

# ALASKA

## - TEACHER'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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# Teachers' 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**

Prepared by

Department of Administration  
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ALASKA DIVISION OF  
**Retirement  
and Benefits**

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# INTRODUCTORY SECTION









THE STATE  
of **ALASKA**  
GOVERNOR MIKE DUNLEAVY

## Department of Administration

### DIVISION OF RETIREMENT AND BENEFITS

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P.O. Box 110203  
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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 Teachers' Retirement System (TRS) (System) for the fiscal year ended June 30, 2025. The ACFR is intended to fulfill the legal requirements of Alaska Statute (AS) 14.25.004(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 1955 to provide pension benefits to teachers and other eligible participants. 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 and II). 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 III).

## 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 Teachers' 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 **BE**enefits **A**nd **R**etirement **S**ystem, 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.

# Introductory Section

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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.

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 77.9% and an unfunded actuarial accrued liability (actuarial liability minus actuarial value of DB plan assets) total of approximately \$1.77 billion. The System's DB healthcare trust has a funded ratio of 138.7% and a funding excess of \$1.03 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 \$6.4 billion and earned an average 10.12% return for the fiscal year ended June 30, 2025, while the DB Healthcare Trust's investment portfolio was valued at \$3.9 billion and earned an average 10.13% return. The DCR Plan's investment portfolio was valued at \$1.2 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 an 9.52% return and the DB Healthcare Trust's investments earned an 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.

# Introductory Section

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## 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.

## 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 TRS 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/#trs> 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

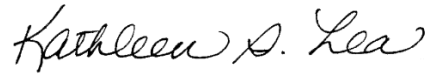
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We are grateful to the Alaska Retirement Management Board, staff, advisors, and to the many people who have diligently worked to assure the successful operation of the System.

Respectfully submitted,



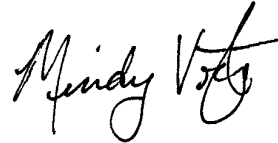
Paula Vrana  
Commissioner



Kathy Lea  
Division Director



Chris Murray  
Chief Health Administrator



Mindy Voigt  
Chief Pension Officer



Christopher Novell  
Chief Financial Officer



Government Finance Officers Association

Certificate of  
Achievement  
for Excellence  
in Financial  
Reporting

Presented to

**Alaska Teachers' Retirement System**

For its Annual Comprehensive  
Financial Report  
For the Fiscal Year Ended

June 30, 2024

*Christopher P. Morill*

Executive Director/CEO



Public Pension Coordinating Council

***Recognition Award for Administration  
2025***

Presented to

***Alaska Teachers' 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, reading 'Robert A. Wylie'. The signature is written in a cursive, flowing style.

