PERS DB Pension fund, \$29 thousand from the PERS DCR – Retiree Medical fund to the PERS DB Alaska Retiree Healthcare Trust fund, and \$145 thousand from the PERS DCR – Health Reimbursement Arrangement plans to the PERS DB Alaska Retiree Healthcare Trust fund to re-establish certain former members' position in the defined benefits plan. It is unclear exactly how many former members will seek to reinstate to the defined benefits plan or the precise cost of the reintroduction of those former members to the defined benefits plan.

# Financial Section

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## **REQUIRED SUPPLEMENTARY INFORMATION (Unaudited)**

# Financial Section

**STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM**  
*(A Component Unit of the State of Alaska)*

## Required Supplementary Information (Unaudited)

### Schedule of Changes in Employer Net Pension Liability and Related Ratios Defined Benefit Pension Plan

Last 10 Fiscal Years

(In thousands)

	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016
Total pension liability:										
Service cost	\$ 112,579	115,370	116,137	119,376	130,592	141,556	157,708	170,816	184,411	172,304
Interest	1,200,098	1,149,367	1,122,591	1,120,832	1,107,399	1,079,549	1,118,574	1,108,068	1,072,312	1,049,226
Differences between expected and actual experience	20,824	550,053	193,787	(172,703)	(97,514)	81,120	(243,120)	(302,874)	(184,252)	(118,947)
Changes of assumptions	—	—	—	227,035	—	—	502,790	—	—	—
Benefit payments, including refunds of member contributions	(1,125,512)	(1,097,143)	(1,022,795)	(962,357)	(930,006)	(895,523)	(848,019)	(812,877)	(777,187)	(742,174)
Net change in total pension liability	207,989	717,647	409,720	332,183	210,471	406,702	687,933	163,133	295,284	360,409
Total pension liability – beginning	<u>17,040,358</u>	<u>16,322,711</u>	<u>15,912,991</u>	<u>15,580,808</u>	<u>15,370,337</u>	<u>14,963,635</u>	<u>14,275,702</u>	<u>14,112,569</u>	<u>13,817,285</u>	<u>13,456,876</u>
Total pension liability – ending (a)	<u>17,248,347</u>	<u>17,040,358</u>	<u>16,322,711</u>	<u>15,912,991</u>	<u>15,580,808</u>	<u>15,370,337</u>	<u>14,963,635</u>	<u>14,275,702</u>	<u>14,112,569</u>	<u>13,817,285</u>
Plan fiduciary net position:										
Contributions – employers	517,941	460,974	438,011	415,538	414,741	350,028	350,601	299,665	263,597	235,360
Contributions – plan members	63,409	70,329	79,968	66,412	70,614	74,514	79,609	84,956	89,345	96,024
Contributions – nonemployer State of Alaska	59,149	37,942	33,933	97,700	101,383	79,487	67,857	72,719	99,167	88,586
Net investment income (loss)	1,222,953	953,819	799,906	(704,611)	2,794,112	378,119	540,088	725,310	1,048,006	(49,967)
Transfer in	7	863	—	—	—	—	—	—	—	—
Benefit payments, including refunds of member contributions	(1,125,512)	(1,097,143)	(1,022,795)	(962,357)	(930,006)	(895,523)	(848,019)	(812,877)	(777,187)	(742,175)
Administrative expenses	(7,970)	(8,560)	(7,842)	(9,038)	(8,232)	(7,017)	(7,429)	(6,250)	(7,526)	(7,243)
Other income	186	155	168	187	536	148	23	25	38	240
Net change in plan fiduciary net position	730,163	418,379	321,349	(1,096,169)	2,443,148	(20,244)	182,730	363,548	715,440	(379,175)
Plan fiduciary net position – beginning	<u>11,555,668</u>	<u>11,137,489</u>	<u>10,816,140</u>	<u>11,912,309</u>	<u>9,469,161</u>	<u>9,489,405</u>	<u>9,306,675</u>	<u>8,943,127</u>	<u>8,227,687</u>	<u>8,606,862</u>
Plan fiduciary net position – ending (b)	<u>12,286,031</u>	<u>11,555,668</u>	<u>11,137,489</u>	<u>10,816,140</u>	<u>11,912,309</u>	<u>9,469,161</u>	<u>9,489,405</u>	<u>9,306,675</u>	<u>8,943,127</u>	<u>8,227,687</u>
Plan's net pension liability (a)–(b)	<u>\$ 4,962,316</u>	<u>5,484,490</u>	<u>5,185,222</u>	<u>5,096,851</u>	<u>3,668,499</u>	<u>5,901,176</u>	<u>5,474,230</u>	<u>4,969,027</u>	<u>5,169,442</u>	<u>5,589,598</u>
Plan fiduciary net position as a percentage of the total pension liability	71.23 %	67.81 %	68.23 %	67.97 %	76.46 %	61.61 %	63.42 %	65.19 %	63.37 %	59.55 %
Covered payroll	\$ 781,078	795,805	813,896	831,409	893,910	956,120	1,033,526	1,096,605	1,166,107	1,251,066
Net pension liability as a percentage of covered payroll	635.32 %	689.18 %	637.09 %	613.04 %	410.39 %	617.20 %	529.67 %	454.37 %	443.31 %	446.79 %

See accompanying notes to required supplementary information (unaudited) and independent auditors' report.

# Financial Section

**STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM**  
(*A Component Unit of the State of Alaska*)

## Required Supplementary Information (Unaudited)

### Schedule of Employer and Nonemployer Contributions Defined Benefit Pension Plan

Last 10 Fiscal Years

(In thousands)

<b>Fiscal Year</b>	<b>Actuarially determined contribution</b>	<b>Contributions in relation to the actuarially determined contribution</b>	<b>Contribution deficiency (excess)</b>	<b>Covered Payroll</b>	<b>Contribution as a percentage of covered payroll</b>
2025	\$ 552,266	577,090	(24,824)	781,078	73.88%
2024	478,167	498,916	(20,749)	795,805	62.69
2023	448,841	471,944	(23,103)	813,896	57.99
2022	502,772	513,238	(10,466)	831,409	61.73
2021	495,499	516,123	(20,624)	893,910	57.74
2020	429,322	429,515	(193)	956,120	44.92
2019	414,243	418,458	(4,215)	1,033,526	40.49
2018	395,663	372,383	23,280	1,096,605	33.96
2017	368,766	362,764	6,002	1,166,107	31.11
2016	566,615	323,946	242,669	1,251,066	25.89

See accompanying notes to required supplementary information (unaudited) and independent auditors' report.

# Financial Section

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## STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM

*(A Component Unit of the State of Alaska)*

### Required Supplementary Information (Unaudited)

#### Schedule of Investment Returns Defined Benefit Pension Plan

Last 10 Fiscal Years

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Fiscal Year	Annual money-weighted rate of return, net of investment expense
2025	10.80%
2024	8.75
2023	7.56
2022	(6.00)
2021	29.77
2020	4.03
2019	5.88
2018	8.26
2017	12.99
2016	(0.36)

See accompanying notes to required supplementary information (unaudited) and independent auditors' report.

# Financial Section

**STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM**  
*(A Component Unit of the State of Alaska)*

## Required Supplementary Information (Unaudited)

### Schedule of Changes in Employer Net OPEB (Asset) Liability and Related Ratios Alaska Retiree Healthcare Trust Plan

(In thousands)

	2025	2024	2023	2022	2021	2020	2019	2018
<b>Total OPEB liability:</b>								
Service cost	\$ 56,551	56,354	58,773	73,661	82,428	95,615	119,782	110,333
Interest	508,258	478,430	488,658	523,716	535,241	577,711	684,429	647,310
Differences between expected and actual experience	68,169	7,158	28,664	(60,449)	(80,821)	(88,229)	(147,463)	(149,287)
Changes of assumptions	(103,436)	354,746	(254,054)	(391,276)	(290,836)	(766,624)	(965,602)	259,497
Benefit payments, including refunds of member contributions	(577,494)	(537,616)	(508,527)	(453,211)	(440,234)	(407,069)	(420,429)	(413,273)
EGWP rebates	79,632	64,116	60,209	54,052	52,356	33,177	7,066	—
Net change in total OPEB liability	31,680	423,188	(126,277)	(253,507)	(141,866)	(555,419)	(722,217)	454,580
<b>Total OPEB liability – beginning</b>	<b>7,198,479</b>	<b>6,775,291</b>	<b>6,901,568</b>	<b>7,218,787</b>	<b>7,360,653</b>	<b>7,916,072</b>	<b>8,638,289</b>	<b>8,183,709</b>
<b>Total OPEB liability – ending (a)</b>	<b>7,230,159</b>	<b>7,198,479</b>	<b>6,775,291</b>	<b>6,965,280</b>	<b>7,218,787</b>	<b>7,360,653</b>	<b>7,916,072</b>	<b>8,638,289</b>
<b>Plan fiduciary net position:</b>								
Contributions – employers	5	47	555	64,990	68,191	107,298	102,266	85,731
Contributions – Employer group waiver plan rebates	79,632	64,116	60,209	54,052	52,356	33,177	7,066	—
Contributions – Medicare retiree drug subsidy	651	736	453	594	189	—	20,481	5,965
Transfer in	174	13,719	—	—	—	—	—	—
Net investment income (loss)	991,740	787,456	658,963	(578,684)	2,294,391	318,157	449,098	598,342
	1,072,202	866,074	720,180	(459,048)	2,415,126	458,632	578,911	690,038
Benefit payments	(650,168)	(593,597)	(551,353)	(485,327)	(462,977)	(439,785)	(444,143)	(422,378)
Pharmacy rebates	89,404	71,885	58,282	47,329	37,901	48,006	36,921	20,268
Pharmacy management allowance	135	137	132	134	189	—	—	—
Administrative Services Only (ASO) fees	(16,865)	(16,041)	(15,588)	(15,347)	(15,347)	(15,290)	(13,207)	(11,163)
Net benefit payments	(577,494)	(537,616)	(508,527)	(453,211)	(440,234)	(407,069)	(420,429)	(413,273)
Administrative expenses, excluding ASO fees	(4,602)	(4,562)	(4,955)	(2,873)	(4,859)	(6,203)	(3,665)	(3,822)
Other	779	507	390	125	597	459	874	106
Net change in plan fiduciary net position	490,885	324,403	207,088	(915,007)	1,970,630	45,819	155,691	273,049
<b>Plan fiduciary net position – beginning</b>	<b>9,400,625</b>	<b>9,076,222</b>	<b>8,869,134</b>	<b>9,784,141</b>	<b>7,813,511</b>	<b>7,767,692</b>	<b>7,612,001</b>	<b>7,338,952</b>
<b>Plan fiduciary net position – ending (b)</b>	<b>9,891,510</b>	<b>9,400,625</b>	<b>9,076,222</b>	<b>8,869,134</b>	<b>9,784,141</b>	<b>7,813,511</b>	<b>7,767,692</b>	<b>7,612,001</b>
Plan's net OPEB (asset) liability (a)-(b)	\$ (2,661,351)	(2,202,146)	(2,300,931)	(1,903,854)	(2,565,354)	(452,858)	148,380	1,026,288
Plan fiduciary net position as a percentage of the total OPEB liability	136.81%	130.59%	133.96%	127.33%	135.54%	106.15%	98.13%	88.12%
<b>Covered payroll</b>	<b>\$ 781,078</b>	<b>795,805</b>	<b>813,896</b>	<b>831,409</b>	<b>893,910</b>	<b>956,120</b>	<b>1,033,526</b>	<b>1,096,605</b>
Net OPEB (asset) liability as a percentage of covered payroll	(340.73%)	(276.72%)	(282.71%)	(228.99%)	(286.98%)	(47.36%)	14.36%	93.59%

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

See accompanying notes to required supplementary information (unaudited) and independent auditors' report.

# Financial Section

**STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM**  
(*A Component Unit of the State of Alaska*)

## Required Supplementary Information (Unaudited)

### Schedule of Employer and Nonemployer Contributions Alaska Retiree Healthcare Trust Plan

Last 10 Fiscal Years

(In thousands)

<b>Fiscal Year</b>	<b>Contributions</b>			<b>Contribution as a percentage of covered payroll</b>
	<b>Actuarially determined contribution</b>	<b>in relation to the actuarially determined contribution</b>	<b>Contribution deficiency (excess)</b>	
2025	\$ 54,330	5	54,325	781,078 — %
2024	64,722	47	64,675	795,805 0.01
2023	69,353	555	68,798	813,896 0.07
2022	75,091	64,990	10,101	831,409 7.82
2021	101,330	68,191	33,139	893,910 7.63
2020	114,783	107,298	7,485	956,120 11.22
2019	99,083	102,266	(3,183)	1,033,526 9.89
2018	71,251	85,731	(14,480)	1,096,605 7.82
2017	133,845	124,541	9,304	1,166,107 10.68
2016	790,824	193,564	597,260	1,251,066 15.47

See accompanying notes to required supplementary information (unaudited) and independent auditors' report.

# Financial Section

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**STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM**  
*(A Component Unit of the State of Alaska)*

## **Required Supplementary Information (Unaudited)**

### **Schedule of Investment Returns Alaska Retiree Healthcare Trust Plan**

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<b>Fiscal Year</b>	<b>Annual money-weighted rate of return, net of investment expense</b>
2025	10.86%
2024	8.89
2023	7.64
2022	(6.03)
2021	30.00
2020	4.16
2019	6.03
2018	8.35

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

See accompanying notes to required supplementary information (unaudited) and independent auditors' report.

# Financial Section

**STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM**  
*(A Component Unit of the State of Alaska)*

## Required Supplementary Information (Unaudited)

### Schedule of Changes in Employer Net OPEB Asset and Related Ratios Occupational Death and Disability Plan

(In thousands)

	2025	2024	2023	2022	2021	2020	2019	2018
Total OPEB liability:								
Service cost	\$ 6,179	5,483	5,068	5,456	5,133	4,808	3,870	3,565
Interest	2,171	1,864	1,623	1,572	1,458	1,244	1,205	1,275
Differences between expected and actual experience	(3,644)	(3,026)	(3,102)	(5,014)	(4,919)	(3,022)	(3,252)	(5,625)
Changes in assumptions	—	—	—	(10)	—	—	(528)	—
Benefit payments, including refunds of member contributions	(865)	(716)	(625)	(456)	(431)	(479)	(398)	(392)
Net change in total OPEB liability	3,841	3,605	2,964	1,548	1,241	2,551	897	(1,177)
Total OPEB liability – beginning	24,189	20,584	17,620	16,072	14,831	12,280	11,383	12,560
Total OPEB liability – ending (a)	<u>28,030</u>	<u>24,189</u>	<u>20,584</u>	<u>17,620</u>	<u>16,072</u>	<u>14,831</u>	<u>12,280</u>	<u>11,383</u>
Plan fiduciary net position:								
Contributions – employers	6,553	6,862	6,126	5,769	5,334	4,387	4,083	2,215
Net investment income (loss)	9,433	6,750	4,963	(3,968)	13,182	1,658	2,036	2,233
Benefit payments	(865)	(716)	(625)	(456)	(431)	(479)	(398)	(392)
Administrative expenses	(32)	(32)	(34)	(33)	(32)	—	(1)	—
Transfer out	(7)	(863)	—	—	—	—	—	—
Other	—	—	—	—	2	—	—	—
Net change in plan fiduciary net position	15,082	12,001	10,430	1,312	18,055	5,566	5,720	4,056
Plan fiduciary net position – beginning	<u>83,889</u>	<u>71,888</u>	<u>61,458</u>	<u>60,146</u>	<u>42,091</u>	<u>36,525</u>	<u>30,805</u>	<u>26,749</u>
Plan fiduciary net position – ending (b)	<u>98,971</u>	<u>83,889</u>	<u>71,888</u>	<u>61,458</u>	<u>60,146</u>	<u>42,091</u>	<u>36,525</u>	<u>30,805</u>
Plan's net OPEB asset (a)–(b)	\$ (70,941)	<u>(59,700)</u>	<u>(51,304)</u>	<u>(43,838)</u>	<u>(44,074)</u>	<u>(27,260)</u>	<u>(24,245)</u>	<u>(19,422)</u>
Plan fiduciary net position as a percentage of the total OPEB liability	353.09 %	346.81 %	349.24 %	348.80 %	374.23 %	283.80 %	297.43 %	270.62 %
Covered payroll	\$ 2,123,761	1,910,331	1,708,930	1,575,906	1,460,483	1,353,078	1,256,848	1,133,799
Net OPEB asset as a percentage of covered payroll	(3.34)%	(3.13)%	(3.00)%	(2.78)%	(3.02)%	(2.01)%	(1.93)%	(1.71)%

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

See accompanying notes to required supplementary information (unaudited) and independent auditors' report.

# Financial Section

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**STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM**  
(*A Component Unit of the State of Alaska*)

## Required Supplementary Information (Unaudited)

### Schedule of Employer Contributions Occupational Death and Disability Plan

Last 10 Fiscal Years

(In thousands)

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<b>Fiscal Year</b>	<b>Actuarially determined contribution</b>	<b>Contributions in relation to the actuarially determined contribution</b>	<b>Contribution deficiency (excess)</b>	<b>Covered Payroll</b>	<b>Contribution as a percentage of covered payroll</b>
2025	\$ 6,285	6,553	(268)	2,123,761	0.31%
2024	6,439	6,862	(423)	1,910,331	0.36
2023	5,885	6,126	(241)	1,708,930	0.36
2022	5,617	5,769	(152)	1,575,906	0.37
2021	5,266	5,334	(68)	1,460,483	0.37
2020	4,321	4,387	(66)	1,353,078	0.32
2019	3,944	4,083	(139)	1,256,848	0.32
2018	2,190	2,215	(25)	1,133,799	0.20
2017	2,226	2,196	30	1,040,377	0.21
2016	2,601	3,104	(503)	867,000	0.36

See accompanying notes to required supplementary information (unaudited) and independent auditors' report.

# Financial Section

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## STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM

*(A Component Unit of the State of Alaska)*

### Required Supplementary Information (Unaudited)

#### Schedule of Investment Returns Occupational Death and Disability Plan

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Fiscal Year	Annual money-weighted rate of return, net of investment expense
2025	10.86%
2024	9.01
2023	7.71
2022	(6.30)
2021	29.55
2020	4.28
2019	6.22
2018	8.06
2017	11.97

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

See accompanying notes to required supplementary information (unaudited) and independent auditors' report.

# Financial Section

**STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM**  
*(A Component Unit of the State of Alaska)*

## Required Supplementary Information (Unaudited)

### Schedule of Changes in Employer Net OPEB (Asset) Liability and Related Ratios Retiree Medical Plan

(In thousands)

	2025	2024	2023	2022	2021	2020	2019	2018
<b>Total OPEB liability:</b>								
Service cost	\$ 16,981	14,544	13,969	16,428	15,100	15,726	13,465	12,269
Interest	18,236	15,223	13,545	14,317	12,079	11,651	10,093	7,916
Differences between expected and actual experience	4,625	(4,614)	(535)	(406)	2,233	42	(1,340)	(724)
Change of assumptions	(7,526)	14,120	(4,247)	(32,415)	(184)	(20,884)	7,303	6,623
Benefit payments	(663)	(400)	(356)	(444)	(237)	(69)	(109)	(41)
Employer group waiver plan rebates	464	280	161	139	60	34	10	—
Net change in total OPEB liability	32,117	39,153	22,537	(2,381)	29,051	6,500	29,422	26,043
<b>Total OPEB liability – beginning</b>	<b>237,022</b>	<b>197,869</b>	<b>175,332</b>	<b>177,713</b>	<b>148,662</b>	<b>142,162</b>	<b>112,740</b>	<b>86,697</b>
<b>Total OPEB liability – ending (a)</b>	<b>269,139</b>	<b>237,022</b>	<b>197,869</b>	<b>175,332</b>	<b>177,713</b>	<b>148,662</b>	<b>142,162</b>	<b>112,740</b>
<b>Plan fiduciary net position:</b>								
Contributions – employers	17,498	19,245	18,753	16,920	18,559	17,846	11,736	11,657
Contributions – Employer group waiver plan rebates	464	280	161	139	60	35	10	—
Contributions – Medicare retiree drug subsidy	—	1	—	1	—	—	9	—
Transfer out	(29)	(3,537)	—	—	—	—	—	—
Net investment income (loss)	31,565	22,730	16,776	(13,410)	44,619	5,546	6,591	6,919
	49,498	38,719	35,690	3,650	63,238	23,427	18,346	18,576
Benefit payments	(979)	(520)	(405)	(505)	(247)	(98)	(128)	(41)
Pharmacy rebates	438	213	115	86	35	29	19	—
ASO fees	(122)	(93)	(66)	(25)	(25)	—	—	—
Net benefit payments	(663)	(400)	(356)	(444)	(237)	(69)	(109)	(41)
Administrative expenses, excluding ASO fees	(36)	(37)	(45)	(75)	(22)	(27)	(14)	(4)
Other	3	2	2	—	7	—	—	2
Net change in plan fiduciary net position	48,802	38,284	35,291	3,131	62,986	23,331	18,223	18,533
<b>Plan fiduciary net position – beginning</b>	<b>281,261</b>	<b>242,977</b>	<b>207,686</b>	<b>204,555</b>	<b>141,569</b>	<b>118,238</b>	<b>100,015</b>	<b>81,482</b>
<b>Plan fiduciary net position – ending (b)</b>	<b>330,063</b>	<b>281,261</b>	<b>242,977</b>	<b>207,686</b>	<b>204,555</b>	<b>141,569</b>	<b>118,238</b>	<b>100,015</b>
Plan's net OPEB (asset) liability (a)–(b)	\$ (60,924)	(44,239)	(45,108)	(32,354)	(26,842)	7,093	23,924	12,725
Plan fiduciary net position as a percentage of the total OPEB liability	122.64 %	118.66 %	122.80 %	118.45 %	115.10 %	95.23 %	83.17 %	88.71 %
Covered payroll	\$ 2,123,761	1,910,331	1,708,930	1,575,906	1,460,483	1,353,078	1,256,848	1,133,799
Net OPEB (asset) liability as a percentage of covered payroll	(2.87)%	(2.32)%	(2.64)%	(2.05)%	(1.84)%	0.52 %	1.90 %	1.12 %

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

See accompanying notes to required supplementary information (unaudited) and independent auditors' report.

# Financial Section

**STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM**  
(*A Component Unit of the State of Alaska*)

## Required Supplementary Information (Unaudited)

### Schedule of Employer Contributions Retiree Medical Plan

Last 10 Fiscal Years

(In thousands)

<b>Fiscal Year</b>	<b>Contributions in relation to the actuarially determined contribution</b>			<b>Covered Payroll</b>	<b>Contribution as a percentage of covered payroll</b>
	<b>Actuarially determined contribution</b>	<b>Contribution deficiency (excess)</b>	<b>Covered Payroll</b>		
2025	\$ 16,774	17,498	(724)	2,123,761	0.82%
2024	18,140	19,245	(1,105)	1,910,331	1.01
2023	18,099	18,753	(654)	1,708,930	1.10
2022	16,565	16,920	(355)	1,575,906	1.07
2021	18,326	18,559	(233)	1,460,483	1.27
2020	17,725	17,846	(121)	1,353,078	1.32
2019	11,451	11,736	(285)	1,256,848	0.93
2018	11,654	11,657	(3)	1,133,799	1.03
2017	12,506	12,280	226	1,040,377	1.18
2016	16,907	16,184	723	867,000	1.87

See accompanying notes to required supplementary information (unaudited) and independent auditors' report.

# Financial Section

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## STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM

*(A Component Unit of the State of Alaska)*

### Required Supplementary Information (Unaudited)

#### Schedule of Investment Returns Retiree Medical Plan

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Fiscal Year	Annual money-weighted rate of return, net of investment expense
2025	10.87%
2024	9.02
2023	7.71
2022	(6.28)
2021	29.54
2020	4.33
2019	6.21
2018	7.89

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

See accompanying notes to required supplementary information (unaudited) and independent auditors' report.

# Financial Section

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**STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM**  
(*A Component Unit of the State of Alaska*)

## Notes to Required Supplementary Information (Unaudited)

June 30, 2025

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### **(1) Actuarial Assumptions and Methods**

The actuarial valuation was prepared by Gallagher. The significant actuarial methods and assumptions used in the defined benefit pension and postemployment healthcare benefit plan valuation as of June 30, 2024 were as follows:

(a) Actuarial cost method – Liabilities and contributions in the report are computed using the Entry Age Normal Actuarial Cost Method, level percent of pay.

Effective June 30, 2018, the Board adopted a layered UAAL amortization method: Layer #1 equals the sum of (i) the UAAL at June 30, 2018 based on the 2017 valuation, plus (ii) the FY18 experience gain/loss. Layer #1 is amortized over the remainder of the 25-year closed period that was originally established in 2014. Layer #2 equals the change in UAAL at June 30, 2018 due to the experience study and EGWP implementation. Layer #2 is amortized over a separate closed 25-year period starting in 2018. Future layers will be created each year based on the difference between actual and expected UAAL occurring that year and will be amortized over separate closed 25-year periods. The UAAL amortization continues to be on a level percent of pay basis. State statutes allow the contribution rate to be determined on payroll for all members, defined benefit and defined contribution member payroll combined.

Projected pension and postemployment healthcare benefits were determined for all active members. Cost factors designed to produce annual costs as a constant percentage of each member's expected compensation in each year from the assumed entry age to the assumed retirement age were applied to the projected benefits to determine the normal cost (the portion of the total cost of the plan allocated to the current year under the method). The normal cost is determined by summing intermediate results for active members and determining an average normal cost rate which is then related to the total payroll of active members. The actuarial accrued liability for active members (the portion of the total cost of the plan allocated to prior years under the method) was determined as the excess of the actuarial present value of projected benefits over the actuarial present value of future normal costs.

The actuarial accrued liability for retired members and their beneficiaries currently receiving benefits, terminated vested members, and disabled members not yet receiving benefits was determined as the actuarial present value of the benefits expected to be paid. No future normal costs are payable for these members.

The actuarial accrued liability under this method at any point in time is the theoretical amount of the fund that would have been accumulated had annual contributions equal to the normal cost been made in prior years (it does not represent the liability for benefits accrued to the valuation date). The unfunded actuarial accrued liability is the excess of the actuarial accrued liability over the actuarial value of plan assets measured on the valuation date.

Under this method, experience gains or losses, i.e., decreases or increases in accrued liabilities attributable to deviations in experience from the actuarial assumptions, adjust the unfunded actuarial accrued liability.

(b) Valuation of assets – The actuarial asset value was reinitialized to equal fair value of assets as of June 30, 2014. Beginning in FY 15, the asset value method recognizes 20% of the gain or loss each year, for a period of five years. All assets are valued at fair value. Assets are accounted for on an accrued basis and are taken directly from audited financial statements.

(c) Changes in Methods Since the Prior Valuation– The actuarially determined contribution rates were updated to include a half-year interest adjustment that was adopted by the Board effective beginning with the June 30, 2024 valuation to account for the monthly timing of employer contributions. There were no changes in the asset or

# Financial Section

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## STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Notes to Required Supplementary Information (Unaudited)

June 30, 2025

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valuation methods since the prior valuation.

- (d) Valuation of retiree medical and prescription drug benefits – Base claims cost rates are incurred healthcare costs expressed as a rate per member per year. Ideally, claims cost rates should be derived for each significant component of cost that can be expected to require differing projection assumptions or methods (i.e., medical claims, prescription drug claims, administrative costs, etc.). Separate analysis is limited by the availability and historical credibility of cost and enrollment data for each component of cost. This valuation reflects non-prescription claims separated by Medicare status, including eligibility for free Part A coverage. Prescription costs are analyzed separately as in prior valuations. Administrative costs are assumed in the final per capita claims cost rates used for valuation purposes, as described below. Analysis to date on Medicare Part A coverage is limited since Part A claim data is not available by individual, nor is this status incorporated into historical claim data.
- (e) Investment return – 7.25% per year, net of investment expenses
- (f) Salary scale – Rates based upon the 2017–2021 actual experience. Inflation 2.50% per year and productivity 0.25% per year.
- (g) Payroll growth – 2.75% per year (2.50% inflation + 0.25% productivity)
- (h) Total inflation – Total inflation as measured by the Consumer Price Index for urban and clerical workers for Anchorage is assumed to increase 2.50% annually.
- (i) Mortality (pre-commencement) – Mortality rates based on the 2017–2021 actual experience, to the extent the experience was statistically credible.

Employee mortality for Peace Officer/Firefighters in accordance with the following tables:

- Pension: Pub-2010 Safety Employee table, amount-weighted, and projected with MP-2021 generational improvement.
- Healthcare: Pub-2010 Safety Employee table, headcount-weighted, and projected with MP-2021 generational improvement.

Employee mortality for Others in accordance with the following tables:

- Pension: Pub-2010 General Employee table, amount-weighted, and projected with MP-2021 generational improvement.
- Healthcare: Pub-2010 General Employee table, headcount-weighted, and projected with MP-2021 generational improvement.

Deaths are assumed to result from occupational causes 70% of the time for Peace Officers/Firefighters, and 35% of the time for Others.

- (j) Mortality (post-commencement) – Mortality rates based on the 2017–2021 actual experience, to the extent the experience was statistically credible.

Retiree mortality for Peace Officer/Firefighters in accordance with the following tables:

- Pension: Pub-2010 Safety Retiree table, amount-weighted, and projected with MP-2021 generational

# Financial Section

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**STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM**  
(*A Component Unit of the State of Alaska*)

## Notes to Required Supplementary Information (Unaudited)

June 30, 2025

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improvement.

- Healthcare: Pub-2010 Safety Retiree table, headcount-weighted, and projected with MP-2021 generational improvement.

Retiree mortality for Others in accordance with the following tables:

- Pension: 98% of male and 106% of female rates of the Pub-2010 General Retiree table, amount-weighted, and projected with MP-2021 generational improvement.
- Healthcare: 101% of male and 110% of female rates of the Pub-2010 General Retiree table, headcount-weighted, and projected with MP-2021 generational improvement.

Beneficiary mortality for Peace Officer/Firefighters in accordance with the following tables. These tables are applied only after the death of the original member.

- Pension: Pub-2010 Contingent Survivor table, amount-weighted, and projected with MP-2021 generational improvement.
- Healthcare: Pub-2010 Contingent Survivor table, headcount-weighted, and projected with MP-2021 generational improvement.

Beneficiary mortality for Others in accordance with the following tables. These tables are applied only after the death of the original member.

- Pension: 102% of male and 108% of female rates of the Pub-2010 Contingent Survivor table, amount-weighted, and projected with MP-2021 generational improvement.
- Healthcare: 101% of male and 108% of female rates of the Pub-2010 Contingent Survivor table, headcount-weighted, and projected with MP-2021 generational improvement.

(k) Turnover – Select and ultimate rates based upon the 2017–2021 actual experience

(l) Disability – No changes to the incidence rates from the prior valuation due to insufficient 2017–2021 actual experience. Disability rates cease once a member is eligible for retirement.

Disabilities are assumed to be occupational 70% of the time for Peace Officer/Firefighters, and 35% of the time for Others.

Post-disability mortality for Peace Officer/Firefighters in accordance with the following tables:

- Pension: Pub-2010 Safety Disabled Retiree table, amount-weighted, and projected with MP-2021 generational improvement.
- Healthcare: Pub-2010 Safety Disabled Retiree table, headcount-weighted, and projected with MP-2021 generational improvement.

Post-disability mortality for Others in accordance with the following tables:

- Pension: Pub-2010 Non-Safety Disabled Retiree table, amount-weighted, and projected with MP-2021 generational improvement.

# Financial Section

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## STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Notes to Required Supplementary Information (Unaudited)

June 30, 2025

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- Healthcare: Pub-2010 Non-Safety Disabled Retiree table, headcount-weighted, and projected with MP-2021 generational improvement.

(m) Retirement – Retirement rates based on the 2017–2021 actual experience. Deferred vested members are assumed to retire at their earliest unreduced retirement date. The modified cash refund annuity is valued as a three-year certain and life annuity.

(n) Spouse age difference – Males are assumed to be three years older than their wives. Females are assumed to be two years younger than husbands.

(o) Percent married for pension – For Peace Officer/Firefighters, 85% of male members and 60% of female members are assumed to be married at termination of active service. For Others, 75% of male members and 70% of female members are assumed to be married at termination of active service.

(p) Dependent spouse medical coverage election – Applies to members who do not have double medical coverage. For Peace Officer/Firefighters, 75% of male members and 50% of female members are assumed to be married and cover a dependent spouse. For others, 60% of male members and 50% of female members are assumed to be married and cover a dependent spouse.

(q) Dependent children –

- Pension: None.
- Healthcare: Benefits for dependent children have been valued only for members currently covering their dependent children. These benefits are only valued through the dependent children's age 23 (unless the child is disabled).

(r) Imputed data – Data changes from the prior year which are deemed to have an immaterial impact on liabilities and contribution rates are assumed to be correct in the current year's client data.

Non-vested terminations with appropriate refund dates are assumed to have received a full refund of contributions. Active members with missing salary and service are assumed to be terminated with status based on their vesting percentage.

(s) Active data adjustment – No adjustment was made to reflect participants who terminate employment before the valuation date and are subsequently rehired after the valuation date.

(t) Administrative expenses – The Normal Cost as of June 30, 2024 was increased by the following amounts. These amounts are based on the average of actual administrative expenses during the last two fiscal years. For projections, the percent increase was assumed to remain constant in future years.

- Pension – \$8,201,000
- Healthcare – \$4,759,000

(u) Rehire assumption – The normal cost used for determining contribution rates and in the projections includes a rehire assumption to account for anticipated rehires. The normal cost shown in the report includes the following assumptions based on the four years of rehire loss experience through June 30, 2021. For projections, these assumptions were assumed to grade to zero uniformly over a 20-year period.

# Financial Section

## STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Notes to Required Supplementary Information (Unaudited)

June 30, 2025

- Pension – 15.30%
- Healthcare – 2.40%

(v) Re-employment option – All re-employed retirees are assumed to return to work under the standard option.

(w) Service – Total credited service is provided by the State. This service is assumed to be the only service that should be used to calculate benefits. Additionally, the State provides claimed service (including Bureau of Indian Affairs service). Claimed service is used for vesting and eligibility purposes.

(x) Part-time service – Peace Officer/Firefighter members are assumed to be full-time employees. For Other members, part-time employees are assumed to earn 0.75 years of service per year.

(y) Final average earnings – Final average earnings is provided on the data for active members. This amount is used as a minimum in the calculation of the average earnings in the future.

(z) Contribution refunds – 5% of terminating members with vested benefits are assumed to have their contributions refunded. 100% of those with non-vested benefits are assumed to have their contributions refunded.

(aa) Early retirement factors – The State provided the early retirement factors, which reflect grandfathered factors.

(bb) Alaska Cost of Living Allowance (COLA) – Of those benefit recipients who are eligible for the Alaska COLA, 60% of Peace Officer/Firefighters and 65% of Others are assumed to remain in Alaska and receive the COLA.

(cc) Postretirement pension adjustment (PRPA) – 50% and 75% of assumed inflation, or 1.25% and 1.875%, respectively, is valued for the annual automatic PRPA as specified in the statute.

(dd) Healthcare participation – 100% of System paid members and their spouses are assumed to elect healthcare benefits as soon as they are eligible. For Peace Officer/Firefighters, 20% of non-System paid members and their spouses are assumed to elect healthcare benefits as soon as they are eligible. For Others, 25% of non-System paid members and their spouses are assumed to elect healthcare benefits as soon as they are eligible.

(ee) Medicare Part B Only – It is assumed that 2% of actives hired before April 1, 1986 and current retirees who are not yet Medicare eligible will not be eligible for Medicare Part A.

(ff) Healthcare per capita claims cost – Sample claims cost rates adjusted to age 65 for FY25 medical and prescription drug benefits are shown below. The prescription drug costs reflect the plan change to require prior authorization for certain specialty medications. The pre-Medicare medical costs reflect the coverage of additional preventive benefits:

	<b>Medical</b>	<b>Prescription drugs</b>
Pre-Medicare	\$ 18,503	4,103
Medicare Parts A and B	2,085	4,539
Medicare Part B only	6,880	4,539
Medicare Part D – EGWP	N/A	1,586

Members are assumed to attain Medicare eligibility at age 65. All costs are for the 2025 fiscal year (July 1, 2023 – June 30, 2025).

# Financial Section

## STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Notes to Required Supplementary Information (Unaudited)

June 30, 2025

The EGWP subsidy is assumed to increase in future years by the trend rates shown on the following page. No future legislative changes or other events are anticipated to impact the EGWP subsidy. If any legislative or other changes occur in the future that impact the EGWP subsidy (which could either increase or decrease the Plan's actuarial accrued liability), those changes will be evaluated and quantified when they occur.

(gg) Healthcare morbidity – Morbidity rates (also called aging factors) are used to estimate utilization of healthcare benefits at each age to reflect the fact that healthcare utilization typically increases with age. Separate morbidity rates are used for medical and prescription drug benefits. These rates are based on the 2017–2021 actual experience.

Age	Medical	Prescription drugs
0–44	2.0 %	4.5 %
45–54	2.5	3.5
55–64	2.5	1.0
65–74	2.0	2.1
75–84	2.2	(0.3)
85–94	0.5	(2.5)
95+	—	—

(hh) Healthcare third-party administrator fees – \$442 per person per year; assumed to increase at 4.50% per year.

(ii) Healthcare cost trend – The table below shows the rates used to project the cost from the shown fiscal year to the next fiscal year. For example, 6.4% is applied to the FY25 pre-Medicare medical claims cost to get the FY26 medical claims cost:

Fiscal year	Medical		Prescription drugs / EGWP
	Pre-65	Post-65	
2025	6.40	5.40	8.80
2026	6.20	5.40	8.50
2027	6.05	5.35	8.20
2028	5.85	5.35	7.90
2029	5.65	5.30	7.45
2030	5.45	5.30	7.05
2031	5.30	5.30	6.60
2032	5.30	5.30	6.15
2033	5.30	5.30	5.70
2034-2038	5.30	5.30	5.30
2039	5.25	5.25	5.30
2040	5.20	5.20	5.30
2041	5.10	5.10	5.20
2042	5.05	5.05	5.10
2043	4.95	4.95	5.00
2044	4.90	4.90	4.90
2045	4.80	4.80	4.85
2046	4.75	4.75	4.75
2047	4.70	4.70	4.70
2048	4.60	4.60	4.65
2049	4.55	4.55	4.55
2050+	4.50	4.50	4.50

# Financial Section

## STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Notes to Required Supplementary Information (Unaudited)

June 30, 2025

For the June 30, 2014 valuation and later, the updated Society of Actuaries' Healthcare Cost Trend Model is used to project medical and prescription drug costs. This model estimates trend amounts that are projected out for 80 years. The model has been populated with assumptions that are specific to the State of Alaska.

(jj) Retired member contributions for medical benefits – Currently, contributions are required for System members who are under age 60 and have less than 30 years of service (25 for Peace Officers/ Firefighters). Eligible tier 1 members are exempt from contribution requirements. Annual FY25 contributions based on monthly rates shown below for calendar 2025 are assumed based on the coverage category for current retirees. The retiree only rate shown is used for current active and inactive members and spouses in tier 2 or 3 who are assumed to retire prior to age 60 with less than 30 years of service and who are not disabled. For dependent children, the System values one-third of the annual retiree contribution to estimate the per-child rate based on the assumed number of children in rates where children are covered.

Coverage category	Calendar 2025		Calendar 2024
	Annual contribution	Monthly contribution	Monthly contribution
Retiree only	\$ 8,868	739	704
Retiree and spouse	17,736	1,478	1,408
Retiree and child(ren)	12,540	1,045	995
Retiree and family	21,408	1,784	1,699
Composite	13,176	1,098	1,046

Tier 3 members who retire with between five and ten years of credited service pay the full monthly premium regardless of their age. Such future retirees, current retirees under the age of 60 who have not elected retiree medical coverage, and current retirees over the age of 60 who have elected retiree medical coverage are not valued with post-65 benefits because the cost of the premium is assumed to offset the entire employer cost.

(kk) Trend rate for retired member medical contributions – Calendar 2025 contributions are trended back to FY25 using half a year of 4.0% trend. Thereafter, a rate of 4.0% is used to project retired member medical contributions to each subsequent fiscal year.

# Financial Section

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## STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Notes to Required Supplementary Information (Unaudited)

June 30, 2025

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The significant actuarial methods and assumptions used in the defined contribution occupational death and disability and retiree medical benefit plans valuation as of June 30, 2024 were as follows:

- (a) Actuarial cost method – Liabilities and contributions shown in the report are computed using the Entry Age Normal Actuarial Cost Method, level percent of pay. Each year's difference between actual and expected unfunded actuarial accrued liability is amortized over 25 years as a level percentage of expected payroll.
- (b) Valuation of assets – Effective June 30, 2006, the asset valuation method recognizes 20% of the investment gain or loss in each of the current and preceding four years. This method was phased in over five years. Fair value of assets was \$0 as of June 30, 2006. All assets are valued at fair value. Assets are accounted for on an accrued basis and are taken directly from audited financial statements. Valuation assets are constrained to a range of 80% to 120% of the fair value of assets.
- (c) Valuation of retiree medical and prescription drug benefits – Due to the lack of experience for the DCR retiree medical plan only, base claims costs are based on those described in the actuarial valuation as of June 30, 2024 for the Defined Benefit (DB) retiree medical plan covering TRS and PERS. The DB rates were used with some adjustments. The claims costs were adjusted to reflect the differences between the DCR medical plan and the DB medical plan. These differences include network steerage, different coverage levels, different Medicare coordination for medical benefits, and an indexing of the retiree out-of-pocket dollar amounts. To account for higher initial copays, deductibles, and out-of-pocket limits, projected FY25 claims costs were reduced 4.4% for pre-Medicare medical claims, 3.1% for Medicare medical claims, and 8.9% for prescription drugs. In addition, to account for the difference in Medicare coordination, projected FY25 medical claims costs for Medicare eligible retirees were further reduced 29.5%.

FY23 and FY24 experience was thoroughly reviewed to assess the impact of COVID-19 and whether an adjustment to FY23 and FY24 claims was appropriate for use in the June 30, 2024 valuation. FY23 and FY24 per capita claims were reasonable when compared to pre-COVID levels, so no adjustments were made to the claims used in the per capita claims cost development.

No implicit subsidies are assumed. Employees projected to retire with 30 years of service prior to Medicare are valued with commencement deferred to Medicare eligibility, because those members will be required to pay the full plan premium prior to Medicare. Explicit subsidies for disabled and normal retirement are determined using the plan-defined percentages of age-related total projected plan costs, again with no implicit subsidy assumed.

The State transitioned to an Employer Group Waiver Program (EGWP) for DCR participants effective January 1, 2019. The estimated 2025 reimbursements under EGWP were provided by Segal Consulting (who worked with the EGWP administrator, Optum, to develop those estimates). The EGWP estimates increased significantly from 2024 to 2025, as a result of the Inflation Reduction Act, primarily due to increases in Direct Subsidy payments. In addition, retiree cost sharing is expected to decrease in 2025 based on the 2025 Standard Medicare Part D plan design. The estimated reimbursements under EGWP from fiscal years 2021 through 2025, trended to fiscal year 2025, were blended to develop the EGWP subsidies for the June 30, 2024 valuation. The first-year trend rate applied to EGWP per capita costs was also adjusted to reflect the increase in EGWP subsidies from CY 2024 to CY 2025.

# Financial Section

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## STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM

*(A Component Unit of the State of Alaska)*

### Notes to Required Supplementary Information (Unaudited)

June 30, 2025

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- (d) Investment return – 7.25% per year, net of investment expenses.
- (e) Salary scale – Rates based upon the 2017–2021 actual experience. Inflation 2.50% per year and productivity 0.25% per year.
- (f) Payroll growth – 2.75% per year (2.50% inflation + 0.25% productivity).
- (g) Total inflation – Total inflation as measured by the Consumer Price Index for urban and clerical workers for Anchorage is assumed to increase 2.50% annually.
- (h) Mortality (pre-commencement) – Mortality rates based on the 2017–2021 actual experience, to the extent the experience was statistically credible.

Employee mortality for Peace Officer/Firefighters in accordance with the following tables:

- Occupational Death & Disability: Pub-2010 Safety Employee table, amount-weighted, and projected with MP-2021 generational improvement.
- Healthcare: Pub-2010 Safety Employee table, headcount-weighted, and projected with MP-2021 generational improvement.

Employee mortality for Others in accordance with the following tables:

- Occupational Death & Disability: Pub-2010 General Employee table, amount-weighted, and projected with MP-2021 generational improvement.
- Healthcare: Pub-2010 General Employee table, headcount-weighted, and projected with MP-2021 generational improvement.

Deaths are assumed to result from occupational causes 70% of the time for Peace Officer/Firefighters, and 35% of the time for Others.

# Financial Section

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## STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Notes to Required Supplementary Information (Unaudited)

June 30, 2025

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(i) Mortality (post-commencement) – Mortality rates based on the 2017–2021 actual experience, to the extent the experience was statistically credible.