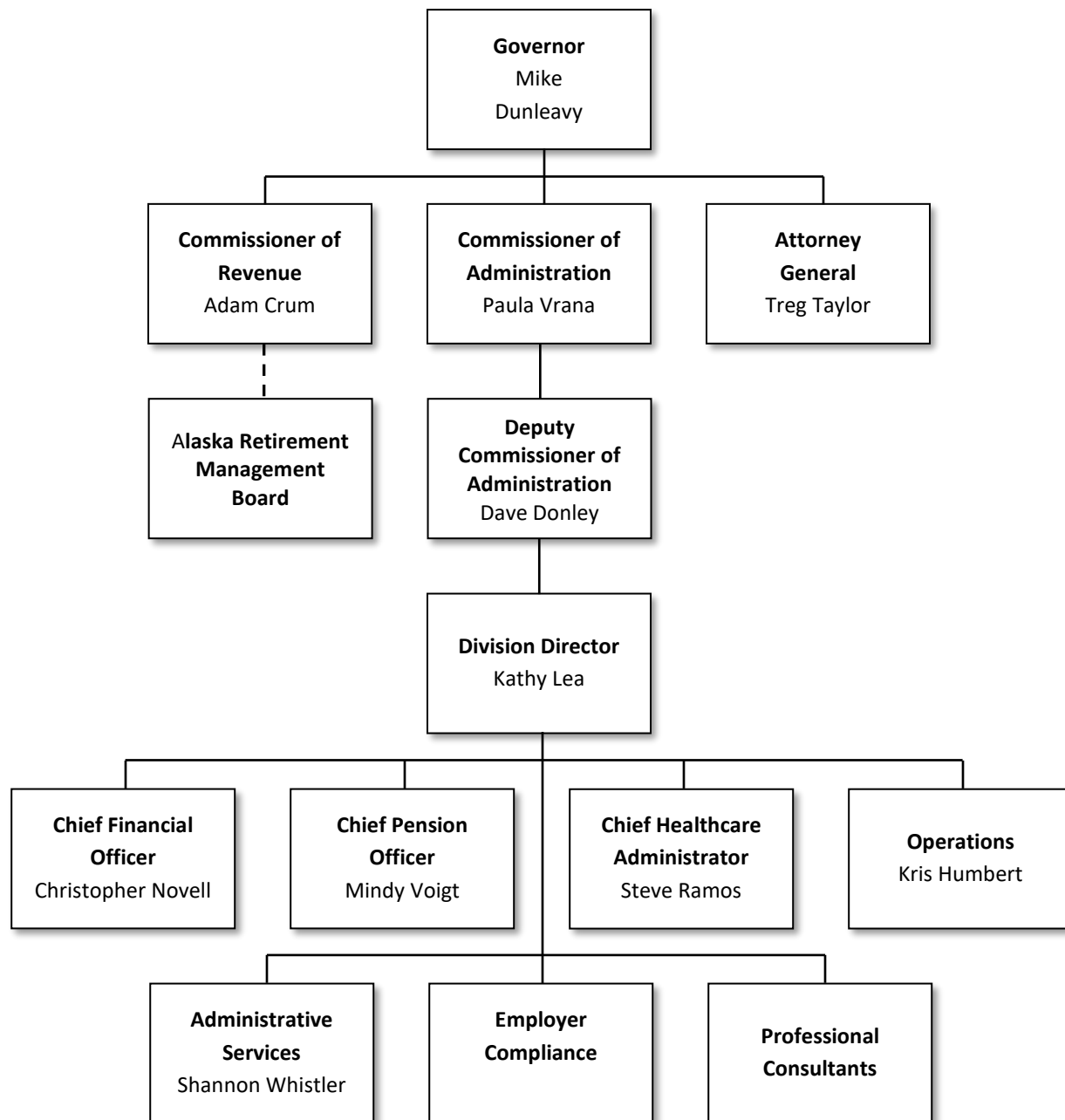
Robert A. Wylie  
Program Administrator

# 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 Claim Administrators</b> Aetna Life Insurance Company <i>Lexington, Kentucky</i> CHCS Services, Inc. <i>Pensacola, Florida</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> Lantern Specialty Care <i>Dallas, Texas</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>	
<b>Independent Auditors</b> KPMG LLP <i>Anchorage, Alaska</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 79 and 80. Investment fees and commissions can be found on pages 87 and 93.

# 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** is 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 Laventhol 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







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 Teachers' Retirement System:

### ***Opinion***

We have audited the combining financial statements of the State of Alaska Teachers' 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 | TEACHERS' 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 Teachers' 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 \$728.4 million.
- The System's employers and plan members contributions increased by \$2.4 million when compared to fiscal year 2024.
- The State of Alaska (the State) directly appropriated \$122.4 million to the System.
- The System's net investment income was \$1.2 billion, an increase of \$236.4 million when compared to fiscal year 2024.
- The System's pension benefit expenditures totaled \$583.2 million.
- The System's postemployment healthcare benefit expenditures totaled \$212.4 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.

*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.

# Financial Section

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

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

June 30, 2025

*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

System net position (In thousands)					
Description	2025	2024	Increase (decrease)		2023
			Amount	Percentage	
Assets:					
Cash and cash equivalents	\$ 136,457	131,427	5,030	3.8 %	\$ 110,428
Contributions receivable	9,875	10,029	(154)	(1.5)	10,917
Due from State of Alaska					
General Fund	10,078	7,462	2,616	35.1	9,399
Due from TRS OD&D	—	9	(9)	(100.0)	—
Due from TRS RMP	—	302	(302)	(100.0)	—
Other accounts receivables	6,345	6,248	97	1.6	4,878
Investments	11,914,233	11,187,860	726,373	6.5	10,708,951
Other assets	318	318	—	—	318
Total assets	12,077,306	11,343,655	733,651	6.5	10,844,891
Liabilities:					
Claims payable	18,371	15,984	2,387	14.9	13,957
Accrued expenses	6,270	3,468	2,802	80.8	3,867
Forfeitures payable to employers	189	117	72	61.5	59
Due to State of Alaska General Fund	3,355	4,688	(1,333)	(28.4)	2,812
Due to TRS DB Pension	—	9	(9)	(100.0)	—
Due to TRS ARHCT	—	302	(302)	(100.0)	—
Securities lending collateral payable	9,143	7,513	1,630	21.7	11,080
Total liabilities	37,328	32,081	5,247	16.4	31,775
Net position restricted for pension and postemployment healthcare benefits	\$ 12,039,978	11,311,574	728,404	6.4 %	\$ 10,813,116