Retiree mortality for Peace Officer/Firefighters in accordance with the following tables:

- Occupational Death & Disability: Pub-2010 Safety Retiree table, amount-weighted, and projected with MP-2021 generational improvement.
- Healthcare: Pub-2010 Safety Retiree table, headcount-weighted, and projected with MP-2021 generational improvement.

Retiree mortality for Others in accordance with the following tables:

- Occupational Death & Disability: 98% of male and 106% of female rates of the Pub-2010 General Retiree table, amount-weighted, and projected with MP-2021 generational improvement.
- Healthcare: 101% of male and 110% of female rates of the Pub-2010 General Retiree table, headcount-weighted, and projected with MP-2021 generational improvement.

Beneficiary mortality for Peace Officer/Firefighters in accordance with the following tables. These tables are applied only after the death of the original member.

- Occupational Death & Disability: Pub-2010 Contingent Survivor table, amount-weighted, and projected with MP-2021 generational improvement.
- Healthcare: Pub-2010 Contingent Survivor table, headcount-weighted, and projected with MP-2021 generational improvement.

Beneficiary mortality for Others in accordance with the following tables. These tables are applied only after the death of the original member.

- Occupational Death & Disability: 102% of male and 108% of female rates of the Pub-2010 Contingent Survivor table, amount-weighted, and projected with MP-2021 generational improvement.
- Healthcare: 101% of male and 108% of female rates of the Pub-2010 Contingent Survivor table, headcount-weighted, and projected with MP-2021 generational improvement.

(j) Turnover – Select and ultimate rates based upon the 2017–2021 actual experience

(k) Disability – No changes to the incidence rates from the prior valuation due to insufficient 2017–2021 actual experience. For retiree medical benefits, the disability rates cease once a member is eligible for retirement. However, the disability rates continue after retirement eligibility for occupational death & disability benefits.

Disabilities are assumed to be occupational 70% of the time for Peace Officer/Firefighters, and 35% of the time for Others.

For Peace Officer/Firefighters, members are assumed to take the monthly annuity 100% of the time.

# Financial Section

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## STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Notes to Required Supplementary Information (Unaudited)

June 30, 2025

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Post-disability mortality for Peace Officer/Firefighters in accordance with the following tables:

- Occupational Death & Disability: Pub-2010 Safety Disabled Retiree table, amount-weighted, and projected with MP-2021 generational improvement.
- Healthcare: Pub-2010 Safety Disabled Retiree table, headcount-weighted, and projected with MP-2021 generational improvement.

Post-disability mortality for Others in accordance with the following tables:

- Occupational Death & Disability: Pub-2010 Non-Safety Disabled Retiree table, amount-weighted, and projected with MP-2021 generational improvement.
- Healthcare: Pub-2010 Non-Safety Disabled Retiree table, headcount-weighted, and projected with MP-2021 generational improvement.

- (l) Retirement – Retirement rates based upon the 2017–2021 actual experience.
- (m) Spouse age difference – Males are assumed to be three years older than their wives. Females are assumed to be two years younger than husbands.
- (n) Percent married for occupational death and disability – For Peace Officer/Firefighters, 85% of male members and 60% of female members are assumed to be married at termination from active service. For others, 75% of male members and 70% female members are assumed to be married at termination from active service.
- (o) Dependent spouse medical coverage election – Applies to members who do not have double medical coverage. For Peace Officer/Firefighters, 75% of male members and 50% of female members are assumed to be married and cover a dependent spouse. For others, 60% of male members and 50% of female members are assumed to be married and cover a dependent spouse.
- (p) Part-time service – Peace Officer/Firefighter member are assumed to be full-time employees. For Other members, part-time employees are assumed to earn 0.75 years of service per year.
- (q) Peace Officer/Firefighter occupational disability retirement benefit commencement – The occupational disability retirement benefit is assumed to be first payable from the member's DC account and the retirement benefit payable from the occupational death and disability trust will commence five years later.
- (r) Imputed data – Data changes from the prior year which are deemed to have immaterial impact on liabilities and contribution rates are assumed to be correct in the current year's client data. Non-vested terminations with appropriate refund dates are assumed to have received a full refund of contributions. Active members with missing salary and service are assumed to be terminated with status based on their vesting percentage.
- (s) Administrative expenses – The Normal Cost as of June 30, 2024 was increased by the following amounts. These amounts are based on the average of actual administrative expenses during the last two fiscal years.
  - Occupational Death & Disability – \$33,000
  - Healthcare – \$41,000

# Financial Section

## STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Notes to Required Supplementary Information (Unaudited)

June 30, 2025

(t) Retiree medical participation:

Death / Disability Decrement		Retirement Decrement	
Age	Percent participation	Age	Percent participation
<56	75.0 %	55	50.0 %
56	77.5	56	55.0
57	80.0	57	60.0
58	82.5	58	65.0
59	85.0	59	70.0
60	87.5	60	75.0
61	90.0	61	80.0
62	92.5	62	85.0
63	95.0	63	90.0
64	97.5	64	95.0
65+	100.0	65+	<u>Years of service</u>
		<15	75.0%
		15–19	80.0
		20–24	85.0
		25–29	90.0
		30+	95.0

Participation assumption is a combination of (i) the service-based rates for retirement from employment at age 65+ and (ii) the age-based rates for retirement from employment before age 65. These rates reflect the expected plan election rate that varies by reason for decrement, duration that a member may pay full cost prior to Medicare eligibility, and availability of alternative and/or lower cost options, particularly in the Medicare market. This assumption is based on observed trends in participation from a range of other plans.

(u) Healthcare per capita claims cost – Sample claims cost rates (before base claims cost adjustments described below) adjusted to age 65 for FY25 medical and prescription drug benefits are shown below. The prescription drug costs reflect the plan change to require prior authorization for certain specialty medications.

	Medical	Prescription drugs
Pre-Medicare	\$ 18,503	4,103
Medicare Parts A and B	2,085	4,539
Medicare Part D - EGWP	N/A	1,586

Members are assumed to attain Medicare eligibility at age 65. All other costs are for the 2024 fiscal year (July 1, 2024 – June 30, 2025).

The smoothed fiscal year 2025 EGWP subsidy assumption reflects a weighted blend of estimated reimbursements from fiscal years 2021 through 2025. Since estimated FY25 EGWP subsidies contained only 6 months of increased subsidy due to the IRA changes as of January 1, 2025, the first year EGWP subsidy trend is 30.20% taking into account the estimated FY26 subsidy has 12 months of increased subsidy. Thereafter, the EGWP subsidy is assumed to

# Financial Section

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## STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM

*(A Component Unit of the State of Alaska)*

### Notes to Required Supplementary Information (Unaudited)

June 30, 2025

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increase in future years by the trend rates shown on the following pages. No future legislative changes or other events are anticipated to impact the EGWP subsidy. If any legislative or other changes occur in the future that impact the EGWP subsidy (which could either increase or decrease the plan's Actuarial Accrued Liability), those changes will be evaluated and quantified when they occur.

(v) Base claims cost adjustments – Due to higher initial copays, deductibles, out-of-pocket limits, and member cost sharing compared to the DB medical plan, the following cost adjustments are applied to the per capita claims cost rates above:

- 0.956 for the pre-Medicare plan
- 0.674 for both the Medicare medical plan and Medicare coordination method (3.1% reduction for the medical plan and 29.5% reduction for the coordination method)
- 0.911 for the prescription drug plan

(w) Healthcare morbidity – Morbidity rates (also called aging factors) are used to estimate utilization of healthcare benefits at each age to reflect the fact that healthcare utilization typically increases with age. Separate morbidity rates are used for medical and prescription drug benefits. These rates are based on the 2017–2021 actual experience.

Age	Medical	Prescription drugs
0–44	2.0 %	4.5 %
45–54	2.5	3.5
55–64	2.5	1.0
65–74	2.0	2.1
75–84	2.2	(0.3)
85–94	0.5	(2.5)
95+	—	—

(a) Healthcare third-party administrator fees – \$442 per person per year; assumed to increase at 4.50% per year.

# Financial Section

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## STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Notes to Required Supplementary Information (Unaudited)

June 30, 2025

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(x) Healthcare cost trend – The table below shows the rate used to project the cost from the shown fiscal year to the next fiscal year. For example, 6.40% is applied to the FY25 pre-Medicare medical claims costs to get the FY26 medical claims costs.

<b>Fiscal year</b>	<b>Medical</b>		<b>Prescription drugs/EGWP</b>
	<b>Pre-65</b>	<b>Post-65</b>	
2025	6.40	5.40	8.80
2026	6.20	5.40	8.50
2027	6.05	5.35	8.20
2028	5.85	5.35	7.90
2029	5.65	5.30	7.45
2030	5.45	5.30	7.05
2031	5.30	5.30	6.60
2032	5.30	5.30	6.15
2033	5.30	5.30	5.70
2034-2038	5.30	5.30	5.30
2039	5.25	5.25	5.30
2040	5.20	5.20	5.30
2041	5.10	5.10	5.20
2042	5.05	5.05	5.10
2043	4.95	4.95	5.00
2044	4.90	4.90	4.90
2045	4.80	4.80	4.85
2046	4.75	4.75	4.75
2047	4.70	4.70	4.70
2048	4.60	4.60	4.65
2049	4.55	4.55	4.55
2050+	4.50	4.50	4.50

For the June 30, 2014 valuation and later, the updated Society of Actuaries' Healthcare Cost Trend Model is used to project medical and prescription drug costs. This model estimates trend amounts that are projected out for 80 years. The model has been populated with assumptions that are specific to the State of Alaska.

# Financial Section

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**STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM**  
*(A Component Unit of the State of Alaska)*

## **Notes to Required Supplementary Information (Unaudited)**

June 30, 2025

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### **(2) Changes in Actuarial Assumptions, Methods, and Benefits Since the Prior Valuation**

*Defined Benefit Pension and Postemployment Healthcare Benefit Plan*

#### **(a) Changes in Methods Since the Prior Valuation – June 30, 2023 to June 30, 2024**

(b) The actuarially determined contribution rates were updated to include a half-year interest adjustment that was adopted by the Board effective beginning with the June 30, 2024 valuation to account for the monthly timing of employer contributions. Changes in Assumptions Since the Prior Valuation – June 30, 2023 to June 30, 2024

The healthcare per capita claims cost assumption is updated annually as described in Section 5.2. As a result of changes to the Standard Medicare Part D plan under the Inflation Reduction Act, EGWP subsidies are expected to be higher than originally anticipated for 2025 and beyond. EGWP subsidies were updated based on estimates provided by Segal Consulting. Because of the significant increase in the EGWP subsidy for FY25 and beyond due to the Inflation Reduction Act, and uncertainty regarding future subsidy levels, the ARMB has adopted a smoothing of EGWP subsidy estimates over five years. In addition, the prescription drug and EGWP trend assumption was updated to reflect recent survey information indicating higher than initial trend rates in part due to the recent higher-than-expected inflationary environment.

The future increase in the IRS 401(a)(17) maximum compensation limit was updated to align with the inflation assumption. This caused a \$21,000 decrease in the pension Normal Cost and a \$2,126,000 decrease in the pension Actuarial Accrued Liability.

The amounts included in the Normal Cost for administrative expenses were changed from \$8,440,000 to \$8,201,000 for pension, and from \$3,866,000 to \$4,759,000 for healthcare (based on the most recent two years of actual administrative expenses paid from plan assets).

There were no other changes in actuarial assumptions since the prior valuation.

#### **(c) Changes in Benefit Provisions Since the Prior Valuation – June 30, 2023 to June 30, 2024**

There have been no changes in benefit provisions valued since the prior valuation.

# Financial Section

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**STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM**  
*(A Component Unit of the State of Alaska)*

## **Notes to Required Supplementary Information (Unaudited)**

June 30, 2025

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*Defined Contribution Occupational Death and Disability and Retiree Medical Benefits Plan*

**(d) Changes in Methods Since the Prior Valuation – June 30, 2023 to June 30, 2024**

There were no changes in asset and valuation methods since the prior valuation.

**(e) Changes in Assumptions Since the Prior Valuation – June 30, 2023 to June 30, 2024**

The healthcare per capita claims cost assumption is updated annually as described in Section 4.2. As a result of changes to the Standard Medicare Part D plan under the Inflation Reduction Act, EGWP subsidies are expected to be higher than originally anticipated for 2025 and beyond. EGWP subsidies were updated based on estimates provided by Segal Consulting. Because of the significant increase in the EGWP subsidy for FY25 and beyond due to the Inflation Reduction Act, and uncertainty regarding future subsidy levels, the ARMB has adopted a smoothing of EGWP subsidy estimates over five years. In addition, the prescription drug and EGWP trend assumption was updated to reflect recent survey information indicating higher than initial trend rates in part due to the recent higher-than-expected inflationary environment. There were no other changes in actuarial assumptions since the prior valuation.

The future increase in the IRS 401(a)(17) maximum compensation limit was updated to align with the inflation assumption. This caused a \$2,000 decrease in the Occupational Death & Disability Normal Cost and a \$25,000 decrease in the Occupational Death & Disability Actuarial Accrued Liability.

The amounts included in the Normal Cost for administrative expenses were changed from \$34,000 to \$33,000 for occupational death & disability, and from \$51,000 to \$41,000 for retiree medical (based on the most recent two years of actual administrative expenses paid from plan assets).

**(f) Changes in Benefit Provisions Since the Prior Valuation – June 30, 2023 to June 30, 2024**

There have been no changes in benefit provisions valued since the prior valuation.

## **SUPPLEMENTAL SCHEDULES**

# Financial Section

**STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM**  
*(A Component Unit of the State of Alaska)*

## Schedule of Administrative and Investment Deductions

Years ended June 30, 2025 and 2024  
 (In thousands)

	<u>Administrative</u>	<u>Investment</u>	<b>Totals</b>	
			<b>2025</b>	<b>2024</b>
Personal services:				
Wages	\$ 5,509	3,097	8,606	8,010
Benefits	<u>3,864</u>	<u>1,520</u>	<u>5,384</u>	<u>4,573</u>
Total personal services	<u>9,373</u>	<u>4,617</u>	<u>13,990</u>	<u>12,583</u>
Travel:				
Transportation	33	78	111	85
Per diem	<u>5</u>	<u>13</u>	<u>18</u>	<u>15</u>
Total travel	<u>38</u>	<u>91</u>	<u>129</u>	<u>100</u>
Contractual services:				
Investment management and custodial fees	—	57,639	57,639	55,124
Management and consulting	21,637	789	22,426	21,717
Data processing	2,742	605	3,347	4,825
Securities lending expense	—	1,713	1,713	1,321
Rentals/leases	439	114	553	504
Accounting and auditing	260	—	260	394
Transportation	180	—	180	172
Legal	92	84	176	169
Communications	145	10	155	146
Advertising and printing	129	—	129	126
Medical specialists	10	—	10	10
Repairs and maintenance	3	1	4	54
Other professional services	<u>877</u>	<u>318</u>	<u>1,195</u>	<u>620</u>
Total contractual services	<u>26,514</u>	<u>61,273</u>	<u>87,787</u>	<u>85,182</u>
Other:				
Equipment	7	14	21	142
Supplies	<u>50</u>	<u>2</u>	<u>52</u>	<u>49</u>
Total other	<u>57</u>	<u>16</u>	<u>73</u>	<u>191</u>
Total administrative and investment deductions	\$ <u>35,982</u>	<u>65,997</u>	<u>101,979</u>	<u>98,056</u>

See accompanying independent auditors' report.

# Financial Section

**STATE OF ALASKA | PUBLIC EMPLOYEES' RETIREMENT SYSTEM**  
(*A Component Unit of the State of Alaska*)

## Schedule of Payments to Consultants Other Than Investment Advisors

Years ended June 30, 2025 and 2024  
(In thousands)

Firm	Services	2025	2024
Gallagher	Actuarial services	\$ 367	325
KPMG LLP	Auditing services	72	75
State Street Bank and Trust	Custodial banking services	1,294	1,218
Alaska IT Group	Data processing services	321	343
Applied Microsystems Incorporated	Data processing services	539	509
International Business Machines	Data processing services	14	33
Sagitec Solutions	Data processing services	518	2,942
SHI International Corporation	Data processing services	11	103
Unicom Systems	Data processing services	17	16
State of Alaska, Department of Law	Legal services	92	208
Linea Consulting Incorporated	Management consulting services	756	483
The Segal Company Incorporated	Management consulting services	241	199
Federal Hearings and Appeals Services	Medical specialist and consulting	10	10
		\$ <u>4,252</u>	<u>6,464</u>

This schedule presents payments to consultants receiving greater than \$10,000.

See accompanying independent auditors' report.



# INVESTMENT SECTION



ALASKA DIVISION OF  
**Retirement**  
and Benefits





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August 28, 2025

Alaska Retirement Management Board  
State of Alaska, Department of Revenue  
Treasury Division  
333 Willoughby Avenue, 11<sup>th</sup> Floor  
Juneau, Alaska 99801

Dear Board Members:

This letter reviews the investment performance of assets under the purview of the Alaska Retirement Management Board (ARMB) for the fiscal year ended June 30, 2025.

Callan LLC (Callan) calculates time-weighted performance statistics based primarily on underlying custodial data provided by the Board's custodian, State Street Bank and Trust Company. The performance calculations were made using a time-weighted return methodology based upon fair values reported by the custodian.

Callan serves as ARMB's independent general investment consultant and evaluates ARMB's performance in relation to market benchmarks, appropriate manager peer groups and other public pension systems. The performance calculations are made using a methodology broadly similar to the Global Investment Performance Standards.

ARMB purposely seeks to invest assets prudently, expertly, and according to governing law and industry practices. The objective of this approach is to responsibly invest Plan assets that, in combination with contributions, will be sufficient to pay promised benefits to members and beneficiaries. In pursuit of this objective, ARMB periodically evaluates liabilities, expected contributions and potential earnings. This analysis considers a wide range of potentially viable investment strategies. With thoughtful consideration of multiple factors, ARMB selects a strategic investment policy that balances long-term growth potential and acceptable risk. A policy benchmark is constructed that mirrors ARMB's strategic decision regarding asset allocation policy. The custom policy benchmark comprises equity, fixed income, real estate, and other market indices weighted in proportions corresponding to ARMB's investment policy.

## **2025 Fiscal Year Market Overview**

Donald Trump's election as the 47th president of the United States, along with a Republican sweep in Congress, set the tone for fiscal year 2025. While monetary policy shifts and fiscal uncertainty produced mixed results in late 2024, the calendar year closed strongly. U.S. markets benefited from a resilient economy, rapid advances in artificial intelligence (AI), and an improving—though increasingly uncertain—outlook for inflation. Global markets, however, faced slowing momentum, geopolitical strife, and persistent currency volatility. The Federal Reserve delivered two rate cuts and investor focus quickly shifted to the potential impacts of the new administration's policy agenda, introducing significant uncertainty for 2025 and beyond.

# Investment Section

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Those risks materialized quickly as 2025 began, when sweeping policy changes from the new administration, including federal spending cuts and aggressive trade measures, heightened volatility across financial markets, pushed inflation expectations higher, and provoked strong reactions abroad. Investors sought traditional safe havens such as Treasuries and gold, and U.S. equities repriced to reflect a more uncertain macroeconomic backdrop.

Liberation Day marked the start of 2Q25 and set off a pattern that market participants soon dubbed the “TACO trade,” for “Trump always chickens out.” The president’s executive order imposed a baseline 10% tariff on all imported goods, along with additional reciprocal tariffs targeting specific countries. In response, the S&P 500 plunged, suffering one of its worst two-day declines in 75 years, with a drop of 10.5%, while long-term U.S. Treasury yields moved higher. Seven days later, the White House announced a 90-day pause on the reciprocal tariffs, which acted as a catalyst for a strong market rebound. Similarly, on May 12, the U.S. and China announced a 90-day pause on opposing tariffs, which had escalated to triple-digit levels. Investors appeared increasingly attuned to the White House’s tendency to pivot on trade policy, as the S&P 500 continued to rally and ultimately delivered a strong recovery.

Economic data underscored the more fragile backdrop. Real GDP grew at an annual rate of 2.4% in 4Q24, down from 3.1% in the prior quarter. Growth slowed further with a contraction in 1Q25 as net exports weighed heavily on output, before rebounding in 2Q25 with a 3.3% gain, aided by a sharp decline in imports.

Monetary policy shifted meaningfully during the fiscal year as the Fed moved from holding rates steady to easing, and then back to a more cautious stance. The first significant move came in September, when the FOMC voted 11–1 to lower the federal funds rate by 50 bps to 4.75%–5.00%—a sharp pivot from just three months earlier, when policymakers had signaled only a single, smaller cut for the year. The easing cycle continued in December with a 25 bps reduction, bringing the target range to 4.25%–4.50% and marking the fourth cut of the cycle. Despite this shift, the Fed maintained a cautious tone, emphasizing slow progress toward its 2% inflation target and uncertainty surrounding the inflationary impact of trade policy. At its March 2025 meeting, the FOMC held rates steady while continuing to assess evolving risks.

Inflation data showed little immediate impact from tariffs. In May, headline CPI rose just 0.1% month-over-month and 2.4% year-over-year, while core CPI increased 0.1% and 2.8%, respectively. Price pressures were concentrated in food and shelter, offsetting declines in energy, vehicles, and apparel. The Fed’s preferred inflation gauge, core PCE, rose 0.1% in May and 2.7% year-over-year, slightly above April’s reading—underscoring the slow and uneven progress toward the central bank’s inflation goal.

The labor market remained on solid footing, with the unemployment rate holding steady at 4.2% in May, roughly the same level as one year ago. However, there were signs of softening: the U.S. economy added 139,000 jobs in May, down from 177,000 in April, with employment declining in manufacturing, retail, and government sectors. The latest Job Openings and Labor Turnover Survey (JOLTS) showed an increase in job openings in May, but hiring remained subdued.

The dollar endured one of its weakest starts in decades, spiraling lower as the trade war escalated, marking one of its worst starts to a year since 1973, when the U.S. left the gold standard. The ICE U.S. Dollar Index, which measures the dollar against a basket of six major currencies, fell roughly 10% through the first half of 2025. This sharp decline reflected a mix of factors, including expectations of Federal Reserve policy easing and lower yields, concerns over U.S. fiscal sustainability, and efforts by foreign central banks to diversify reserves as part of a broader push to reduce reliance on the dollar.

By fiscal year-end, debates over fiscal sustainability, trade, and monetary policy culminated in a U.S. credit downgrade and contentious budget negotiations. Domestically, tax relief and spending cuts advanced rapidly through Congress, while tariffs repeatedly escalated and de-escalated, fueling market swings. The Fed’s independence came under scrutiny, the dollar remained under pressure, and geopolitical risks intensified abroad. Yet markets recovered strongly into fiscal year-end—underscoring investor resilience despite a highly complex policy environment.

U.S. equity markets closed fiscal year 2025 in positive territory, extending the strong gains of fiscal year 2024. The Russell 3000 Index, a broad measure of U.S. equities, advanced 6.2% in 3Q24 and 2.6% in 4Q24, before falling 4.7% in 1Q25 and

# Investment Section

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rebounding 11.0% in 2Q25 to finish the year up 15.3%. The S&P 500 Index followed a similar pattern, gaining 10.9% in the final quarter and 15.2% for the fiscal year. Technology stocks—particularly the “Magnificent 7”—remained the clear leaders as the artificial intelligence race accelerated.

In a reversal from previous years trends, Global ex-U.S. equities outperformed U.S. stocks, supported by a weaker dollar. The MSCI ACWI ex-U.S. IMI (Net) Index, a broad benchmark reflecting developed and emerging markets outside of the U.S., climbed 17.8% for the fiscal year. The MSCI All Country World Index (Net), a broad measure of the total global equity market (including the U.S.), increased 16.2% for the fiscal year. European equities posted broad-based gains amid increased defense spending and supportive monetary policy. Some emerging markets saw a strong quarter as well, with Korea and Taiwan standing out amid renewed enthusiasm for semiconductor and technology supply chains.

The Bloomberg U.S. Aggregate Bond Index, the standard measure of investment-grade domestic bonds, finished the fiscal year up 6.1%, buoyed by safe-haven demand following tariff shocks. Fixed income markets posted modest gains in 2Q25 amid ongoing rate volatility. Treasury yields shifted notably during the fiscal year. In early September, the yield curve un-inverted for the first time since July 2022, with the spread between 2-year and 10-year Treasuries steepening further in 4Q. The index rose 2.8% in 1Q25 as the 10-year yield peaked near 4.8% in January, driven by hotter inflation data—before retreating to 4.2% by quarter-end. Despite mid-quarter swings, including a brief spike above 4.5%, the 10-year yield ultimately ended the fiscal year at 4.2%.

Real estate markets showed signs of recovery. Private real estate, measured by the NCREIF Property Index, posted a 4.2% gain in fiscal year 2025 after two years of negative returns, suggesting valuations may have bottomed outside of the challenged office and hotel sectors. Publicly traded real estate, as measured by the FTSE NAREIT All Equity Index, outpaced private markets once again, returning 9.2% for the fiscal year.

ARMB's actual asset groupings delivered the following one-year returns through June 30, 2025<sup>1</sup>:

Domestic Stocks:	13.45%
Global ex-U.S. Stocks:	19.68%
Multi-Asset:	5.20%
Fixed Income:	6.44%
Real Assets:	4.24%
Private Equity:	6.53%

For the fiscal year ending June 30, 2025, the Public Employees Retirement System (PERS) had a time-weighted total return of 10.10%. The Teachers Retirement System (TRS) had a time-weighted total return of 10.12%. Both systems' gross return trailed their strategic policy target return of 10.33% and the median return for Callan's Public Fund Sponsor database of 11.25%.

Over longer time horizons, both PERS and TRS have consistently outperformed their policy targets. The 5-year annualized return was 9.52% for each plan, compared to 9.00% for the benchmark. Over 10 years, both plans delivered an annualized return of 7.98%, exceeding the 10-year target of 7.61%. Across the longest available period of 33.75 years, PERS and TRS achieved annualized total returns of 7.88% and 7.92%, respectively, outperforming the corresponding policy benchmark of 7.71%.

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<sup>1</sup>Note PERS asset class returns are used to represent the asset class performance of all plans.

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The 2025 fiscal year returns of the PERS and TRS pension (“DB”) and health care (“HC”) programs are listed in the table below.

	PERS DB	PERS HC	TRS DB	TRS HC
FY 2025	10.10%	10.12%	10.12%	10.13%

The pension and health care systems are well diversified and currently have asset allocation policies that, in our opinion, are consistent with achieving a long-term “real” (above inflation) return of 4.5%.

In summary, fiscal year 2025 was a year in which ARMB’s Total Fund returns were positive, as were those of most broad asset class returns. PERS and TRS produced lower returns than the average public fund, with both Plans ranking in the 76th percentile within the Public Fund Sponsor peer group for the one-year period ending June 30, 2025. Lower peer group rankings were a result of the Funds’ relative underweight to public equities and relative overweight to alternatives vs peers.

Sincerely,



Steven J Center, CFA

Senior Vice President

c: Zachary Hanna

Ivan Cliff

# Investment Section

<b>Department of Revenue</b> <b>Treasury Division Staff</b> <b>As of June 30, 2025</b>			
<b>Commissioner</b> Adam Crum	<b>Head of Investment Operations</b> Scott Jones, CPA	<b>Investment Officers</b> Shane Carson, CFA James Cheng Casey Colton, CFA Victor Djajalie, CFA Kevin Elliot Benjamin Garrett Emily Howard, CFA Sean Howard, CFA	Tyler McCormack Robyn Mesdag, CFA Mark Moon Cahal Morehouse Nicholas Orr, CFA Stephanie Pham Steve Sikes, CFA
<b>Treasury Division Director</b> Pamela Leary, CPA	<b>Cash Management</b> Jesse Blackwell, CTP, AAP		
<b>Chief Investment Officer</b> Zachary Hanna, CFA	<b>ARMB Liaison Officer</b> Alysia Jones		
<b>External Money Managers and Consultants</b>			
<b>Opportunistic Fixed Income</b>		<b>Tactical Asset Allocation</b>	
Fidelity Investment Asset Management <i>Merrimack, NH</i>		Fidelity Investment Asset Management <i>Smithfield, RI</i>	
MacKay Shields LLC <i>New York, NY</i>		<b>Private Equity</b>	
		Abbott Capital Management, L.P. <i>New York, NY</i>	
<b>Global Equities – Large Cap</b>		Advent International <i>Boston, MA</i>	
Acadian Asset Management, LLC <i>Boston, MA</i>		Battery Ventures <i>Boston, MA</i>	
Arrowstreet Capital, LP <i>Boston, MA</i>		Clearlake Capital <i>Santa Monica, CA</i>	
Baillie Gifford Overseas Ltd. <i>Edinburgh, Scotland</i>		Dyal Capital Partners <i>New York, NY</i>	
Brandes Investment Partners, L.P. <i>San Diego, CA</i>		Genstar Capital <i>San Francisco, CA</i>	
Capital Guardian Trust Co. <i>Los Angeles, CA</i>		Glendon Capital <i>Santa Monica, CA</i>	
Dimensional Fund Advisors <i>Austin, TX</i>		Insight Partners <i>New York, NY</i>	
First Eagle Investments <i>New York, NY</i>		KKR Lending Partners <i>New York, NY</i>	
Legal and General Investment Management America, Inc. <i>Chicago, IL</i>		Lexington Partners <i>New York, NY</i>	
State Street Global Advisors <i>Boston, MA</i>		Merit Capital Partners <i>Chicago, IL</i>	
<b>Emerging Markets</b>		Neuberger Berman <i>New York, NY</i>	
Dimensional Fund Advisors <i>Austin, TX</i>		New Mountain Partners <i>New York, NY</i>	
Legal and General Investment Management America, Inc. <i>Chicago, IL</i>		NGP <i>Irving, TX</i>	
<b>Alternate Beta</b>		Onex Partners <i>New York, NY</i>	
Man Group <i>London, UK</i>		Pathway Capital Management, LLC <i>Irvine, CA</i>	
<b>Alternate Fixed Income</b>		Sentinel Capital Partners <i>New York, NY</i>	
Ares Management <i>Los Angeles, CA</i>		Summit Partners <i>Boston, MA</i>	
Comvest Credit Partners <i>West Palm Beach, FL</i>		The Jordan Company <i>New York, NY</i>	
Crestline Investors, Inc. <i>Fort Worth, TX</i>		The Riverside Company <i>New York, NY</i>	
Fortress Credit Opportunities <i>New York, NY</i>		Warburg Pincus <i>New York, NY</i>	
Kennedy Lewis Investment Management <i>New York, NY</i>			
Prisma Capital <i>New York, NY</i>			

# Investment Section

<b>External Money Managers and Consultants (cont.)</b>	
<b>Real Assets – Farmland and Timber</b> Timberland Investment Resources LLC <i>Atlanta, GA</i> UBS Farmland Investors, LLC <i>Hartford, CT</i>	<b>Investment Consultants</b> Callan Associates, Inc. <i>Denver, CO</i>
<b>Real Assets – Energy</b> EIG Global Energy Partners <i>Washington, D.C.</i>	<b>Investment Advisory Council</b> Ruth Taylor <i>Monument, CO</i> Joshua Rabuck <i>Indianapolis IN</i> William Jennings <i>Colorado Springs, CO</i>
<b>Real Assets – Infrastructure</b> IFM <i>New York, NY</i> J.P. Morgan Asset Management <i>New York, NY</i>	<b>Independent Auditors</b> KPMG, LLP <i>Anchorage, AK</i>
<b>Real Assets – Real Estate Core Commingled Accounts</b> BlackRock Realty <i>New York, NY</i> J.P. Morgan Asset Management Inc. <i>New York, NY</i> UBS Realty Investors, LLC <i>Hartford, CT</i>	<b>Actuaries</b> Gallagher (Formerly named Buck) <i>Denver, CO</i> Gabriel, Roeder, Smith & Company <i>Denver, CO</i>
<b>Real Assets – Real Estate Core Separate Accounts</b> Sentinel Real Estate Corporation <i>New York, NY</i> UBS Realty Investors, LLC <i>Hartford, CT</i>	<b>Global Master Custodian</b> State Street Bank & Trust Co. <i>Boston, MA</i>
<b>Real Assets – Real Estate Debt</b> Heitman LLC <i>Chicago, IL</i> Walton Street Capital, LCC <i>Chicago, IL</i>	
<b>Real Assets – Non-Core Commingled Real Estate Funds</b> Almanac Realty Investors <i>New York, NY</i> Clarion Partners <i>New York, NY</i> KKR & Co. <i>New York, NY</i> Silverpeak Real Estate Partners <i>New York, NY</i>	
<b>Supplemental Benefits System, Deferred Compensation Plan and Defined Contribution Plans</b> Baillie Gifford Overseas Ltd. <i>Edinburgh, Scotland</i> BlackRock <i>San Francisco, CA</i> Brandes Investment Partners <i>San Diego, CA</i> J.P. Morgan Asset Management Inc. <i>New York, NY</i> Northern Trust <i>Chicago, IL</i> State Street Global Advisors <i>Boston, MA</i> T. Rowe Price Investment Services <i>Baltimore, MD</i>	

# Investment Section

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## Public Employees' Retirement System Investment Report

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### INVESTMENTS

The investment goals of the State of Alaska Public Employees' Retirement System are the long term return and sustainability of the pension funds under management. Annually, the Alaska Retirement Management Board (ARMB) sets its asset allocation strategy in order to reflect changes in the marketplace while still retaining an expected optimal risk/return level within the set constraints and objectives of the ARMB.

The ARMB categorizes its investments into six asset classes: Broad Domestic Equity, Global Equity Ex-US, Fixed Income, Multi-Asset, Real Assets, and Private Equity. The performance of each asset class is compared with a benchmark comprised of one or more market indices. The performance for the total portfolio is compared with its policy portfolio, determined by calculating the weighted performance of the underlying asset class benchmarks at the portfolio's target asset allocation. The asset class benchmarks are illustrated below:

Asset Class	Benchmark
Broad Domestic Equity	Russell 3000
Global Equities Ex-U.S.	MSCI All Country World Ex-U.S. IMI Net
Fixed Income	95% Bloomberg Barclays U.S. Aggregate 5% 3-Month Treasury Bill
Multi-Asset	60% MSCI All Country World IMI Net 40% Bloomberg Barclays U.S. Aggregate
Real Assets	40% NCREIF-ODCE Index 10% NAREIT All Equity Index 20% NCREIF Farmland (80/20) 10% NCREIF Timberland Index 20% CPI+4%
Private Equity	1/3 S&P 500 1/3 Russell 2000 1/3 MSCI EAFE Net

The target asset allocation is determined by the ARMB, utilizing capital market assumptions provided by its independent general investment consultant, Callan LLC. During the fiscal year, the ARMB's target asset allocation was 26% Broad Domestic Equity, 17% Global Equities Ex-US, 23% Fixed Income, 6% Multi-Asset, 14% Real Assets, and 14% Private Equity. Over the next 20 years, the target asset allocation is expected to generate a return of 7.81% with a standard deviation of 13.06%.

# Investment Section

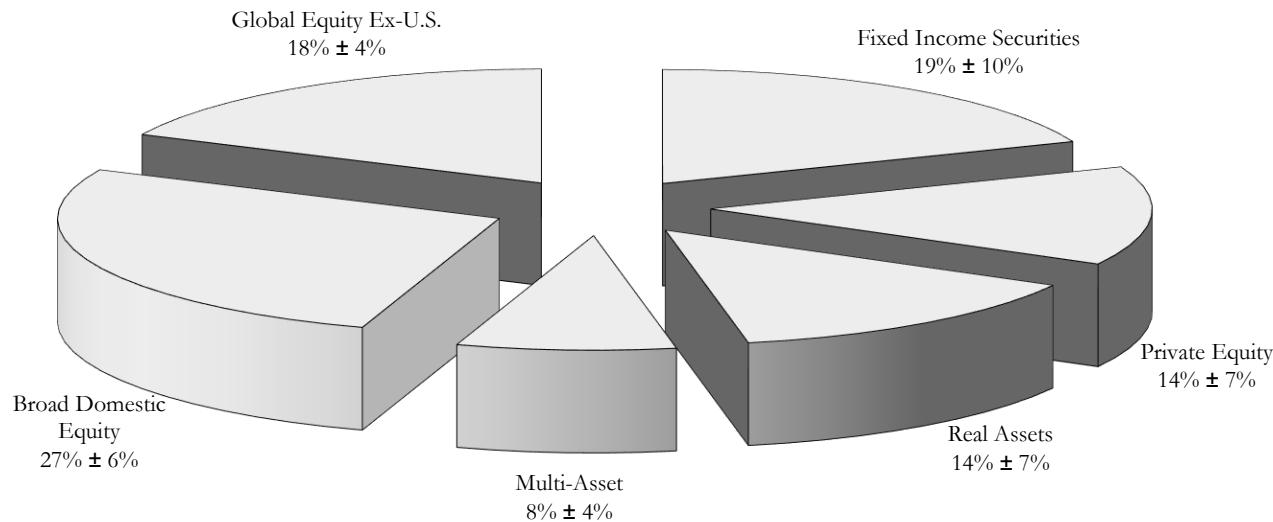
<b>Public Employees' Retirement System</b> <b>Schedule of Investment Results</b> <b>Fiscal Years Ended June 30</b>							
	2021	2022	2023	2024	2025	<b>Annualized</b>	
						3 Year	5 Year
<b>Total Fund</b>							
PERS	27.62%	(4.08%)	7.03%	9.22%	10.10%	8.78%	9.52%
<i>Custom Composite Index</i>	24.95	(7.86)	7.53	12.62	10.33	10.07	9.00
<i>Actuarial Earnings Rate</i>	7.38	7.38	7.25	7.25	7.25	7.25	7.25
<b>Broad Domestic Equity</b>							
PERS	42.69	(11.74)	17.77	21.21	13.45	17.44	15.32
<i>Custom Composite Index</i>	44.16	(13.87)	18.95	23.13	15.30	19.08	15.96
<b>Fixed Income</b>							
PERS	2.20	(6.96)	0.48	3.55	6.44	3.46	1.04
<i>Custom Composite Index</i>	(0.31)	(9.78)	(0.71)	2.78	6.01	2.66	(0.54)
<b>Multi-Asset</b>							
PERS	23.86	(10.58)	4.09	8.03	5.20	5.76	5.55
<i>Custom Composite Index</i>	23.20	(13.89)	9.14	11.94	12.02	11.02	7.74
<b>Real Assets</b>							
PERS	9.86	14.29	2.37	0.04	4.24	2.20	6.03
<i>Custom Composite Index</i>	4.62	14.80	3.41	0.63	3.78	2.14	5.39
<b>Global Equity Ex-U.S.</b>							
PERS	38.54	(20.96)	15.14	12.77	19.68	15.82	11.22
<i>MSCI ACWI ex-U.S.</i>	37.18	(19.86)	12.47	11.57	17.83	13.92	10.20
<b>Private Equity</b>							
PERS	50.67	26.25	(3.29)	4.96	6.53	2.64	15.52
<i>Custom Composite Index</i>	36.80	3.42	(6.83)	21.56	3.33	5.38	10.61

MSCI ACWI = Morgan Stanley Capital International All Country World Index  
Returns for periods longer than one year are reported on an annualized basis.  
Basis of calculation: Time-Weighed rate of return based on the market rate of return.

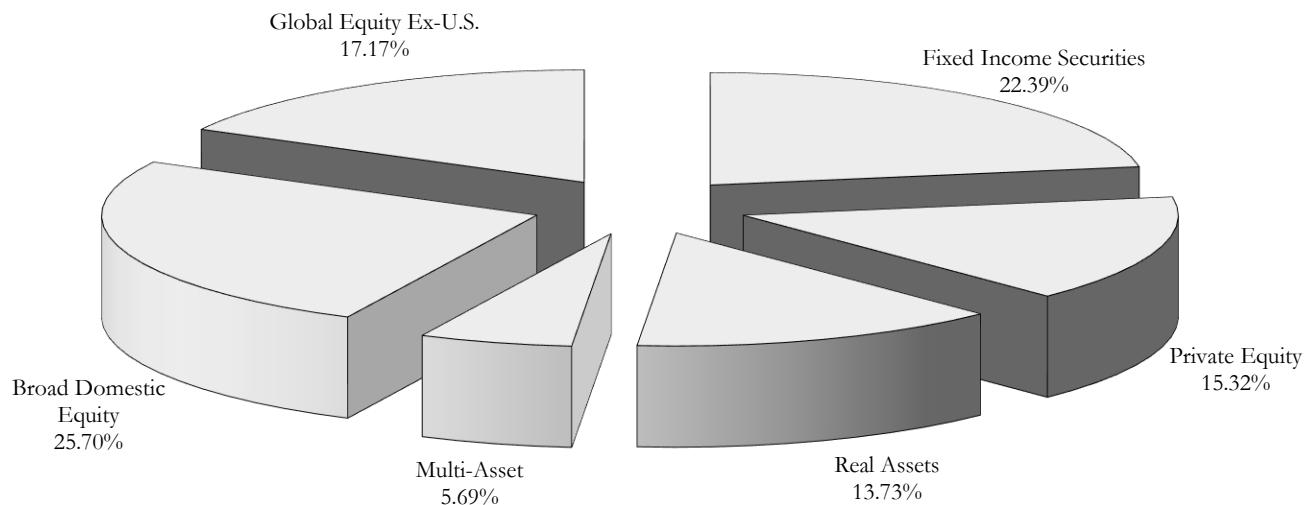
# Investment Section

## Public Employees' Retirement System Asset Allocation June 30, 2025

### Policy



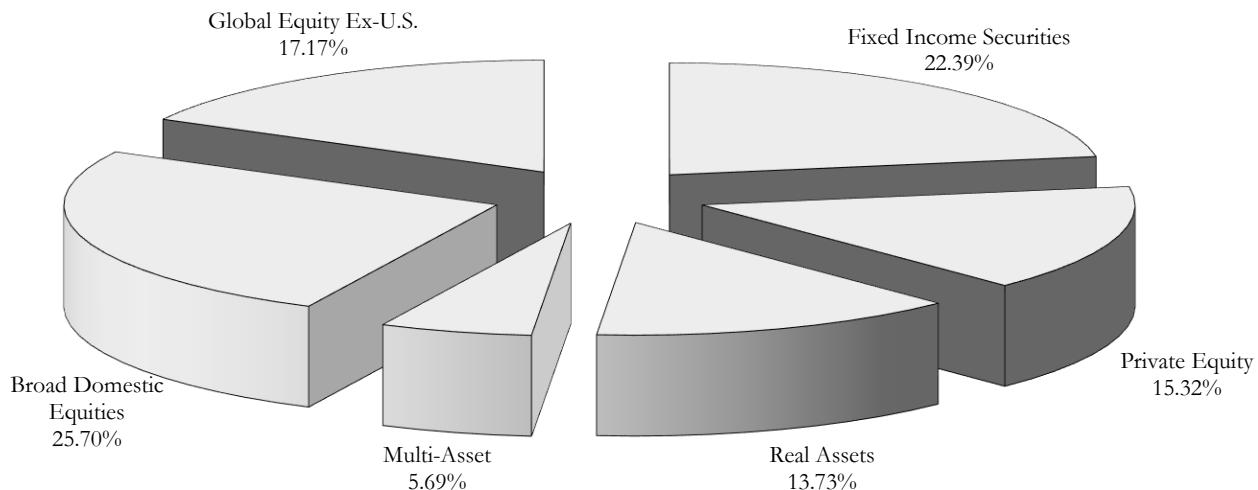
### Actual – Defined Benefit Pension



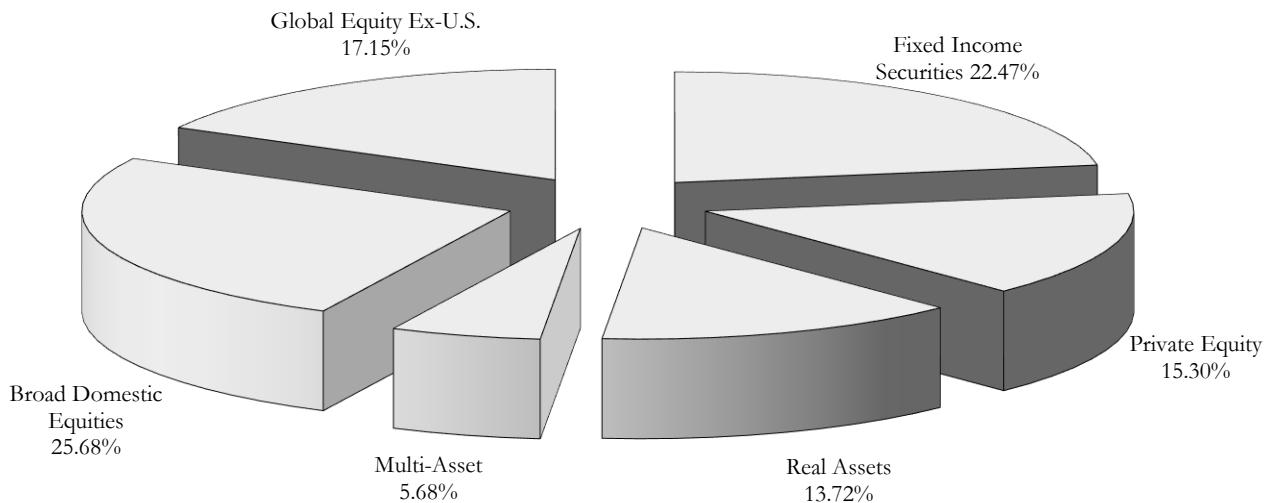
# Investment Section

## Public Employees' Retirement System Asset Allocation June 30, 2025

### Actual – Defined Benefit Alaska Retiree Healthcare Trust



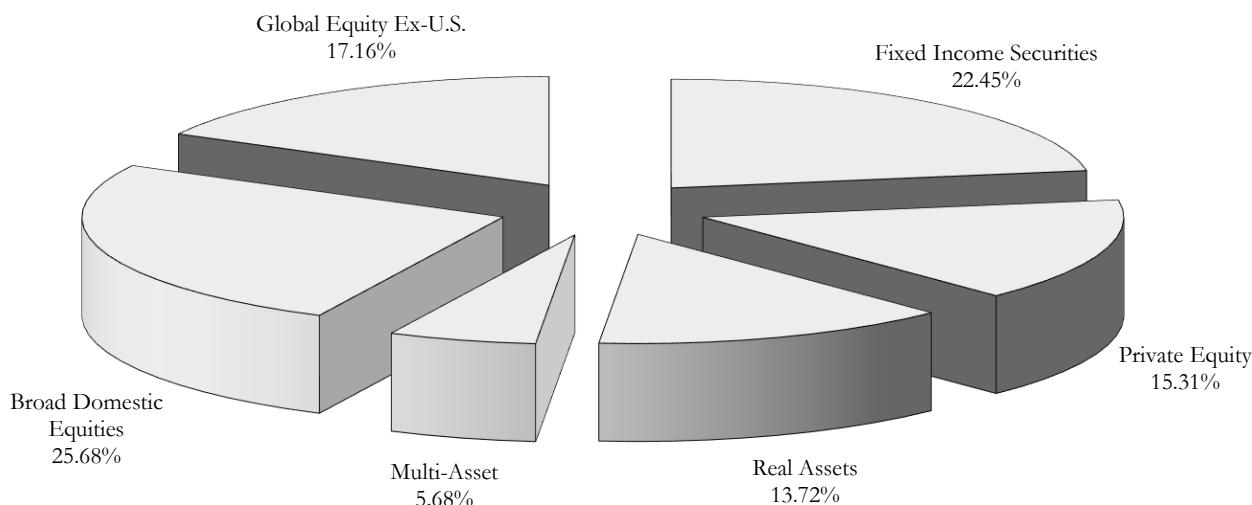
### Actual – Occupational Death & Disability



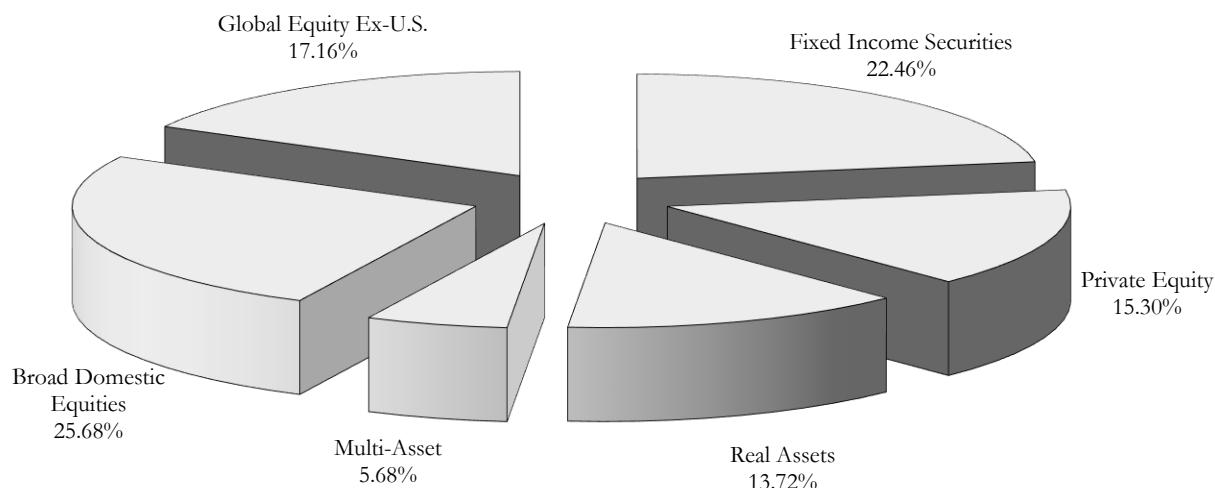
# Investment Section

## Public Employees' Retirement System Asset Allocation June 30, 2025

### Actual — Retiree Medical Plan



### Actual — Health Reimbursement Arrangement



# Investment Section

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**Alaska Retirement Management Board**  
**Top Ten Holdings by Asset Type**  
**June 30, 2025**

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Invested assets under the fiduciary responsibility of the ARMB have been commingled in various investment pools to manage the overall cost of the program. Using investment pools increases investment efficiency in three ways. First, combining individual funds' cash inflows and outflows to offset each other reduces the amount of cash on hand needed to support daily operations. Second, pooling investments significantly reduces accounting, budgeting, and administrative costs. Finally, the ARMB can achieve economies of scale by making available investment options that could not otherwise be practically provided for smaller retirement funds. Below are the ten largest fixed income and equity holdings.