# Financial Section

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

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

June 30, 2025

#### Condensed Financial Information (continued)

Changes in system net position (In thousands)					
Description	2025	2024	Increase (decrease)		2023
			Amount	Percentage	
Net position, beginning of year	\$ 11,311,574	10,813,116	498,458	4.6 %	\$ 10,444,021
Additions:					
Contributions – employers and plan members	180,409	177,989	2,420	1.4	178,132
Contributions – nonemployer State of Alaska	122,442	97,951	24,491	25.0	90,412
Net investment income	1,227,638	991,281	236,357	23.8	814,723
Employer group waiver plan	26,405	21,493	4,912	22.9	20,392
Medicare retiree drug subsidy	194	225	(31)	(13.8)	138
Pharmacy rebates	30,140	23,019	7,121	30.9	17,992
Pharmacy management allowance	61	64	(3)	(4.7)	64
Other income	361	447	(86)	(19.2)	229
Transfer in	63	2,650	(2,587)	(97.6)	—
Total additions	1,587,713	1,315,119	272,594	20.7	1,122,082
Deductions:					
Pension and postemployment healthcare benefits	795,608	760,149	35,459	4.7	707,666
Refunds of contributions	50,272	40,426	9,846	24.4	32,358
Administrative	13,366	13,436	(70)	(0.5)	12,963
Transfer out	63	2,650	(2,587)	(97.6)	—
Total deductions	859,309	816,661	42,648	5.2	752,987
Increase in net position	728,404	498,458	229,946	46.1	369,095
Net position, end of year	\$ 12,039,978	11,311,574	728,404	6.4 %	\$ 10,813,116

#### 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 \$12,039,978,000 and \$11,311,574,000, 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 \$728,404,000 or 6.4% from fiscal year 2024 to 2025, and an increase of \$498,458,000 or 4.6% 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.

## STATE OF ALASKA | TEACHERS' 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 \$123,358,000 from the General Fund to the Department of Administration for deposit in the Defined Benefit Pension fund. The amount of the appropriation allocated to the State as an employer is included in Contributions – Employer. The remaining appropriation of \$122,422,000 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 10.12% and 9.23% rate of return, respectively. For fiscal years 2025 and 2024, the Alaska Retiree Healthcare Trust Plan's investments generated a 10.13% and 9.31% rate of return, respectively.

# Financial Section

## STATE OF ALASKA | TEACHERS' 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)		
	2025	2024	Amount	Percentage	2023
Contributions – employers	\$ 107,112	104,887	2,225	2.1 %	\$ 105,019
Contributions – plan members	73,297	73,102	195	0.3	73,113
Contributions – nonemployer					
State of Alaska	122,442	97,951	24,491	25.0	90,412
Net investment income	1,227,638	991,281	236,357	23.8	814,723
Employer group waiver plan	26,405	21,493	4,912	22.9	20,392
Medicare retiree drug subsidy	194	225	(31)	(13.8)	138
Pharmacy rebates	30,140	23,019	7,121	30.9	17,992
Pharmacy management allowance	61	64	(3)	(4.7)	64
Other income	361	447	(86)	(19.2)	229
Transfer in	63	2,650	(2,587)	(97.6)	—
Total	\$ 1,587,713	1,315,119	272,594	20.7 %	\$ 1,122,082

The System's employer contributions increased from \$104,887,000 in fiscal year 2024 to \$107,112,000 in fiscal year 2025, an increase of \$2.2 million or 2.1%. The System's employer contributions decreased from \$105,019,000 in fiscal year 2023 to \$104,887,000 in fiscal year 2024, a decrease of \$132 thousand or 0.1%. The increase in employer contributions is attributed to an increase in total member salaries, as well as an increase in the employer contribution rate. The increase in employer contributions for fiscal year 2024 is attributed to an increase in total member salaries.