## Fixed Income

Rank	Largest Fixed Income Holdings	Fair Value	Par Value
1	U.S. Treasury N/B 4.5% 1/15/2028	\$ 220,077,829	\$ 217,243,480
2	U.S. Treasury N/B 3.875% 6/30/2030	154,883,267	154,280,608
3	U.S. Treasury N/B 4.125% 10/31/2029	120,828,313	119,106,846
4	U.S. Treasury N/B 3.875% 6/15/2028	92,403,353	91,907,911
5	FED HM LN PC Pool SD8507 6% 2/1/2055	71,783,193	70,614,963
6	U.S. Treasury N/B 4.875% 5/31/2026	67,133,045	66,656,554
7	U.S. Treasury N/B 4.5% 2/15/2044	60,031,524	62,118,311
8	U.S. Treasury N/B 3.625% 3/31/2028	57,457,160	59,559,528
9	U.S. Treasury N/B 1.375% 11/15/2040	57,533,697	90,337,503
10	U.S. Treasury N/B 3.875% 5/15/2043	56,018,133	62,710,521

## Equities

Rank	Largest Equity Holdings	Fair Value	Shares
1	Microsoft Corp.	\$ 352,528,592	708,728
2	Nvidia Corp.	332,400,098	2,103,931
3	Apple Inc	286,212,319	1,395,001
4	Amazon.com Inc.	186,789,366	851,403
5	Meta Platforms Inc. Class A	151,891,514	205,790
6	Broadcom Inc.	115,862,412	420,324
7	Alphabet Inc. Class A	89,061,045	505,368
8	Alphabet Inc. Class C	88,178,511	497,088
9	Berkshire Hathaway Inc. Class B	85,910,725	176,855
10	Tesla Inc.	78,254,815	246,348

Additional investment information may be obtained from the Department of Revenue, Treasury Division, P.O. Box 110405, Juneau, Alaska 99811-0405.

# Investment Section

**Public Employees' Retirement System**  
**Schedule of Investment Management Fees**  
**Year Ended June 30, 2025**

	<b>Fair Value</b>	<b>Fees</b>
<b>Investment Management</b>		
Total Fixed Income	\$ 5,310,661,981	2,088,383
Total Multi-Asset	1,348,303,678	9,984,430
Total Broad Domestic Equity	6,093,692,104	332,725
Total Global Equity Ex-U.S.	4,071,017,004	9,177,592
Total Private Equity	3,631,350,226	15,412,660
Total Real Assets	3,254,686,257	<u>15,870,848</u>
Total Investment Management		<u>52,866,638</u>
<b>Custodian</b>		
State Street Bank		<u>1,091,352</u>
<b>Investment Advisory and Performance</b>		
Callan Associates		555,302
Investment Advisory Council		<u>68,253</u>
Total Investment Advisory and Performance		<u>623,555</u>
<b>Participant Directed</b>		
Custodian - State Street Bank		202,337
Investment Management		2,640,981
Synthetic Investment Contract Wrap Fees		<u>214,485</u>
Total Participant Directed		<u>3,057,803</u>
	<u><u>\$ 23,709,711,250</u></u>	<u><u>57,639,348</u></u>

# Investment Section

**Public Employees' Retirement System**  
**Investment Summary Schedule**  
**June 30, 2025**

Investments (at Fair Value)	Defined Benefit - Pension			% of Total Assets	
	Asset Allocation		Fair Value		
	Policy	Range			
<b>Fixed Income Securities</b>					
Short-term Fixed Income Pool			\$ 145,735,394		
Opportunistic Fixed Income Pool			544,064,304		
Barclays Aggregate Bond Fund			2,056,234,963		
Total Fixed Income Securities	19.00%	± 10%	<u>2,746,034,661</u>	22.39%	
<b>Multi-Asset</b>					
Tactical Allocation Strategies Pool			250,318,155		
Alternative Beta Pool			122,040,895		
Alternative Fixed Income			324,840,158		
Total Multi-Asset	8.00%	± 4%	<u>697,199,208</u>	5.69%	
<b>Broad Domestic Equity</b>					
Large Cap Pool			2,852,807,089		
Small Cap Pool			298,226,361		
Total Broad Domestic Equity	27.00%	± 6%	<u>3,151,033,450</u>	25.70%	
<b>Global Equity Ex-U.S.</b>					
International Equity Pool			1,776,591,150		
Emerging Markets Equity Pool			328,509,329		
Total Global Equity Ex-U.S.	18.00%	± 4%	<u>2,105,100,479</u>	17.17%	
<b>Private Equity</b>					
Private Equity Pool			1,877,748,539		
Total Private Equity	14.00%	± 7%	<u>1,877,748,539</u>	15.32%	
<b>Real Assets</b>					
Real Estate Pool			601,020,222		
Real Estate Investment Trust Pool			196,363,131		
Infrastructure Private Pool			342,378,935		
Energy Pool			11,337,176		
Farmland Pool			383,836,406		
Timber Pool			148,042,203		
Total Real Assets	14.00%	± 7%	<u>1,682,978,073</u>	13.73%	
<b>Total Invested Assets</b>	<b><u>100.00%</u></b>		<b>\$ <u>12,260,094,410</u></b>	<b><u>100.00%</u></b>	

# Investment Section

**Public Employees' Retirement System**  
**Investment Summary Schedule**  
**June 30, 2025**

<b>Defined Benefit - Alaska Retiree Healthcare Trust</b>				
<b>Investments (at Fair Value)</b>	<b>Asset Allocation</b>			<b>% of Total Assets</b>
	<b>Policy</b>	<b>Range</b>	<b>Fair Value</b>	
<b>Fixed Income Securities</b>				
Short-term Fixed Income Pool			\$ 117,222,405	
Opportunistic Fixed Income Pool			441,318,427	
Barclays Aggregate Bond Fund			1,667,917,461	
Total Fixed Income Securities	19.00%	± 10%	<u>2,226,458,293</u>	22.39%
<b>Multi-Asset</b>				
Tactical Allocation Strategies Pool			203,045,894	
Alternative Beta Pool			98,993,674	
Alternative Fixed Income			263,494,607	
Total Multi-Asset	8.00%	± 4%	<u>565,534,175</u>	5.69%
<b>Broad Domestic Equity</b>				
Large Cap Pool			2,314,045,501	
Small Cap Pool			241,906,563	
Total Broad Domestic Equity	27.00%	± 6%	<u>2,555,952,064</u>	25.70%
<b>Global Equity Ex-U.S.</b>				
International Equity Pool			1,441,082,452	
Emerging Markets Equity Pool			266,470,661	
Total Global Equity Ex-U.S.	18.00%	± 4%	<u>1,707,553,113</u>	17.17%
<b>Private Equity</b>				
Private Equity Pool			1,523,137,975	
Total Private Equity	14.00%	± 7%	<u>1,523,137,975</u>	15.32%
<b>Real Assets</b>				
Real Estate Pool			487,518,098	
Real Estate Investment Trust Pool			159,280,175	
Infrastructure Private Pool			277,721,034	
Energy Pool			9,196,155	
Farmland Pool			311,349,423	
Timber Pool			120,084,610	
Total Real Assets	14.00%	± 7%	<u>1,365,149,495</u>	13.73%
<b>Total Invested Assets</b>	<b><u>100.00%</u></b>		<b>\$ <u>9,943,785,115</u></b>	<b><u>100.00%</u></b>

# Investment Section

**Public Employees' Retirement System**  
**Investment Summary Schedule**  
**June 30, 2025**

Investments (at Fair Value)	Occupational Death and Disability			% of Total Assets	
	Asset Allocation		Fair Value		
	Policy	Range			
<b>Fixed Income Securities</b>					
Short-term Fixed Income Pool			\$ 1,265,327		
Opportunistic Fixed Income Pool			4,387,975		
Barclays Aggregate Bond Fund			16,583,725		
Total Fixed Income Securities	19.00%	± 10%	22,237,027	22.47%	
<b>Multi-Asset</b>					
Tactical Allocation Strategies Pool			2,018,797		
Alternative Beta Pool			984,289		
Alternative Fixed Income			2,619,926		
Total Multi-Asset	8.00%	± 4%	5,623,012	5.68%	
<b>Broad Domestic Equity</b>					
Large Cap Pool			23,005,965		
Small Cap Pool			2,405,133		
Total Broad Domestic Equity	27.00%	± 6%	25,411,098	25.68%	
<b>Global Equity Ex-U.S.</b>					
International Equity Pool			14,328,115		
Emerging Markets Equity Pool			2,649,451		
Total Global Equity Ex-U.S.	18.00%	± 4%	16,977,566	17.15%	
<b>Private Equity</b>					
Private Equity Pool			15,144,217		
Total Private Equity	14.00%	± 7%	15,144,217	15.30%	
<b>Real Assets</b>					
Real Estate Pool			4,847,257		
Real Estate Investment Trust Pool			1,583,641		
Infrastructure Private Pool			2,761,366		
Energy Pool			91,420		
Farmland Pool			3,095,695		
Timber Pool			1,194,019		
Total Real Assets	14.00%	± 7%	13,573,398	13.72%	
<b>Total Invested Assets</b>	<b>100.00%</b>		<b>\$ 98,966,318</b>	<b>100.00%</b>	

# Investment Section

**Public Employees' Retirement System**  
**Investment Summary Schedule**  
**June 30, 2025**

Investments (at Fair Value)	Retiree Medical Plan			% of Total Assets	
	Asset Allocation		Fair Value		
	Policy	Range			
<b>Fixed Income Securities</b>					
Short-term Fixed Income Pool			\$ 4,166,834		
Opportunistic Fixed Income Pool			14,656,958		
Barclays Aggregate Bond Fund			55,394,491		
Total Fixed Income Securities	19.00%	± 10%	<u>74,218,283</u>	22.45%	
<b>Multi-Asset</b>					
Tactical Allocation Strategies Pool			6,743,464		
Alternative Beta Pool			3,287,790		
Alternative Fixed Income			8,751,135		
Total Multi-Asset	8.00%	± 4%	<u>18,782,389</u>	5.68%	
<b>Broad Domestic Equity</b>					
Large Cap Pool			76,846,801		
Small Cap Pool			8,034,136		
Total Broad Domestic Equity	27.00%	± 6%	<u>84,880,937</u>	25.68%	
<b>Global Equity Ex-U.S.</b>					
International Equity Pool			47,860,064		
Emerging Markets Equity Pool			8,849,949		
Total Global Equity Ex-U.S.	18.00%	± 4%	<u>56,710,013</u>	17.16%	
<b>Private Equity</b>					
Private Equity Pool			50,586,099		
Total Private Equity	14.00%	± 7%	<u>50,586,099</u>	15.31%	
<b>Real Assets</b>					
Real Estate Pool			16,191,288		
Real Estate Investment Trust Pool			5,289,971		
Infrastructure Private Pool			9,223,578		
Energy Pool			305,408		
Farmland Pool			10,340,485		
Timber Pool			3,988,265		
Total Real Assets	14.00%	± 7%	<u>45,338,995</u>	13.72%	
<b>Total Invested Assets</b>	<u>100.00%</u>		\$ <u>330,516,716</u>	<u>100.00%</u>	

# Investment Section

**Public Employees' Retirement System**  
**Investment Summary Schedule**  
**June 30, 2025**

Investments (at Fair Value)	Health Reimbursement Arrangement			% of Total Assets	
	Asset Allocation		Fair Value		
	Policy	Range			
<b>Fixed Income Securities</b>					
Short-term Fixed Income Pool			\$ 13,591,507		
Opportunistic Fixed Income Pool			47,730,313		
Barclays Aggregate Bond Fund			180,391,899		
Total Fixed Income Securities	19.00%	± 10%	<u>241,713,719</u>	22.46%	
<b>Multi-Asset</b>					
Tactical Allocation Strategies Pool			21,960,260		
Alternative Beta Pool			10,706,609		
Alternative Fixed Income			28,498,024		
Total Multi-Asset	8.00%	± 4%	<u>61,164,893</u>	5.68%	
<b>Broad Domestic Equity</b>					
Large Cap Pool			250,251,378		
Small Cap Pool			26,163,177		
Total Broad Domestic Equity	27.00%	± 6%	<u>276,414,555</u>	25.68%	
<b>Global Equity Ex-U.S.</b>					
International Equity Pool			155,856,007		
Emerging Markets Equity Pool			28,819,825		
Total Global Equity Ex-U.S.	18.00%	± 4%	<u>184,675,832</u>	17.16%	
<b>Private Equity</b>					
Private Equity Pool			164,733,396		
Total Private Equity	14.00%	± 7%	<u>164,733,396</u>	15.30%	
<b>Real Assets</b>					
Real Estate Pool			52,726,940		
Real Estate Investment Trust Pool			17,226,808		
Infrastructure Private Pool			30,036,604		
Energy Pool			994,648		
Farmland Pool			33,673,643		
Timber Pool			12,987,654		
Total Real Assets	<u>14.00%</u>	± 7%	<u>147,646,297</u>	<u>13.72%</u>	
<b>Total Invested Assets</b>	<b><u>100.00%</u></b>		<b>\$ <u>1,076,348,692</u></b>	<b><u>100.00%</u></b>	

# Investment Section

**Public Employees' Retirement System  
Recaptured Commission Fees  
Year Ended June 30, 2025**

Fund	Global Equity			Total
	Ex-U.S.	Multi-Asset		
Defined Benefit Plan – Pension	\$ 1,241	159		1,400
Postemployment Benefit – Alaska Retiree Healthcare Trust	1,009	129		1,138
Postemployment Benefit – Occupational Death and Disability	9	1		10
Postemployment Benefit – Retiree Medical Plan	32	4		36
Postemployment Benefit – Health Reimbursement Arrangement	103	12		115
<b>Total Recapture Commission Fees</b>	<b>\$ 2,394</b>	<b>305</b>		<b>2,699</b>

The ARMB's Commission Recapture program has been in place since 1995, first working with various brokers then switching to the State Street program in 2005. Under a commission recapture program, a portion of the commissions and mark-ups on trades (placed through the State Street broker network) flow directly back to the fund.

The program allows managers to place trades for commission recapture purposes. The ARMB has established direction percentages for the managers to strive for but is only requiring best efforts to meet them given their fiduciary obligation to achieve best execution of transactions.

The current rebate arrangement with State Street Global Markets (SSGM) is: 90% of the commissions received in excess of executing the brokers' execution-only rates; 100% of commissions in excess of its execution-only rates for all trading directed through SSGM.



# ACTUARIAL SECTION



ALASKA DIVISION OF  
**Retirement**  
and Benefits





April 23, 2025

State of Alaska  
The Alaska Retirement Management Board  
The Department of Revenue, Treasury Division  
The Department of Administration, Division of Retirement and Benefits  
P.O. Box 110203  
Juneau, AK 99811-0203

### **Certification of Actuarial Valuation**

Dear Members of The Alaska Retirement Management Board, The Department of Revenue and The Department of Administration:

This report summarizes the annual actuarial valuation results of the State of Alaska Public Employees' Retirement System (PERS) as of June 30, 2024 performed by Gallagher Benefit Services, Inc. (Gallagher).

The actuarial valuation is based on financial information provided in the financial statements audited by KPMG LLP, member data provided by the Division of Retirement and Benefits, and medical enrollment data provided by the healthcare claims administrator (Aetna), as summarized in this report. The benefits considered are those delineated in Alaska statutes effective June 30, 2024. The actuary did not verify the data submitted, but did perform tests for consistency and reasonableness.

All costs, liabilities, and other factors under PERS were determined in accordance with generally accepted actuarial principles and procedures. An actuarial cost method is used to measure the actuarial liabilities which we believe is reasonable. Gallagher is solely responsible for the actuarial data and actuarial results presented in this report. This report fully and fairly discloses the actuarial position of PERS as of June 30, 2024.

PERS is funded by Employer, State, and Member Contributions in accordance with the funding policy adopted by the Alaska Retirement Management Board (Board) and as required by Alaska state statutes. The calculations of the Employer and State Contributions are reasonable actuarially determined contributions as defined in Actuarial Standard of Practice No. 4 (ASOP 4), and are consistent with the requirements set out in Alaska Statutes 37.10.220(a)(8). When determining the smoothing period for the actuarial value of assets and the amortization period for the unfunded actuarial accrued liability, the following items were considered: (i) the balance among benefit security, intergenerational equity, and stability of actuarially determined contributions, (ii) the timing and duration of expected benefit payments, and (iii) the nature and frequency of plan amendments.

The funding objective for PERS is to pay required contributions that remain level as a percent of total PERS compensation. The Board has also established a funding policy objective that the required contributions be sufficient to pay the Normal Costs of active plan members, plan expenses, and amortize the Unfunded Actuarial Accrued Liability (UAAL) as a level percentage of total PERS compensation over a closed 25-year period as required by Alaska state statutes. The closed 25-year period was originally established effective June 30, 2014. Effective June 30, 2018, the Board

# Actuarial Section

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adopted a 25-year layered UAAL amortization method as described in Section 5.2. The UAAL amortization continues to be on a level percent of pay basis. The compensation used to determine required contributions is the total compensation of all active members in PERS, including those hired after July 1, 2006 who are members of the Defined Contribution Retirement (DCR) Plan. This objective is currently being met and is projected to continue to be met. Absent future gains/losses and/or changes in actuarial assumptions/methods, actuarially determined contributions are expected to remain level as a percent of pay and the funded status of the pension trust is expected to increase to 100% in FY48 based on the projections in Section 3.9A of this report. Absent future gains/losses and/or changes in actuarial assumptions/methods, the funded status of the healthcare trust is expected to remain above 100%.

The Board and staff of the State of Alaska may use this report for the review of the operations of PERS. Use of this report for any other purpose or by anyone other than the Board or staff of the State of Alaska may not be appropriate and may result in mistaken conclusions due to failure to understand applicable assumptions, methodologies, or inapplicability of the report for that purpose. Because of the risk of misinterpretation of actuarial results, Gallagher recommends requesting its advanced review of any statement to be based on information contained in this report. Gallagher will accept no liability for any such statement made without its prior review.

Future actuarial measurements may differ significantly from current measurements due to plan experience differing from that anticipated by the actuarial assumptions, changes in assumptions, changes expected as part of the natural operation of the methodology used for these measurements, and changes in plan provisions or applicable law. In particular, retiree group benefits models necessarily rely on the use of approximations and estimates and are sensitive to changes in these approximations and estimates. Small variations in these approximations and estimates may lead to significant changes in actuarial measurements. An analysis of the potential range of such future differences is beyond the scope of this valuation.

In our opinion, the actuarial assumptions used are reasonable, taking into account the experience of the plan and reasonable long-term expectations, and represent our best estimate of the anticipated long-term experience under the plan. In our professional judgment, the combined effect of the assumptions is expected to have no significant bias. The actuary performs an analysis of plan experience periodically and recommends changes if, in the opinion of the actuary, assumption changes are needed to more accurately reflect expected future experience. The last full experience analysis was performed for the period July 1, 2017 to June 30, 2021. Based on that experience study, the Board adopted new assumptions effective beginning with the June 30, 2022 valuation to better reflect expected future experience.

Based on our annual analysis of recent claims experience, changes were made to the healthcare per capita claims cost rates effective June 30, 2024 to better reflect expected future healthcare experience. As a result of changes to the Standard Medicare Part D plan under the Inflation Reduction Act, EGWP subsidies are expected to be higher than originally anticipated for 2025 and beyond. EGWP subsidies were updated based on estimates provided by Segal Consulting. Because of the significant increase in the EGWP subsidy for FY25 and beyond due to the Inflation Reduction Act, and uncertainty regarding future subsidy levels, the ARMB has adopted a smoothing of EGWP subsidy estimates over five years. In addition, the prescription drug and EGWP trend assumption was updated to reflect recent survey information indicating higher initial trend rates in part due to the recent higher-than-expected inflationary environment.

A summary of the actuarial assumptions and methods used in this actuarial valuation is shown in Sections 5.2 and 5.3. We certify that the assumptions and methods used for funding purposes, as described in Sections 5.2 and 5.3 of this report, meet the requirements of all applicable Actuarial Standards of Practice.

Actuarial Standards of Practice No. 27 (ASOP 27) and No. 35 (ASOP 35) require the actuary to disclose the information and analysis used to support the actuary's determination that the assumptions selected by the plan sponsor do not significantly conflict with those that, in the actuary's professional judgment, are reasonable for the purpose of the measurement. Gallagher provides advice on reasonable assumptions when performing periodic experience studies. The Board selects the assumptions used, and the signing actuaries review the assumptions annually through discussions

with the Board staff and analysis of actuarial experience.

In the case of the Board's selected expected return on assets (EROA), the signing actuaries have used economic information and tools provided by Gallagher's Investments practice. A spreadsheet tool created by this practice converts averages, standard deviations, and correlations from Gallagher's Capital Market Assumptions that are used for stochastic forecasting into approximate percentile ranges for the arithmetic and geometric average returns. The EROA spreadsheet tool is intended to suggest possible reasonable ranges for the expected return on assets without attempting to predict or select a specific best estimate rate of return. It takes into account the duration of investment and the target allocation of assets in the portfolio to various asset classes.

Based on the actuaries' analysis, including consistency with other assumptions used in the valuation, the percentiles generated by the EROA spreadsheet tool described above, and review of actuarial gain/loss analysis, the signing actuaries believe the assumptions, in their professional judgment, do not significantly conflict with what are reasonable for the purpose of the measurement.

## **ACFR Information**

We have prepared the following information in this report for the Actuarial Section and Statistical Section of the ACFR: (i) member data tables in Section 4; (ii) analysis of financial experience in Section 1.6; (iii) summary of actuarial assumptions in Section 5.3; and (iv) historical information in Section 7.

Governmental Accounting Standards Board (GASB) Statement No. 67 (GASB 67) was effective for PERS beginning with fiscal year ending June 30, 2014, and Statement No. 74 (GASB 74) was effective for PERS beginning with fiscal year ending June 30, 2017. Please see our separate GASB 67 and GASB 74 reports for other information needed for the ACFR.

## **Risk Information**

Actuarial Standard of Practice No. 51 (ASOP 51) applies to actuaries performing funding calculations related to a pension plan. ASOP 51 does not apply to actuaries performing services in connection with other post-employment benefits, such as medical benefits. Accordingly, ASOP 51 does not apply to the healthcare portion of PERS. See Section 6 of this report for further details regarding ASOP 51. Section 6 also contains information on the Low-Default-Risk Obligation Measure (LDROM) required to be disclosed under Actuarial Standard of Practice No. 4 (ASOP 4).

## **Use of Models**

Actuarial Standard of Practice No. 56 (ASOP 56) provides guidance to actuaries performing actuarial services that involve designing, developing, selecting, modifying, using, reviewing, or evaluating models. In addition to the EROA spreadsheet tool disclosed above, Gallagher uses third-party software to perform annual actuarial valuations and projections. The model is intended to calculate the liabilities associated with the provisions of the plan using data and assumptions as of the measurement date under the funding methods specified in this report. Gallagher also uses internally developed models that apply applicable funding methods and policies to the liabilities derived from the third-party software and other inputs, such as plan assets and contributions, to generate many of the exhibits found in this report.

Gallagher maintains an extensive review process in which the results of the liability calculations are checked using detailed sample life output, changes from year to year are summarized by source, and significant deviations from expectations are investigated. Other funding outputs and the internal models are similarly reviewed in detail and at a higher level for accuracy, reasonability, and consistency with prior results. Gallagher also reviews the third-party model when significant changes are made to the software. This review is performed by experts within Gallagher who are familiar with applicable funding methods, as well as the manner in which the model generates its output. If significant changes are made to the internal models, extra checking and review are completed.

Additional models used in valuing health benefits are described later in the report.

This report was prepared under the overall direction of David Kershner, who meets the Qualification Standards of the

# Actuarial Section

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American Academy of Actuaries to render the actuarial opinions contained herein. He is a Fellow of the Society of Actuaries, an Enrolled Actuary, a Member of the American Academy of Actuaries, and a Fellow of the Conference of Consulting Actuaries.

We are available to discuss this report with you at your convenience. David can be reached at (602) 803-6174 and Brett can be reached at (260) 423-1072.

Respectfully submitted,



David J. Kershner, FSA, EA, MAAA, FCA  
Principal



Brett Hunter, ASA, EA, MAAA  
Senior Consultant

The undersigned actuary is responsible for all assumptions related to the average annual per capita health claims cost and the health care cost trend rates, and hereby affirms his qualification to render opinions in such matters in accordance with the Qualification Standards of the American Academy of Actuaries. Robert can be reached at (312) 399-9339.



Robert Besenhofer, ASA, MAAA, FCA  
Director

**State of Alaska**  
**Public Employees' Retirement System**  
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**Description of Actuarial Methods and Valuation Procedures**

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The funding method used in this valuation was adopted by the Board in October 2006. Changes in methods were adopted by the Board in January 2019 based on the experience study for the period July 1, 2013 to June 30, 2017. The asset smoothing method used to determine valuation assets was changed effective June 30, 2014.

Benefits valued are those delineated in Alaska State statutes as of the valuation date. Changes in State statutes effective after the valuation date are not taken into consideration in setting the assumptions and methods.

## **A. Actuarial Cost Method**

Liabilities and contributions shown in the report are computed using the Entry Age Normal Actuarial Cost Method, level percent of pay.

Effective June 30, 2018, the Board adopted a layered UAAL amortization method: Layer #1 equals the sum of (i) the UAAL at June 30, 2018 based on the 2017 valuation, plus (ii) the FY18 experience gain/loss. Layer #1 is amortized over the remainder of the 25-year closed period that was originally established in 2014. Layer #2 equals the change in UAAL at June 30, 2018 due to the experience study and EGWP implementation. Layer #2 is amortized over a separate closed 25-year period starting in 2018. Future layers will be created each year based on the difference between actual and expected UAAL occurring that year, and will be amortized over separate closed 25-year periods. The UAAL amortization continues to be on a level percent of pay basis. State statutes allow the contribution rate to be determined on payroll for all members, defined benefit and defined contribution member payroll combined.

Projected pension and postemployment healthcare benefits were determined for all active members. Cost factors designed to produce annual costs as a constant percentage of each member's expected compensation in each year from the assumed entry age to the assumed retirement age were applied to the projected benefits to determine the normal cost (the portion of the total cost of the plan allocated to the current year under the method). The normal cost is determined by summing intermediate results for active members and determining an average normal cost rate which is then related to the total payroll of active members. The actuarial accrued liability for active members (the portion of the total cost of the plan allocated to prior years under the method) was determined as the excess of the actuarial present value of projected benefits over the actuarial present value of future normal costs.

The actuarial accrued liability for retired members and their beneficiaries currently receiving benefits, terminated vested members and disabled members not yet receiving benefits was determined as the actuarial present value of the benefits expected to be paid. No future normal costs are payable for these members.

The actuarial accrued liability under this method at any point in time is the theoretical amount of the fund that would have been accumulated had annual contributions equal to the normal cost been made in prior years (it does not represent the liability for benefits accrued to the valuation date). The unfunded actuarial accrued liability is the excess of the actuarial accrued liability over the actuarial value of plan assets measured on the valuation date.

Under this method, experience gains or losses (i.e., decreases or increases in accrued liabilities attributable to deviations in experience from the actuarial assumptions) adjust the unfunded actuarial accrued liability.

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<sup>1</sup>Layer #1 is referred to as "initial amount" in Sections 1.2 and 1.3 of the PERS June 30, 2023 Actuarial Valuation Report.

# Actuarial Section

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## **B. Valuation of Assets**

The actuarial asset value was reinitialized to equal Fair Value of Assets as of June 30, 2014. Beginning in FY15, the asset valuation method recognizes 20% of the gain or loss each year, for a period of five years. All assets are valued at fair value. Assets are accounted for on an accrued basis and are taken directly from financial statements audited by KPMG LLP.

## **C. Valuation of Retiree Medical and Prescription Drug Benefits**

This section outlines the detailed methodology used in the internal model developed by Gallagher to calculate the initial per capita claims cost rates for the PERS postemployment healthcare plan. Note that the methodology reflects the results of our annual experience rate update for the period from July 1, 2023 to June 30, 2024.

Base claims cost rates are incurred healthcare costs expressed as a rate per member per year. Ideally, claims cost rates should be derived for each significant component of cost that can be expected to require differing projection assumptions or methods (i.e., medical claims, prescription drug claims, administrative costs, etc.). Separate analysis is limited by the availability and historical credibility of cost and enrollment data for each component of cost. This valuation reflects non-prescription claims separated by Medicare status, including eligibility for free Part A coverage. Prescription costs are analyzed separately as in prior valuations. Administrative costs are assumed in the final per capita claims cost rates used for valuation purposes, as described below. Analysis to date on Medicare Part A coverage is limited since Part A claim data is not available by individual, nor is this status incorporated into historical claim data.

### Benefits

Medical, prescription drug, dental, vision and audio coverage is provided through the AlaskaCare Retiree Health Plan and is available to employees of the State and subdivisions who meet retirement criteria based on the retirement plan tier in effect at their date of hire. Health plan provisions do not vary by retirement tier or age, except for Medicare coordination for those Medicare-eligible. Dental, vision, and audio claims (DVA) are excluded from data analyzed for this valuation because those are retiree-pay all benefits where rates are assumed to be self-supporting. Gallagher relies upon rates set by a third-party for the DVA benefits. Gallagher reviewed historical rate-setting information and views contribution rate adjustments made are not unreasonable.

### Administration and Data Sources

The plan has been administered by Aetna since January 1, 2014.

Claims incurred for the period from July 2022 through June 2024 (FY23 through FY24) were provided by the State of Alaska from reports extracted from their data warehouse, which separated claims by Medicare status. Monthly enrollment data for the same period was provided by Aetna.

Aetna also provided census information identifying Medicare Part B only participants. These participants are identified when hospital claims are denied by Medicare. Aetna then flags that participant as a Part B only participant. Gallagher added newly identified participants to our list of Medicare Part B only participants. Gallagher assumes that once identified as Part B only, that participant remains in that status until we are notified otherwise.

Aetna provided a snapshot file as of July 1, 2024 of retirees and dependents that included a coverage level indicator. The monthly enrollment data includes double coverage participants. These are participants whereby both the retiree and

**State of Alaska**  
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spouse are retirees from the State and both are reflected with Couple coverage in the enrollment. In this case, such a couple would show up as four members in the monthly enrollment (each would be both a retiree and a spouse). As a result, the snapshot census file was used to adjust the total member counts in the monthly enrollment reports to estimate the number of unique participants enrolled in coverage. Based on the snapshot files from the last two valuations, the total member count in the monthly enrollment reports needs to be reduced by approximately 13% to account for the number of participants with double coverage.

Aetna does not provide separate experience by Medicare status in standard reporting, so the special reports mentioned above from the data warehouse were used to obtain that information and incorporate it into the per capita rate development for each year of experience (with corresponding weights applied in the final per capita cost).

### Methodology

Gallagher projected historical claim data to FY25 for retirees using the following steps:

1. Develop historical annual incurred claim cost rates – An analysis of medical costs was completed based on claims information and enrollment data provided by the State of Alaska and Aetna for each year in the experience period of FY23 through FY24.
  - Costs for medical services and prescriptions were analyzed separately, and separate trend rates were developed to project expected future medical and prescription costs for the valuation year (e.g., from the experience period up through FY25).
  - Because the reports provided reflected incurred claims, no additional adjustment was needed to determine incurred claims to be used in the valuation.
  - An offset for costs expected to be reimbursed by Medicare was incorporated beginning at age 65. Alaska retirees who do not have 40 quarters of Medicare-covered compensation do not qualify for Medicare Part A coverage free of charge. This is a relatively small and closed group. Medicare was applied to State employment for all employees hired after March 31, 1986. For the “no-Part A” individuals who are required to enroll in Medicare Part B, the State is the primary payer for hospital bills and other Part A services. Claims experience is not available separately for participants with both Medicare Parts A and B and those with Part B only. For Medicare Part B only participants, a lower average claims cost was applied to retirees covered by both Medicare Part A and B vs. retirees covered only by Medicare Part B based upon manual rate models that estimate the Medicare covered proportion of medical costs. To the extent that no-Part A claims can be isolated and applied strictly to the appropriate closed group, actuarial accrued liability will be more accurate.
  - Based on census data received from Aetna, approximately 2% of the current retiree population was identified as having coverage only under Medicare Part B. We assume that 2% of actives hired before April 1, 1986 and current retirees who are not yet Medicare eligible will not be eligible for Medicare Part A.
  - Based upon a reconciliation of valuation census data to the snapshot eligibility files provided by Aetna as of July 1, 2023, and July 1, 2024, Gallagher adjusted member counts used for duplicate records where participants have double coverage (i.e., primary coverage as a retiree and secondary coverage as the covered spouse of another retiree). This adjustment is to reflect the total cost per distinct individual/member which is then applied to distinct members in the valuation census.

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- Gallagher understands that pharmacy claims reported do not reflect rebates. Based on actual pharmacy rebate information provided by Optum, rebates were assumed to be 31.8% of pre-Medicare and 16.4% of Medicare prescription drug claims for FY23; and 29.8% of pre-Medicare and 19.8% of Medicare prescription drug claims for FY24.

2. Develop estimated EGWP reimbursements – Segal Consulting provided estimated calendar year 2025 EGWP subsidies, developed with the assistance of OptumRx. These amounts are applicable only to Medicare-eligible participants. The EGWP estimates increased significantly from 2024 to 2025, as a result of the Inflation Reduction Act, primarily due to increases in Direct Subsidy payments. It is uncertain whether future subsidy levels will remain at the higher level. In addition, retiree cost sharing is expected to decrease in 2025 based on the 2025 Standard Medicare Part D plan design. The estimated reimbursements under EGWP from fiscal years 2021 through 2025, trended to fiscal year 2025, were blended to develop the EGWP subsidies for the June 30, 2024 valuation. The first-year trend rate applied to EGWP per capita costs was also adjusted to reflect the increase in EGWP subsidies from CY 2024 to CY 2025.
3. Adjust for claim fluctuation, anomalous experience, etc. – Explicit adjustments are often made for anticipated large claims or other anomalous experience. FY23 and FY24 experience was thoroughly reviewed to assess the impact of COVID-19 and whether an adjustment to FY23 and FY24 claims was appropriate for use in the June 30, 2024 valuation. Total medical and prescription drug claims experience for FY23 and FY24 was reasonable when compared to pre-COVID levels, so no adjustments were used in the per capita claims cost development. In addition, we did not make any large claim adjustments due to group size and demographics. We do blend both Alaska plan-specific and national trend factors as described below. Gallagher compared data utilized to lag reports and quarterly plan experience presentations provided by the State and Aetna to assess accuracy and reasonableness of data.
4. Trend all data points to the projection period – Project prior years' experience forward to FY25 for retiree benefits on an incurred claim basis. Trend factors derived from historical Alaska-specific experience and national trend factors are shown below in item 5.
5. Apply credibility to prior experience – Adjust prior year's data by assigning weighting factors to recent periods, as shown at the right of the table below. The Board approved a change in the weighting of experience periods beginning with the June 30, 2017 valuation. For both experience periods, we averaged projected plan costs by applying 75% weight to Alaska-specific trends and 25% weight to national trends.

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Alaska-Specific and National Average Weighted Trend  
from Experience Period to Valuation Year

Experience Period	Medical, Pre-Medicare	Medical, Medicare	Prescription Drugs	Weighting Factors
FY23 to FY24	11.10%	7.40%	10.20%	50%
FY24 to FY25	6.80%	8.90%	12.00%	50%

Trend assumptions used for rate development are assessed annually and as additional/improved reporting becomes available, we will incorporate into rate development as appropriate.

6. Develop separate administration costs – No adjustments were made for internal administrative costs. Third party retiree plan administration fees for FY25 are based upon total fees projected to 2025 by Segal Consulting based on actual FY24 fees. The annual per participant per year administrative cost rate for medical and prescription benefits is \$442.

## **D. Healthcare Reform**

Healthcare Reform legislation passed on March 23, 2010 included several provisions with potential implications for the State of Alaska Retiree Health Plan liability. Gallagher evaluated the impact due to these provisions.

Because the State plan is retiree-only, and was in effect at the time the legislation was enacted, not all provisions of the health reform legislation apply to the State plan. Unlimited lifetime benefits and dependent coverage to age 26 are two of these provisions. We reviewed the impact of including these provisions, but there was no decision made to adopt them, and no requirement to do so.

Because Transitional Reinsurance fees are only in effect until 2016, we excluded these for valuation purposes.

The Further Consolidated Appropriations Act, 2020 passed in December 2019 repealed several healthcare-related taxes, including the Cadillac Tax.

The Tax Cuts and Jobs Act passed in December 2017 included the elimination of the individual mandate penalty and changed the inflation measure for purposes of determining the limits for the High Cost Excise Tax to use chained CPI. It is our understanding the law does not directly impact other provisions of the ACA. While the nullification of the ACA's individual mandate penalty does not directly impact employer group health plans, it could contribute to the destabilization of the individual market and increase the number of uninsured. Such destabilization could translate to increased costs for employers. We have considered this when setting our healthcare cost trend assumptions and will continue to monitor this issue.

The Inflation Reduction Act (IRA) was signed into law on August 16, 2022. The law contains several provisions that are expected to impact Alaska's Medicare prescription drug plan (EGWP) due to design and funding changes, the most meaningful of which are expected in 2025. The IRA is also expected to bend the trend curve through price control measures such as HHS's ability to negotiate prices for older, high-cost single source brand drugs (first effective in 2026) and through the imposition of rebates for drugs that increase in excess of inflation (first effective in 2023). We have adjusted the EGWP subsidy and the first-year trend that is applied to these subsidies for the June 30, 2024 valuation based on estimated reimbursements provided by Segal Consulting. Because of the significant increase in the EGWP subsidy for FY25 and beyond due to the IRA, and uncertainty regarding future subsidy levels, the ARMB has adopted a

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smoothing of EGWP subsidy estimates over five years. As further guidance and projections regarding the impact of the IRA become available, updates to these assumptions may be made for future measurement dates if deemed appropriate.

We have not identified any other specific provisions of healthcare reform or its potential repeal that would be expected to have a significant impact on the measured obligation. We will continue to monitor legislative activity.

## **E. Data**

In accordance with actuarial standards, we note the following specific data sources and steps taken to value retiree medical benefits:

The Division of Retirement and Benefits provided pension valuation census data, which for people currently in receipt of healthcare benefits was supplemented by coverage data from the healthcare claims administrator (Aetna).

Certain adjustments and assumptions were made to prepare the data for valuation:

- All records provided with retiree medical coverage on the Aetna data were included in this valuation and we relied on the Aetna data as the source of medical coverage for current retirees and their dependents.
- Some records in the Aetna data were duplicates due to the double coverage (i.e., coverage as a retiree and as a spouse of another retiree) allowed under the plan. Records were adjusted for these members so that each member was only valued once. Any additional value of the double coverage (due to coordination of benefits) is small and reflected in the per capita costs.
- Covered children included in the Aetna data were valued until age 23, unless disabled. We assumed that those dependents over 23 were only eligible and valued due to being disabled.
- For individuals included in the pension data expecting a future pension, we valued health benefits starting at the same point that the pension benefit is assumed to start.
- Some records in the pension data were duplicates due to being a covered spouse in the Aetna data. Records were adjusted for these members so that each inactive member was only valued once, removing the record that came in through the pension data.

We are not aware of any other data issues that would be expected to have a material impact on the results and there are no unresolved matters related to the data.

The following chart shows the basis of setting the per capita claims cost assumption, which includes both PERS and TRS.

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The chart below shows the basis of setting the per capita claims cost assumption, which includes both PERS and TRS.