The State provided \$122,442,000 and \$97,951,000 for fiscal years 2025 and 2024, respectively, in nonemployer contributions per Alaska Statute (AS) 14.25.085. The employer on-behalf amount (or additional State contributions as defined in AS 14.25.085) 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 12.56% is established in AS 14.25.070(a).

The System's net investment income in fiscal year 2025 increased by \$236,357,000 or 23.8% from amounts in fiscal year 2024. The System saw investment rate of returns roughly 0.89% higher than fiscal year 2024, primarily in the global equity ex U.S. market, and ended the year above the System's actuarial rate of return of 7.25%. The System's net investment income in fiscal year 2024 increased by \$176,558,000 or 21.7% from amounts in fiscal year 2023. The System saw investment rate of returns roughly 2.2% higher than fiscal year 2023, primarily in the domestic equities, fixed income, multi-asset, and private equities markets, and ended the year above the System's actuarial rate of return of 7.25%. 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.

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

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

June 30, 2025

During fiscal year 2025, the System transferred \$1 thousand from the TRS DCR – Occupational Death and Disability fund to the TRS DB Pension fund, \$12 thousand from the TRS DCR – Retiree Medical fund and \$50 thousand from the TRS DCR – Health Reimbursement Arrangement plans to the TRS 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 \$26,405,000 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 \$21,493,000, and fiscal year 2023 receipts of \$20,392,000. The increases each year is 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 \$30,140,000 in pharmacy rebates compared to \$23,019,000 from fiscal year 2024. In fiscal year 2023, the Plan received \$17,992,000. 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.

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	10.12 %	9.23 %	7.02 %
Broad domestic equity	13.45	21.21	17.76
Global equity (ex-U.S.)	19.68	12.77	15.14
Fixed income	6.41	3.58	0.43
Multi-asset	5.19	8.04	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



# Financial Section

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

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

June 30, 2025

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	10.13 %	9.31 %	7.11 %
Broad domestic equity	13.45	21.21	17.78
Global equity (ex-U.S.)	19.68	12.77	15.13
Fixed income	6.34	3.61	0.34
Multi-asset	5.22	8.05	4.09
Real assets	4.16	0.49	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)				
	2025	2024	Increase		2023
			Amount	Percentage	
Pension benefits	\$ 583,214	572,179	11,035	1.9 %	\$ 536,892
Postemployment benefits	212,394	187,970	24,424	13.0	170,774
Refunds of contributions	50,272	40,426	9,846	24.4	32,358
Administrative	13,366	13,436	(70)	(0.5)	12,963
Transfer out	63	2,650	(2,587)	(97.6)	—
Total	\$ 859,309	816,661	42,648	5.2 %	\$ 752,987

The System's DB pension benefit payments in 2025 increased \$11,035,000 or 1.9% from fiscal year 2024, which increased 35,287,000 or 6.6% 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 number of retirees and an increase in 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 \$24,424,000 or 13.0% from fiscal year 2024, which increased \$17,196,000 or 10.1% from fiscal year 2023. During fiscal year 2025, the System saw an increase in postemployment benefits as the number of retirees in the DB Plan increased. The increase in postemployment benefits in 2025 is also the result of an increase in per member average postemployment benefits by roughly 9.0%. During fiscal year 2024, the System saw an increase in postemployment benefits as the number of retirees in the DB Plan decreased. The increase in postemployment benefits in 2024 is the result of an increase in per member average postemployment benefits by roughly 12.1%. The System continues to look at ways for cost containment while providing benefits applicable to the plan.

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

Management's Discussion and Analysis (Unaudited)

June 30, 2025

The System's refund of contributions increased \$9,846,000 or 24.4% from fiscal year 2024 to 2025 and increased \$8,068,000 or 24.9% from fiscal year 2023 to 2024. The increase in refunds is primarily in the DCR Plan, where refunds increased \$9,954,000 between fiscal year 2024 to 2025, and increased \$7,649,000 between fiscal year 2023 to 2024. Increases in DCR Plan refunds are attributed to the increase in the number of DCR Plan member refunds, as well as an increase in the average member balance being refunded. 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 decreased \$70,000 or 0.5% from fiscal year 2024 and decreased \$473,000 or 3.6% from fiscal year 2023. The decrease in fiscal year 2025 is due to decreased costs in management and consulting services as well as decreases due to a capital project for a retirement system replacement. The increase in fiscal year 2024 is due to increased costs in management and consulting services as well as modest increases 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.