	Medical		Prescription Drugs (Rx)	
	Pre-Medicare	Medicare	Pre-Medicare	Medicare
<b>A. Fiscal 2023</b>				
1. Incurred Claims	\$ 211,125,808	\$ 110,136,448	\$ 66,184,443	\$ 264,456,476
2. Adjustments for Rx Rebates	0	0	(21,046,653)	(43,370,862)
3. Net incurred claims	\$ 211,125,808	\$ 110,136,448	\$ 45,137,790	\$ 221,085,614
4. Average Enrollment	16,250	50,465	16,250	50,465
5. Claim Cost Rate (3) / (4)	12,992	2,182	2,778	4,381
6. Trend to Fiscal 2025	1.187	1.17	1.235	1.235
7. Fiscal 2025 Incurred Cost Rate (5) x (6)	\$ 15,419	\$ 2,553	\$ 3,429	\$ 5,409
8. Adjustment Factor for 2022 Plan Changes	1.000	1.000	0.976	0.976
9. Adjusted Fiscal 2025 Incurred Cost Rate (7) x (8)	\$ 15,419	\$ 2,553	\$ 3,347	\$ 5,278
<b>B. Fiscal 2024</b>				
1. Incurred Claims	\$ 212,627,066	\$ 124,820,031	\$ 71,496,388	\$ 303,126,812
2. Adjustments for Rx Rebates	0	0	(21,305,924)	(60,019,109)
3. Net incurred claims	\$ 212,627,066	\$ 124,820,031	\$ 50,190,464	\$ 243,107,703
4. Average Enrollment	15,367	51,897	15,367	51,897
5. Claim Cost Rate (3) / (4)	13,837	2,405	3,266	4,684
6. Trend to Fiscal 2025	1.068	1.089	1.120	1.120
7. Fiscal 2025 Incurred Cost Rate (5) x (6)	\$ 14,780	\$ 2,620	\$ 3,659	\$ 5,248
8. Adjustment Factor for 2022 Plan Changes	1.000	1.000	0.976	0.976
9. Adjusted Fiscal 2025 Incurred Cost Rate (7) x (8)	\$ 14,780	\$ 2,620	\$ 3,571	\$ 5,121
<b>C. Adjusted Incurred Cost Rate by Fiscal Year</b>				
1. Fiscal 2023 A.(9)	15,419	2,553	3,347	5,278
2. Fiscal 2024 B.(9)	14,780	2,620	3,571	5,121
<b>D. Weighting by Fiscal Year</b>				
1. Fiscal 2023	50%	50%	50%	50%
2. Fiscal 2024	50%	50%	50%	50%
<b>E. Fiscal 2025 Incurred Cost Rate</b>				
1. Rate at Average Age C x D	\$ 15,099	\$ 2,586	\$ 3,459	\$ 5,200
2. Average Aging Factor	0.816	1.214	0.843	1.146
3. Rate at Age 65 (1) / (2)	\$ 18,503	\$ 2,130	\$ 4,103	\$ 4,539
<b>F. Development of Part A&amp;B and Part B Only Cost from Pooled Rate Above</b>				
1. Part A&B Average Enrollment		51,410		
2. Part B Only Average Enrollment		488		
3. Total Medicare Average Enrollment B(4)		51,897		
4. Cost ratio for those with Part B only to those with Parts A&B		3.300		

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Following the development of total projected costs, per capita claims costs were distributed by age by allocating total projected costs to the population census used in the valuation. The allocation was done separately for each of prescription drug and medical costs for the Medicare eligible and pre-Medicare populations. The allocation weights were developed using participant counts by age and assumed morbidity and aging factors. Results were tested for reasonableness based on historical trend and external benchmarks for costs paid by Medicare. The results of our analysis are summarized in the table below.

**Per Capita Claims Costs by Age for July 1, 2024 through June 30, 2025**

Age	Medical and		Medical and		Prescription		Medicare EGWP Subsidy
	Medicare	Parts A & B	Medicare	Part B Only	Drug		
45	\$ 11,292	\$ 11,292	\$ 2,633	\$ -			-
50	12,776	12,776	3,127				-
55	14,455	14,455	3,714				-
60	16,354	16,354	3,904				-
65	2,085	6,880	4,539				1,586
70	2,302	7,596	5,036				1,760
75	2,543	8,387	5,587				1,952
80	2,834	9,351	5,504				1,923

## F. Changes in Methods Since the Prior Valuation

The actuarially determined contribution rates were updated to include a half-year interest adjustment that was adopted by the Board effective beginning with the June 30, 2024 valuation to account for the monthly timing of employer contributions. There were no changes in the asset or valuation methods since the prior valuation.

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The demographic and economic assumptions used in the June 30, 2024 valuation are described below. Unless noted otherwise, these assumptions were adopted by the Board at the June 2022 meeting based on the experience study for the period July 1, 2017 to June 30, 2021.

1. Investment Return 7.25% per year, net of investment expenses.
2. Salary Scale Salary scale rates based on the 2017-2021 actual experience (see Table 1).  
Inflation – 2.50% per year. Productivity – 0.25% per year.
3. Payroll Growth 2.75% per year (inflation + productivity).
4. Total Inflation Total inflation as measured by the Consumer Price Index for urban and clerical workers for Anchorage is assumed to increase 2.50% annually.
5. Mortality (Pre-commencement) Mortality rates based on the 2017-2021 actual experience, to the extent the experience was statistically credible.  
  
Employee mortality for Peace Officer/Firefighters in accordance with the following tables:
  - Pension: Pub-2010 Safety Employee table, amount-weighted, and projected with MP-2021 generational improvement.
  - Healthcare: Pub-2010 Safety Employee table, headcount-weighted, and projected with MP-2021 generational improvement.  
Employee mortality for Others in accordance with the following tables:
  - Pension: Pub-2010 General Employee table, amount-weighted, and projected with MP-2021 generational improvement.
  - Healthcare: Pub-2010 General Employee table, headcount-weighted, and projected with MP-2021 generational improvement.  
Deaths are assumed to result from occupational causes 70% of the time for Peace Officer/Firefighters, and 35% of the time for Others.

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6. Mortality (Post-commencement) Mortality rates based on the 2017-2021 actual experience, to the extent the experience was statistically credible.

Retiree mortality for Peace Officer / Firefighters in accordance with the following tables:

- Pension: Pub-2010 Safety Retiree table, amount-weighted, and projected with MP-2021 generational improvement.
- Healthcare: Pub-2010 Safety Retiree table, headcount-weighted, and projected with MP-2021 generational improvement.

Retiree mortality for Others in accordance with the following tables:

- Pension: 98% of male and 106% of female rates of the Pub-2010 General Retiree table, amount-weighted, and projected with MP-2021 generational improvement.
- Healthcare: 101% of male and 110% of female rates of the Pub-2010 General Retiree table, headcount-weighted, and projected with MP-2021 generational improvement.

Beneficiary mortality for Peace Officer / Firefighters in accordance with the following tables. These tables are applied only after the death of the original member.

- Pension: Pub-2010 Contingent Survivor table, amount-weighted, and projected with MP-2021 generational improvement.
- Healthcare: Pub-2010 Contingent Survivor table, headcount-weighted, and projected with MP-2021 generational improvement.

Beneficial mortality for Others in accordance with the following tables. These tables are applied only after the death of the original member.

- Pension: 102% of male and 108% of female rates of the Pub-2010 Contingent Survivor table, amount-weighted, and projected with MP-2021 generational improvement.
- Healthcare: 101% of male and 108% of female rates of the Pub-2010 Contingent Survivor table, headcount-weighted, and projected with MP-2021 generational improvement.

7. Turnover Select and ultimate rates based on the 2017-2021 actual experience (see Tables 2a and 2b).

8. Disability No changes to the incidence rates from the prior valuation due to insufficient 2017-2021 actual experience (see Tables 3a and 3b). Disability rates cease once a member is eligible for retirement.

Disabilities are assumed to be occupational 70% of the time for Peace Officer / Firefighters, and 35% of the time for Others.

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Post-disability mortality for Peace Officer / Firefighters in accordance with the following tables:

- Pension: Pub-2010 Safety Disabled Retiree table, amount-weighted, and projected with MP-2021 generational improvement.
- Healthcare: Pub-2010 Safety Disabled Retiree table, headcount-weighted, and projected with MP-2021 generational improvement.

Post-disability mortality for Others in accordance with the following tables:

- Pension: Pub-2010 Non-Safety Disabled Retiree table, amount weighted, and projected with MP-2021 generational improvement.
- Healthcare: Pub-2010 Non-Safety Disabled Retiree table, headcount-weighted, and projected with MP-2021 generational improvement.

9. Retirement	Retirement rates based on the 2017-2021 actual experience (see Tables 4a and 4b).  Deferred vested members are assumed to retire at their earliest unreduced retirement date.
10. Spouse Age Difference	Males are assumed to be three years older than their wives. Females are assumed to be two years younger than husbands.
11. Percent Married for Pension	For Peace Officer / Firefighter, 85% of male members and 60% of female members are assumed to be married at termination from active service. For Others, 75% of male members and 70% of female members are assumed to be married at termination from active service.
12. Dependent Spouse Medical Coverage Election	Applies to members who do not have double medical coverage. For Peace Officer / Firefighters, 75% of male members and 50% of female members are assumed to be married and cover a dependent spouse. For Others, 60% of male members and 50% of female members are assumed to be married and cover a dependent spouse.
13. Dependent Children	<ul style="list-style-type: none"><li>• Pension: None.</li><li>• Healthcare: Benefits for dependent children have been valued only for members currently covering their dependent children. These benefits are only valued through the dependent children's age 23 (unless the child is disabled).</li></ul>
14. Imputed Data	Data changes from the prior year which are deemed to have an immaterial impact on liabilities and contribution rates are assumed to be correct in the current year's client data.  Non-vested terminations with appropriate refund dates are assumed to have received a full refund of contributions. Active members with missing salary and service are assumed to be terminated with status based on their vesting percentage.

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15. Active Data Adjustment	No adjustment was made to reflect participants who terminate employment before the valuation date and are subsequently rehired after the valuation date.
16. Administrative Expenses	The Normal Cost as of June 30, 2024 was increased by the following amounts, payable at the beginning of the year. These amounts are based on the average of actual administrative expenses during the last two fiscal years. For projections, the percent increase was assumed to remain constant in future years. <ul style="list-style-type: none"><li>• Pension: \$8,201,000</li><li>• Healthcare: \$4,759,000</li></ul>
17. Rehire Assumption	The Normal Cost used for determining contribution rates and in the projections includes a rehire assumption to account for anticipated rehires. The Normal Cost shown in the report includes the following assumptions based on the four years of rehire loss experience through June 30, 2021. For projections, these assumptions were assumed to grade to zero uniformly over a 20-year period. <ul style="list-style-type: none"><li>• Pension – 15.30%</li><li>• Healthcare – 2.40%</li></ul>
18. Re-Employment Option	All re-employed retirees are assumed to return to work under the Standard Option.
19. Service	Total credited service is provided by the State. This service is assumed to be the only service that should be used to calculate benefits. Additionally, the State provides claimed service (including Bureau of Indian Affairs Service). Claimed service is used for vesting and eligibility purposes as described in Section 5.1.
20. Part-Time Service	Peace Officer / Firefighter members are assumed to be full-time employees. For Other members, part-time employees are assumed to earn 0.75 years of service per year.
21. Final Average Earnings	Final Average Earnings is provided on the data for active members. This amount is used as a minimum in the calculation of the average earnings in the future.
22. Contribution Refunds	5% of terminating members with vested benefits are assumed to have their contributions refunded. 100% of those with non-vested benefits are assumed to have their contributions refunded.
23. Early Retirement Factors	State of Alaska staff provided the early retirement factors, which reflect grandfathered factors.
24. Alaska Cost-of-Living Adjustments (COLA)	Of those benefit recipients who are eligible for the Alaska COLA, 60% of Peace Officers / Firefighters and 65% of Others are assumed to remain in Alaska and receive the COLA.
25. Post-Retirement Pension Adjustment (PRPA)	50% and 75% of assumed inflation, or 1.25% and 1.875% respectively, is valued for the annual automatic PRPA as specified in the statute.

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26. Healthcare Participation 100% of system paid members and their spouses are assumed to elect healthcare benefits as soon as they are eligible. For Peace Officer / Firefighters, 20% of non-system paid members and their spouses are assumed to elect healthcare benefits as soon as they are eligible. For Others, 25% of non-system paid members and their spouses are assumed to elect healthcare benefits as soon as they are eligible.

27. Medicare Part B Only We assume that 2% of actives hired before April 1, 1986 and current retirees who are not yet Medicare eligible will not be eligible for Medicare Part A.

28. Healthcare Per Capita Claims Cost Sample claims cost rates adjusted to age 65 for FY25 medical and prescription drugs are shown below. The prescription drug costs reflect the plan change to require prior authorization for certain specialty medications. The pre-Medicare medical cost reflects the coverage of additional preventive benefits.

	Medical	Prescription Drugs
Pre-Medicare	\$ 18,503	4,103
Medicare Parts A & B	2,085	4,539
Medicare Part B Only	6,880	4,539
Medicare Part D – EGWP	N/A	1,586

Members are assumed to attain Medicare eligibility at age 65. All costs are for the 2025 fiscal year (July 1, 2024 – June 30, 2025).

The smoothed fiscal year 2025 EGWP subsidy assumption reflects a weighted blend of estimated reimbursements from fiscal years 2021 through 2025. Since estimated FY25 EGWP subsidies contained only 6 months of increased subsidy due to the IRA changes as of January 1, 2025, the first year EGWP subsidy trend is 30.20% taking into account the estimated FY26 subsidy has 12 months of increased subsidy. Thereafter, the EGWP subsidy is assumed to increase in future years by the trend rates shown on the following pages. No future legislative changes or other events are anticipated to impact the EGWP subsidy. If any legislative or other changes occur in the future that impact the EGWP subsidy (which could either increase or decrease the plan's Actuarial Accrued Liability), those changes will be evaluated and quantified when they occur.

29. Healthcare Morbidity Morbidity rates (also called aging factors) are used to estimate utilization of healthcare benefits at each age to reflect the fact that healthcare utilization typically increases with age. Separate morbidity rates are used for medical and prescription drug benefits. These rates are based on the 2017-2021 actual experience.

Age	Medical	Prescription Drugs
0 - 44	2.0%	4.5%
45 - 54	2.5	3.5
55 - 64	2.5	1.0
65 - 74	2.0	2.1
75 - 84	2.2	(0.3)
85 - 94	0.5	(2.5)
95+	-	-

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30. Healthcare Third Party Administrator Fees      \$497 per person per year; assumed to increase at 4.50% per year.

31. Healthcare Cost Trend      The table below shows the rate used to project the cost from the shown fiscal year to the next fiscal year. For example, 6.40% is applied to the FY25 pre-Medicare medical claims costs to get the FY26 pre-Medicare medical claims costs.

<b>Fiscal Year</b>	<b>Medical Pre-65</b>	<b>Medical Post-65</b>	<b>Prescription Drugs / EGWP</b>
FY25	6.40%	5.40%	8.80%
FY26	6.20	5.40	8.50
FY27	6.05	5.35	8.20
FY28	5.85	5.35	7.90
FY29	5.65	5.30	7.45
FY30	5.45	5.30	7.05
FY31	5.30	5.30	6.60
FY32	5.30	5.30	6.15
FY33	5.30	5.30	5.70
FY34-FY38	5.30	5.30	5.30
FY39	5.25	5.25	5.30
FY40	5.20	5.20	5.30
FY41	5.10	5.10	5.20
FY42	5.05	5.05	5.10
FY43	4.95	4.95	5.00
FY44	4.90	4.90	4.90
FY45	4.80	4.80	4.85
FY46	4.75	4.75	4.75
FY47	4.70	4.70	4.70
FY48	4.60	4.60	4.65
FY49	4.55	4.55	4.55
FY50+	4.50	4.50	4.50

For the June 30, 2014 valuation and later, the updated Society of Actuaries' Healthcare Cost Trend Model is used to project medical and prescription drug costs. This model estimates trend amounts that are projected out for 80 years. The model has been populated with assumptions that are specific to the State of Alaska.

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**32. Retired Member Contributions for Medical Benefits**

Currently, contributions are required for PERS members who are under age 60 and have less than 30 years of service (25 for Peace Officer/Firefighter). Eligible Tier 1 members are exempt from contribution requirements. Annual FY25 contributions based on monthly rates shown below for calendar 2025 are assumed based on the coverage category for current retirees. The retiree only rate shown is used for current active and inactive members and spouses in Tier 2 or 3 who are assumed to retire prior to age 60 with less than 30 years of service and who are not disabled. For dependent children, we value 1/3 of the annual retiree contribution to estimate the per child rate based on the assumed number of children in rates where children are covered.

<b>Coverage Category</b>	<b>Calendar 2025</b>		<b>Calendar 2024</b>
	<b>Annual Contribution</b>	<b>Monthly Contribution</b>	<b>Monthly Contribution</b>
Retiree Only	\$ 8,868	\$ 739	\$ 704
Retiree and Spouse	17,736	1,478	1,408
Retiree and Child(ren)	12,540	1,045	995
Retiree and Family	21,408	1,784	1,699
Composite	13,176	1,098	1,046

Tier 3 members who retire with between five and ten years of credited service pay the full monthly premium regardless of their age. Such future retirees, current retirees under the age of 60 who have not elected retiree medical coverage, and current retirees over the age of 60 who have elected retiree medical coverage are not valued with post-65 benefits because the cost of the premium is assumed to offset the entire employer cost.

**33. Trend Rate for Retired Member Medical Contributions**

Calendar 2025 contributions are trended back to FY25 using half a year of 4.0% trend. Thereafter, a rate of 4.0% is used to project retired member medical contributions to each subsequent fiscal year.

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**34. Changes in Assumptions  
Since the Prior Valuation**

The healthcare per capita claims cost assumption is updated annually as described in Section 5.2. As a result of changes to the Standard Medicare Part D plan under the Inflation Reduction Act, EGWP subsidies are expected to be higher than originally anticipated for 2025 and beyond. EGWP subsidies were updated based on estimates provided by Segal Consulting. Because of the significant increase in the EGWP subsidy for FY25 and beyond due to the Inflation Reduction Act, and uncertainty regarding future subsidy levels, the ARMB has adopted a smoothing of EGWP subsidy estimates over five years. In addition, the prescription drug and EGWP trend assumption was updated to reflect recent survey information indicating higher than initial trend rates in part due to the recent higher-than-expected inflationary environment.

The future increase in the IRS 401(a)(17) maximum compensation limit was updated to align with the inflation assumption. This caused a \$21,000 decrease in the pension Normal Cost and a \$2,126,000 decrease in the pension Actuarial Accrued Liability.

The amounts included in the Normal Cost for administrative expenses were changed from \$8,440,000 to \$8,201,000 for pension, and from \$3,866,000 to \$4,759,000 for healthcare (based on the most recent two years of actual administrative expenses paid from plan assets).

There were no other changes in actuarial assumptions since the prior valuation.

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**Table 1**  
**Salary Scales**

**Peace Officer / Firefighter:**

<b>Years of Service</b>	<b>Percent Increase</b>
< 1	8.50%
1	7.75
2	7.25
3	7.00
4	6.75
5	6.25
6	5.75
7	5.50
8	5.25
9	5.05
10	4.95
11	4.85
12	4.75
13	4.65
14	4.55
15	4.45
16	4.35
17	4.25
18	4.05
19	4.05
20+	3.85

**Others:**

<b>Years of Service</b>	<b>Percent Increase</b>
< 1	6.75%
1	6.00
2	5.50
3	5.00
4	4.75
5	4.25
6	4.05
7	3.95
8	3.75
9	3.55
10	3.45
11	3.25
12	3.10
13	3.05
14	3.00
15	2.95
16	2.90
17+	2.85

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**Table 2a**  
**Turnover Rates for Peace Officer / Firefighter**

**Select Rates during the First 5 Years of Employment**

<b>Years of Service</b>	<b>Male</b>	<b>Female</b>
< 1	15.00%	15.00%
1	12.00	8.00
2	7.20	6.40
3	5.67	5.60
4	6.48	7.20

**Ultimate Rates after the First 5 Years of Employment**

<b>Age</b>	<b>Male</b>	<b>Female</b>
< 30	2.40%	5.80%
30 - 34	2.00	5.10
35 - 39	1.60	3.00
40 - 44	1.30	3.00
45 - 49	1.50	2.90
50 - 54	3.00	5.00
55+	2.25	1.80

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**Table 2b**  
**Turnover Rates for Others**

**Select Rates during the First 5 Years of Employment**

<b>Years of Service</b>	<b>Hire Age Under 35</b>		<b>Hire Age Over 35</b>	
	<b>Male</b>	<b>Female</b>		
< 1	29.00%	29.00%	20.00%	20.00%
1	16.25	20.00	12.00	15.00
2	13.00	16.00	10.00	12.50
3	10.40	12.80	8.50	10.00
4	8.45	10.40	8.50	9.00

**Ultimate Rates after the First 5 Years of Employment**

<b>Age</b>	<b>Male</b>	<b>Female</b>
< 30	7.80%	8.20%
30 - 34	7.00	7.10
35 - 39	5.70	5.50
40 - 44	4.50	5.20
45 - 49	4.20	4.40
50 - 54	3.60	4.70
55+	2.90	4.90

# Actuarial Section

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**State of Alaska**  
**Public Employees' Retirement System**  
**Defined Benefit Retirement Plan**  
**Summary of Actuarial Assumptions and Changes in Assumptions**

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**Table 3a**  
**Disability Rates**  
**Peace Officer / Firefighter**

<b>Age</b>	<b>Male</b>	<b>Female</b>	<b>Age</b>	<b>Male</b>	<b>Female</b>
< 23	0.0179%	0.0112%	46	0.1247%	0.0780%
23	0.0244	0.0153	47	0.1337	0.0836
24	0.0310	0.0194	48	0.1462	0.0914
25	0.0374	0.0234	49	0.1588	0.0993
26	0.0440	0.0275	50	0.1714	0.1071
27	0.0505	0.0316	51	0.1839	0.1150
28	0.0526	0.0329	52	0.1965	0.1228
29	0.0548	0.0343	53	0.2294	0.1434
30	0.0570	0.0356	54	0.2624	0.1640
31	0.0591	0.0370	55	0.2954	0.1846
32	0.0612	0.0383	56	0.3283	0.2052
33	0.0634	0.0397	57	0.3613	0.2258
34	0.0657	0.0411	58	0.4112	0.2570
35	0.0679	0.0425	59	0.4611	0.2882
36	0.0702	0.0439	60	0.5110	0.3194
37	0.0724	0.0453	61	0.5610	0.3506
38	0.0757	0.0473	62	0.6109	0.3818
39	0.0789	0.0493	63	0.6109	0.3818
40	0.0822	0.0514	64	0.6109	0.3818
41	0.0854	0.0534	65	0.6109	0.3818
42	0.0886	0.0554	66	0.6109	0.3818
43	0.0977	0.0611	67	0.6109	0.3818
44	0.1066	0.0667	68	0.4073	0.2546
45	0.1157	0.0723	69	0.2036	0.1273
			70+	0.2036	0.1273

**State of Alaska**  
**Public Employees' Retirement System**  
**Defined Benefit Retirement Plan**  
**Summary of Actuarial Assumptions and Changes in Assumptions**

**Table 3b**  
**Disability Rates**  
**Other Member**

<b>Age</b>	<b>Male</b>	<b>Female</b>	<b>Age</b>	<b>Male</b>	<b>Female</b>
< 23	0.0327%	0.0376%	46	0.1125%	0.1154%
23	0.0360	0.0400	47	0.1125	0.1236
24	0.0392	0.0424	48	0.1329	0.1360
25	0.0425	0.0448	49	0.1451	0.1484
26	0.0456	0.0472	50	0.1572	0.1608
27	0.0489	0.0496	51	0.1694	0.1734
28	0.0501	0.0510	52	0.1815	0.1858
29	0.0513	0.0524	53	0.2132	0.2168
30	0.0524	0.0538	54	0.2450	0.2478
31	0.0536	0.0554	55	0.2766	0.2788
32	0.0548	0.0568	56	0.3084	0.3098
33	0.0566	0.0586	57	0.3401	0.3408
34	0.0584	0.0606	58	0.4068	0.4096
35	0.0602	0.0624	59	0.4736	0.4784
36	0.0620	0.0644	60	0.5405	0.5470
37	0.0638	0.0662	61	0.6072	0.6158
38	0.0669	0.0696	62	0.6740	0.6844
39	0.0701	0.0728	63	0.8526	0.8450
40	0.0734	0.0762	64	1.0314	1.0054
41	0.0765	0.0794	65	1.2101	1.1660
42	0.0797	0.0826	66	1.3889	1.3264
43	0.0879	0.0908	67	1.5675	1.4870
44	0.0962	0.0990	68	1.0451	0.9914
45	0.1043	0.1072	69	0.5225	0.4956
			70+	0.5225	0.4956

# Actuarial Section

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**State of Alaska**  
**Public Employees' Retirement System**  
**Defined Benefit Retirement Plan**  
**Summary of Actuarial Assumptions and Changes in Assumptions**

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**Table 4a**  
**Retirement Rates**  
**Peace Officer / Firefighter**

Age	Retirement Rate			
	Reduced		Unreduced	
	Male	Female	Male	Female
< 47	N/A	N/A	9.00%	7.50%
47	N/A	N/A	13.00	18.50
48	N/A	N/A	13.00	18.50
49	N/A	N/A	13.00	18.50
50	5.00%	5.00%	20.00	21.00
51	5.00	5.00	20.00	21.00
52	7.00	7.00	20.00	21.00
53	7.00	7.00	20.00	21.00
54	7.00	7.00	20.00	21.00
55	7.50	7.50	29.00	20.00
56	7.50	7.50	29.00	20.00
57	7.50	7.50	29.00	20.00
58	7.50	7.50	29.00	20.00
59	20.00	20.00	29.00	20.00
60 - 64	N/A	N/A	29.00	31.50
65 - 69	N/A	N/A	45.00	45.00
70+	N/A	N/A	100.00	100.00

**State of Alaska**  
**Public Employees' Retirement System**  
**Defined Benefit Retirement Plan**  
**Summary of Actuarial Assumptions and Changes in Assumptions**

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**Table 4b**  
**Retirement Rates**  
**All Other**

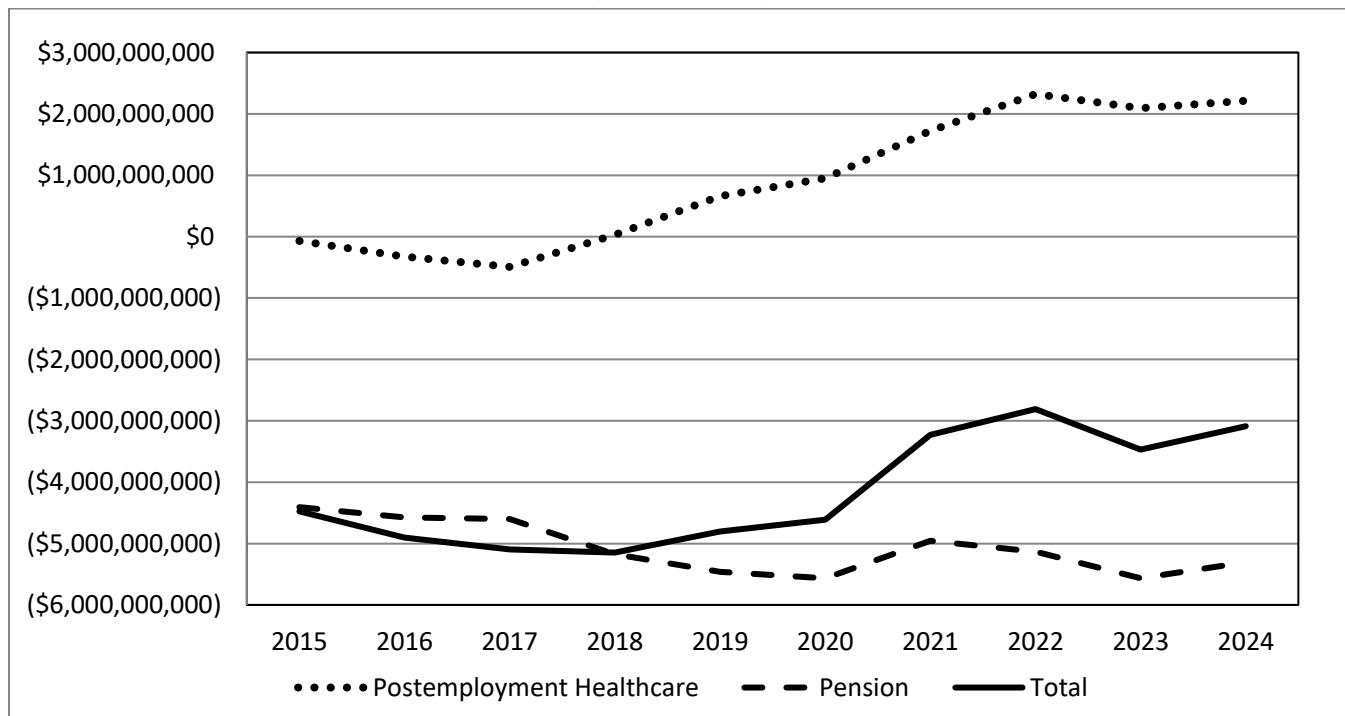
<b>Age</b>	<b>Reduced</b>		<b>Unreduced</b>	
	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>
< 50	N/A	N/A	11.50%	11.50%
50	7.00%	8.50%	37.50	40.50
51	7.00	8.50	37.50	40.50
52	11.00	8.50	37.50	40.50
53	11.00	8.50	37.50	40.50
54	24.00	16.50	37.50	40.50
55	7.00	6.50	25.50	24.00
56	7.00	6.50	25.50	24.00
57	7.00	6.50	25.50	24.00
58	7.00	6.50	25.50	24.00
59	18.00	22.00	25.50	24.00
60 - 64	N/A	N/A	26.50	24.50
65 - 69	N/A	N/A	30.50	28.50
70 - 74	N/A	N/A	27.50	27.50
75 - 79	N/A	N/A	50.00	50.00
80+	N/A	N/A	100.00	100.00

# Actuarial Section

**Public Employees' Retirement System**  
**Defined Benefit Retirement Plan**  
**Funding Excess / (Unfunded Liability)**  
**(In thousands)**

Actuarial Valuation Year Ended June 30	Postemployment Healthcare	Pension	Total Funding Excess / (Unfunded Liability)	Funded Ratio
2024	\$ 2,303,828	\$ (5,451,519)	\$ (3,147,691)	86.0%
2023	2,094,408	(5,563,242)	(3,468,834)	85.5
2022	2,322,874	(5,132,181)	(2,809,307)	87.7
2021	1,724,985	(4,953,266)	(3,228,281)	85.5
2020	952,808	(5,565,815)	(4,613,007)	79.3
2019	658,797	(5,462,487)	(4,803,690)	78.4
2018	28,405	(5,175,841)	(5,147,436)	76.0
2017	(492,197)	(4,602,427)	(5,094,624)	74.4
2016	(325,127)	(4,576,371)	(4,901,498)	70.0
2015	(68,435)	(4,406,769)	(4,475,204)	75.4

**10-YEAR TREND OF FUNDING EXCESS / (UNFUNDED) LIABILITY**  
**(In thousands)**



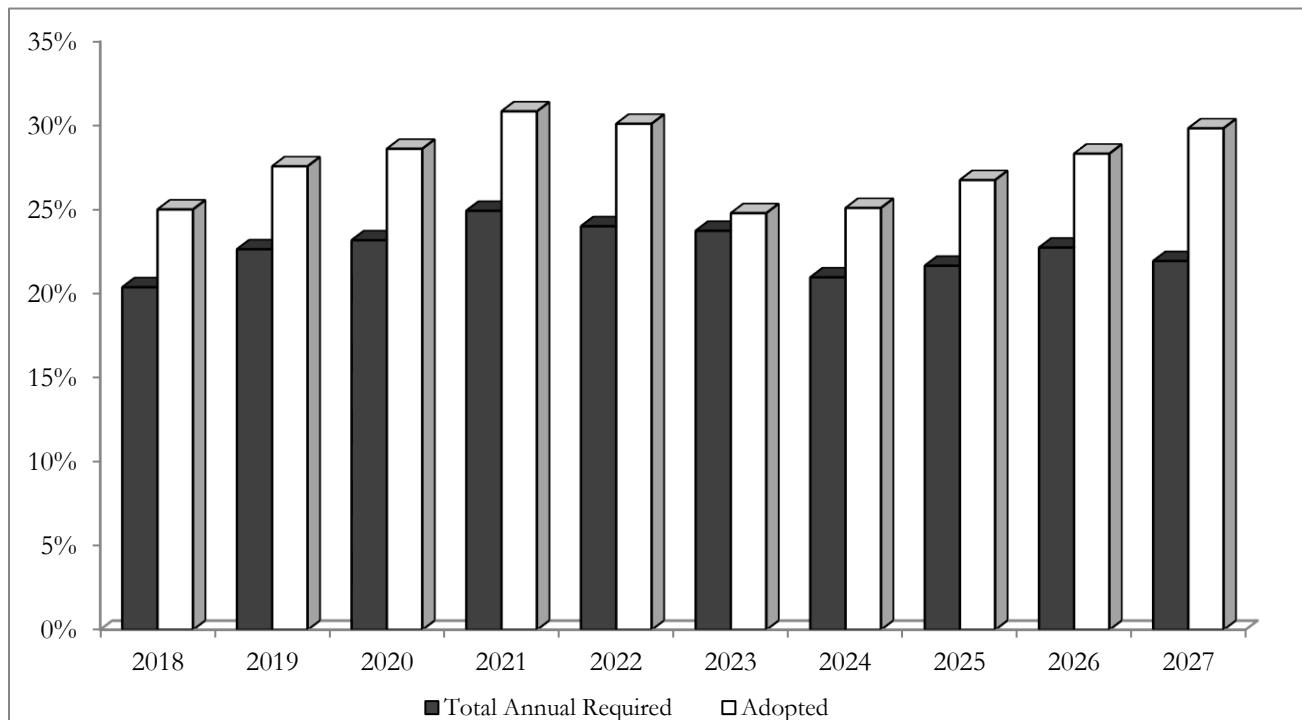
# Actuarial Section

Public Employees' Retirement System Defined Benefit Retirement Plan Employer Contribution Rates						
Year Ended June 30	Actuarially Determined					Adopted
	Actuarial Valuation Year Ended June 30	Normal Cost	Past Service	Defined Contribution Retirement	Total Annual Required	
2027	2024	3.67%	18.27%	7.09%	21.94%	29.84%
2026	2023	4.11	18.63	6.90	29.64	28.33
2025	2022	4.09	17.57	6.73	28.39	26.76
2024	2021	4.64	16.33	6.63	27.60	25.10
2023	2020	5.21	16.01	6.41	27.63	24.79
2022	2019	5.70	18.31	6.10	30.11	30.11
2021	2018	6.70	18.23	5.92	30.85	30.85
2020	2017	5.74	17.44	5.44	28.62	28.62
2019	2016	6.11	16.53	4.94	27.58	27.58
2018	2015	5.10	15.28	4.63	25.01	25.01

Beginning with the June 30, 2014 valuation, contribution rates for FY17 and beyond are determined using new methodology in accordance with 2014 legislation under HB 385 and SB 119, 2014 Alaska Laws, which changed the amortization methodology to a closed 25-year period as a level percentage of pay, and eliminated the time lag on the contribution rate calculation by using a 2-year year "roll-forward" approach and assuming 0% population growth. Investment gains and losses are recognized over a 5-year period beginning in FY15. Beginning with the June 30, 2018 valuation, the UAAL amortization was changed as described in Section 5.2.

Valuations are used to set contribution rates in future years.

## 10-YEAR COMPARISON OF AVERAGE EMPLOYER CONTRIBUTION RATES



# Actuarial Section

<b>Public Employees' Retirement System</b> <b>Defined Benefit Retirement Plan</b> <b>Schedule of Active Member Data</b>					
Valuation Date	Number	Annual Earnings (In thousands)	Annual Average Earnings	Percent Increase in Average Earnings	Number of Participating Employers
<b>All Other</b>					
June 30, 2024	6,915	\$ 639,700	\$ 92,509	5.4%	150
June 30, 2023	7,448	653,448	87,735	4.9	150
June 30, 2022	7,781	650,807	83,641	3.3	150
June 30, 2021	8,751	708,718	80,987	3.0	151
June 30, 2020	9,767	767,817	78,613	1.7	153
June 30, 2019	10,770	832,832	77,329	4.6	155
June 30, 2018	11,927	881,716	73,926	1.0	155
June 30, 2017	13,113	960,106	73,218	1.4	155
June 30, 2016	14,401	1,039,960	72,214	3.2	155
June 30, 2015	15,833	1,108,218	69,994	2.1	159
<b>Peace Officer / Firefighter</b>					
June 30, 2024	842	\$ 130,289	\$ 154,737	8.2%	150
June 30, 2023	913	130,542	142,982	5.6	150
June 30, 2022	1,014	137,252	135,357	6.3	150
June 30, 2021	1,137	144,771	127,327	3.2	151
June 30, 2020	1,266	156,271	123,436	2.8	153
June 30, 2019	1,382	165,963	120,089	10.6	155
June 30, 2018	1,507	163,630	108,580	1.5	155
June 30, 2017	1,606	171,821	106,987	1.6	155
June 30, 2016	1,704	179,461	105,317	3.8	155
June 30, 2015	1,827	185,350	101,450	2.5	159
Total and average annual earnings ("valuation pay") are the annualized earnings for the fiscal year ending on the valuation date.					

# Actuarial Section

<b>Public Employees' Retirement System</b> <b>Defined Benefit Retirement Plan</b> <b>Schedule of Pension Benefit Recipients Added to and Removed from Rolls</b>								
<b>Year Ended</b>	<b>Added to Rolls</b>		<b>Removed from Rolls</b>		<b>Rolls - End of Year</b>		<b>Percent Increase in Annual Pension Benefits</b>	<b>Average Annual Pension Benefit</b>
	<b>No.*</b>	<b>Annual Pension Benefits*</b>	<b>No.*</b>	<b>Annual Pension Benefits*</b>	<b>No.</b>	<b>Annual Pension Benefits</b>		
<b>All Other</b>								
June 30, 2024	1,303	\$ 38,323,836	927	\$ 15,026,825	35,194	\$ 931,723,868	2.6%	\$ 26,474
June 30, 2023	1,263	39,466,224	933	(22,497,890)	34,818	908,426,857	7.3	26,091
June 30, 2022	1,453	44,793,084	1,009	(5,580,072)	34,488	846,462,743	6.3	24,544
June 30, 2021	1,576	44,216,256	1,070	20,522,550	34,044	796,089,587	3.1	23,384
June 30, 2020	1,472	42,340,608	779	9,911,423	33,538	772,395,881	4.4	23,030
June 30, 2019	1,543	43,301,707	765	3,096,594	32,845	739,966,696	5.7	22,529
June 30, 2018	1,708	46,316,673	673	10,533,376	32,067	699,761,583	5.4	21,823
June 30, 2017	1,699	44,619,382	816	14,610,212	31,032	663,978,286	4.7	21,397
June 30, 2016	1,780	44,409,702	660	12,099,362	30,149	633,969,116	5.4	21,028
June 30, 2015	1,583	39,939,292	627	7,232,812	29,029	601,658,776	5.7	20,726
<b>Peace Officer / Firefighter</b>								
June 30, 2024	148	\$ 9,304,464	85	\$ 2,647,883	3884	\$ 173,225,883	4.0%	\$ 44,600
June 30, 2023	143	8,780,772	77	(4,050,263)	3,821	166,569,302	8.3	43,593
June 30, 2022	157	8,928,276	75	(1,692,346)	3,755	153,738,267	7.4	40,942
June 30, 2021	191	9,635,568	86	2,931,719	3,673	143,117,645	4.9	38,965
June 30, 2020	164	8,472,240	61	1,078,932	3,568	136,413,796	5.7	38,233
June 30, 2019	149	6,713,940	71	233,335	3,465	129,020,488	5.3	37,235
June 30, 2018	153	7,002,504	81	2,573,694	3,387	122,539,883	3.7	36,179
June 30, 2017	165	6,971,580	54	2,132,027	3,315	118,111,073	4.3	35,629
June 30, 2016	137	6,618,744	49	1,594,394	3,204	113,271,520	4.6	35,353
June 30, 2015	136	5,617,344	46	633,046	3,116	108,247,168	4.8	34,739

\* Numbers are estimated and include other internal transfers.

# Actuarial Section

<b>Public Employees' Retirement System</b> <b>Defined Benefit Retirement Plan</b> <b>Pension Solvency Test</b> <b>(In thousands)</b>							
<b>Valuation Date</b>	<b>Pension Actuarial Accrued Liability For:</b>			<b>Pension Valuation Assets</b>	<b>Portion of Actuarial Accrued Liabilities Covered by Assets:</b>		
	<b>(1) Active Member Contributions</b>	<b>(2) Inactive Members</b>	<b>(3) Active Members (Employer- Financed Portion)</b>		<b>(1)</b>	<b>(2)</b>	<b>(3)</b>
June 30, 2024	\$ 1,168,473	\$ 13,118,556	\$ 2,772,746	\$ 11,608,256	100.0%	79.6%	—%
June 30, 2023	1,188,514	12,944,910	2,702,157	11,272,339	100.0	77.9	—
June 30, 2022	1,220,552	12,209,639	2,663,488	10,961,498	100.0	79.8	—
June 30, 2021	1,291,313	11,524,330	2,604,332	10,466,709	100.0	79.6	—
June 30, 2020	1,336,269	11,210,836	2,732,420	9,713,710	100.0	74.7	—
June 30, 2019	1,375,913	10,801,729	2,861,538	9,576,693	100.0	75.9	—
June 30, 2018	1,411,881	10,300,818	2,893,334	9,430,192	100.0	77.8	—
June 30, 2017	1,435,091	9,505,267	2,891,772	9,229,703	100.0	82.0	—
June 30, 2016	1,458,830	9,147,818	3,026,385	9,056,662	100.0	83.1	—
June 30, 2015	1,475,852	8,762,863	3,099,214	8,931,160	100.0	85.1	—
Change in assumptions reflected in 2022, 2018, and 2014 valuation reports.							
Change in methods reflected in 2014 valuation report.							

# Actuarial Section

<b>Public Employees' Retirement System</b> <b>Defined Benefit Retirement Plan</b> <b>Healthcare Solvency Test</b> <b>(In thousands)</b>							
<b>Valuation Date</b>	<b>Healthcare Actuarial Accrued Liability For:</b>			<b>Healthcare Valuation Assets</b>	<b>Portion of Actuarial Accrued Liabilities Covered by Assets:</b>		
	<b>(1) Active Member Contributions</b>	<b>(2) Inactive Members</b>	<b>(3) Active Members (Employer- Financed Portion)</b>		<b>(1)</b>	<b>(2)</b>	<b>(3)</b>
June 30, 2024	\$ —	\$ 5,628,851	\$ 1,500,672	\$ 9,433,351	100.0%	100.0%	100.0%
June 30, 2023	—	5,564,308	1,521,515	9,180,231	100.0	100.0	100.0
June 30, 2022	—	5,188,441	1,468,628	8,979,943	100.0	100.0	100.0
June 30, 2021	—	5,260,804	1,595,366	8,581,155	100.0	100.0	100.0
June 30, 2020	—	5,306,689	1,729,861	7,989,358	100.0	100.0	100.0
June 30, 2019	—	5,304,790	1,846,904	7,810,491	100.0	100.0	100.0
June 30, 2018	—	5,546,497	2,111,607	7,686,509	100.0	100.0	100.0
June 30, 2017	—	5,671,509	2,377,756	7,557,068	100.0	100.0	79.3
June 30, 2016	—	5,393,537	2,342,920	7,411,330	100.0	100.0	86.1
June 30, 2015	—	5,159,283	2,151,451	7,242,299	100.0	100.0	96.8
Change in assumptions reflected in 2022, 2018, 2016, and 2014 valuation reports. Change in methods reflected in 2018 and 2014 valuation reports.							