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

	2025	2024
Total pension liability	\$ 8,032,515	8,066,377
Plan fiduciary net position	(6,478,048)	(6,216,525)
Employers' net pension liability	\$ 1,554,467	1,849,852
Plan fiduciary net position as a percentage of the total pension liability	80.65%	77.07%

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

# Financial Section

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

## Management's Discussion and Analysis (Unaudited)

June 30, 2025

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):

	Alaska Retiree Healthcare Trust Plan (ARHCT Plan)	Occupational Death and Disability (ODD Plan)	Retiree Medical Plan (RMP)
Total OPEB liability	\$ 2,695,505	541	73,913
Plan fiduciary net position	(3,891,081)	(9,879)	(100,828)
Employers' net OPEB asset	<u>\$ (1,195,576)</u>	<u>(9,338)</u>	<u>(26,915)</u>
Plan fiduciary net position as a percentage of the total OPEB liability	144.35%	1,826.06%	136.41%

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

	Alaska Retiree Healthcare Trust Plan (ARHCT Plan)	Occupational Death and Disability (ODD Plan)	Retiree Medical Plan (RMP)
Total OPEB liability	\$ 2,667,509	531	64,755
Plan fiduciary net position	(3,665,189)	(8,499)	(87,241)
Employers' net OPEB asset	<u>\$ (997,680)</u>	<u>(7,968)</u>	<u>(22,486)</u>
Plan fiduciary net position as a percentage of the total OPEB liability	137.40%	1,600.56%	134.72%

### 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 14.25.070(a) sets the employer effective contribution rate at 12.56%. 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 14.25.085.
- AS 14.25.085 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 14.25.050 for the DB Plan and AS 14.25.340 for the DCR Plan.
- The Board works with an external consultant to determine the proper asset allocation strategy.

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

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

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

June 30, 2025

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#### 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 (b), appropriates \$139.0 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.

This appropriation is to fund the difference between the statutory employer required contribution of 12.56% 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 31.33% adopted by the Board for Fiscal Year 2026. This additional state contribution is specified in AS 14.25.085 – 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 \$991,281,000 in fiscal year 2024 to \$1,227,638,000 in fiscal year 2025, an increase of \$236,357,000 or 23.8%. During fiscal year 2025, the System's actual rate of return on investments was roughly 2.62% 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 25.52% in fiscal year 2024 to 28.59% in fiscal year 2025. Additionally, the Board discussed not contributing the healthcare normal cost contribution rate of 2.10% 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 28.59%, which represented an increase of 3.07%. The statutory employer effective contribution rate remains at 12.56% for fiscal years 2025 and 2024.

The June 30, 2024 and 2023 actuarial valuation reports for the DB Pension Plan reported funded ratios based on valuation assets of 77.9% and 76.8%, as well as unfunded liabilities of \$1.8 billion and \$1.9 billion, respectively.

The June 30, 2024 and 2023 actuarial valuation reports for the DB ARHCT reported funded ratios based on valuation assets of 138.7% and 135.5%, as well as funding excesses of \$1,025.9 million and \$930.2 million, respectively.

For fiscal years 2025 and 2024, the DCR Plan's employer contribution rate are established by AS 14.25.070(a) at 12.56%. The DCR Plan's actuarially determined occupational death and disability contribution rate was adopted by the Board for fiscal years 2025 and 2024 to be 0.08%. The DCR Plan's actuarially determined retiree medical plan contribution rate was adopted by the Board for fiscal years 2025 and 2024 to be 0.68% and 0.82%, 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 5,171.5% and 3,983.2%, as well as funding excesses of \$8.4 million and \$7.4 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 134.0% and 136.3%, as well as funding excesses of \$22.2 million and \$20.7 million, respectively.