# Actuarial Section

<b>Public Employees' Retirement System</b> <b>Defined Benefit Retirement Plan</b> <b>Analysis of Financial Experience</b>					
<b>Change in Employer / State Contribution Rate Due to (Gains) and Losses</b> <b>in Actuarial Accrued Liabilities During the Last Five Fiscal Years Resulting from Differences</b> <b>Between Assumed Experience and Actual Experience</b>					
<b>Type of (Gain) or Loss</b>	<b>Change in Employer / State Contribution Rate During Fiscal Year</b>				
	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
Health Claims	0.01%	0.10%	(0.11)%	(0.12)%	(0.87)%
Salary Experience	0.28	0.23	0.13	0.05	(0.03)
Investment Experience	(0.17)	(0.03)	(0.34)	(1.06)	0.75
Demographic Experience and Miscellaneous	(1.65)	0.18	0.15	(0.80)	0.19
Actual vs Expected Contributions	—	(0.14)	(0.06)	(0.01)	
(Gain) or Loss During Year From Experience	(1.47)	0.48	(0.31)	(1.99)	0.03
Assumption / Method Changes	(0.02)	—	0.32	—	—
System Benefit Changes	—	—	—	(0.03)	—
Composite (Gain) or Loss During Year	(0.61)	0.48	0.01	(2.02)	0.03
Beginning Total Employer / State Contribution Rate	22.58	22.10	22.09	24.11	24.08
Ending Valuation Year Employer / State Contribution Rate	21.97	22.58	22.10	22.09	24.11
Defined Contribution Retirement Rate	7.09	6.90	6.73	6.63	6.41
Ending Valuation Year Total Employer / State Contribution Rate (Defined Benefit / Defined Contribution Retirement)	<u>21.94%</u>	<u>29.48%</u>	<u>28.83%</u>	<u>28.72%</u>	<u>30.52%</u>
Fiscal Year ARM Board Adopted Employer / State Contribution Rate	29.84%	28.33%	26.76%	25.10%	24.79%
Fiscal Year for which Rate Applies	FY27	FY26	FY25	FY24	FY23
<b>NOTE: The methodology adopted by the ARMB to set contribution rates includes a 2-year roll-forward of assets and liabilities, whereas the valuation-based contribution rates shown in this table are as of the valuation date without roll-forward. In addition, the ARMB-adopted contribution rates in some years are based on an amortization methodology that is different than the amortization methodology that is reflected in the valuation-based contribution rates.</b>					

# Actuarial Section

<b>Public Employees' Retirement System</b> <b>Defined Benefit Retirement Plan</b> <b>Analysis of Financial Experience</b>						
<b>Change in Employer / State Contribution Rate Due to (Gains) and Losses</b> <b>in Actuarial Accrued Liabilities During the Last Three Fiscal Years Resulting from Differences</b> <b>Between Assumed Experience and Actual Experience</b>						
<b>Type of (Gain) or Loss</b>	<b>Change in Employer / State Defined Benefit Contribution Rate During Fiscal Year</b>					
	<b>Pension</b>			<b>Healthcare</b>		
	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>
Health Claims	N/A	N/A	N/A	0.01%	0.10%	(0.11)%
Salary Experience	0.28%	0.23%	0.13%	N/A	N/A	N/A
Investment Experience	(0.17)	(0.03)	(0.34)	—	—	—
Demographic Experience and Miscellaneous	(1.43)	0.32	0.52	(0.14)	(0.14)	(0.37)
Actual vs Expected Contributions	0.06	—	(0.14)	—	—	—
(Gain) or Loss During Year From Experience	(0.47)	0.52	0.17	(0.04)	(0.04)	(0.48)
Assumption and Method Changes	—	—	0.54	—	—	(0.22)
System Benefit Changes	—	—	—	—	—	—
Composite (Gain) or Loss During Year	(1.26)	0.52	0.71	(0.04)	(0.04)	(0.70)
Beginning Employer / State Contribution Rate	20.16	19.64	18.93	2.46	2.46	3.16
Ending Valuation year Employer / State Contribution Rate	<u>19.69%</u>	<u>20.16%</u>	<u>19.64%</u>	<u>2.42%</u>	<u>2.42%</u>	<u>2.46%</u>

# Actuarial Section

**Public Employees' Retirement System**  
**Defined Benefit Retirement Plan**  
**Defined Benefit Pension**  
**Schedule of Funding Progress**  
**(In thousands)**

Valuation Date June 30*	Total Actuarial Accrued Liability	Valuation Assets	Assets as a Percent of Actuarial Accrued Liability	Unfunded Actuarial Accrued Liability (UAAL)	Annual Active Member Payroll	UAAL as a Percent of Annual Active Member Payroll
2024	\$ 17,059,775	\$ 11,608,256	68.0%	\$ 5,451,519	\$ 779,613	699.3%
2023	16,835,581	11,272,339	67.0	5,563,242	792,805	701.7
2022	16,093,679	10,961,498	68.1	5,132,181	796,666	644.2
2021	15,419,975	10,466,709	67.9	4,953,266	858,641	576.9
2020	15,279,525	9,713,710	63.6	5,565,815	930,061	598.4
2019	15,039,180	9,576,693	63.7	5,462,487	1,004,467	543.8
2018	14,606,033	9,430,192	64.6	5,175,841	1,049,152	493.3
2017	13,832,130	9,229,703	66.7	4,602,427	1,159,599	396.9
2016	13,633,033	9,056,662	66.4	4,576,371	1,247,884	366.7
2015	13,337,929	8,931,160	67.0	4,406,769	1,322,925	333.1

**Public Employees' Retirement System**  
**Defined Benefit Retirement Plan**  
**Alaska Retiree Healthcare Trust**  
**Schedule of Funding Progress**  
**(In thousands)**

Valuation Date June 30*	Total Actuarial Accrued Liability	Valuation Assets	Assets as a Percent of Actuarial Accrued Liability	Unfunded / (Excess funded) Actuarial Accrued Liability (UAAL)	Annual Active Member Payroll	UAAL as a Percent of Annual Active Member Payroll
2024	\$ 7,129,523	\$ 9,433,351	132.3%	\$ (2,303,828)	\$ 779,613	(295.5)%
2023	7,085,823	9,180,231	129.6	(2,094,408)	792,805	(264.2)
2022	6,657,069	8,979,943	134.9	(2,322,874)	796,666	(291.6)
2021	6,856,170	8,581,155	125.2	(1,724,985)	858,641	(200.9)
2020	7,036,550	7,989,358	113.5	(952,808)	930,061	(102.4)
2019	7,151,694	7,810,491	109.2	(658,797)	1,004,467	(65.6)
2018	7,658,104	7,686,509	100.4	(28,405)	1,049,152	(2.7)
2017	8,049,265	7,557,068	93.9	492,197	1,159,599	42.4
2016	7,736,457	7,411,330	95.8	325,127	1,247,884	26.1
2015	7,310,734	7,242,299	99.1	68,435	1,322,925	5.2

**State of Alaska**  
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## **1. Effective Date**

January 1, 1961, with amendments through June 30, 2024. Chapter 82, 1986 Session Laws of Alaska, created a two-tier retirement system. Members who were first hired under PERS before July 1, 1986 (Tier 1) are eligible for different benefits than members hired after June 30, 1986 (Tier 2). Chapter 4, 1996 Session Laws of Alaska created a third tier for members who were first hired after June 30, 1996 (Tier 3). Chapter 9, 2005 Session Laws of Alaska, closed the plan to new members hired after June 30, 2006. The 2021 Alaska Supreme Court Metcalfe decision allows certain members the option of transferring from the DCR plan to the DB plan.

## **2. Administration of Plan**

The Commissioner of Administration or the Commissioner's designee is the administrator of the system. The Attorney General of the state is the legal counsel for the system and shall advise the administrator and represent the system in legal proceedings.

Prior to June 30, 2005, the Public Employees' Retirement Board prescribed policies and adopted regulations and performed other activities necessary to carry out the provisions of the system. The Alaska State Pension Investment Board, Department of Revenue, Treasury Division was responsible for investing PERS funds.

On July 27, 2005, Senate Bill 141, enacted as Chapter 9, 2005 Session laws of Alaska, replaced the Public Employees' Retirement Board and the Alaska State Pension Investment Board with the Alaska Retirement Management Board.

## **3. Employers Included**

Currently there are 150 employers participating in PERS, including the State of Alaska and 149 political subdivisions and public organizations. Two additional political subdivisions participate in PERS for healthcare benefits only.

## **4. Membership**

PERS membership is mandatory for all permanent full-time and part-time employees of the State of Alaska and participating political subdivisions and public organizations, unless they are specifically excluded by Alaska Statute or employer participation agreements. Employees participating in the University of Alaska's Optional Retirement Plan or other retirement plans funded by the State are not covered by PERS. Elected officials may waive PERS membership.

Certain members of the Alaska Teachers' Retirement System (TRS) are eligible for PERS retirement benefits for their concurrent elected public official service with municipalities. In addition, employees who work half-time in PERS and TRS simultaneously are eligible for half-time PERS and TRS credit.

Senate Bill 141, signed into law on July 27, 2005, closes the plan effective July 1, 2006, to new members first hired on or after July 1, 2006.

The 2021 Alaska Supreme Court Metcalfe decision allows certain members the option of transferring from the DCR plan to the DB plan.

# Actuarial Section

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**State of Alaska  
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## **5. Credited Service**

Permanent employees who work at least 30 hours a week earn full-time credit; part-time employees working between 15 and 30 hours a week earn partial credit based on the number of hours worked. Members receiving PERS occupational disability benefits continue to earn PERS credit while disabled. Survivors who are receiving occupational death benefits continue to earn PERS service credit while occupational survivor benefits are being paid.

Members may claim other types of service, including:

- part-time State of Alaska service rendered after December 31, 1960, and before January 1, 1976;
- service with the State, former Territory of Alaska, or U.S. Government in Alaska before January 1, 1961;
- past Peace Officer, correctional officer, fire fighter, and special officer service after January 1, 1961;
- military service (not more than five years may be claimed);
- temporary service after December 31, 1960;
- elected official service before January 1, 1981;
- Alaska Bureau of Indian Affairs service;
- past service rendered by employees who worked half-time in PERS and TRS simultaneously;
- leave without pay service after June 13, 1987, while receiving Workers' Compensation;
- Village Public Safety Officer service; and
- service as a temporary employee of the legislature before July 1, 1979, but this service must have been claimed no later than July 1, 2003, or by the date of retirement, if sooner (not more than ten years may be claimed).

Except for service before January 1, 1961, with the State, former Territory of Alaska, or U.S. Government in Alaska, contributions are required for all past service.

Past employment with participating political subdivisions that occurred before the employers joined PERS is creditable if the employers agree to pay the required contributions.

At the election of certain PERS members, certain service may be credited in the same fashion as members in TRS.

Members employed as dispatchers or within a state correctional facility may, at retirement, elect to convert their dispatcher or correctional facility service from "all other" service to Peace Officer / Firefighter service and retire under the 20-year retirement option. Members pay the full actuarial cost of conversion.

## **6. Employer Contributions**

PERS employers contribute the amounts required, in addition to employees' contributions, to fund the benefits of the system.

The normal cost rate is a uniform rate for all participating employers (less the value of members' contributions).

The past service rate is a uniform rate for all participating employers to amortize the unfunded past service liability with

**State of Alaska  
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payments that are a level percentage of payroll amount over a closed 25-year period starting June 30, 2014. Effective June 30, 2018, each future year's unfunded service liability is separately amortized on a level percent of pay basis over 25 years.

Employer rates cannot be less than the normal cost rate.

Pursuant to AS 39.35.255 effective July 1, 2008, and subsequently amended on July 1, 2021, each non-state PERS employer will pay a simple uniform contribution rate of 22% of non-state member payroll and the State as an employer will pay the total contribution rate, adopted by the Board, of State member payroll.

## **7. Additional State Contributions**

Pursuant to AS 39.35.280 effective July 1, 2008, the State shall contribute an amount (in addition to the State contribution as an employer) that, when combined with the total employer contributions, will be sufficient to pay the total contribution rate adopted by the Board.

## **8. Member Contributions**

**Mandatory Contributions:** Peace Officer / Firefighter members are required to contribute 7.5% of their compensation; all Others contribute 6.75%. Those all Others who have elected to have their service calculated under TRS rules contribute 9.76% of their compensation. Members' contributions are deducted from gross wages before federal income taxes are withheld.

**Contributions for Claimed Service:** Member contributions are also required for most of the claimed service described above.

**Voluntary Contributions:** Members may voluntarily contribute up to 5% of their salary on an after-tax basis. Voluntary contributions are recorded in a separate account and are payable to the:

- a. member in lump sum payment upon termination of employment;
- b. member's beneficiary if the member dies; or
- c. member in a lump sum, life annuity, or payments over a designated period of time when the member retires.

**Interest:** Members' contributions earn 4.5% interest, compounded semiannually on June 30 and December 31.

**Refund of Contributions:** Terminated members may receive refunds of their member contribution accounts which includes their mandatory and voluntary contributions, indebtedness payments, and interest earned. Terminated members' accounts may be attached to satisfy claims under Alaska Statute 09.38.065, federal income tax levies, and valid Qualified Domestic Relations Orders.

**Reinstatement of Contributions:** Refunded accounts and the corresponding PERS service may be reinstated upon reemployment in PERS prior to July 1, 2010. Interest accrues on refunds until paid in full or members retire.

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## 9. Retirement Benefits

**Eligibility:**

- a. Members, including deferred vested members, are eligible for normal retirement at age 55 or early retirement at age 50 if they were hired before July 1, 1986 (Tier 1), and 60 or early retirement at age 55 if they were hired after July 1, 1986 (Tiers 2 & 3). Additionally, they must have at least:
  - i. five years of paid-up PERS service;
  - ii. 60 days of paid-up PERS service as employees of the legislature during each of the five legislative sessions and they were first hired by the legislature before May 30, 1987;
  - iii. 80 days of paid-up PERS service as employees of the legislature during each of the five legislative sessions and they were first hired by the legislature after May 29, 1987;
  - iv. two years of paid-up PERS service and they are vested in the Teachers' Retirement System (TRS); or
  - v. two years of paid-up PERS service and a minimum three years of TRS service to qualify for a public service benefit.
- b. Members may retire at any age when they have:
  - vi. 20 paid-up years of PERS Peace Officer / Firefighter service; or
  - vii. 30 paid-up years of PERS "all other" or "elected official" service.

**Benefit Type:** Lifetime benefits are paid to members. Eligible members may receive normal, unreduced benefits when they (1) reach normal retirement age and complete the service required; or (2) satisfy the minimum service requirements under the "20 and out" or "30 and out" provisions. Members may receive early, reduced benefits when they reach early retirement age and complete the service required. Benefits are reduced by 6% per year prior to a member's normal retirement date.

Members may select a joint and survivor option. Members who entered PERS prior to July 1, 1996 may also select a 66-2/3 last survivor option or a level income option. Under these options and early retirement, benefits are actuarially adjusted so that members receive the actuarial equivalents of their normal benefit amounts.

**Benefit Calculations:** Retirement benefits are calculated by multiplying the average monthly compensation (AMC) times credited PERS service times the percentage multiplier. The AMC is determined by averaging the salaries earned during the five highest (three highest for Peace Officer / Firefighter members or members hired prior to July 1, 1996) consecutive payroll years. Members must earn at least 115 days of credit in the last year worked to include it in the AMC calculation. PERS pays a minimum benefit of \$25.00 per month for each year of service when the calculated benefit is less.

The percentage multipliers for Peace Officer / Firefighter members are 2% for the first ten years of service and 2.5% for all service over ten years.

The percentage multipliers for all Others are 2% for the first ten years, 2.25% for the next ten years, and 2.5% for all remaining service earned on or after July 1, 1986. All service before that date is calculated at 2%.

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Salaries are subject to compensation limits under IRC 401(a)(17) for members first hired on or after July 1, 1996. Retirement benefit amounts are subject to IRC 415(b) limits regardless of hire date.

**Indebtedness:** Members who terminate and refund their PERS contributions are not eligible to retire unless they return to PERS employment and pay back their refunds plus interest or accrue additional service which qualifies them for retirement. PERS refunds must be paid in full if the corresponding service is to count toward the minimum service requirements for retirement. Refunded PERS service is included in total service for the purpose of calculating retirement benefits. However, when refunds are not completely paid before retirement, benefits are actuarially reduced for life. Indebtedness balances may also be created when a member purchases qualified claimed service.

**Reemployment of Retired Members:** Retirement and retiree healthcare benefits are suspended while retired members are reemployed under PERS. During reemployment, members earn additional PERS service and contributions are withheld from their wages. A member who retired with a normal retirement benefit can elect to waive payment of PERS contributions. The waiver allows the member to continue receiving the retirement benefit during the period of reemployment. Members who elect the waiver option do not earn additional PERS service. The Waiver Option first became effective July 1, 2005 and applies to reemployment periods after that date. The Waiver Option is not available to members who retired early or under the Retirement Incentive Programs (RIPs). The Waiver Option is no longer available after June 30, 2009.

Members retired under the Retirement Incentive Programs (RIPs) who return to employment will:

- a. forfeit the three years of incentive credits that they received;
- b. owe PERS 150% of the benefits that they received for state and political subdivision members, and 110% for school district employees, under the 1996-2000 RIP, which may include costs for health insurance, excluding amounts that they paid to participate for the 1986 and 1989 RIPs. Under prior RIPs, the penalty is 110% of the benefits received; and
- c. be charged 7% interest from the date that they are reemployed until their indebtedness is paid in full or they retire again. If the indebtedness is not completely paid, future benefits will be actuarially reduced for life.

Employers make contributions to the unfunded liability of the plan on behalf of rehired retired members at the rate the employer is making contributions to the unfunded liability of the plan for other members.

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## **10. Postemployment Healthcare Benefits**

Major medical benefits are provided to retirees and their surviving spouses by PERS for all employees hired before July 1, 1986 (Tier 1) and disabled retirees. Employees hired after June 30, 1986 (Tier 2) and their surviving spouses with five years of credited service (or ten years of credited service for those first hired after June 30, 1996 (Tier 3)) must pay the full monthly premium if they are under age sixty and will receive benefits paid by PERS if they are over age sixty. Tier 3 Members with between five and ten years of credited service must pay the full monthly premium regardless of their age. Tier 2 and Tier 3 Members with less than five years of credited service are not eligible for postemployment healthcare benefits. Tier 2 Members who are receiving a conditional benefit and are age eligible are eligible for postemployment healthcare benefits. In addition, Peace Officers and their surviving spouses with twenty-five years of Peace Officer membership service, Other employees and their surviving spouses with thirty years of membership service, and any disabled member receive benefits paid by PERS, regardless of their age or date of hire.

Medical, prescription drug, dental, vision and audio coverage is provided through the AlaskaCare Retiree Health Plan. Health plan provisions do not vary by retirement tier or age, except for Medicare coordination. Participants in dental, vision, and audio coverage pay a full self-supporting rate and those benefits are not included in this valuation.

Starting in 2022, prior authorization will be required for certain specialty medications for all participants. There is no change to the medications that are covered by the plan.

Starting in 2022, certain preventive benefits for pre-Medicare participants will now be covered by the plan.

Surviving spouses continue coverage only if a pension payment form that provided survivor benefits was elected. Alternate payees (i.e. individuals who are the subject of a domestic relations order or DRO) are allowed to participate in the plan, but must pay the full cost.

Where premiums are required prior to age 60, the valuation bases this payment upon the age of the retiree.

Participants in the defined benefit plan are covered under the following benefit design:

Plan Feature	Amount
Deductible (single/family)	\$150 / \$450
Coinurance - most services	20%
Outpatient surgery/testing	0%
Maximum Out-of-Pocket (single/family, excl. deductible)	\$800 / \$2,400
Rx Copays (generic/brand/mail-order), does not apply to OOP max	\$4 / \$8 / \$0
Lifetime Maximum	\$2,000,000

The plan coordinates with Medicare on a traditional Coordination of Benefits Method. Starting in 2019, the prescription drug coverage will be through a Medicare Part D EGWP arrangement.

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## **11. Disability Benefits**

Monthly disability benefits are paid to permanently disabled members until they die, recover, or become eligible for normal retirement. Members are appointed to normal retirement on the first of the month after they become eligible.

**Occupational Disability:** Members are not required to satisfy age or service requirements to be eligible for occupational disability. Monthly benefits are equal to 40% of their gross monthly compensation on the date of their disability. Members on occupational disability continue to earn PERS service until they become eligible for normal retirement. Peace Officer / Firefighter members may elect to retain the disability benefit formula for the calculation of their normal retirement benefits.

At the time a disabled Peace Officer / Firefighter member retires, the retirement benefit will be increased by a percentage equal to the total cumulative percentage that has been applied to the disability benefit.

**Nonoccupational Disability:** Members must be vested (five paid up years of PERS service) to be eligible for non-occupational disability benefits. Monthly benefits are calculated based on the member's average monthly compensation and PERS service on the date of termination from employment because of disability. Members do not earn PERS service while on non-occupational disability.

## **12. Death Benefits**

Monthly death benefits may be paid to a spouse or dependent children upon the death of a member. If monthly benefits are not payable under the occupational and non-occupational death provisions, the designated beneficiary receives the lump sum benefit described below.

**Occupational Death:** When an active member (vested or non-vested) dies from occupational causes, a monthly survivor's pension may be paid to the spouse. The pension equals 40% of the member's gross monthly compensation on the date of death or disability, if earlier. If there is no spouse, the pension may be paid to the member's dependent children. On the member's normal retirement date, the benefit converts to a normal retirement benefit. The normal benefit is based on the member's salary on the date of death and service, including service accumulated from the date of the member's death to the normal retirement date. Survivors of Peace Officer / Firefighter members receive the greater of 50% of the member's gross monthly compensation on the date of death or disability, or 75% of the member's monthly normal retirement benefit (including service projected to Normal Retirement). If the member is unmarried with no children, a refund of contributions is payable to the estate.

**Death after Occupational Disability:** When a member dies while occupationally disabled, benefits are paid as described above in Occupational Death.

**Nonoccupational Death:** When a vested member dies from non-occupational causes, the surviving spouse may elect to receive a monthly 50% joint and survivor benefit or a lump sum benefit. The monthly benefit is calculated on the member's average monthly compensation and PERS service at the time of termination or death.

**Lump Sum Non-occupational Death Benefit:** Upon the death of a member who has less than one year of service, the designated beneficiary receives the member's contribution account, which includes mandatory and voluntary contributions, indebtedness payments, and interest earned. If the member has more than one year of PERS service or is vested, the beneficiary also receives \$1,000 and \$100 for each year of PERS service.

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**Death After Retirement:** When a retired member dies, the designated beneficiary receives the member's contribution account, less any benefits already paid and the member's last benefit check. If the member selected a survivor option at retirement, the eligible spouse receives continuing, lifetime monthly benefits.

## **13. Postretirement Pension Adjustments**

Postretirement pension adjustments (PRPAs) are granted annually to eligible benefit recipients when the consumer price index (CPI) for urban wage earners and clerical workers for Anchorage increases during the preceding calendar year. PRPAs are calculated by multiplying the recipient's base benefit including past PRPAs, but excluding the Alaska COLA, times:

- a. The lesser of 75% of the CPI increase in the preceding calendar year or 9%, if the recipient is at least age 65 or on PERS disability; or
- b. The lesser of 50% of the CPI increase in the preceding calendar year or 6%, if the recipient is at least age 60, or has been receiving benefits for at least five years.

Ad hoc PRPAs, up to a maximum of 4%, may be granted to eligible recipients who were first hired before July 1, 1986 (Tier 1) if the CPI increases and the funded ratio is at least 105%.

In a year where an ad-hoc PRPA is granted, eligible recipients will receive the higher of the two calculations.

## **14. Alaska Cost of Living Allowance**

Eligible benefit recipients who reside in Alaska receive an Alaska cost of living allowance (COLA) equal to 10% of their base benefits or \$50, whichever is more. The following benefit recipients are eligible:

- a. members who first entered PERS before July 1, 1986 (Tier 1) and their survivors;
- b. members who first entered PERS after June 30, 1986 (Tiers 2 & 3) and their survivors if they are at least age 65; and
- c. all disabled members.

## **15. Changes in Benefit Provisions Valued Since the Prior Valuation**

There were no changes in benefit provisions since the prior valuation.



Insurance | Risk Management | Consulting

April 23, 2025

State of Alaska  
The Alaska Retirement Management Board  
The Department of Revenue, Treasury Division  
The Department of Administration, Division of Retirement and Benefits  
P.O. Box 110203  
Juneau, AK 99811-0203

### **Certification of Actuarial Valuation**

Dear Members of The Alaska Retirement Management Board, The Department of Revenue, and The Department of Administration,

This report summarizes the annual actuarial valuation results of the State of Alaska Public Employees' Retirement System Defined Contribution Retirement (PERS DCR) Plan as of June 30, 2024 performed by Gallagher Benefit Services, Inc. (Gallagher).

The actuarial valuation is based on financial information provided in the financial statements audited by KPMG LLP, member data provided by the Division of Retirement and Benefits, and medical enrollment data provided by the healthcare claims administrator (Aetna), as summarized in this report. The benefits considered are those delineated in Alaska statutes effective June 30, 2024. The actuary did not verify the data submitted, but did perform tests for consistency and reasonableness.

All costs, liabilities, and other factors under PERS DCR were determined in accordance with generally accepted actuarial principles and procedures. An actuarial cost method is used to measure the actuarial liabilities which we believe is reasonable. Gallagher is solely responsible for the actuarial data and actuarial results presented in this report. This report fully and fairly discloses the actuarial position of PERS DCR as of June 30, 2024.

PERS DCR is funded by Employer Contributions in accordance with the funding policy adopted by the Alaska Retirement Management Board (Board). The funding objective for PERS DCR is to pay required contributions that remain level as a percent of PERS DCR compensation. The Board has also established a funding policy objective that the required contributions be sufficient to pay the Normal Costs of active plan members, plan expenses, and amortize the Unfunded Actuarial Accrued Liability as a level percent of PERS DCR compensation over closed layered 25-year periods. This objective is currently being met and is projected to continue to be met as required by the Alaska State statutes. Absent future gains/losses and/or changes in actuarial assumptions/methods, actuarially determined contributions are expected to remain level as a percent of pay and the funded status of the occupational death & disability trust and the retiree medical trust are expected to remain above 100%.

The Board and staff of the State of Alaska may use this report for the review of the operations of PERS DCR. Use of this report for any other purpose or by anyone other than the Board or staff of the State of Alaska may not be appropriate and may result in mistaken conclusions due to failure to understand applicable assumptions, methodologies, or inapplicability of the report for that purpose. Because of the risk of misinterpretation of actuarial results, Gallagher recommends requesting its advanced review of any statement to be based on information contained in this report. Gallagher will accept no liability for any such statement made without its prior review.

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Future actuarial measurements may differ significantly from current measurements due to plan experience differing from that anticipated by the actuarial assumptions, changes in assumptions, changes expected as part of the natural operation of the methodology used for these measurements, and changes in plan provisions or applicable law. In particular, retiree group benefits models necessarily rely on the use of approximations and estimates and are sensitive to changes in these approximations and estimates. Small variations in these approximations and estimates may lead to significant changes in actuarial measurements. An analysis of the potential range of such future differences is beyond the scope of this valuation.

In our opinion, the actuarial assumptions used are reasonable, taking into account the experience of the plan and reasonable long-term expectations, and represent our best estimate of the anticipated long-term experience under the plan. In our professional judgment, the combined effect of the assumptions is expected to have no significant bias. The actuary performs an analysis of plan experience periodically and recommends changes if, in the opinion of the actuary, assumption changes are needed to more accurately reflect expected future experience. The last full experience analysis was performed for the period July 1, 2017 to June 30, 2021. Based on that experience study, the Board adopted new assumptions effective beginning with the June 30, 2022 valuation to better reflect expected future experience.

Based on our annual analysis of recent claims experience, changes were made to the healthcare per capita claims cost rates effective June 30, 2024 to better reflect expected future healthcare experience. As a result of changes to the Standard Medicare Part D plan under the Inflation Reduction Act, EGWP subsidies are expected to be higher than originally anticipated for 2025 and beyond. EGWP subsidies were updated based on estimates provided by Segal Consulting. Because of the significant increase in the EGWP subsidy for FY25 and beyond due to the Inflation Reduction Act, and uncertainty regarding future subsidy levels, the ARMB has adopted a smoothing of EGWP subsidy estimates over five years. In addition, the prescription drug and EGWP trend assumption was updated to reflect recent survey information indicating higher initial trend rates in part due to the recent higher-than-expected inflationary environment.

A summary of the actuarial assumptions and methods used in this actuarial valuation is shown in Sections 4.2 and 4.3. We certify that the assumptions and methods used for funding purposes, as described in Sections 4.2 and 4.3 of this report, meet the requirements of all applicable Actuarial Standards of Practice.

Actuarial Standards of Practice No. 27 (ASOP 27) and No. 35 (ASOP 35) require the actuary to disclose the information and analysis used to support the actuary's determination that the assumptions selected by the plan sponsor do not significantly conflict with those that, in the actuary's professional judgment, are reasonable for the purpose of the measurement. Gallagher provides advice on reasonable assumptions when performing periodic experience studies. The Board selects the assumptions used, and the signing actuaries review the assumptions annually through discussions with the Board staff and analysis of actuarial experience.

In the case of the Board's selected expected return on assets (EROA), the signing actuaries have used economic information and tools provided by Gallagher's Investments practice. A spreadsheet tool created by this practice converts averages, standard deviations, and correlations from Gallagher's Capital Market Assumptions that are used for stochastic forecasting into approximate percentile ranges for the arithmetic and geometric average returns. The EROA spreadsheet tool is intended to suggest possible reasonable ranges for the expected return on assets without attempting to predict or select a specific best estimate rate of return. It takes into account the duration of investment and the target allocation of assets in the portfolio to various asset classes.

Based on the actuaries' analysis, including consistency with other assumptions used in the valuation, the percentiles generated by the EROA spreadsheet tool described above, and review of actuarial gain/loss analysis, the signing actuaries believe the assumptions, in their professional judgment, do not significantly conflict with what are reasonable for the purpose of the measurement.

# Actuarial Section

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## **ACFR Information**

We have prepared the following information in this report for the Actuarial Section and Statistical Section of the ACFR: (i) member data tables in Section 3; (ii) summary of actuarial assumptions in Section 4.3; and (iii) historical information in Section 5.

Governmental Accounting Standards Board (GASB) Statement No. 74 (GASB 74) was effective for PERS DCR beginning with fiscal year ending June 30, 2017. Please see our separate GASB 74 report for other information needed for the ACFR.

## **Risk Information**

Actuarial Standard of Practice No. 51 (ASOP 51) applies to actuaries performing funding calculations related to a pension plan. ASOP 51 does not apply to actuaries performing services in connection with other post-employment benefits, such as medical benefits. Accordingly, ASOP 51 does not apply to the retiree medical portion of PERS DCR. We also believe ASOP 51 does not apply to the occupational death & disability portion of PERS DCR. Therefore, information related to ASOP 51 is not included in this report. However, it may be beneficial to review the ASOP 51 information provided in the PERS valuation report for information on risks that may also relate to the occupational death & disability benefits provided by this plan.

## **Use of Models**

Actuarial Standard of Practice No. 56 (ASOP 56) provides guidance to actuaries performing actuarial services that involve designing, developing, selecting, modifying, using, reviewing, or evaluating models. In addition to the EROA spreadsheet tool disclosed above, Gallagher uses third-party software to perform annual actuarial valuations and projections. The model is intended to calculate the liabilities associated with the provisions of the plan using data and assumptions as of the measurement date under the funding methods specified in this report. Gallagher also uses an internally developed model that applies applicable funding methods and policies to the liabilities derived from the third-party software and other inputs, such as plan assets and contributions, to generate many of the exhibits found in this report.

Gallagher maintains an extensive review process in which the results of the liability calculations are checked using detailed sample life output, changes from year to year are summarized by source, and significant deviations from expectations are investigated. Other funding outputs and the internal model are similarly reviewed in detail and at a higher level for accuracy, reasonability, and consistency with prior results. Gallagher also reviews the third-party model when significant changes are made to the software. This review is performed by experts within Gallagher who are familiar with applicable funding methods, as well as the manner in which the model generates its output. If significant changes are made to the internal model, extra checking and review are completed.

Gallagher used manual rate models to determine relative plan values for the defined benefit (DB) retiree medical plan and the DCR retiree medical plan, and to reflect the different Medicare coordination methods between the two plans. The manual rate models are intended to provide benchmark data and pricing capabilities, calculate per capita costs, and calculate actuarial values of different commercial health plans. Gallagher relied on the models, which were developed using industry data by actuaries and consultants at OptumInsight.

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This report was prepared under the overall direction of David Kershner, who meets the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein. He is a Fellow of the Society of Actuaries, an Enrolled Actuary, a Member of the American Academy of Actuaries, and a Fellow of the Conference of Consulting Actuaries.

We are available to discuss this report with you at your convenience. David can be reached at (602) 803-6174 and Brett can be reached at (260) 423-1072.

Respectfully submitted,



David J. Kershner, FSA, EA, MAAA, FCA  
Principal



Brett Hunter, ASA, EA, MAAA  
Senior Consultant

The undersigned actuary is responsible for all assumptions related to the average annual per capita health claims cost and the health care cost trend rates, and hereby affirms his qualification to render opinions in such matters in accordance with the Qualification Standards of the American Academy of Actuaries. Robert can be reached at (312) 399-9339.



Robert Besenhofer, ASA, MAAA, FCA Director

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The funding method used in this valuation was adopted by the Board in October 2006, and was modified as part of the experience study for the period July 1, 2013 to June 30, 2017. The asset smoothing method used to determine valuation assets was implemented effective June 30, 2006.

Benefits valued are those delineated in Alaska State statutes as of the valuation date. Changes in State statutes effective after the valuation date are not taken into consideration in setting the assumptions and methods.

## **Valuation of Liabilities**

### **A. Actuarial Method**

Liabilities and contributions shown in the report are computed using the Entry Age Normal Actuarial Cost Method, level percent of pay. Each year's difference between actual and expected unfunded actuarial accrued liability is amortized over 25 years as a level percentage of expected payroll.

Cost factors designed to produce annual costs as a constant percentage of each member's expected compensation in each year for death & disability benefits and retiree medical benefits, from the assumed entry age to the last age with a future benefit, were applied to the projected benefits to determine the normal cost (the portion of the total cost of the plan allocated to the current year under the method). The normal cost is determined by summing intermediate results for active members and determining an average normal cost rate which is then related to the total PERS DCR payroll of active members. The actuarial accrued liability for active members (the portion of the total cost of the plan allocated to prior years under the method) was determined as the excess of the actuarial present value of projected benefits over the actuarial present value of future normal costs.

The actuarial accrued liability for beneficiaries and disabled members currently receiving benefits (if any) was determined as the actuarial present value of the benefits expected to be paid. No future normal costs are payable for these members.

The actuarial accrued liability under this method at any point in time is the theoretical amount of the fund that would have been accumulated had annual contributions equal to the normal cost been made in prior years (it does not represent the liability for benefits accrued to the valuation date). The unfunded actuarial accrued liability is the excess of the actuarial accrued liability over the actuarial value of plan assets measured on the valuation date.

Under this method, experience gains or losses (i.e., decreases or increases in accrued liabilities attributable to deviations in experience from the actuarial assumptions) adjust the unfunded actuarial accrued liability.

### **B. Valuation of Assets**

Effective June 30, 2006, the asset valuation method recognizes 20% of the investment gain or loss in each of the current and preceding four years. This method was phased in over five years. Fair Value of Assets was \$0 as of June 30, 2006. All assets are valued at fair value. Assets are accounted for on an accrued basis and are taken directly from financial statements audited by KPMG LLP. Valuation assets are constrained to a range of 80% to 120% of the fair value of assets.

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## C. Valuation of Retiree Medical and Prescription Drug Benefits

The methodology used for the valuation of the retiree medical benefits is described in Section 5.2 of the State of Alaska Public Employees' Retirement System Defined Benefit Plan Actuarial Valuation Report as of June 30, 2024.

Starting in 2022, certain common preventive benefits are covered for the DB plan. Preventive benefits were already covered under the DCR plan, so the pre-65 DCR medical adjustment factor referenced below was increased from 3.1% to 4.4%.

Due to the lack of experience for the DCR retiree medical plan, base claims costs are based on those described in the actuarial valuation as of June 30, 2024 for the Defined Benefit (DB) retiree medical plan covering TRS and PERS. The DB rates were used with some adjustments. The claims costs were adjusted to reflect the differences between the DCR medical plan and the DB medical plan. These differences include network steerage, different coverage levels, different Medicare coordination for medical benefits, and an indexing of the retiree out-of-pocket dollar amounts. To account for higher initial copays, deductibles, and out-of-pocket limits, projected FY25 claims costs were reduced 4.4% for pre-Medicare medical claims, 3.1% for Medicare medical claims, and 8.9% for prescription drugs. In addition, to account for the difference in Medicare coordination, projected FY25 medical claims costs for Medicare eligible retirees were further reduced 29.5%.

FY23 and FY24 experience was thoroughly reviewed to assess the impact of COVID-19 and whether an adjustment to FY23 and FY24 claims was appropriate for use in the June 30, 2024 valuation. FY23 and FY24 per capita claims were reasonable when compared to pre-COVID levels, so no adjustments were made to the claims used in the per capita claims cost development.

No implicit subsidies are assumed. Employees projected to retire with 30 years of service (25 years of service for Peace/Fire) prior to Medicare are valued with commencement deferred to Medicare eligibility, because those members will be required to pay the full plan premium prior to Medicare. Explicit subsidies for disabled and normal retirement are determined using the plan-defined percentages of age-related total projected plan costs, again with no implicit subsidy assumed.

The State transitioned to an Employer Group Waiver Program (EGWP) for DCR participants effective January 1, 2019. The estimated 2025 reimbursements under EGWP were provided by Segal Consulting, who worked with the EGWP administrator (Optum) to develop those estimates. The EGWP estimates increased significantly from 2024 to 2025, as a result of the Inflation Reduction Act, primarily due to increases in Direct Subsidy payments. In addition, retiree cost sharing is expected to decrease in 2025 based on the 2025 Standard Medicare Part D plan design. The estimated reimbursements under EGWP from fiscal years 2021 through 2025, trended to fiscal year 2025, were blended to develop the EGWP subsidies for the June 30, 2024 valuation. The first-year trend rate applied to EGWP per capita costs was also adjusted to reflect the increase in EGWP subsidies from CY 2024 to CY 2025.

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## **D. Healthcare Reform**

Healthcare Reform legislation passed on March 23, 2010 included several provisions with potential implications for the State of Alaska Retiree Health Plan liability. Gallagher evaluated the impact due to these provisions.

Because the State plan is retiree-only, not all provisions are required. Unlimited lifetime benefits and dependent coverage to age 26 are two of these provisions. The adopted DCR plan does not place lifetime limits on benefits, but does restrict dependent child coverage.

The Further Consolidated Appropriations Act, 2020 passed in December 2019 repealed several healthcare-related taxes, including the Cadillac Tax.

The Tax Cuts and Jobs Act passed in December 2017 included the elimination of the individual mandate penalty and changed the inflation measure for purposes of determining the limits for the High Cost Excise Tax to use chained CPI. It is our understanding the law does not directly impact other provisions of the ACA. While the nullification of the ACA's individual mandate penalty does not directly impact employer group health plans, it could contribute to the destabilization of the individual market and increase the number of uninsured. Such destabilization could translate to increased costs for employers. We have considered this when setting our healthcare cost trend assumptions and will continue to monitor this issue.

The Inflation Reduction Act (IRA) was signed into law on August 16, 2022. The law contains several provisions that are expected to impact Alaska's Medicare prescription drug plan (EGWP) due to design and funding changes, the most meaningful of which are expected in 2025. The IRA is also expected to bend the trend curve through price control measures such as HHS's ability to negotiate prices for older, high-cost single source brand drugs (first effective in 2026) and through the imposition of rebates for drugs that increase in excess of inflation (first effective in 2023). We have adjusted the EGWP subsidy and the first-year trend that is applied to these subsidies for the June 30, 2024 valuation based on estimated reimbursements provided by Segal Consulting. Because of the significant increase in the EGWP subsidy for FY25 and beyond due to the IRA, and uncertainty regarding future subsidy levels, the ARMB has adopted a smoothing of EGWP subsidy estimates over five years. As further guidance and projections regarding the impact of the IRA become available, updates to these assumptions may be made for future measurement dates if deemed appropriate.

We have not identified any other specific provisions of healthcare reform or its potential repeal that would be expected to have a significant impact on the measured obligation. We will continue to monitor legislative activity.

## **E. Changes in Methods Since the Prior Valuation**

There were no changes in the asset or valuation methods since the prior valuation.

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The demographic and economic assumptions used in the June 30, 2024 valuation are described below. Unless noted otherwise, these assumptions were adopted by the Board at the June 2022 meeting based on the experience study for the period July 1, 2017 to June 30, 2021.

1. Investment Return      7.25% per year, net of investment expenses.
2. Salary Scale      Salary scale rates based on the 2017-2021 actual experience (see Table 1). Inflation – 2.50% per year. Productivity – 0.25% per year.
3. Payroll Growth      2.75% per year (2.50% inflation + 0.25% productivity).
4. Total Inflation      Total inflation as measured by the Consumer Price Index for urban and clerical workers for Anchorage is assumed to increase 2.50% annually.
5. Mortality  
(Pre-commencement)      Mortality rates based on the 2017-2021 actual experience, to the extent the experience was statistically credible.  
  
Employee mortality for Peace Officer / Firefighters in accordance with the following tables:
  - Occupational Death & Disability: Pub-2010 Safety Employee table, amount-weighted, and projected with MP-2021 generational improvement.
  - Healthcare: Pub-2010 Safety Employee table, headcount-weighted, and projected with MP-2021 generational improvement.  
Employee mortality for Others in accordance with the following tables:
  - Occupational Death & Disability: Pub-2010 General Employee table, amount-weighted, and projected with MP-2021 generational improvement.
  - Healthcare: Pub-2010 General Employee table, headcount-weighted, and projected with MP-2021 generational improvement.  
Deaths are assumed to result from occupational causes 70% of the time for Peace Officer / Firefighters, and 35% of the time for Others.
6. Mortality  
(Post-commencement)      Mortality rates based on the 2017-2021 actual experience, to the extent the experience was statistically credible.  
  
Retiree mortality for Peace Officer / Firefighters in accordance with the following tables:
  - Occupational Death & Disability: Pub-2010 Safety Retiree table, amount-weighted, and projected with MP-2021 generational improvement.
  - Healthcare: Pub-2010 Safety Retiree table, headcount-weighted, and projected with MP-2021 generational improvement.  
Retiree mortality for Others in accordance with the following tables:
  - Occupational Death & Disability: 98% of male and 106% of female rates of the Pub-2010 General Retiree table, amount-weighted, and projected with MP-2021 generational improvement.

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- Healthcare: 101% of male and 110% of female rates of the Pub-2010 General Employee table, headcount-weighted, and projected with MP-2021 generational improvement.

Beneficiary mortality for Peace Officer / Firefighters in accordance with the following tables. These tables are applied only after the death of the original member.

- Occupational Death & Disability: Pub-2010 Contingent Survivor table, amount-weighted, and projected with MP-2021 generational improvement.
- Healthcare: Pub-2010 Contingent Survivor table, headcount-weighted, and projected with MP-2021 generational improvement.

Beneficiary mortality for Others in accordance with the following tables. These tables are applied only after the death of the original member.

- Occupational Death & Disability: 102% of male and 108% of female rates of the Pub-2010 Contingent Survivor table, amount-weighted, and projected with MP-2021 generational improvement.
- Healthcare: 101% of male and 108% of female rates of the Pub-2010 Contingent Survivor table, headcount-weighted, and projected with MP-2021 generational improvement.

7. Turnover      Select and ultimate rates based on the 2017-2021 actual experience (see Table 2a and 2b).

8. Disability      No changes to the incidence rates from the prior valuation due to insufficient 2017-2021 actual experience (see Tables 3a and 3b). For retiree medical benefits, the disability rates cease once a member is eligible for retirement. However, the disability rates continue after retirement eligibility for occupational death & disability benefits.

Disabilities are assumed to be occupational 70% of the time for Peace Officer / Firefighters, and 35% of the time for Others.

For Peace Officer / Firefighters, members are assumed to take the monthly annuity 100% of the time.

Post-disability mortality for Peace Officer / Firefighters in accordance with the following tables.

- Occupational Death & Disability: Pub-2010 Safety Disabled Retiree table, amount-weighted, and projected with MP-2021 generational improvement.
- Healthcare: Pub-2010 Safety Disabled Retiree table, headcount-weighted, and projected with MP-2021 generational improvement.

Post-disability mortality for Others in accordance with the following tables:

- Occupational Death & Disability: Pub-2010 Non-Safety Disabled Retiree table, amount-weighted, and projected with MP-2021 generational improvement.

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- Healthcare: Pub-2010 Non-Safety Disabled Retiree table, headcount-weighted, and projected with MP-2021 generational improvement.

9. Retirement	Retirement rates based on the 2017-2021 actual experience (see Table 4).
10. Spouse Age Difference	Males are assumed to be three years older than their wives. Females are assumed to be two years younger than their husbands.
11. Percent Married for Occupational Death & Disability	For Others, 75% of male members and 70% of female members are assumed to be married at termination from active service. For Peace Officer / Firefighters, 85% of male members and 60% of female members are assumed to be married at termination from active service.
12. Dependent Spouse Medical Coverage Election	Applies to members who do not have double medical coverage. For Peace Officer / Firefighters, 75% of male members and 50% of female members are assumed to be married and cover a dependent spouse. For Others, 60% of male members and 50% of female members are assumed to be married and cover a dependent spouse.
13. Part-Time Service	Peace Officer / Firefighter members are assumed to be full-time employees. For Other members, part-time employees are assumed to earn 0.75 years of service per year.
14. Peace Officer / Firefighter Occupational Disability Retirement Benefit Commencement	The occupational disability retirement benefit is assumed to be first payable from the member's DC account and the retirement benefit payable from the occupational death & disability trust will commence five years later.
15. Imputed Data	<p>Data changes from the prior year which are deemed to have immaterial impact on liabilities and contribution rates are assumed to be correct in the current year's client data.</p> <p>Non-vested terminations with appropriate refund dates are assumed to have received a full refund of contributions. Active members with missing salary and service are assumed to be terminated with status based on their vesting percentage</p>

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16. Administrative Expenses The Normal Cost as of June 30, 2024 was increased by \$33,000 for occupational death & disability and \$41,000 for retiree medical. These amounts are based on the average of actual administrative expenses during the last two fiscal years.

17. Retiree Medical Participation

Death / Disability Decrement		Retirement Decrement	
Age	Participation	Age	Participation*
< 56	75.00%	55	50.00%
56	77.50	56	55.00
57	80.00	57	60.00
58	82.50	58	65.00
59	85.00	59	70.00
60	87.50	60	75.00
61	90.00	61	80.00
62	92.50	62	85.00
63	95.00	63	90.00
64	97.50	64	95.00
65+	100.00	65+	Years of Service
		< 15	75.00%
		15 - 19	80.00
		20 - 24	85.00
		25 - 29	90.00
		30+	95.00

\*Participation assumption is a combination of (i) the service-based rates for retirement from employment at age 65+ and (ii) the age-based rates for retirement from employment before age 65. These rates reflect the expected plan election rate that varies by reason for decrement, duration that a member may pay full cost prior to Medicare eligibility, and availability of alternative and / or lower cost options, particularly in the Medicare market. This assumption is based on observed trends in participation from a range of other plans.

18. Healthcare Per Capita Claims Cost

Sample claims cost rates (before base claims cost adjustments described below) adjusted to age 65 for FY25 medical and prescription drugs are shown below. The prescription drug costs reflect the plan change to require prior authorization for certain specialty medications.

	Medical	Prescription Drugs
Pre-Medicare	\$ 18,503	\$ 4,103
Medicare Parts A & B	2,085	4,539
Medicare Part D – EGWP	N/A	1,586

Members are assumed to attain Medicare eligibility at age 65. All costs are for the 2025 fiscal year (July 1, 2024 – June 30, 2025).

The smoothed fiscal year 2025 EGWP subsidy assumption reflects a weighted blend of estimated reimbursements from fiscal years 2021 through 2025. Since estimated FY25 EGWP subsidies contained only 6 months of increased subsidy due to the IRA

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changes as of January 1, 2025, the first year EGWP subsidy trend is 30.20% taking into account the estimated FY26 subsidy has 12 months of increased subsidy. Thereafter, the EGWP subsidy is assumed to increase in future years by the trend rates shown on the following pages. No future legislative changes or other events are anticipated to impact the EGWP subsidy. If any legislative or other changes occur in the future that impact the EGWP subsidy (which could either increase or decrease the plan's Actuarial Accrued Liability), those changes will be evaluated and quantified when they occur.

**19. Base Claims Cost Adjustments**

Due to higher initial copays, deductibles, out-of-pocket limits, and member cost sharing compared to the DB medical plan, the following cost adjustments are applied to the per capita claims cost rates above:

- 0.956 for the pre-Medicare plan.
- 0.674 for both the Medicare medical plan and Medicare coordination method (3.1% reduction for the medical plan and 29.5% reduction for the coordination method).
- 0.911 for the prescription drug plan.

**20. Healthcare Morbidity**

Morbidity rates (also called aging factors) are used to estimate utilization of healthcare benefits at each age to reflect the fact that healthcare utilization typically increases with age. Separate morbidity rates are used for medical and prescription drug benefits. These rates are based on the 2017-2021 actual experience.

<b>Age</b>	<b>Prescription</b>	
	<b>Medical</b>	<b>Drugs</b>
0 - 44	2.0%	4.5%
45 - 54	2.5	3.5
55 - 64	2.5	1.0
65 - 74	2.0	2.1
75 - 84	2.2	(0.3)
85 - 94	0.5	(2.5)
95+	-	-

**21. Healthcare Third Party Administrator Fees**

\$442 per person per year; assumed trend rate of 4.5% per year.

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**22. Healthcare Cost Trend**

The table below shows the rate used to project the cost from the shown fiscal year to the next fiscal year. For example, 6.40% is applied to the FY25 pre-Medicare medical claims costs to get the FY26 pre-Medicare medical claims costs.

<b>Fiscal Year</b>	<b>Medical Pre-65</b>	<b>Medical Post-65</b>	<b>Prescription Drugs / EGWP</b>
FY25	6.40%	5.40%	8.80%
FY26	6.20	5.40	8.50
FY27	6.05	5.35	8.20
FY28	5.85	5.35	7.90
FY29	5.65	5.30	7.45
FY30	5.45	5.30	7.05
FY31	5.30	5.30	6.60
FY32	5.30	5.30	6.15
FY33	5.30	5.30	5.70
FY34-FY38	5.30	5.30	5.30
FY39	5.25	5.25	5.30
FY40	5.20	5.20	5.30
FY41	5.10	5.10	5.20
FY42	5.05	5.05	5.10
FY43	4.95	4.95	5.00
FY44	4.90	4.90	4.90
FY45	4.80	4.80	4.85
FY46	4.75	4.75	4.75
FY47	4.70	4.70	4.70
FY48	4.60	4.60	4.65
FY49	4.55	4.55	4.55
FY50+	4.50	4.50	4.50

For the June 30, 2014 valuation and later, the updated Society of Actuaries' Healthcare Cost Trend Model is used to project medical and prescription drug costs. This model estimates trend amounts that are projected out for 80 years. The model has been populated with assumptions that are specific to the State of Alaska.

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**23. Changes in Assumptions  
Since the Prior Valuation**

The healthcare per capita claims cost assumption is updated annually as described in Section 4.2. As a result of changes to the Standard Medicare Part D plan under the Inflation Reduction Act, EGWP subsidies are expected to be higher than originally anticipated for 2025 and beyond. EGWP subsidies were updated based on estimates provided by Segal Consulting. Because of the significant increase in the EGWP subsidy for FY25 and beyond due to the Inflation Reduction Act, and uncertainty regarding future subsidy levels, the ARMB has adopted a smoothing of EGWP subsidy estimates over five years. In addition, the prescription drug and EGWP trend assumption was updated to reflect recent survey information indicating higher than initial trend rates in part due to the recent higher-than-expected inflationary environment. There were no other changes in actuarial assumptions since the prior valuation.

The future increase in the IRS 401(a)(17) maximum compensation limit was updated to align with the inflation assumption. This caused a \$2,000 decrease in the Occupational Death & Disability Normal Cost and a \$25,000 decrease in the Occupational Death & Disability Actuarial Accrued Liability.

The amounts included in the Normal Cost for administrative expenses were changed from \$34,000 to \$33,000 for occupational death & disability, and from \$51,000 to \$41,000 for retiree medical (based on the most recent two years of actual administrative expenses paid from plan assets).

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**Table 1**  
**Salary Scales**

**Peace Officer / Firefighter:**

<b>Years of Service</b>	<b>Percent Increase</b>
< 1	8.50%
1	7.75
2	7.25
3	7.00
4	6.75
5	6.25
6	5.75
7	5.50
8	5.25
9	5.05
10	4.95
11	4.85
12	4.75
13	4.65
14	4.55
15	4.45
16	4.35
17	4.25
18	4.05
19	4.05
20+	3.85

**Others:**

<b>Years of Service</b>	<b>Percent Increase</b>
< 1	6.75%
1	6.00
2	5.50
3	5.00
4	4.75
5	4.25
6	4.05
7	3.95
8	3.75
9	3.55
10	3.45
11	3.25
12	3.10
13	3.05
14	3.00
15	2.95
16	2.90
17+	2.85

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**Table 2a**  
**Turnover Rates for Peace Officer / Firefighter**

**Select Rates during the First 5 Years of Employment**

<b>Years of Service</b>	<b>Male</b>	<b>Female</b>
< 1	17.00%	27.00%
1	12.00	21.00
2	11.00	15.00
3	11.00	13.00
4	10.00	9.00

**Ultimate Rates after the First 5 Years of Employment**

<b>Age</b>	<b>Male</b>	<b>Female</b>
< 30	6.60%	10.20%
30 - 34	6.80	10.00
35 - 39	6.70	9.90
40 - 44	6.50	9.50
45 - 49	6.50	9.30
50 - 54	8.50	9.10
55 - 59	9.80	9.60
60 - 64	12.50	10.30
65+	19.20	10.70

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**Table 2b**  
**Turnover Rates for Others**

**Select Rates during the First 5 Years of Employment**

<b>Years of Service</b>	<b>Male</b>	<b>Female</b>
< 1	28.00%	29.00%
1	20.00	24.00
2	16.00	19.00
3	14.00	16.00
4	12.00	14.00

**Ultimate Rates after the First 5 Years of Employment**

<b>Age</b>	<b>Male</b>	<b>Female</b>
< 30	13.70%	15.80%
30 - 34	12.20	11.20
35 - 39	9.70	10.20
40 - 44	8.50	10.60
45 - 49	8.90	8.90
50 - 54	8.40	8.70
55 - 59	8.70	9.50
60 - 64	10.10	11.80
65+	11.20	15.70

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**Table 3a**  
**Disability Rates**  
**Peace Officer / Firefighter**

<b>Age</b>	<b>Male</b>	<b>Female</b>	<b>Age</b>	<b>Male</b>	<b>Female</b>
< 23	0.0179%	0.0112%	46	0.1247%	0.0780%
23	0.0244	0.0153	47	0.1337	0.0836
24	0.0310	0.0194	48	0.1462	0.0914
25	0.0374	0.0234	49	0.1588	0.0993
26	0.0440	0.0275	50	0.1714	0.1071
27	0.0505	0.0316	51	0.1839	0.1150
28	0.0526	0.0329	52	0.1965	0.1228
29	0.0548	0.0343	53	0.2294	0.1434
30	0.0570	0.0356	54	0.2624	0.1640
31	0.0591	0.0370	55	0.2954	0.1846
32	0.0612	0.0383	56	0.3283	0.2052
33	0.0634	0.0397	57	0.3613	0.2258
34	0.0657	0.0411	58	0.4112	0.2570
35	0.0679	0.0425	59	0.4611	0.2882
36	0.0702	0.0439	60	0.5110	0.3194
37	0.0724	0.0453	61	0.5610	0.3506
38	0.0757	0.0473	62	0.6109	0.3818
39	0.0789	0.0493	63	0.6109	0.3818
40	0.0822	0.0514	64	0.6109	0.3818
41	0.0854	0.0534	65	0.6109	0.3818
42	0.0886	0.0554	66	0.6109	0.3818
43	0.0977	0.0611	67	0.6109	0.3818
44	0.1066	0.0667	68	0.4073	0.2546
45	0.1157	0.0723	69	0.2036	0.1273
			70+	0.2036	0.1273

**State of Alaska**  
**Public Employees' Retirement System**  
**Defined Contribution Retirement Plan**  
**Summary of Actuarial Assumptions and Changes in Assumptions**

**Table 3b**  
**Disability Rates**  
**Other Member**

<b>Age</b>	<b>Male</b>	<b>Female</b>	<b>Age</b>	<b>Male</b>	<b>Female</b>
< 23	0.0327%	0.0376%	46	0.1125%	0.1154%
23	0.0360	0.0400	47	0.1125	0.1236
24	0.0392	0.0424	48	0.1329	0.1360
25	0.0425	0.0448	49	0.1451	0.1484
26	0.0456	0.0472	50	0.1572	0.1608
27	0.0489	0.0496	51	0.1694	0.1734
28	0.0501	0.0510	52	0.1815	0.1858
29	0.0513	0.0524	53	0.2132	0.2168
30	0.0524	0.0538	54	0.2450	0.2478
31	0.0536	0.0554	55	0.2766	0.2788
32	0.0548	0.0568	56	0.3084	0.3098
33	0.0566	0.0586	57	0.3401	0.3408
34	0.0584	0.0606	58	0.4068	0.4096
35	0.0602	0.0624	59	0.4736	0.4784
36	0.0620	0.0644	60	0.5405	0.5470
37	0.0638	0.0662	61	0.6072	0.6158
38	0.0669	0.0696	62	0.6740	0.6844
39	0.0701	0.0728	63	0.8526	0.8450
40	0.0734	0.0762	64	1.0314	1.0054
41	0.0765	0.0794	65	1.2101	1.1660
42	0.0797	0.0826	66	1.3889	1.3264
43	0.0879	0.0908	67	1.5675	1.4870
44	0.0962	0.0990	68	1.0451	0.9914
45	0.1043	0.1072	69	0.5225	0.4956
			70+	0.5225	0.4956

# Actuarial Section

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**State of Alaska**  
**Public Employees' Retirement System**  
**Defined Contribution Retirement Plan**  
**Summary of Actuarial Assumptions and Changes in Assumptions**

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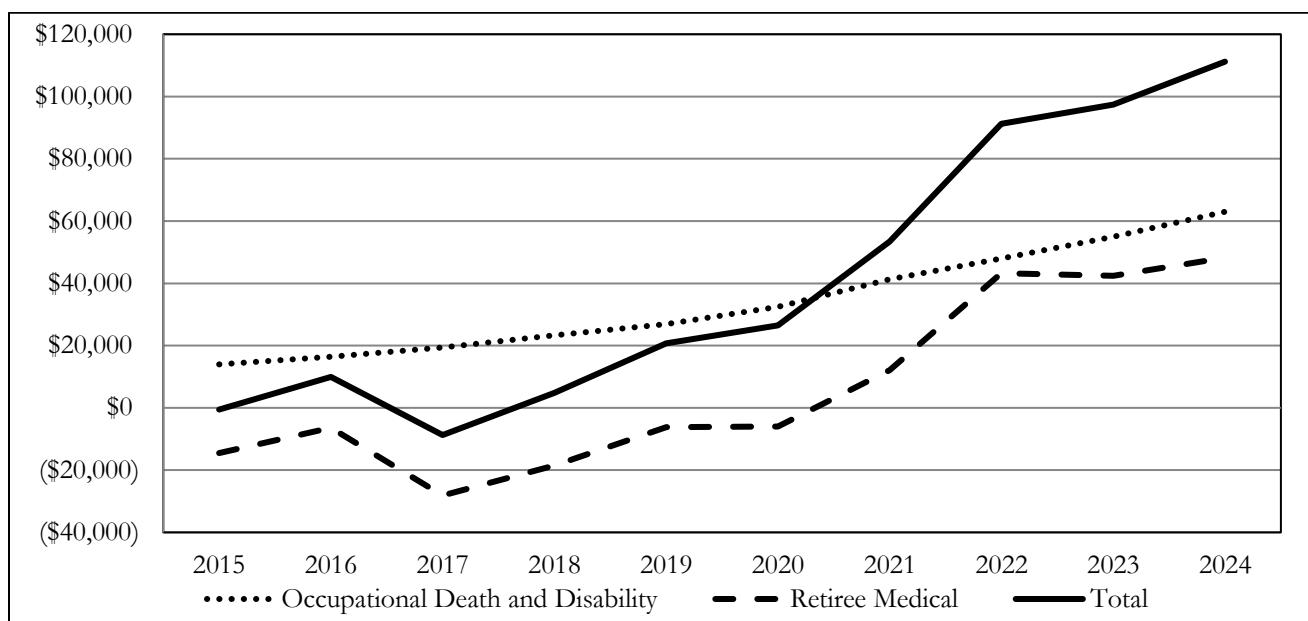
**Table 4**  
**Retirement Rates**

<b>Age</b>	<b>Rate</b>
< 55	2.00%
55	3.00
56	3.00
57	3.00
58	3.00
59	3.00
60	5.00
61	5.00
62	10.00
63	5.00
64	5.00
65	25.00
66	25.00
67	25.00
68	20.00
69	20.00
70+	100.00

**Public Employees' Retirement System  
Defined Contribution Retirement Plan  
Occupational Death and Disability and Retiree Medical Benefits  
Funding Excess / (Unfunded Liability)  
(In thousands)**

Actuarial Valuation Year Ended June 30	Occupational Death and Disability	Retiree Medical	Total Funding Excess / (Unfunded Liability)	Funded Ratio
2024	\$ 62,983	\$ 48,215	\$ 111,198	143.6%
2023	55,004	42,413	97,417	143.8
2022	47,986	43,242	91,228	149.5
2021	41,335	12,064	53,399	146.9
2020	32,395	(5,954)	26,441	113.8
2019	26,927	(6,163)	20,764	114.9
2018	23,248	(18,501)	4,747	103.8
2017	19,404	(28,144)	(8,740)	92.5
2016	16,413	(6,438)	9,975	112.9
2015	13,965	(14,495)	(530)	99.2

**10-YEAR TREND OF FUNDING EXCESS / (UNFUNDED) LIABILITY  
(In thousands)**



# Actuarial Section

<b>Public Employees' Retirement System</b> <b>Defined Contribution Retirement Plan</b> <b>Occupational Death and Disability and Retiree Medical Benefits</b> <b>Employer Contribution Rates</b>							
<b>Fiscal Year</b>	<b>Actuarial Valuation Year Ended June 30</b>	<b>Actuarially Determined</b>				<b>Adopted</b>	
		<b>Occupational Death and Disability</b>		<b>Retiree Medical</b>	<b>Total Required</b>		
		<b>Peace Officer / Firefighter</b>	<b>All Others</b>				
2027	2024	0.69	0.24	0.82	1.75	1.75	
2026	2023	0.69	0.24	0.86	1.79	1.79	
2025	2022	0.69	0.24	0.83	1.76	1.76	
2024	2021	0.68	0.30	1.01	1.99	1.99	
2023	2020	0.68	0.30	1.10	2.08	2.08	
2022	2019	0.68	0.31	1.07	2.06	2.06	
2021	2018	0.70	0.31	1.27	2.28	2.28	
2020	2017	0.72	0.26	1.32	2.30	2.30	
2019	2016	0.76	0.26	0.94	1.96	1.96	
2018	2015	0.43	0.16	1.03	1.62	1.62	

Valuations are used to set contribution rates in future years.

<b>Public Employees' Retirement System</b> <b>Defined Contribution Retirement Plan</b> <b>Occupational Death and Disability and Retiree Medical Benefits</b> <b>Schedule of Active Member Data</b>					
<b>Valuation Date</b>	<b>Number</b>	<b>Annual Earnings (In thousands)</b>	<b>Annual Average Earnings</b>	<b>Percent Increase / (Decrease) in Average Earnings</b>	<b>Number of Participating Employers</b>
June 30, 2024	26,800	\$ 1,988,382	\$ 74,193	6.8%	151
June 30, 2023	25,448	1,768,186	69,482	5.8	151
June 30, 2022	24,702	1,622,742	65,693	2.7	151
June 30, 2021	23,933	1,530,905	63,966	2.7	151
June 30, 2020	22,923	1,428,140	62,302	2.7	153
June 30, 2019	21,902	1,328,934	60,676	2.3	155
June 30, 2018	20,378	1,209,152	59,336	2.3	155
June 30, 2017	19,171	1,112,398	58,025	1.5	157
June 30, 2016	18,215	1,041,437	57,175	3.4	157
June 30, 2015	17,098	945,496	55,299	1.9	159

Total and average annual earnings ("valuation pay") are the annualized earnings for the fiscal year ending on the valuation date.

# Actuarial Section

<b>Public Employees' Retirement System</b> <b>Defined Contribution Retirement Plan</b> <b>Occupational Death and Disability Plan</b> <b>Solvency Test</b> <b>(In thousands)</b>							
<b>Valuation Date</b>	<b>Occupational Death &amp; Disability Actuarial Accrued Liability For:</b>			<b>Pension Valuation Assets</b>	<b>Portion of Actuarial Accrued Liabilities Covered by Assets:</b>		
	<b>(1)</b> <b>Active Member Contributions</b>	<b>(2)</b> <b>Inactive Members</b>	<b>(3)</b> <b>Active Members (Employer- Financed Portion)</b>		<b>(1)</b>	<b>(2)</b>	<b>(3)</b>
June 30, 2024	\$ —	\$ 10,940	\$ 10,154	\$ 84,077	100.0%	100.0%	100.0%
June 30, 2023	—	9,559	8,505	73,068	100.0	100.0	100.0
June 30, 2022	—	7,593	7,359	62,938	100.0	100.0	100.0
June 30, 2021	—	5,743	5,997	53,075	100.0	100.0	100.0
June 30, 2020	—	5,432	5,202	43,029	100.0	100.0	100.0
June 30, 2019	—	5,350	4,424	36,701	100.0	100.0	100.0
June 30, 2018	—	3,978	3,735	30,961	100.0	100.0	100.0
June 30, 2017	—	3,437	4,103	26,944	100.0	100.0	100.0
June 30, 2016	—	3,147	3,616	23,176	100.0	100.0	100.0
June 30, 2015	—	2,502	2,547	19,014	100.0	100.0	100.0
Change in assumptions reflected in 2022, 2018, and 2014 valuation reports.							

# Actuarial Section

<b>Public Employees' Retirement System</b> <b>Defined Contribution Retirement Plan</b> <b>Retiree Medical Plan</b> <b>Solvency Test</b> <b>(In thousands)</b>							
<b>Valuation Date</b>	<b>Retiree Medical Actuarial Accrued Liability For:</b>			<b>Healthcare Valuation Assets</b>	<b>Portion of Actuarial Accrued Liabilities Covered by Assets:</b>		
	<b>(1) Active Member Contributions</b>	<b>(2) Inactive Members</b>	<b>(3) Active Members (Employer- Financed Portion)</b>		<b>(1)</b>	<b>(2)</b>	<b>(3)</b>
June 30, 2024	\$ —	\$ 18,683	\$ 215,017	\$ 281,815	100.0%	100.0%	100.0%
June 30, 2023	—	14,290	190,250	246,953	100.0	100.0	100.0
June 30, 2022	—	9,069	160,327	212,638	100.0	100.0	100.0
June 30, 2021	—	5,191	163,281	180,536	100.0	100.0	100.0
June 30, 2020	—	3,885	146,816	144,747	100.0	100.0	95.9
June 30, 2019	—	2,647	122,299	118,783	100.0	100.0	95.0
June 30, 2018	—	1,915	116,683	100,097	100.0	100.0	84.1
June 30, 2017	—	982	108,721	81,559	100.0	100.0	74.1
June 30, 2016	—	528	69,761	63,851	100.0	100.0	90.8
June 30, 2015	—	339	58,344	44,188	100.0	100.0	75.2
Change in assumptions reflected in 2022, 2020, 2018, 2017, and 2014 valuation reports. Change in methods reflected in 2018 valuation reports. Change in plan provisions reflected in 2021 and 2016 valuations.							

# Actuarial Section

<b>Public Employees' Retirement System</b> <b>Defined Contribution Retirement Plan</b> <b>Occupational Death and Disability Plan</b> <b>Schedule of Funding Progress</b> <b>(In thousands)</b>						
Valuation Date June 30*	Total Actuarial Accrued Liability	Valuation Assets	Assets as a Percent of Actuarial Accrued Liability	Unfunded Actuarial Accrued Liability (UAAL)	Annual Active Member Payroll	UAAL as a Percent of Annual Active Member Payroll
2024	\$ 21,094	\$ 84,077	398.6%	\$ (62,983)	\$ 2,020,924	(3.1)%
2023	18,064	73,068	404.5	(55,004)	1,796,078	(3.1)
2022	14,952	62,938	420.9	(47,986)	1,642,341	(2.9)
2021	11,740	53,075	452.1	(41,335)	1,548,116	(2.7)
2020	10,634	43,029	404.6	(32,395)	1,443,017	(2.2)
2019	9,774	36,701	375.5	(26,927)	1,342,839	(2.0)
2018	7,713	30,961	401.4	(23,248)	1,218,186	(1.9)
2017	7,540	26,944	357.3	(19,404)	1,131,441	(1.7)
2016	6,763	23,176	342.7	(16,413)	1,059,791	(1.5)
2015	5,049	19,014	376.6	(13,965)	958,135	(1.5)

Change in assumptions reflected in 2022, 2018 and 2014 valuation reports.

# Actuarial Section

<b>Public Employees' Retirement System</b> <b>Defined Contribution Retirement Plan</b> <b>Retiree Medical Plan</b> <b>Schedule of Funding Progress</b> <b>(In thousands)</b>						
Valuation Date June 30*	Total Actuarial Accrued Liability	Valuation Assets	Assets as a Percent of Actuarial Accrued Liability	Unfunded Actuarial Accrued Liability (UAAL)	Annual Active Member Payroll	UAAL as a Percent of Annual Active Member Payroll
2024	\$ 233,700	\$ 281,915	120.6%	\$ (48,215)	\$ 2,020,924	(2.4)%
2023	204,540	246,953	120.7	(42,413)	1,796,078	(2.4)
2022	169,396	212,638	125.5	(43,242)	1,645,341	(2.6)
2021	168,472	180,536	107.2	(12,064)	1,548,116	(0.8)
2020	150,701	144,747	96.0	5,954	1,443,017	0.4
2019	124,946	118,783	95.1	6,163	1,342,839	0.5
2018	118,598	100,097	84.4	18,501	1,218,186	1.5
2017	109,703	81,559	74.3	28,144	1,131,441	2.5
2016	70,289	63,851	90.8	6,438	1,059,791	0.6
2015	58,683	44,188	75.3	14,495	958,135	1.5

Change in assumptions reflected in 2022, 2020, 2018, 2017 and 2014 valuation reports.  
 Change in methods reflected in 2018 valuation report.  
 Change in plan provisions reflected in 2021 and 2016 valuation reports.

# Actuarial Section

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**State of Alaska**  
**Public Employees' Retirement System**  
**Defined Contribution Retirement Plan**  
**Summary of Plan Provisions and Changes in Plan Provisions**

---

## **1. Effective Date**

July 1, 2006, with amendments through June 30, 2024.

## **2. Administration of Plan**

The Commissioner of Administration or the Commissioner's designee is the administrator of the Plan. The Attorney General of the state is the legal counsel for the Plan and shall advise the administrator and represent the Plan in legal proceedings.

The Alaska Retirement Management Board prescribes policies, adopts regulations, invests the funds, and performs other activities necessary to carry out the provisions of the Plan.

## **3. Employers Included**

Currently there are 151 employers participating in PERS DCR, including the State of Alaska, and 150 political subdivisions and public organizations.

## **4. Membership**

An employee of a participating employer who first enters service on or after July 1, 2006, or a member of the defined benefit plan who works for an employer who began participation on or after July 1, 2006, and meets the following criteria is a member in the Plan:

- Permanent full-time or part-time employees of the State of Alaska, participating political subdivisions or public organizations. An employee must be regularly scheduled to work 30 or more hours per week to be considered full-time by the PERS. An employee must be regularly scheduled to work 15 or more hours per week but less than 30 hours to be considered a part-time employee for PERS purposes.
- Elected state officials.
- Elected municipal officials who are compensated and receive at least \$2,001.00 per month.

Members can convert to PERS DCR if they are an eligible non-vested member of the PERS defined benefit plan whose employer consents to transfers to the defined contribution plan and they elect to transfer his or her account balance to PERS DCR.

## **5. Member Contributions**

Other than the member-paid premiums discussed later in this section, there are no member contributions for the occupational death & disability and retiree medical benefits.

**State of Alaska**  
**Public Employees' Retirement System**  
**Defined Contribution Retirement Plan**  
**Summary of Plan Provisions and Changes in Plan Provisions**

## 6. Retiree Medical Benefits

- Member must retire directly from the plan to be eligible for retiree medical coverage. Normal retirement eligibility is the earlier of a) 25 years of service as a peace officer or firefighter and 30 years of service for any other employee or b) Medicare eligible and 10 years of service.
- No subsidized retiree medical benefits are provided until normal retirement eligibility. The member's and any covered dependent's premium is 100% until the member is Medicare eligible. Upon the member's Medicare-eligibility, the required contribution will follow the service-based schedule shown below.
- Coverage cannot be denied except for failure to pay premium.
- Members who are receiving disability benefits or survivors who are receiving monthly survivor benefits are not eligible until the member meets, or would have met if he / she had lived, the normal retirement eligibility requirements.
- The following is a summary of the medical benefit design adopted in July 2016. The plan description below is used for valuation purposes and indicates participant cost-sharing. Please refer to the benefit handbook for more details.

Plan Design Feature	In-Network <sup>(1)</sup>	Out-of-Network <sup>(1)(2)</sup>
Deductible (single/family)	\$300 / \$600	\$300 / \$600
Medical services (participant share)	20%	40%
Emergency Room Copay (non-emergent use)	\$100	\$100
Medical Out-of-Pocket Maximum (single / family, after deductible)	\$1,500 / \$3,000	\$3,000 / \$6,000
Medicare Coordination	Exclusion	Exclusion
Pharmacy	No Deductible	No Deductible
Retail Generic (per 30-day fill)	20% \$10 min / \$50 max	
Retail Non-Formulary Brand (per 30-day fill)	25% \$25 min / \$75 max	40%
Retail Formulary Brand (per 30-day fill)	35% \$80 min / \$150 max	
Mail-Order Generic	\$20 copay	
Mail-Order Non-Formulary Brand	\$50 copay	40%
Mail-Order Formulary Brand	\$100 copay	
Pharmacy Out-of-Pocket Max (single / family)	\$1,000 / \$2,000	\$1,000 / \$2,000
Medicare Pharmacy Arrangement	Retiree Drug Subsidy / Employer Group Waiver Plan Effective 1/1/2019	
Wellness / Preventative	100% covered, not subject to deductible	20%, after deductible

<sup>(1)</sup> Section 1.1 of the AlaskaCare Defined Contribution Retiree Benefit Plan states that this health plan shall be updated from time to time to reflect changes in benefits, including annual adjustments to the premium, deductible, coinsurance, medical out-of-pocket limit, and prescription drug out-of-pocket limit.

<sup>(2)</sup> OON applies only to non-Medicare eligible participants.

# Actuarial Section

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**State of Alaska**  
**Public Employees' Retirement System**  
**Defined Contribution Retirement Plan**  
**Summary of Plan Provisions and Changes in Plan Provisions**

---

- Gallagher used manual rate models to determine relative plan values for the defined benefit (DB) retiree medical plan and the DCR retiree medical plan outlined above. We applied the ratio of the DCR retiree medical plan value to the DB retiree medical plan value to the per capita costs determined for each of pre/post-Medicare medical and pharmacy benefits to estimate corresponding values for the DCR retiree medical plan design. These factors are noted in Section 4.3. We further adjusted the Medicare medical manual rate to reflect the Medicare coordination method adopted. We reflect estimated discounts and pharmacy rebates in the defined benefit medical cost so no further adjustment was needed for the DCR retiree medical plan. The medical network differential is reflected in the relative plan value adjustments.
- Estimated calendar year 2025 reimbursements under EGWP were provided by Segal Consulting, who worked with the EGWP administrator (Optum) to develop those estimates. Estimated reimbursements from fiscal years 2021 through 2025 were blended, with higher weight given to more recent years, to determine the smoothed fiscal year 2025 and fiscal year 2026 reimbursements.
- Starting in 2022, prior authorization is required for certain specialty medications. There is no change to the medications that are covered by the plan.
- The retiree medical plan's coverage is supplemental to Medicare. Medicare coordination is described in the DCR Plan Handbook, referred to in the industry as exclusion coordination: Medicare payment is deducted from the Medicare allowable expense and plan parameters are applied to the remaining amount. Starting in 2019, the prescription drug coverage is through a Medicare Part D EGWP arrangement.
- The premium for Medicare-eligible retirees will be based on the member's years of service. The percentage of premium paid by the member is as follows:

<b>Years of Service</b>	<b>Percent of Premium Paid by Member</b>
< 15	30%
15 – 19	25
20 – 24	20
25 – 29	15
30+	10

- The premium for dependents who are not eligible for Medicare aligns with the member's subsidy. While a member is not Medicare-eligible, premiums are 100% of the estimated cost.
- Members have a separate defined contribution Health Reimbursement Arrangement account, which is not reflected in this valuation, that can be used to pay for premiums or other medical expenses.
- For valuation purposes, retiree premiums were assumed to equal the percentages outlined in the table above times the age-related plan costs. Future premiums calculated and charged to DCR participants will need to be determined reflecting any appropriate adjustments to the defined benefit (DB) plan data because current DB premiums were determined using information based upon enrollment with members who have double coverage.
- Coverage will continue for surviving spouses of covered retired members.

**State of Alaska**  
**Public Employees' Retirement System**  
**Defined Contribution Retirement Plan**  
**Summary of Plan Provisions and Changes in Plan Provisions**

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## **7. Occupational Disability Benefits**

- Benefit is 40% of salary at date of disability.
- For Peace Officer and Firefighters there is a Disability Benefit Adjustment such that:
  - The disability benefit is increased by 75% of the cost of living increase in the preceding calendar year or 9%, whichever is less.
  - At the time the disabled member retires, the retirement benefit will be increased by a percentage equal to the total cumulative percentage that has been applied to the disability benefit. Monthly annuity payments are made from the member's contribution balance until the fund is exhausted, at which the plan pays all remaining payments.
- For Others, there is no increase in the occupational disability benefit after commencement.
- Member earns service while on occupational disability.
- Benefits cease when the member becomes eligible for normal retirement at Medicare-eligible age and 10 years of service, or at any age with 30 years of service for Others members or 25 years of service for Peace Officer / Firefighter members.
- Peace Officer / Firefighter members may select the defined contribution account or the monthly benefit payable as if they were retiring under Tier 3 (service continues during disability, final average salary is as of date of disability), but with payments first made from the member's DC account until it's exhausted.
- No subsidized retiree medical benefits are provided until normal retirement eligibility. The member's premium is 100% of the estimated cost until they are Medicare eligible. Medicare-eligible premiums follow the service-based schedule above.

## **8. Occupational Death Benefits**

- Benefit is 40% of salary for Other members and 50% of salary for Peace Officer / Firefighter members.
- Survivor's Pension Adjustment: A survivor's pension is increased by 50% of the cost of living increase in the preceding calendar year or 6%, whichever is less, if the recipient is at least age 60 on July 1, or under age 60 if the recipient has been receiving PERS benefits for at least 5 years as of July 1.
- Benefits cease when the member would have become eligible for normal retirement.
- The period during which the survivor is receiving benefits is counted as service credit toward retiree medical benefits.
- No subsidized retiree medical benefits are provided until the member would have been eligible for normal retirement. The surviving spouse's premium is 100% of the estimated cost until the member would have been Medicare eligible. Medicare-eligible premiums follow the service-based schedule above.

## **9. Changes Since the Prior Valuation**

There were no changes in benefit provisions since the prior valuation.



# STATISTICAL SECTION



ALASKA DIVISION OF  
**Retirement**  
and Benefits



# Statistical Section

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## Statistical Section Overview

The statistical section of the Public Employees' Retirement System (System) annual comprehensive financial report provides additional detail in the form of financial trends, operating information, and demographic information. This data is provided to enhance the reader's understanding of the System.

### **Financial Trends..... 180-197**

These schedules contain financial trend information utilizing a multi-year presentation so the reader can better understand how the System's financial performance has changed over time. Financial information is presented on an accrual basis.

### **Operating Information..... 198-200**

These schedules contain detailed benefit payment information to provide the reader a better understanding of the pension benefits provided by the Division.

### **Demographic Information ..... 201-207**

These schedules contain detailed demographic data to provide the reader a better understanding of the membership and employer participation in the System.

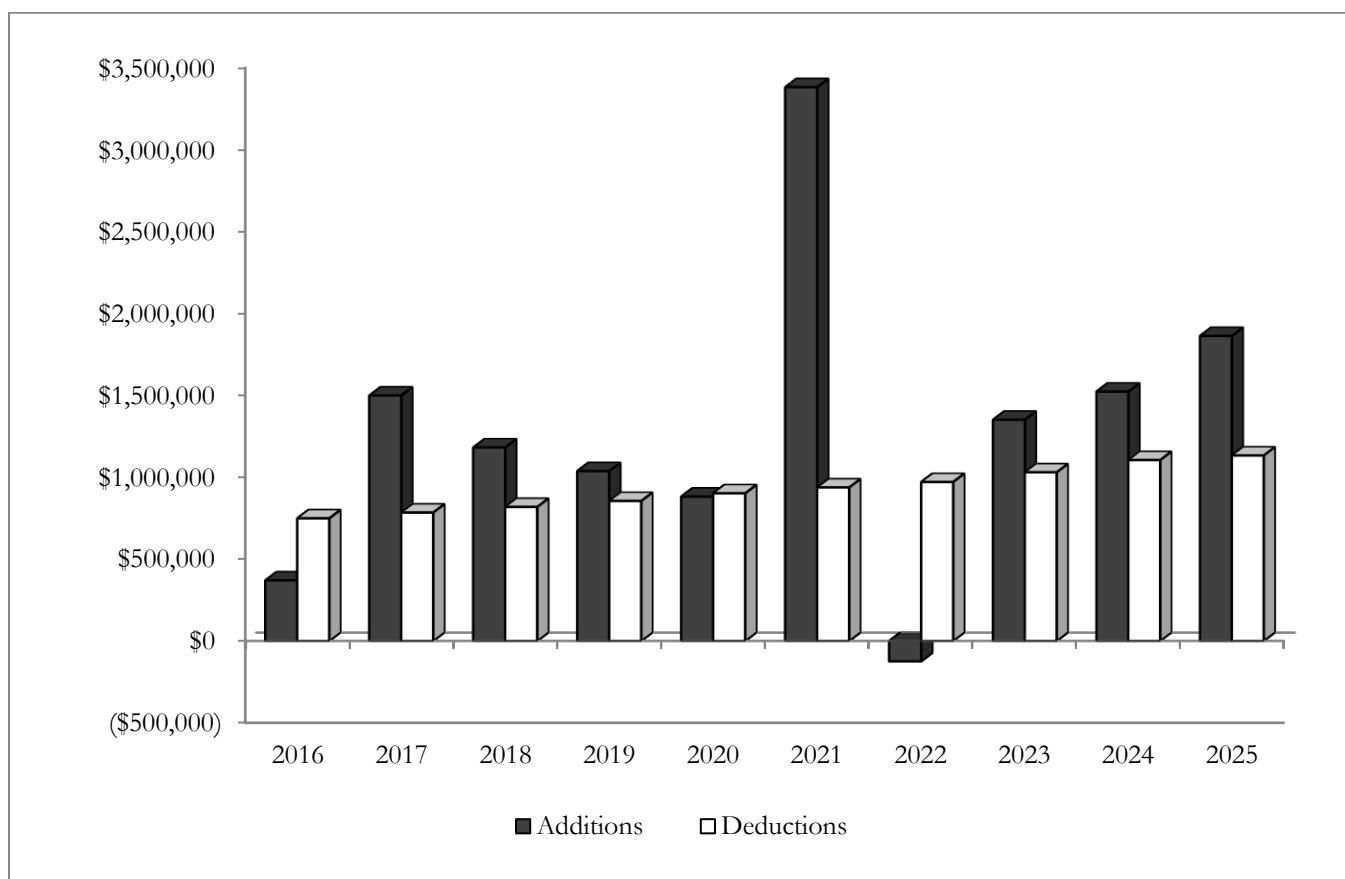
# Statistical Section

**Public Employees' Retirement System**  
**Defined Benefit Pension**  
**Changes in Fiduciary Net Position**  
**(In thousands)**

Year Ended June 30	Fiduciary Net Position, Beginning of Year	Additions	Deductions	Increase / (Decrease) in Fiduciary Net Position	Fiduciary Net Position, End of Year
2016	\$ 8,606,862	\$ 370,243	\$ 749,418	\$ (379,175)	\$ 8,227,687
2017	8,227,687	1,500,153	784,713	715,440	8,943,127
2018	8,943,127	1,182,675	819,127	363,548	9,306,675
2019	9,306,675	1,038,178	855,488	182,730	9,489,405
2020	9,489,405	882,296	902,540	(20,244)	9,469,161
2021	9,469,161	3,381,386	938,238	2,443,148	11,912,309
2022	11,912,309	(124,774)	971,395	(1,096,169)	10,816,140
2023	10,816,140	1,351,986	1,030,637	321,349	11,137,489
2024	11,137,489	1,524,082	1,105,703	418,379	11,555,868
2025	11,555,868	1,863,645	1,133,482	730,163	12,286,031

**10-YEAR COMPARISON OF ADDITIONS AND DEDUCTIONS**

(In thousands)



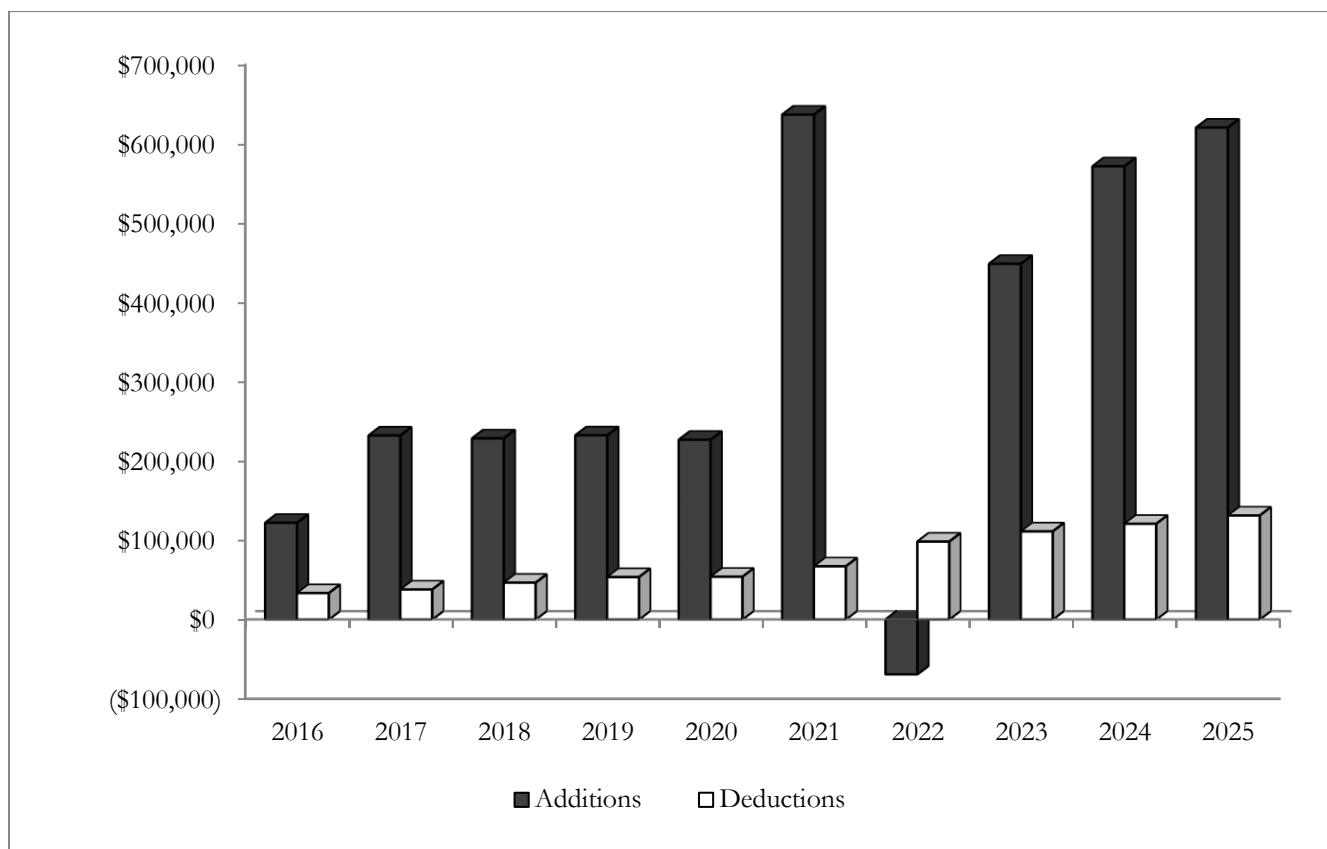
# Statistical Section

**Public Employees' Retirement System  
Defined Contribution Retirement Plan  
Participant Directed Fund  
Changes in Fiduciary Net Position  
(In thousands)**

Year Ended June 30	Fiduciary Net Position, Beginning of Year	Additions	Deductions	Increase / (Decrease) in Fiduciary Net Position	Fiduciary Net Position, End of Year
2016	\$ 589,462	\$ 121,871	\$ 33,215	\$ 88,656	\$ 678,118
2017	678,118	231,977	37,774	194,203	872,321
2018	872,321	228,316	46,343	181,973	1,054,294
2019	1,054,294	232,177	53,437	178,740	1,233,034
2020	1,233,034	226,612	53,845	172,767	1,405,801
2021	1,405,801	636,965	67,019	569,946	1,975,747
2022	1,975,747	(69,221)	98,194	(167,415)	1,808,332
2023	1,808,332	448,594	111,021	337,573	2,145,905
2024	2,145,905	571,783	120,573	451,210	2,597,115
2025	2,597,115	620,563	131,082	489,481	3,086,596

### 10-YEAR COMPARISON OF ADDITIONS AND DEDUCTIONS

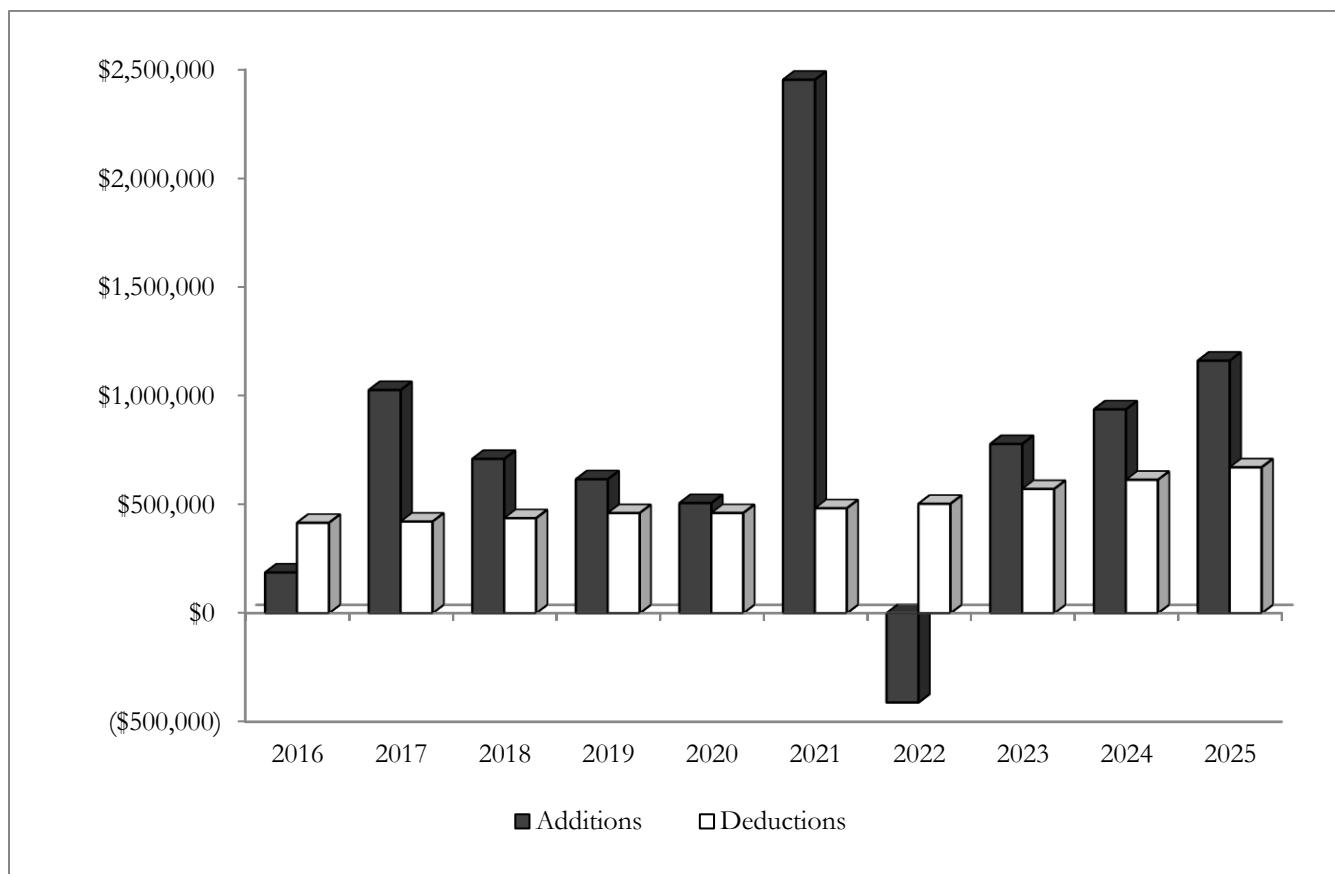
(In thousands)



# Statistical Section

<b>Public Employees' Retirement System</b> <b>Defined Benefit Alaska Retiree Healthcare Trust</b> <b>Changes in Fiduciary Net Position</b> <b>(In thousands)</b>					
<b>Year Ended June 30</b>	<b>Fiduciary Net Position, Beginning of Year</b>	<b>Additions</b>	<b>Deductions</b>	<b>Increase / (Decrease) in Fiduciary Net Position</b>	<b>Fiduciary Net Position, End of Year</b>
2016	\$ 6,961,963	\$ 187,309	\$ 416,018	\$ (228,709)	\$ 6,733,254
2017	6,733,254	1,027,530	421,832	605,698	7,338,952
2018	7,338,952	710,412	437,363	273,049	7,612,001
2019	7,612,001	616,706	461,015	155,691	7,767,692
2020	7,767,692	507,097	461,278	45,819	7,813,511
2021	7,813,511	2,453,813	483,183	1,970,630	9,784,141
2022	9,784,141	(411,460)	503,547	(915,007)	8,869,134
2023	8,869,134	778,984	571,896	207,088	9,076,222
2024	9,076,222	938,603	614,200	324,403	9,400,625
2025	9,400,625	1,162,520	671,635	490,885	9,891,510

**10-YEAR COMPARISON OF ADDITIONS AND DEDUCTIONS**  
 (In thousands)

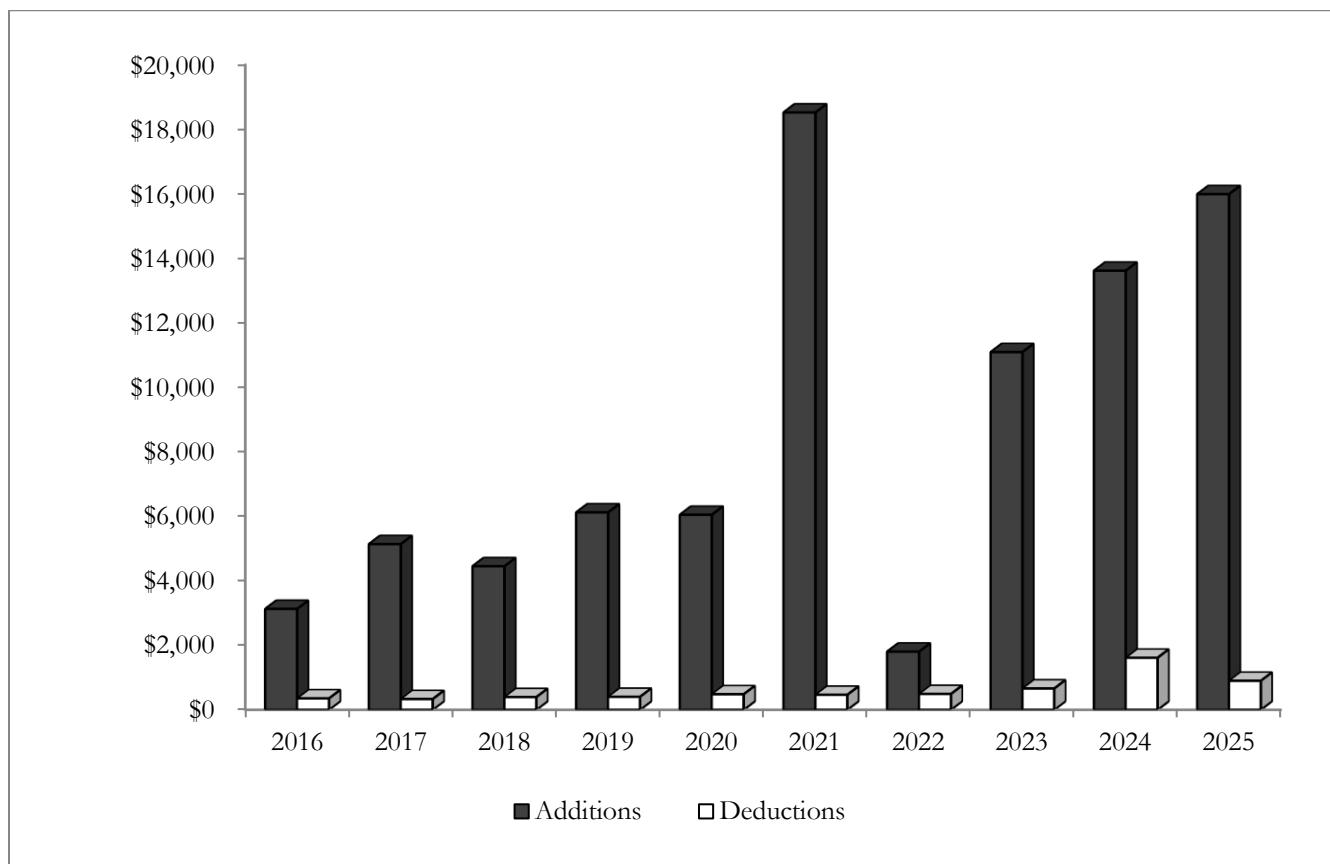


# Statistical Section

**Public Employees' Retirement System**  
**Defined Contribution Retirement Plan**  
**Defined Benefit Occupational Death and Disability**  
**Changes in Fiduciary Net Position**  
**(In thousands)**

Year Ended June 30	Fiduciary Net Position, Beginning of Year	Additions	Deductions	Increase / (Decrease) in Fiduciary Net Position	Fiduciary Net Position, End of Year
2016	\$ 19,172	\$ 3,126	\$ 352	\$ 2,774	\$ 21,946
2017	21,946	5,134	331	4,803	26,749
2018	26,749	4,448	392	4,056	30,805
2019	30,805	6,119	399	5,720	36,525
2020	36,525	6,045	479	5,566	42,091
2021	42,091	18,518	463	18,055	60,146
2022	60,146	1,801	489	1,312	61,458
2023	61,458	11,089	659	10,430	71,888
2024	71,888	13,612	1,611	12,001	83,889
2025	83,889	15,986	904	15,082	98,971

**10-YEAR COMPARISON OF ADDITIONS AND DEDUCTIONS**  
**(In thousands)**



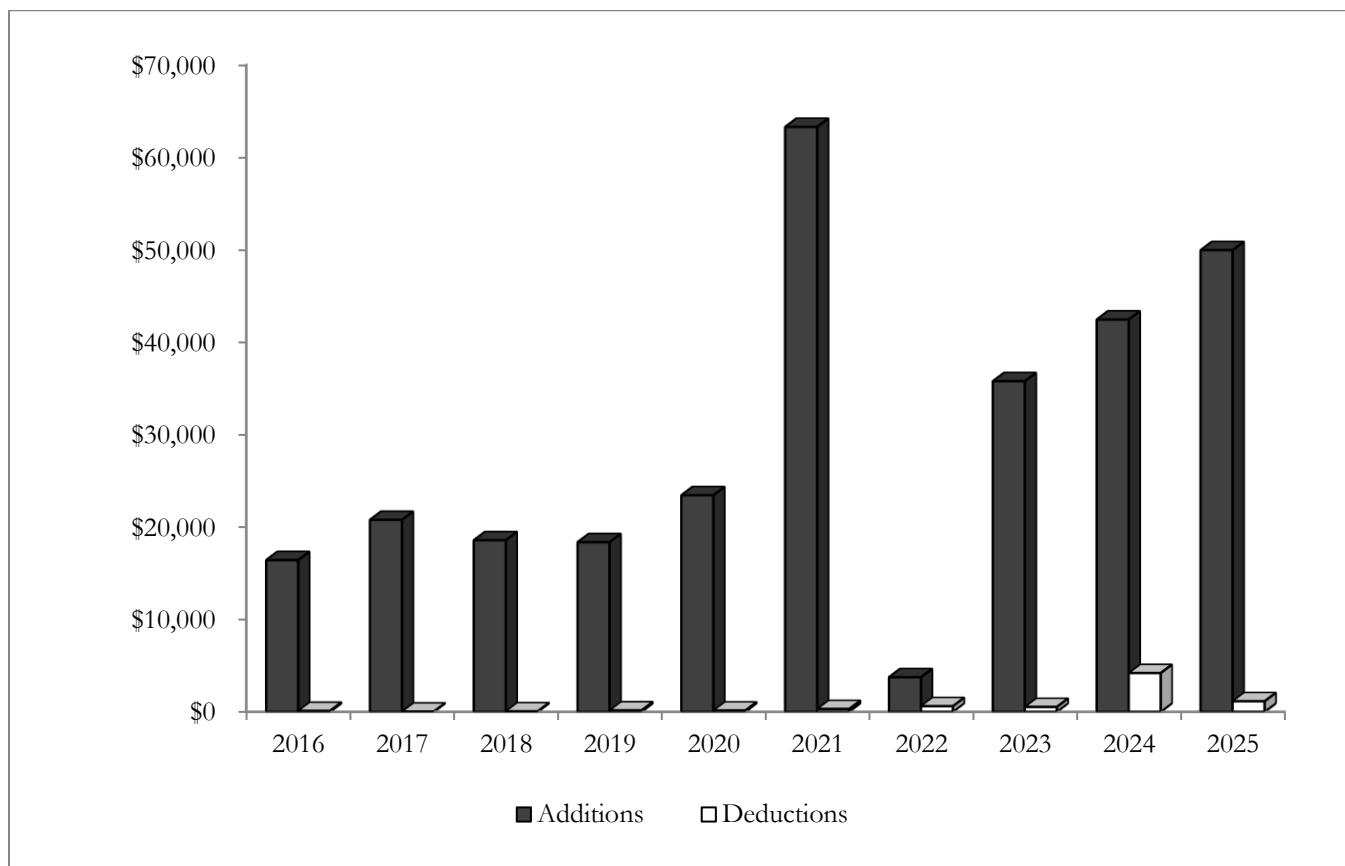
# Statistical Section

**Public Employees' Retirement System**  
**Defined Contribution Retirement Plan**  
**Defined Benefit Retiree Medical Plan**  
**Changes in Fiduciary Net Position**  
**(In thousands)**

Year Ended June 30	Fiduciary Net Position, Beginning of Year	Additions	Deductions	Increase / (Decrease) in Fiduciary Net Position	Fiduciary Net Position, End of Year
2016	\$ 44,368	\$ 16,430	\$ 91	\$ 16,339	\$ 60,707
2017	60,707	20,787	12	20,775	81,482
2018	81,482	18,578	45	18,533	100,015
2019	100,015	18,365	142	18,223	118,238
2020	118,238	23,456	125	23,331	141,569
2021	141,569	63,280	294	62,986	204,555
2022	204,555	3,736	605	3,131	207,686
2023	207,686	35,807	516	35,291	242,977
2024	242,977	42,471	4,187	38,284	281,261
2025	281,261	49,968	1,166	48,802	330,063

**10-YEAR COMPARISON OF ADDITIONS AND DEDUCTIONS**

(In thousands)



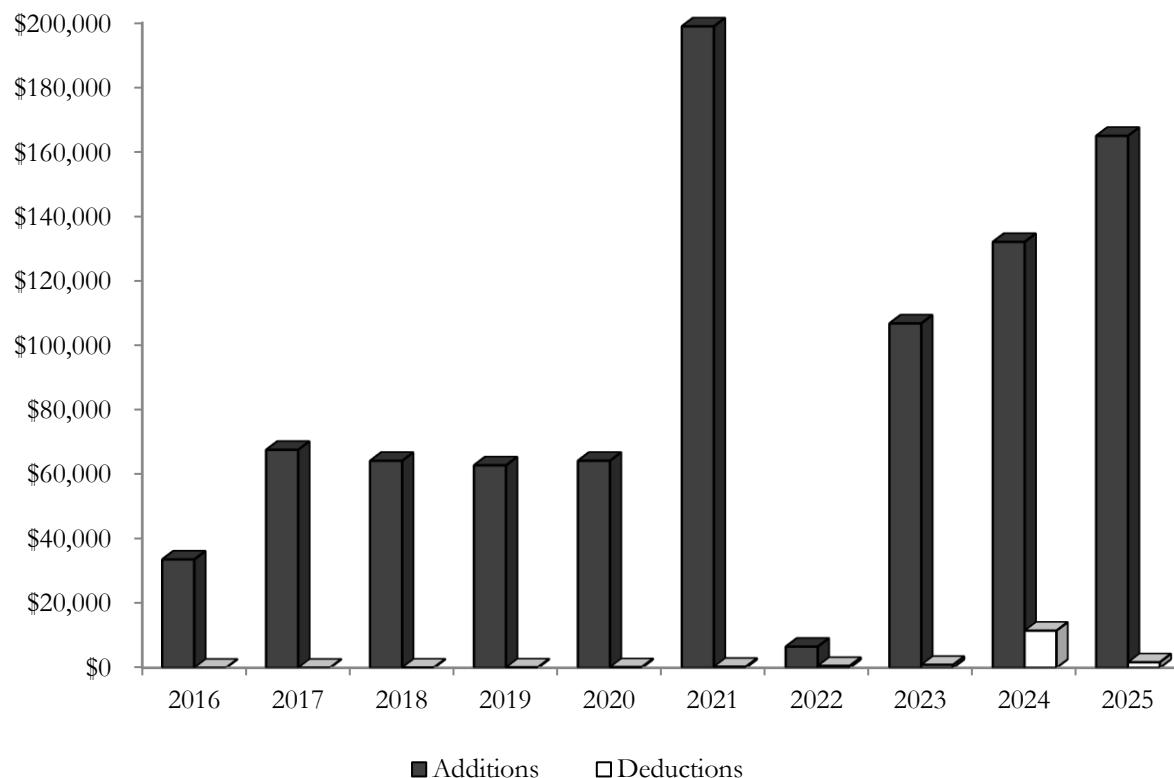
# Statistical Section

**Public Employees' Retirement System  
Defined Contribution Retirement Plan  
Health Reimbursement Arrangement  
Changes in Fiduciary Net Position  
(In thousands)**

Year Ended June 30	Fiduciary Net Position, Beginning of Year	Additions	Deductions	Increase / (Decrease) in Fiduciary Net Position	Fiduciary Net Position, End of Year
2016	\$ 193,516	\$ 33,568	\$ —	\$ 33,568	\$ 227,084
2017	227,084	67,566	4	67,562	294,646
2018	294,646	64,152	47	64,105	358,751
2019	358,751	62,758	100	62,658	421,409
2020	421,409	64,172	172	64,000	485,409
2021	485,409	198,869	298	198,571	683,980
2022	683,980	6,525	565	5,960	689,940
2023	689,940	106,754	885	105,869	795,809
2024	795,809	132,024	11,489	120,535	916,344
2025	916,344	164,907	1,831	163,076	1,079,420

## 10-YEAR COMPARISON OF ADDITIONS AND DEDUCTIONS

(In thousands)

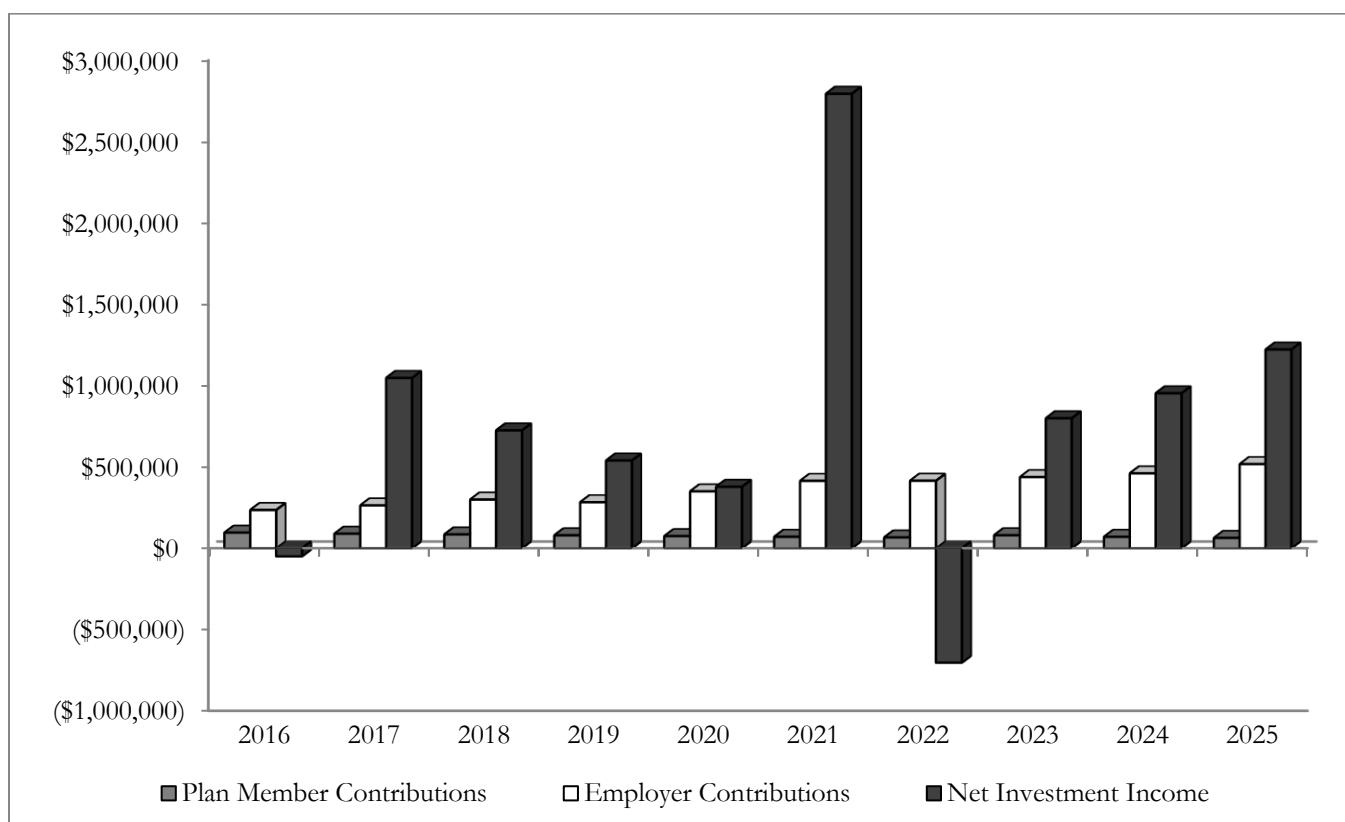


# Statistical Section

<b>Public Employees' Retirement System</b> <b>Defined Benefit Pension</b> <b>Additions by Source</b> <b>(In thousands)</b>						
<b>Year Ended June 30</b>	<b>Plan Member Contributions</b>	<b>Employer Contributions</b>	<b>State of Alaska – Additional State Contribution</b>	<b>Net Investment Income (Loss)</b>	<b>Other</b>	<b>Total</b>
2016	\$ 96,024	\$ 235,360	\$ 88,586	\$ (49,967)	\$ 240	\$ 370,243
2017	89,345	263,597	99,167	1,048,006	38	1,500,153
2018	84,956	299,665	72,719	725,310	25	1,182,675
2019	79,609	283,098	135,360	540,088	23	1,038,178
2020	74,514	350,028	159,055	378,119	148	882,296
2021	70,614	414,741	203,585	2,794,112	536	3,381,386
2022	66,412	415,538	97,700	(704,611)	187	(124,774)
2023	79,968	438,011	33,933	799,906	168	1,351,986
2024	70,329	460,974	37,942	953,819	1,018	1,524,082
2025	63,409	517,941	59,149	1,222,953	193	1,863,645

**Note:** This schedule shows the full appropriated amount of the additional state contribution as required by AS 39.35.280, a portion of which is included in "Employer Contributions" on the audited financial statements.

**10-YEAR COMPARISON OF ADDITIONS BY SOURCE**  
(In thousands)

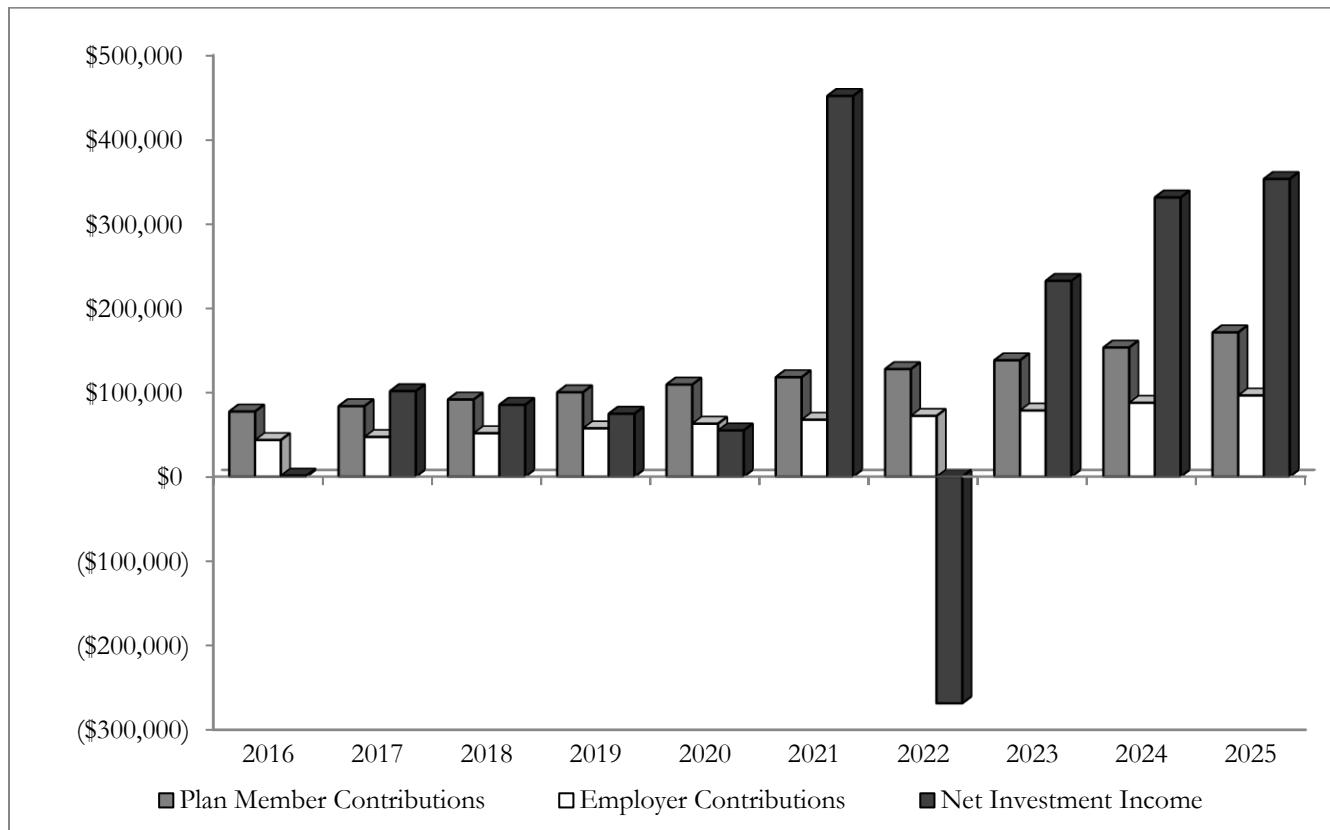


# Statistical Section

**Public Employees' Retirement System**  
**Defined Contribution Retirement Plan**  
**Participant Directed Fund**  
**Additions by Source**  
**(In thousands)**

Year Ended June 30	Plan Member Contributions	Employer Contributions	Net Investment Income (Loss)	Other	Total
2016	\$ 77,196	\$ 43,350	\$ 1,168	\$ 157	\$ 121,871
2017	83,493	46,982	101,317	185	231,977
2018	91,413	51,424	85,059	420	228,316
2019	99,995	57,221	74,507	454	232,177
2020	109,124	62,715	54,754	19	226,612
2021	117,855	67,389	451,573	148	636,965
2022	127,485	71,983	(268,653)	(36)	(69,221)
2023	137,925	78,391	232,148	130	448,594
2024	153,066	87,474	331,115	128	571,783
2025	171,044	96,214	353,077	228	620,563

**10-YEAR COMPARISON OF ADDITIONS BY SOURCE**  
**(In thousands)**



# Statistical Section

<b>Public Employees' Retirement System</b> <b>Defined Benefit Alaska Retiree Healthcare Trust</b> <b>Additions by Source</b> <b>(In thousands)</b>						
<b>Year Ended June 30</b>	<b>Plan Member Premiums</b>	<b>Employer Contributions</b>	<b>State of Alaska – Additional State Contribution</b>	<b>Net Investment Income (Loss)</b>	<b>Other</b>	<b>Total</b>
2016	\$ 621	\$ 155,630	\$ 37,934	\$ (38,442)	\$ 31,566	\$ 187,309
2017	—	124,541	—	859,980	43,009	1,027,530
2018	—	85,731	—	598,343	26,338	710,412
2019	—	102,266	—	449,098	65,342	616,706
2020	—	107,298	—	318,158	81,641	507,097
2021	—	68,191	—	2,294,390	91,232	2,453,813
2022	—	64,990	—	(578,684)	102,234	(411,460)
2023	—	555	—	658,963	119,466	778,984
2024	—	47	—	787,456	151,100	938,603
2025	—	5	—	991,740	170,775	1,162,520

**10-YEAR COMPARISON OF ADDITIONS BY SOURCE**  
(In thousands)

Year	Plan Member Contributions	Employer Contributions	Net Investment Income
2016	621	155,630	37,934
2017	—	124,541	—
2018	—	85,731	—
2019	—	102,266	—
2020	—	107,298	—
2021	—	68,191	2,294,390
2022	—	64,990	(578,684)
2023	—	555	658,963
2024	—	47	787,456
2025	—	5	991,740

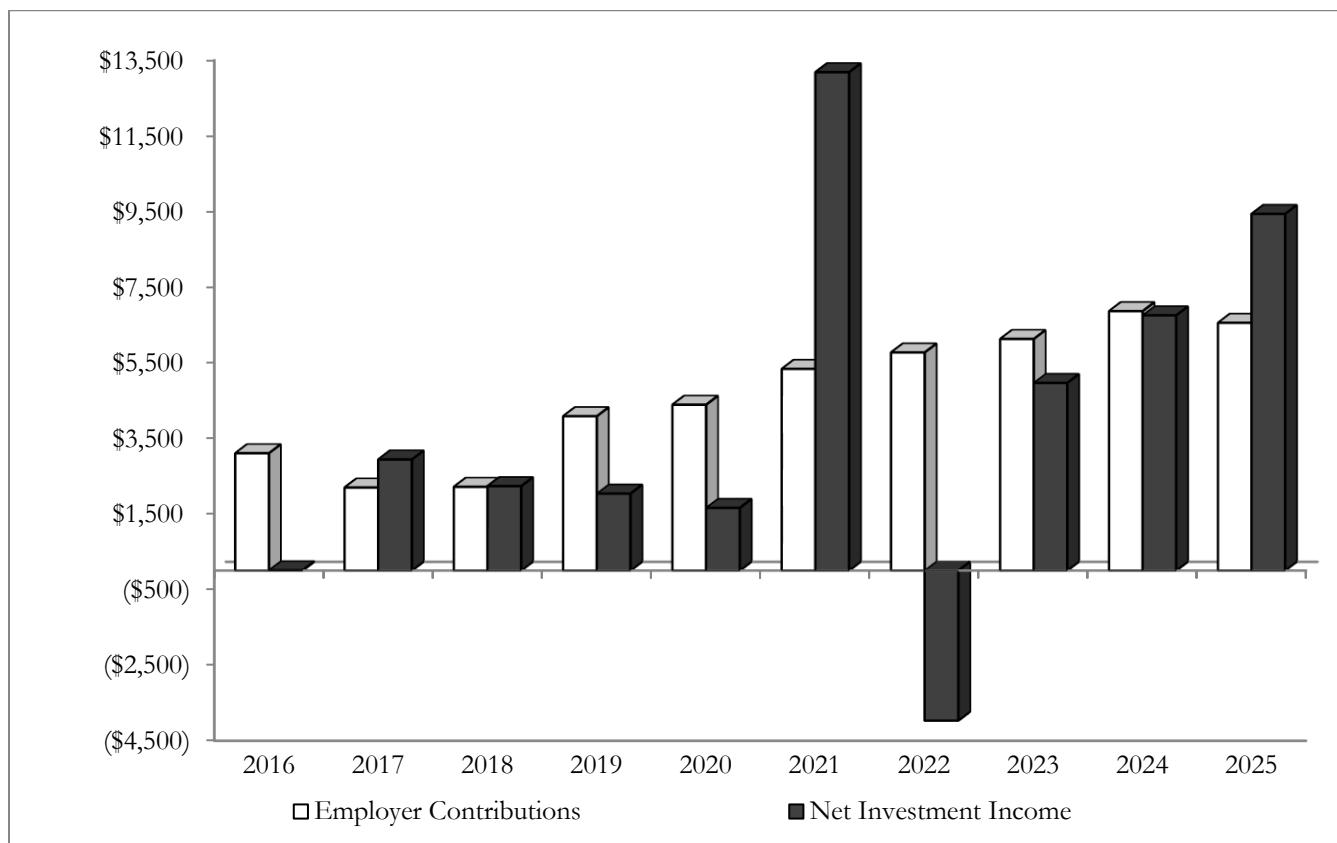
# Statistical Section

**Public Employees' Retirement System**  
**Defined Contribution Retirement Plan**  
**Defined Benefit Occupational Death and Disability**  
**Additions by Source**  
**(In thousands)**

Plan Ended June 30	Plan Member Contributions	Employer Contributions	Net Investment Income (Loss)	Other	Total
2016	\$ 14	\$ 3,104	\$ 8	\$ —	\$ 3,126
2017	—	2,196	2,938	—	5,134
2018	—	2,215	2,233	—	4,448
2019	—	4,083	2,036	—	6,119
2020	—	4,387	1,658	—	6,045
2021	—	5,334	13,182	2	18,518
2022	—	5,769	(3,968)	—	1,801
2023	—	6,126	4,963	—	11,089
2024	—	6,862	6,750	—	13,612
2025	—	6,553	9,433	—	15,986

**10-YEAR COMPARISON OF ADDITIONS BY SOURCE**

(In thousands)

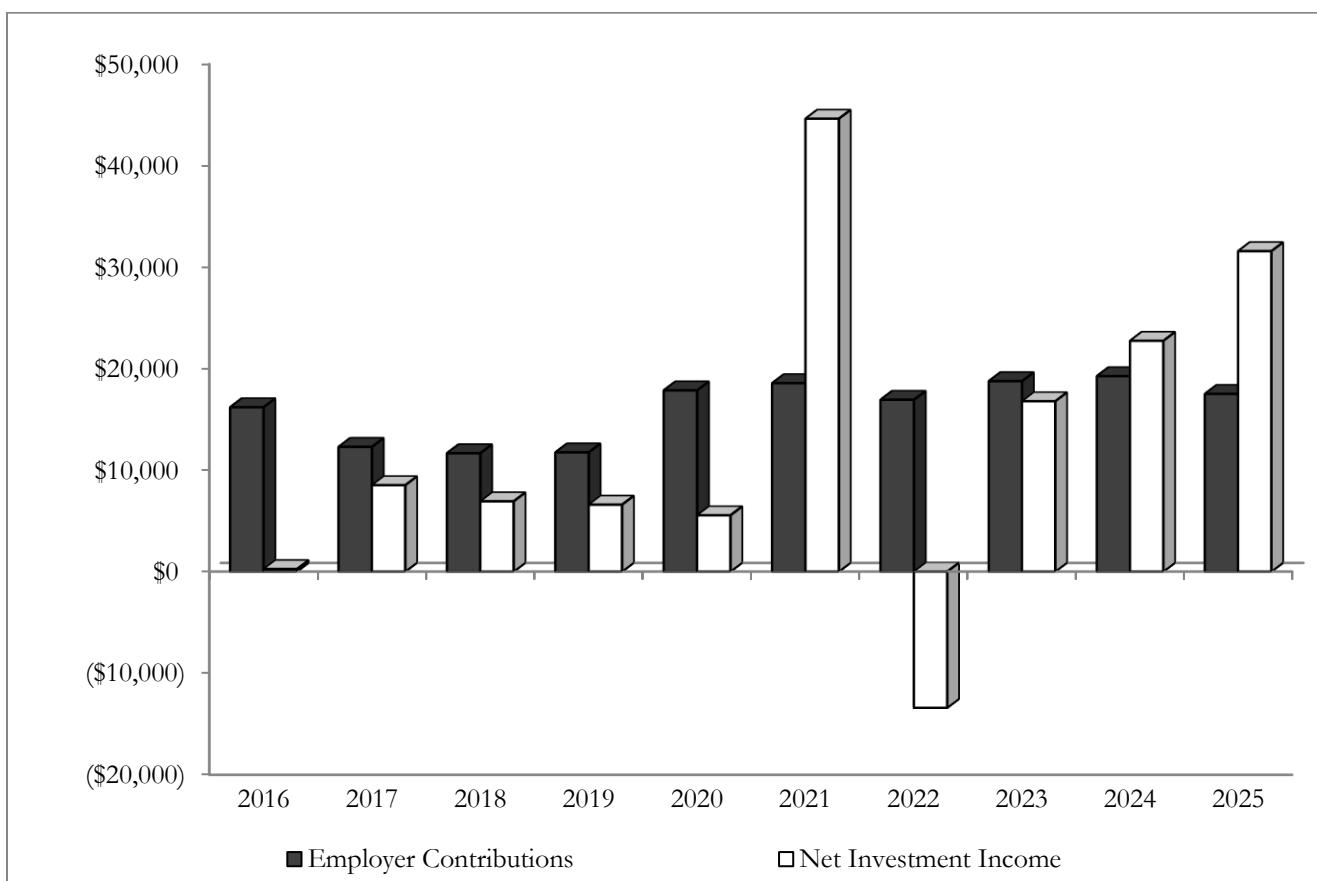


# Statistical Section

**Public Employees' Retirement System**  
**Defined Benefit Retiree Medical Plan**  
**Additions by Source**  
**(In thousands)**

Plan Ended June 30	Plan Member Contributions	Employer Contributions	Net Investment Income (Loss)	Other	Total
2016	\$ —	\$ 16,184	\$ 246	\$ —	\$ 16,430
2017	—	12,280	8,506	1	20,787
2018	—	11,657	6,919	2	18,578
2019	—	11,736	6,591	38	18,365
2020	—	17,846	5,546	64	23,456
2021	—	18,559	44,619	102	63,280
2022	—	16,920	(13,410)	226	3,736
2023	—	18,753	16,776	278	35,807
2024	—	19,245	22,730	496	42,471
2025	—	17,498	31,565	905	49,968

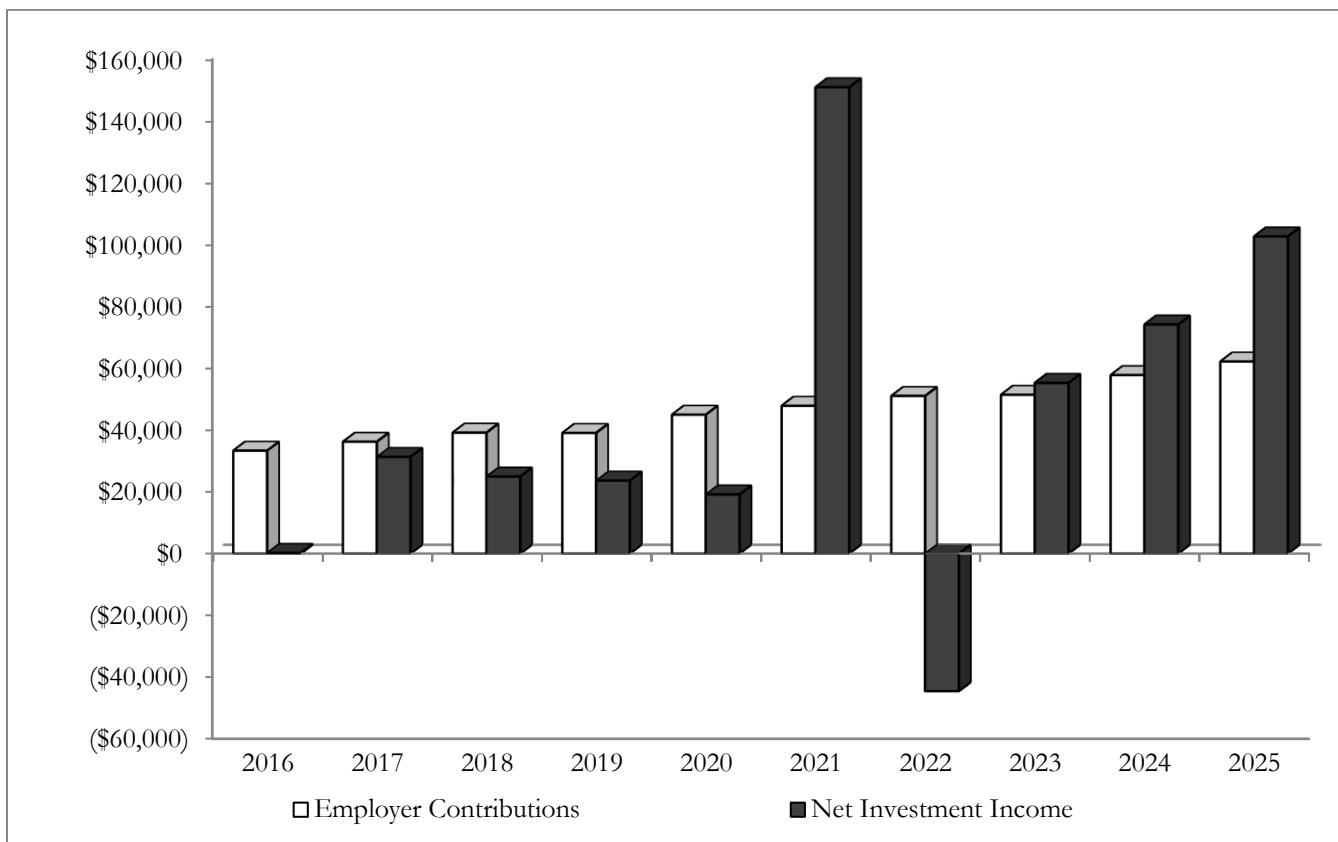
**10-YEAR COMPARISON OF ADDITIONS BY SOURCE**  
**(In thousands)**



# Statistical Section

<b>Public Employees' Retirement System</b> <b>Defined Contribution Retirement Plan</b> <b>Health Reimbursement Arrangement</b> <b>Additions by Source</b> <b>(In thousands)</b>				
<b>Plan Ended June 30</b>	<b>Employer Contributions</b>	<b>Net Investment Income (Loss)</b>	<b>Other</b>	<b>Total</b>
2016	\$ 33,351	\$ 217	\$ —	\$ 33,568
2017	36,241	31,325	—	67,566
2018	39,195	24,957	—	64,152
2019	39,101	23,657	—	62,758
2020	45,014	19,158	—	64,172
2021	47,889	150,961	19	198,869
2022	51,086	(44,577)	16	6,525
2023	51,470	55,284	—	106,754
2024	57,825	74,199	—	132,024
2025	62,222	102,685	—	164,907

**10-YEAR COMPARISON OF ADDITIONS BY SOURCE**  
(In thousands)

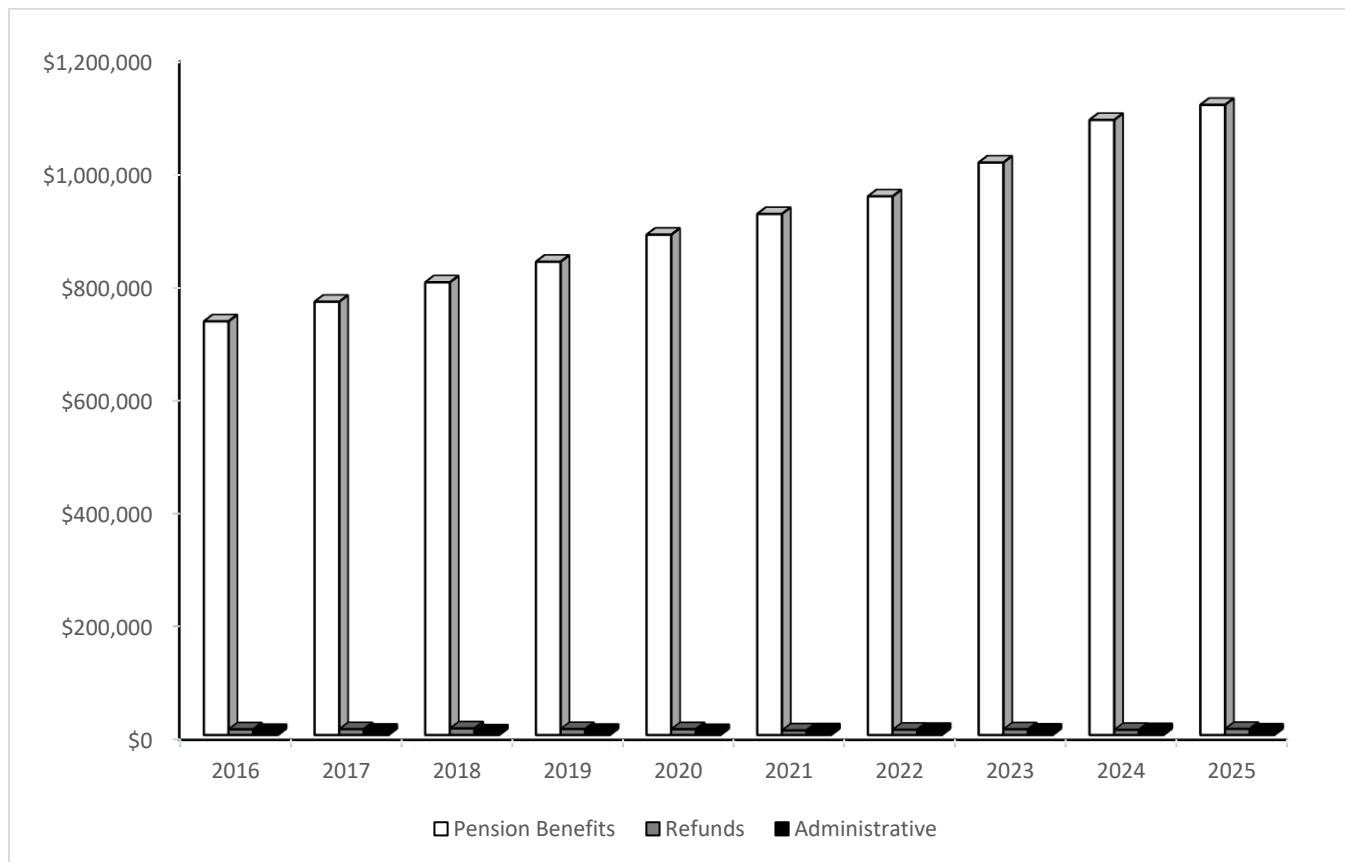


# Statistical Section

**Public Employees' Retirement System**  
**Defined Benefit Pension**  
**Deductions by Type**  
**(In thousands)**

Year Ended June 30	Pension Benefits	Refunds of Contributions	Administrative	Total
2016	\$ 732,141	\$ 10,034	\$ 7,243	\$ 749,418
2017	766,766	10,421	7,526	784,713
2018	801,155	11,722	6,250	819,127
2019	837,381	10,638	7,429	855,448
2020	885,252	10,271	7,017	902,540
2021	921,899	8,107	8,232	938,238
2022	953,055	9,302	9,038	971,395
2023	1,012,696	10,099	7,842	1,030,637
2024	1,088,046	9,097	8,560	1,105,703
2025	1,114,695	10,817	7,970	1,133,482

**10-YEAR COMPARISON OF DEDUCTIONS BY TYPE**  
**(In thousands)**

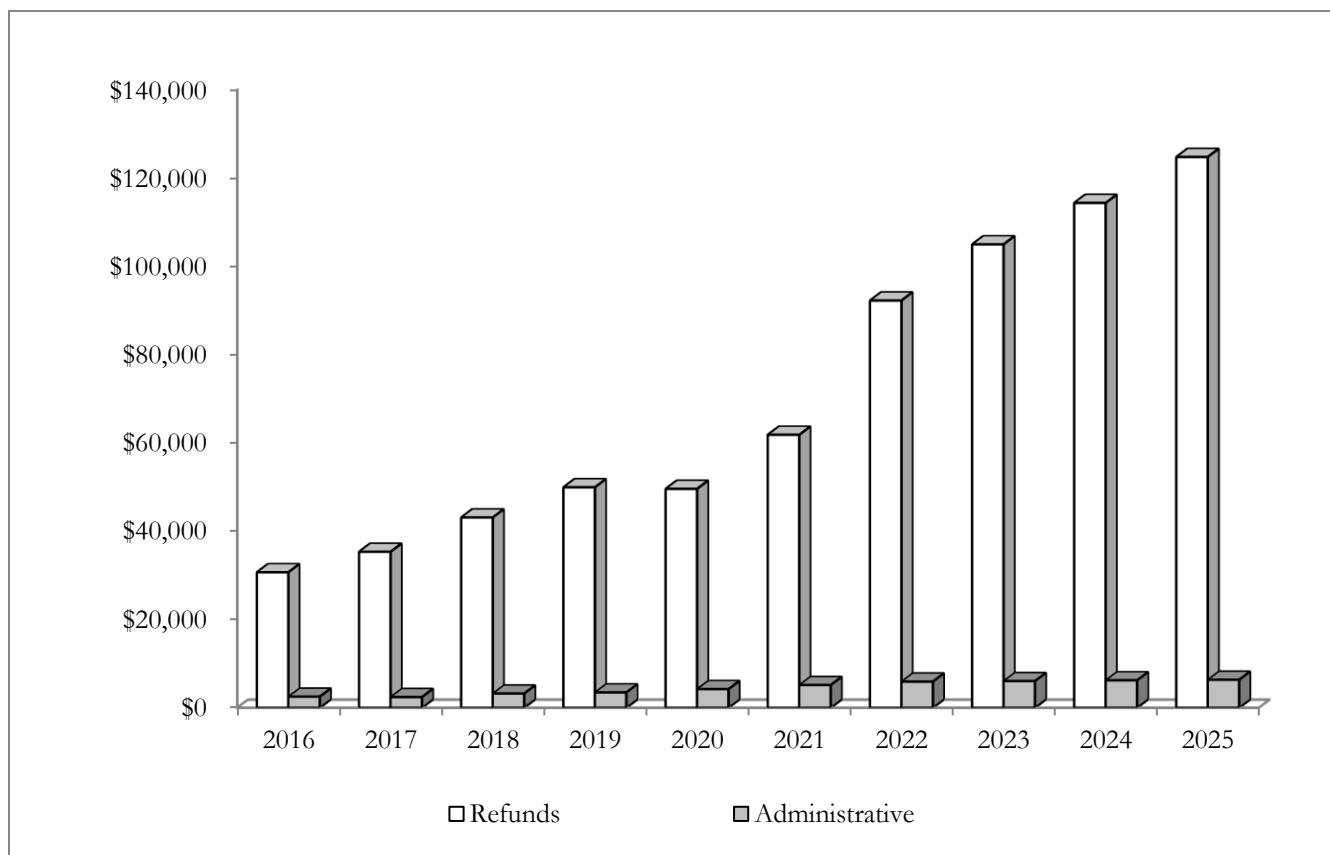


# Statistical Section

<b>Public Employees' Retirement System</b> <b>Defined Contribution Retirement Plan</b> <b>Participant Directed Fund</b> <b>Deductions by Type</b> <b>(In thousands)</b>			
<b>Plan Ended June 30</b>	<b>Refund of Contributions</b>	<b>Administrative</b>	<b>Total</b>
2016	\$ 30,709	\$ 2,506	\$ 33,215
2017	35,355	2,419	37,774
2018	43,132	3,211	46,343
2019	49,972	3,465	53,437
2020	49,620	4,225	53,845
2021	61,879	5,140	67,019
2022	92,269	5,925	98,194
2023	104,981	6,040	111,021
2024	114,355	6,218	120,573
2025	124,746	6,336	131,082

## 10-YEAR COMPARISON OF DEDUCTIONS BY TYPE

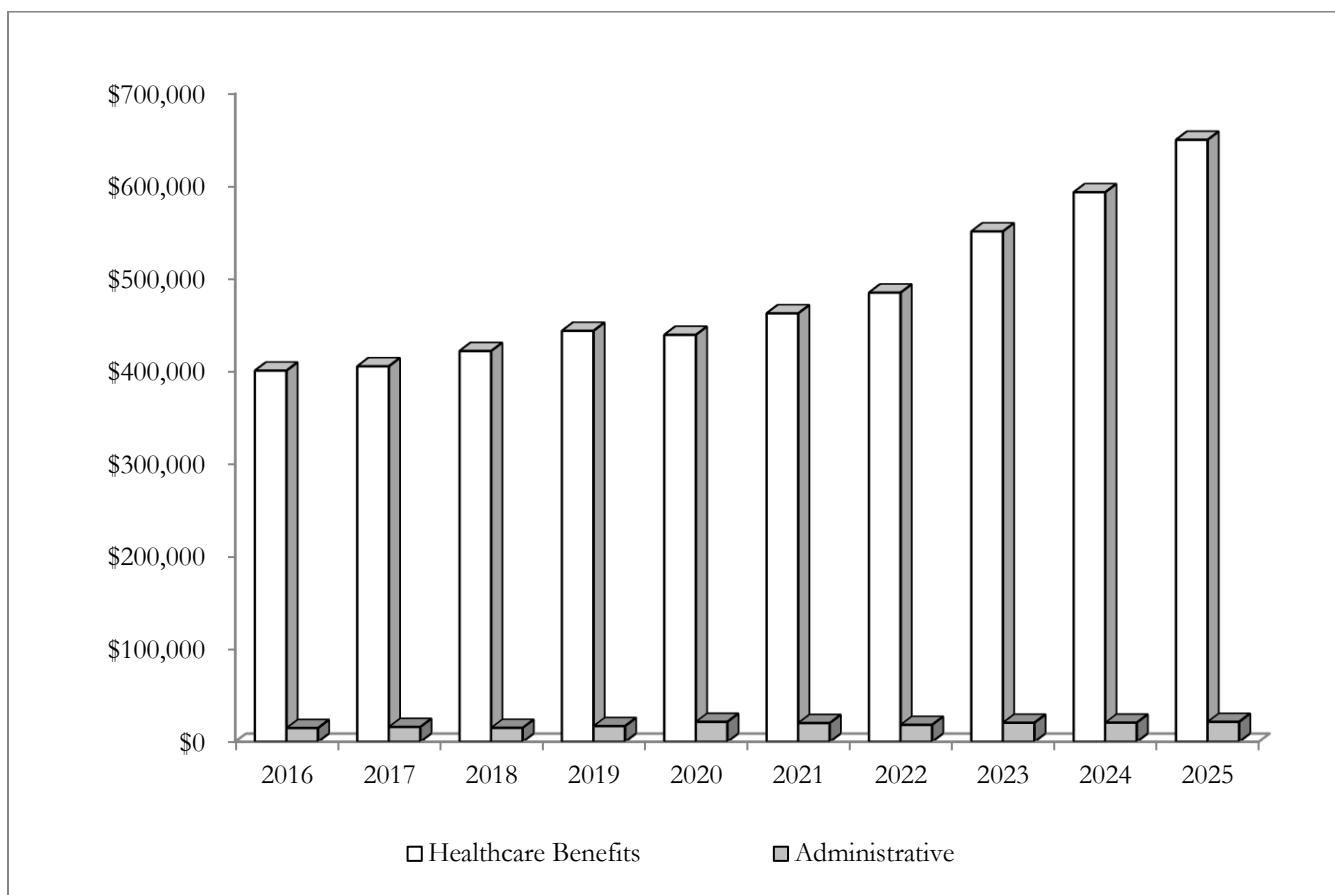
(In thousands)



# Statistical Section

<b>Public Employees' Retirement System</b> <b>Defined Benefit Alaska Retiree Healthcare Trust</b> <b>Deductions by Type</b> <b>(In thousands)</b>			
<b>Plan Ended June 30</b>	<b>Healthcare</b>	<b>Administrative</b>	<b>Total</b>
2016	\$ 401,233	\$ 14,785	\$ 416,018
2017	405,872	15,960	421,832
2018	422,378	14,985	437,363
2019	444,143	16,872	461,015
2020	439,785	21,493	461,278
2021	462,977	20,206	483,183
2022	485,327	18,220	503,547
2023	551,353	20,543	571,896
2024	593,597	20,603	614,200
2025	650,168	21,467	671,635

**10-YEAR COMPARISON OF DEDUCTIONS BY TYPE**  
 (In thousands)

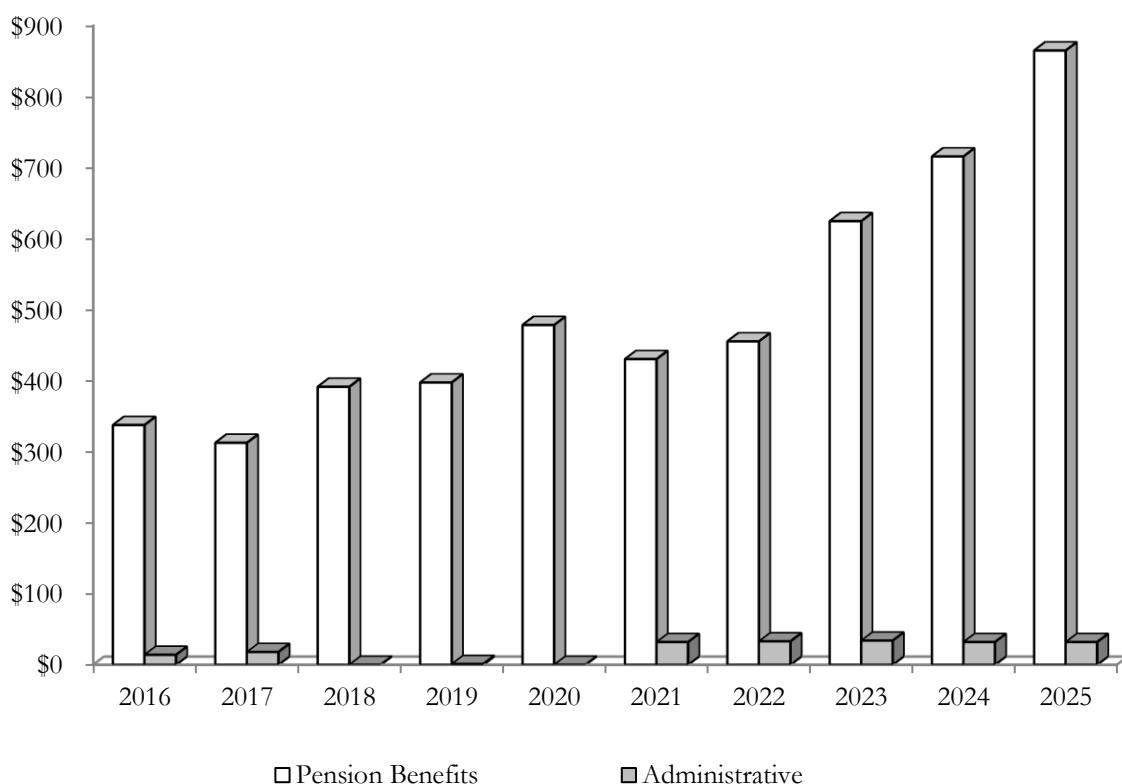


# Statistical Section

**Public Employees' Retirement System**  
**Defined Contribution Retirement Plan**  
**Defined Benefit Occupational Death and Disability**  
**Deductions by Type**  
**(In thousands)**

Year Ended June 30	Pension Benefits	Administrative	Transfer out	Total
2016	\$ 338	\$ 14	\$ —	\$ 352
2017	313	18	—	331
2018	392	—	—	392
2019	398	1	—	399
2020	479	—	—	479
2021	431	32	—	463
2022	456	33	—	489
2023	625	34	—	659
2024	716	32	863	1,611
2025	865	32	7	904

**10-YEAR COMPARISON OF DEDUCTIONS BY TYPE**  
**(In thousands)**

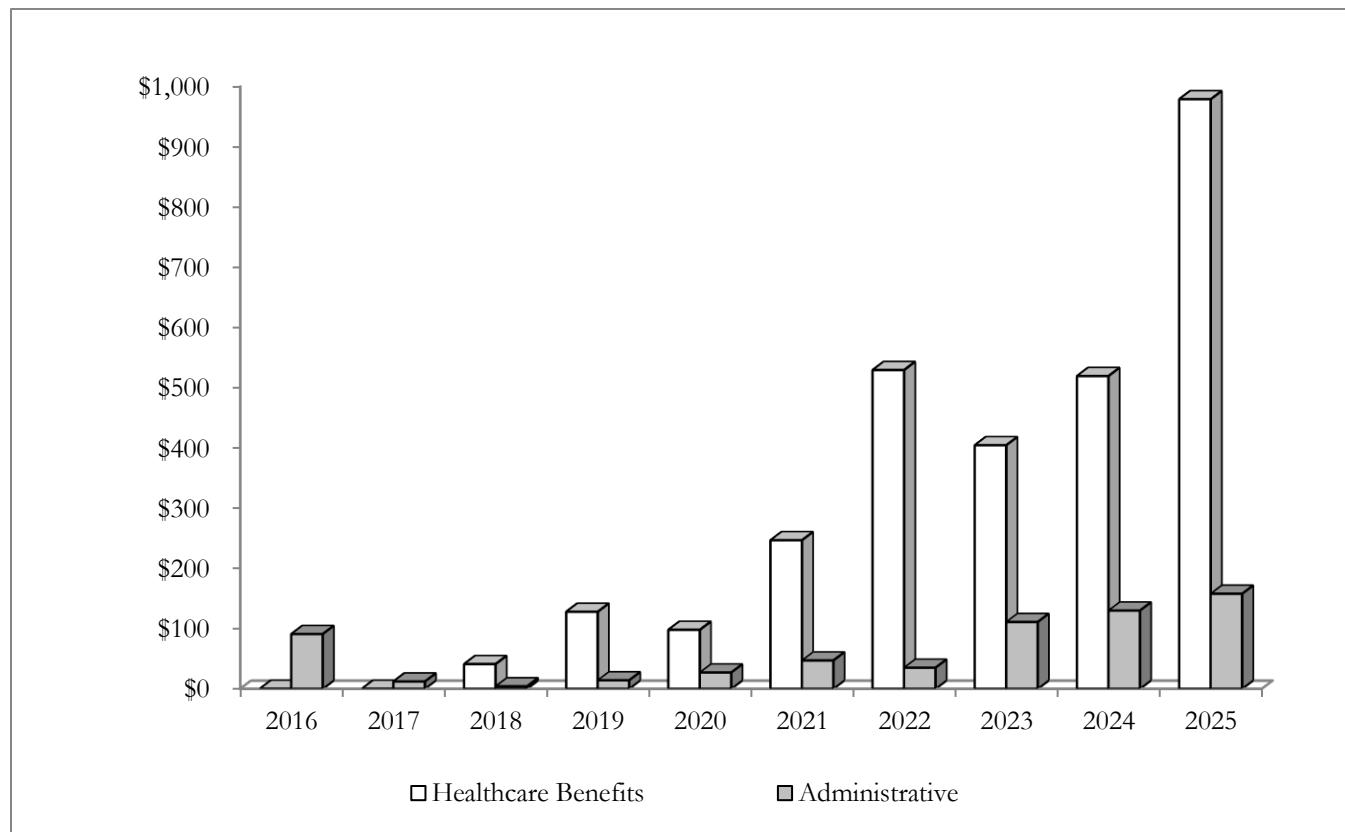


# Statistical Section

**Public Employees' Retirement System**  
**Defined Contribution Retirement Plan**  
**Defined Benefit Retiree Medical Plan**  
**Deductions by Type**  
**(In thousands)**

Year Ended June 30	Pension Benefits	Administrative	Transfer out	Total
2016	\$ —	\$ 91	\$ —	\$ 352
2017	—	12	—	331
2018	41	4	—	392
2019	128	14	—	399
2020	98	27	—	479
2021	247	47	—	463
2022	505	100	—	489
2023	405	111	—	659
2024	520	130	3,537	4,187
2025	979	158	29	1,166

**10-YEAR COMPARISON OF DEDUCTIONS BY TYPE**  
**(In thousands)**

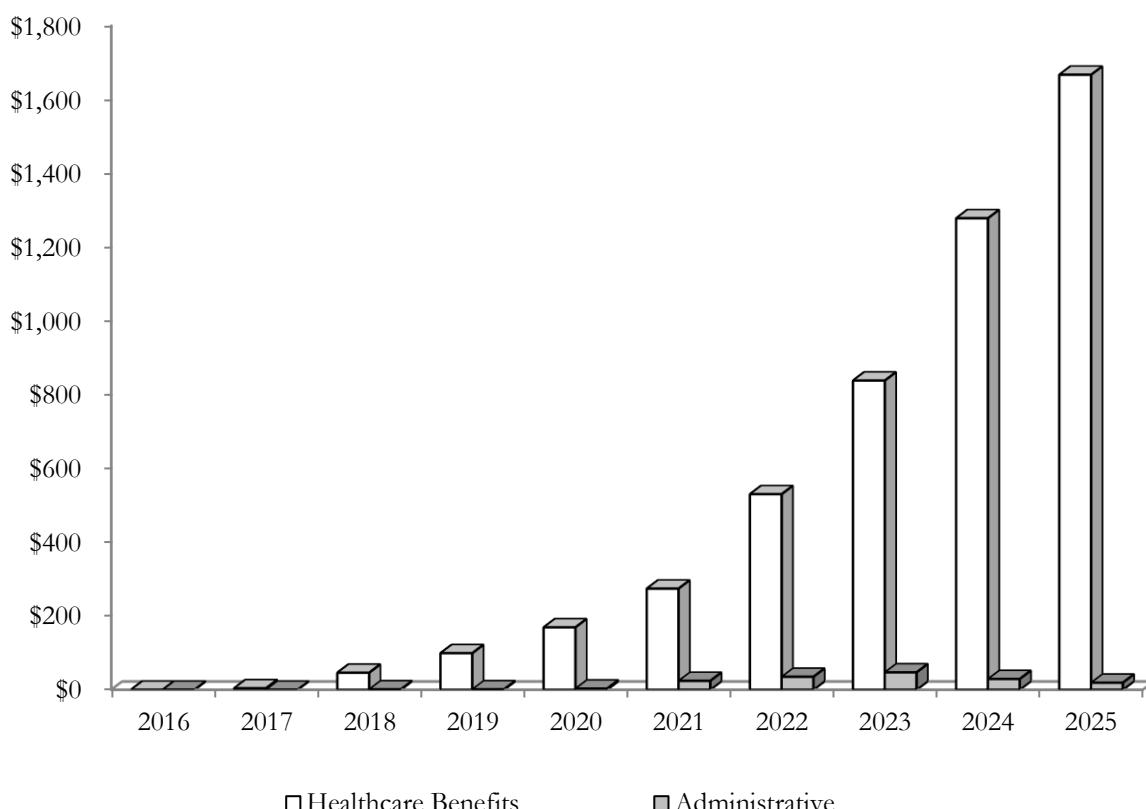


# Statistical Section

**Public Employees' Retirement System**  
**Defined Contribution Retirement Plan**  
**Healthcare Reimbursement Arrangement**  
**Deductions by Type**  
**(In thousands)**

Year Ended June 30	Healthcare	Administrative	Transfer out	Total
2016	\$ —	\$ —	\$ —	\$ —
2017	4	—	—	4
2018	46	1	—	47
2019	99	1	—	100
2020	169	3	—	172
2021	274	24	—	298
2022	530	35	—	565
2023	838	47	—	885
2024	1,278	29	10,182	11,489
2025	1,667	19	145	1,686

**10-YEAR COMPARISON OF DEDUCTIONS BY TYPE**  
**(In thousands)**



# Statistical Section

<b>Public Employees' Retirement System</b> <b>Schedule of Average Benefit Payments</b> <b>New Benefit Recipients</b>							
	<b>Years of Credited Service</b>						
	<b>0 - 4</b>	<b>5 - 9</b>	<b>10 - 14</b>	<b>15 - 19</b>	<b>20 - 24</b>	<b>25 - 29</b>	<b>30+</b>
<b>All Other</b>							
Period 7/1/14 – 6/30/15:							
Average Monthly Benefit	\$430	\$685	\$1,260	\$2,008	\$3,086	\$4,544	\$6,195
Average Final Avg Salary	\$41,184	\$52,565	\$61,224	\$67,225	\$77,440	\$86,942	\$96,468
Number of Recipients	42	284	304	213	198	169	98
Period 7/1/15 – 6/30/16:							
Average Monthly Benefit	\$434	\$660	\$1,240	\$2,017	\$3,059	\$4,158	\$6,583
Average Final Avg Salary	\$44,649	\$48,729	\$60,599	\$66,996	\$77,440	\$83,505	\$103,143
Number of Recipients	30	323	387	266	192	161	135
Period 7/1/16 – 6/30/17:							
Average Monthly Benefit	\$381	\$640	\$1,271	\$2,067	\$3,119	\$4,579	\$6,224
Average Final Avg Salary	\$39,320	\$50,209	\$61,150	\$70,810	\$79,613	\$91,169	\$98,661
Number of Recipients	27	254	375	233	212	191	115
Period 7/1/17 – 6/30/18:							
Average Monthly Benefit	\$414	\$607	\$1,299	\$1,982	\$3,034	\$4,475	\$6,085
Average Final Avg Salary	\$34,603	\$48,524	\$61,668	\$67,811	\$78,675	\$88,707	\$97,703
Number of Recipients	26	221	351	280	223	214	127
Period 7/1/18 – 6/30/19:							
Average Monthly Benefit	\$652	\$646	\$1,301	\$2,071	\$3,058	\$4,596	\$5,685
Average Final Avg Salary	\$49,840	\$52,459	\$60,651	\$69,110	\$76,946	\$92,620	\$94,857
Number of Recipients	21	190	266	289	222	205	105
Period 7/1/19 – 6/30/20:							
Average Monthly Benefit	\$492	\$601	\$1,311	\$2,065	\$3,040	\$4,686	\$6,213
Average Final Avg Salary	\$42,520	\$47,573	\$61,357	\$69,829	\$78,632	\$93,182	\$100,366
Number of Recipients	32	165	218	258	183	197	122
Period 7/1/20 – 6/30/21:							
Average Monthly Benefit	\$553	\$628	\$1,317	\$2,213	\$3,091	\$4,607	\$6,054
Average Final Avg Salary	\$37,456	\$50,287	\$62,986	\$73,819	\$78,565	\$91,034	\$98,834
Number of Recipients	17	163	228	281	194	188	114
Period 7/1/21 – 6/30/22:							
Average Monthly Benefit	\$1,453	\$623	\$1,340	\$2,181	\$3,373	\$4,644	\$6,822
Average Final Avg Salary	\$61,752	\$48,643	\$63,167	\$73,283	\$84,361	\$91,984	\$105,569
Number of Recipients	6	147	181	286	227	165	115
Period 7/1/22 – 6/30/23:							
Average Monthly Benefit	\$1,389	\$742	\$1,284	\$2,272	\$3,416	\$4,947	\$6,593
Average Final Avg Salary	\$56,785	\$53,321	\$61,779	\$72,666	\$84,997	\$99,220	\$106,748
Number of Recipients	16	113	148	194	184	165	97
Period 7/1/23 – 6/30/24:							
Average Monthly Benefit	\$1,166	\$657	\$1,307	\$2,241	\$3,322	\$4,966	\$6,328
Average Final Avg Salary	\$62,445	\$51,775	\$63,828	\$75,209	\$85,610	\$97,054	\$99,584
Number of Recipients	19	164	154	199	201	152	83

"Average Monthly Benefit" includes post-retirement pension adjustments and cost-of-living increases. Beneficiaries are not included in the table above.

# Statistical Section

<b>Public Employees' Retirement System</b> <b>Schedule of Average Pension Benefit Payments</b> <b>New Benefit Recipients</b>							
	<b>Years of Credited Service</b>						
	<b>0 - 4</b>	<b>5 - 9</b>	<b>10 - 14</b>	<b>15 - 19</b>	<b>20 - 24</b>	<b>25 - 29</b>	<b>30+</b>
<b>Peace Officer / Firefighter</b>							
Period 7/1/14 – 6/30/15:							
Average Monthly Benefit	\$0	\$1,173	\$1,621	\$3,632	\$4,436	\$5,457	\$6,863
Average Final Avg Salary	\$0	\$85,992	\$76,254	\$104,320	\$105,430	\$108,874	\$102,705
Number of Recipients	0	8	9	26	24	25	7
Period 7/1/15 – 6/30/16:							
Average Monthly Benefit	\$0	\$958	\$1,742	\$3,347	\$4,622	\$5,778	\$7,221
Average Final Avg Salary	\$0	\$76,190	\$87,241	\$97,297	\$109,236	\$118,513	\$115,323
Number of Recipients	0	6	11	19	30	28	16
Period 7/1/16 – 6/30/17:							
Average Monthly Benefit	\$0	\$686	\$2,075	\$3,234	\$4,462	\$5,151	\$6,376
Average Final Avg Salary	\$0	\$74,166	\$83,315	\$99,520	\$109,258	\$104,716	\$108,035
Number of Recipients	0	8	9	28	41	23	14
Period 7/1/17 – 6/30/18:							
Average Monthly Benefit	\$0	\$1,063	\$2,133	\$3,747	\$4,847	\$6,024	\$7,717
Average Final Avg Salary	\$0	\$86,908	\$91,941	\$107,039	\$115,635	\$121,972	\$132,459
Number of Recipients	0	4	18	19	35	30	3
Period 7/1/18 – 6/30/19:							
Average Monthly Benefit	\$3,792	\$651	\$1,933	\$3,362	\$4,786	\$6,196	\$5,688
Average Final Avg Salary	\$94,797	\$56,617	\$89,247	\$99,086	\$114,079	\$125,509	\$110,542
Number of Recipients	2	5	11	25	38	26	6
Period 7/1/19 – 6/30/20:							
Average Monthly Benefit	\$0	\$694	\$2,212	\$3,626	\$5,531	\$6,829	\$8,636
Average Final Avg Salary	\$0	\$60,557	\$107,689	\$111,341	\$131,016	\$140,297	\$127,620
Number of Recipients	0	6	11	23	40	32	9
Period 7/1/20 – 6/30/21:							
Average Monthly Benefit	\$2,612	\$767	\$1,619	\$3,711	\$5,196	\$6,960	\$7,970
Average Final Avg Salary	\$68,013	\$63,962	\$79,481	\$116,789	\$129,218	\$141,383	\$135,765
Number of Recipients	2	5	9	26	42	40	9
Period 7/1/21 – 6/30/22:							
Average Monthly Benefit	\$0	\$860	\$2,227	\$4,341	\$5,743	\$7,831	\$7,566
Average Final Avg Salary	\$0	\$60,646	\$97,870	\$122,607	\$137,018	\$144,961	\$119,732
Number of Recipients	0	2	7	33	42	27	7
Period 7/1/22 – 6/30/23							
Average Monthly Benefit	\$2,787	\$760	\$2,484	\$4,297	\$6,322	\$7,866	\$8,927
Average Final Avg Salary	\$93,744	\$80,385	\$104,037	\$129,639	\$143,492	\$150,864	\$149,341
Number of Recipients	2	2	5	14	56	21	7
Period 7/1/23 – 6/30/24							
Average Monthly Benefit	\$0	\$751	\$1,717	\$5,058	\$6,096	\$8,572	\$9,309
Average Final Avg Salary	\$0	\$64,072	\$87,007	\$147,018	\$143,933	\$170,525	\$162,048
Number of Recipients	0	3	5	13	35	33	9
"Average Monthly Benefit" includes post-retirement pension adjustments and cost-of-living increases. Beneficiaries are not included in the table above.							

# Statistical Section

<b>Public Employees' Retirement System</b> <b>Schedule of Pension and Healthcare Benefits Deductions by Type</b> <b>(In thousands)</b>					
<b>Year Ended June 30</b>	<b>Service</b>	<b>Disability</b>	<b>Survivor</b>	<b>Healthcare</b>	<b>Total</b>
2016	\$ 689,487	\$ 4,878	\$ 38,115	\$ 401,233	\$ 1,133,713
2017	721,300	4,812	40,967	405,876	1,172,955
2018	753,409	4,861	43,277	422,465	1,224,012
2019	786,301	5,052	46,426	444,370	1,282,149
2020	831,325	4,439	49,967	440,052	1,325,783
2021	865,048	4,260	53,022	463,498	1,385,828
2022	892,826	3,902	56,783	486,362	1,439,873
2023	948,051	3,953	61,317	552,596	1,565,917
2024	1,017,591	3,329	67,842	595,395	1,684,157
2025	1,040,241	3,574	71,745	652,814	1,768,374

**20-YEAR COMPARISON OF RETIREE MONTHLY COMPOSITE MEDICAL PREMIUMS**

Year	Premium (\$)
2006	880
2007	885
2008	885
2009	940
2010	1080
2011	1180
2012	1210
2013	1230
2014	1230
2015	1230
2016	1230
2017	1230
2018	1230
2019	1230
2020	1110
2021	1060
2022	1060
2023	1060
2024	1060
2025	1110

# Statistical Section

**Public Employees' Retirement System**  
**Defined Benefit Plan**  
**Schedule of Pension Benefit Recipients by Type**  
**of Pension Benefit and Option Elected**  
**Valuation as of June 30, 2024**

Amount of Monthly Pension Benefit	Number of Recipients	Type of Pension Benefit			Option Selected				
		1	2	3	1	2	3	4	5
<b>All Other</b>									
\$ 1 - 500	4,830	3,716	1,113	1	2,615	982	673	196	364
501 - 1,000	6,733	5,539	1,184	10	3,669	1,517	1,089	290	168
1,001 - 1,500	5,097	4,347	741	9	2,652	1,170	975	194	106
1,501 - 2,000	3,920	3,417	495	8	1,929	1,029	766	118	78
2,001 - 2,500	3,077	2,737	324	16	1,480	805	605	115	72
2,501 - 3,000	2,451	2,240	197	14	1,122	655	518	93	63
3,001 - 3,500	1,963	1,829	129	5	894	574	397	66	32
3,501 - 4,000	1,514	1,431	78	5	637	478	307	61	31
4,001 - 4,500	1,304	1,256	45	3	539	405	288	53	19
4,501 - 5,000	1,036	999	34	3	397	332	247	41	19
5,001 - 5,500	795	778	17	—	314	250	187	34	10
5,501 - 6,000	643	635	7	1	232	221	147	36	7
6,001 - 6,500	484	479	5	—	171	176	116	16	5
6,501 - 7,000	347	343	4	—	127	114	82	22	2
7,001 - 7,500	273	273	—	—	87	102	66	17	1
7,501 - 8,000	193	193	—	—	71	55	40	25	2
over \$8,000	534	530	4	—	176	181	132	43	2
<b>Totals</b>	<b>35,194</b>	<b>30,742</b>	<b>4,377</b>	<b>75</b>	<b>17,112</b>	<b>9,046</b>	<b>6,635</b>	<b>1,420</b>	<b>981</b>

**Type of Pension Benefit**

- 1 - Regular retirement
- 2 - Survivor payment
- 3 - Disability

**Option Selected**

- 1 - Whole Life Annuity
- 2 - 75% Joint and Contingent Annuity
- 3 - 50% Joint and Contingent Annuity
- 4 - 66 2/3% Joint and Survivor Annuity
- 5 - Level Income Option

# Statistical Section

<b>Public Employees' Retirement System</b> <b>Defined Benefit Plan</b> <b>Schedule of Pension Benefit Recipients by Type</b> <b>of Pension Benefit and Option Elected</b> <b>Valuation as of June 30, 2024</b>									
<b>Amount of Monthly Pension Benefit</b>	<b>Number of Recipients</b>	<b>Type of Pension Benefit</b>			<b>Option Selected</b>				
		<b>1</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>Peace Officer / Firefighter</b>									
\$ 1 - 500	130	60	70	—	87	17	8	4	14
501 - 1,000	292	159	133	—	179	63	24	15	11
1,001 - 1,500	250	131	118	1	168	49	15	8	10
1,501 - 2,000	276	168	108	—	174	49	38	8	7
2,001 - 2,500	281	202	77	2	132	81	51	8	9
2,501 - 3,000	333	258	72	3	154	99	51	15	14
3,001 - 3,500	382	327	51	4	147	148	66	14	7
3,501 - 4,000	396	342	51	3	149	154	61	18	14
4,001 - 4,500	320	297	22	1	105	137	58	18	2
4,501 - 5,000	269	257	12	—	78	110	59	19	3
5,001 - 5,500	215	208	7	—	57	104	34	17	3
5,501 - 6,000	180	172	8	—	44	88	40	7	1
6,001 - 6,500	148	145	3	—	47	62	31	5	3
6,501 - 7,000	112	106	6	—	38	47	20	7	—
7,001 - 7,500	72	72	—	—	24	31	13	4	—
7,501 - 8,000	54	54	—	—	16	22	15	1	—
over \$8,000	174	174	—	—	34	82	51	7	—
<b>Totals</b>	<b>3,884</b>	<b>3,132</b>	<b>738</b>	<b>14</b>	<b>1,633</b>	<b>1,343</b>	<b>635</b>	<b>175</b>	<b>98</b>

**Type of Pension Benefit**

- 1 - Regular retirement
- 2 - Survivor payment
- 3 - Disability

**Option Selected**

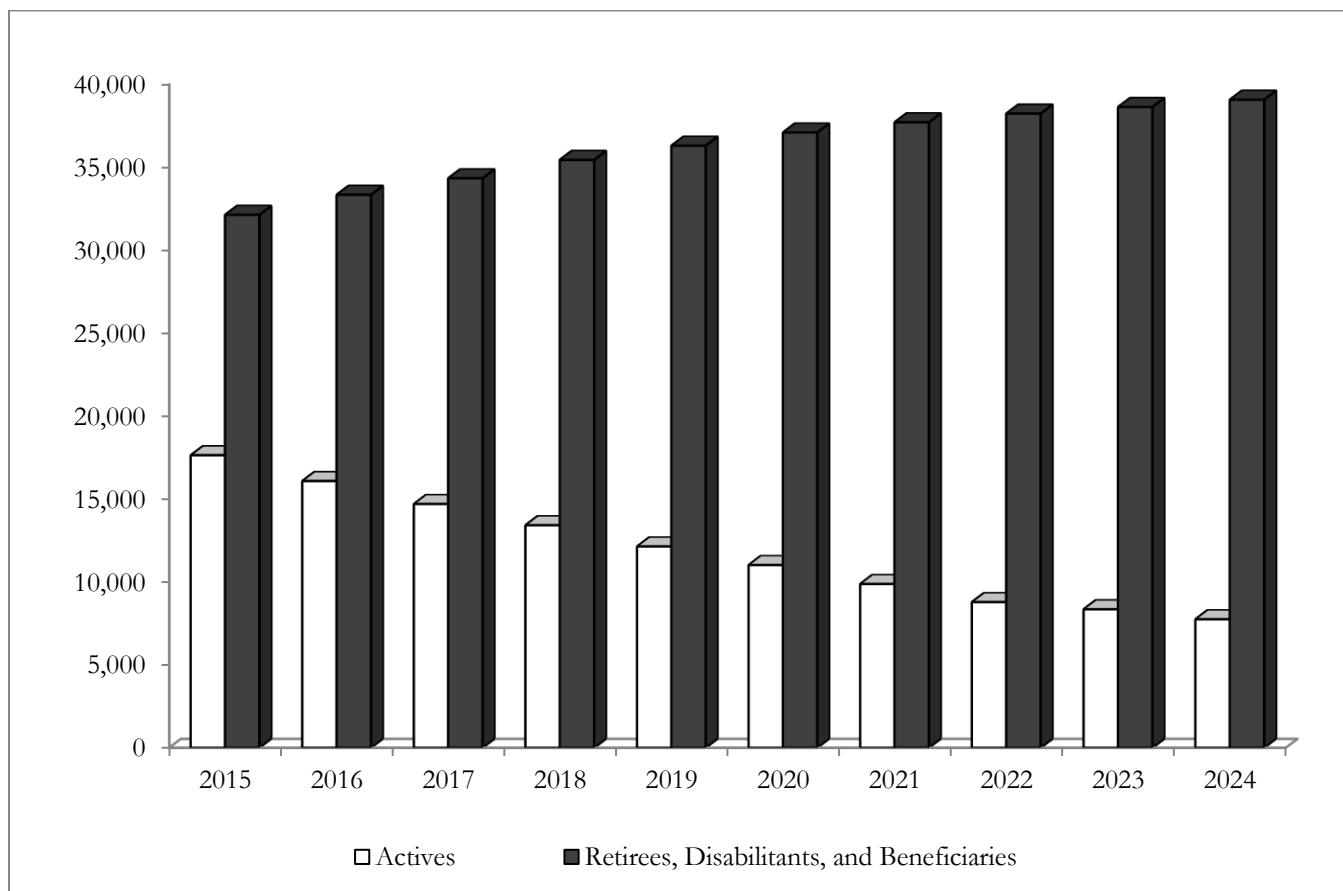
- 1 - Whole Life Annuity
- 2 - 75% Joint and Contingent Annuity
- 3 - 50% Joint and Contingent Annuity
- 4 - 66 2/3% Joint and Survivor Annuity
- 5 - Level Income Option

# Statistical Section

## Public Employees' Retirement System Defined Benefit Plan System Membership by Status

Year Ended June 30	Active	Retirees, Disabilitants & Beneficiaries	Vested Terminations	Nonvested Terminations w/Balance	Total
2015	17,660	32,145	6,304	12,339	68,448
2016	16,105	33,353	6,160	11,880	67,498
2017	14,719	34,347	5,962	11,506	66,534
2018	13,434	35,454	5,660	11,192	65,740
2019	12,152	36,310	5,499	10,921	64,882
2020	11,033	37,106	5,327	10,642	64,108
2021	9,888	37,717	5,135	10,432	63,172
2022	8,795	38,243	4,955	10,223	62,216
2023	8,361	38,639	4,812	10,070	61,882
2024	7,757	39,078	4,513	9,903	61,251

### 10-YEAR COMPARISON OF ACTIVE MEMBERS AND RETIREES, DISABILITANTS, AND BENEFICIARIES



# Statistical Section

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<b>Public Employees' Retirement System</b> <b>Principal Participating Employers</b> <b>June 30, 2025</b>			
<b>Employer</b>	<b>Non-retired Members</b>	<b>Rank</b>	<b>Percentage of Total Non-retired Members</b>
State of Alaska	29,161	1	38.48%
Anchorage School District	6,658	2	8.78
University of Alaska	<u>5,640</u>	3	<u>7.44</u>
<b>Total</b>	<b><u>41,459</u></b>		<b><u>54.70%</u></b>

# Statistical Section

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**Public Employees' Retirement System**  
**Participating Employers**  
**June 30, 2025**

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Akutan, City of	Delta-Greely School District
Alaska, State of	Delta Junction, City of
Alaska Gasline Development Corporation	Denali Borough
Alaska Gateway School District	Denali Borough School District
Alaska Housing Finance Corporation	Dillingham, City of
Aleutian Housing Authority	Dillingham City School District
Aleutians East Borough	Egegik, City of
Aleutians East Borough School District	Elim, City of
Allakaket, City of	
Anchorage, Municipality of	
Anchorage Community Development Authority	Fairbanks, City of
Anchorage School District	Fairbanks North Star Borough
Anderson, City of	Fairbanks North Star Borough School District
Aniak, City of	Fort Yukon, City of
Annette Island School District	
Atka, City of	Galena, City of
	Galena City School District
Baranof Island Housing Authority	
Barrow, City of	Haines Borough
Bartlett Regional Hospital	Haines Borough School District
Bering Strait School District	Homer, City of
Bering Straits Regional Housing Authority	Hoonah, City of
Bethel, City of	Hoonah City School District
Bristol Bay Borough	Hooper Bay, City of
Bristol Bay Borough School District	Huslia, City of
Bristol Bay Housing Authority	Hydaburg City School District
Chatham School District	Iditarod Area School District
Chugach School District	Ilisagvik College
Cook Inlet Housing Authority	Interior Regional Housing Authority
Copper River Basin Regional Housing Authority	Inter-Island Ferry Authority
Copper River School District	
Cordova, City of	Juneau School District, City and Borough of
Cordova City School District	Juneau, City and Borough of
Cordova Community Medical Center	
Craig, City of	
Craig City School District	

# Statistical Section

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**Public Employees' Retirement System**  
**Participating Employers**  
**June 30, 2025 (continued)**

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Kachemak, City of	North Pacific Rim Housing Authority
Kake City School District	North Pole, City of
Kaltag, City of	North Slope Borough
Kashunamiat School District	North Slope Borough School District
Kenai, City of	Northwest Arctic Borough
Kenai Peninsula Borough	Northwest Arctic Borough School District
Kenai Peninsula Borough School District	Northwest Inupiat Housing Authority
Ketchikan, City of	
Ketchikan Gateway Borough	Palmer, City of
Ketchikan Gateway Borough School District	Pelican, City of
King Cove, City of	Pelican City School District
Kivalina, City of	Petersburg Borough
Klawock, City of	Petersburg City School District
Klawock City School District	Petersburg Medical Center
Kodiak, City of	Pribilof School District
Kodiak Island Borough	
Kodiak Island Borough School District	Saint George, City of
Kotzebue, City of	Saint Mary's School District
Koyuk, City of	Saint Paul, City of
Kuspuk School District	Sand Point, City of
Lake and Peninsula Borough	Saxman, City of
Lake and Peninsula Borough School District	Saxman Seaport
Lower Kuskokwim School District	Selawik, City of
Lower Yukon School District	Seldovia, City of
	Seward, City of
Matanuska-Susitna Borough	Shaktoolik, City of
Matanuska-Susitna Borough School District	Sitka Borough School District
Mekoryuk, City of	Sitka, City and Borough of
	Skagway City School District
Nenana, City of	Skagway, Municipality of
Nenana City School District	Soldotna, City of
Nome, City of	Southeast Island School District
Nome City School District	Southeast Regional Resource Center
Nome Joint Utility System	Southwest Region School District
Noorvik, City of	Special Education Service Agency
North Pacific Fishery Management Council	

# Statistical Section

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**Public Employees' Retirement System  
Participating Employers  
June 30, 2025 (continued)**

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Tagiugmiullu Nunamiullu Housing Authority	Wasilla, City of
Tanana, City of	Whittier, City of
Thorne Bay, City of	Wrangell, City and Borough of
Tlingit-Haida Regional Housing Authority	Wrangell Public School District
Toksook Bay, City of	
	Yakutat, City and Borough of
Unalaska, City of	Yakutat School District
Unalaska City School District	Yukon Flats School District
University of Alaska	Yukon-Koyukuk School District
Upper Kalskag, City of	Yupiit School District
Valdez, City of	
Valdez City School District	







STATE OF ALASKA · DEPARTMENT OF ADMINISTRATION  
- DIVISION OF RETIREMENT AND BENEFITS -

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