# Financial Section

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## STATE OF ALASKA | TEACHERS' 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 Teachers' 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 | TEACHERS' 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	Other postemployment benefit plans				System total June 30, 2025	System total June 30, 2024
			Alaska Retiree Healthcare Trust	Occupational death and disability	Retiree medical	Health reimbursement arrangement		
<b>Assets:</b>								
Cash and cash equivalents:								
Short-term fixed-income pool	\$ 75,403	291	45,972	124	1,262	3,876	126,928	123,522
Empower money market fund – non-participant directed	—	386	—	—	—	—	386	392
Securities lending collateral	5,538	—	3,272	8	80	245	9,143	7,513
Total cash and cash equivalents	80,941	677	49,244	132	1,342	4,121	136,457	131,427
Receivables:								
Contributions	9,872	3	—	—	—	—	9,875	10,029
Due from State of Alaska General Fund	—	8,498	83	36	71	1,390	10,078	7,462
Due from TRS – Occupational death & disability	—	—	—	—	—	—	—	9
Due from TRS – Retiree medical	—	—	—	—	—	—	—	302
Other accounts receivable	129	—	6,206	—	10	—	6,345	6,248
Total receivables	10,001	8,501	6,289	36	81	1,390	26,298	24,050
Investments, at fair value:								
Fixed-income securities:								
Barclays aggregate bond fund	1,085,730	—	655,562	1,650	16,890	52,152	1,811,984	1,644,648
Opportunistic fixed income pool	287,276	—	173,457	437	4,469	13,799	479,438	408,344
Total fixed-income securities	1,373,006	—	829,019	2,087	21,359	65,951	2,291,422	2,052,992
Broad domestic equity:								
Large cap pool	1,506,376	—	909,513	2,289	23,430	72,347	2,513,955	2,376,938
Small cap pool	157,469	—	95,079	239	2,450	7,564	262,801	219,566
Total broad domestic equity	1,663,845	—	1,004,592	2,528	25,880	79,911	2,776,756	2,596,504
Global equity ex-U.S.:								
International equity pool	938,078	—	566,406	1,426	14,592	45,058	1,565,560	1,366,332
Emerging markets equity pool	173,459	—	104,734	264	2,698	8,332	289,487	330,181
Total global equity ex-U.S.	1,111,537	—	671,140	1,690	17,290	53,390	1,855,047	1,696,513
Multi-asset:								
Alternative beta pool	64,440	—	38,909	98	1,002	3,095	107,544	106,538
Alternative equity pool	—	—	—	—	—	—	—	66,763
Alternative fixed income pool	171,522	—	103,565	261	2,668	8,238	286,254	267,132
Tactical allocation strategies pool	132,173	—	79,806	200	2,056	6,349	220,584	296,643
Total multi-asset	368,135	—	222,280	559	5,726	17,682	614,382	737,076
Private equity pool	991,486	—	598,658	1,507	15,424	47,625	1,654,700	1,610,469
Real assets:								
Real estate pool	317,350	—	191,615	482	4,937	15,244	529,628	511,925
Real estate investment trust pool	103,683	—	62,604	158	1,613	4,980	173,038	159,531
Infrastructure private pool	180,782	—	109,156	275	2,812	8,684	301,709	275,996
Energy pool	5,986	—	3,614	9	93	288	9,990	13,479
Farmland pool	202,673	—	122,374	308	3,153	9,735	338,243	343,081
Timber pool	78,169	—	47,198	119	1,216	3,755	130,457	129,323
Total real assets	888,643	—	536,561	1,351	13,824	42,686	1,483,065	1,433,335
Other investment funds:								
Participant directed at fair value:								
Collective investment funds	—	293,869	—	—	—	—	293,869	248,079
Pooled investment funds	—	899,609	—	—	—	—	899,609	761,842
Participant directed at contract value:								
Synthetic investment contracts	—	45,383	—	—	—	—	45,383	51,050
Total other investment funds	—	1,238,861	—	—	—	—	1,238,861	1,060,971
Total investments	6,396,652	1,238,861	3,862,250	9,722	99,503	307,245	11,914,233	11,187,860
Other assets	—	—	318	—	—	—	318	318
Total assets	6,487,594	1,248,039	3,918,101	9,890	100,926	312,756	12,077,306	11,343,655
<b>Liabilities:</b>								
Claims payable	—	—	18,371	—	—	—	18,371	15,984
Accrued expenses	653	214	5,377	3	18	5	6,270	3,468
Forfeitures payable to employers	—	189	—	—	—	—	189	117
Due to State of Alaska General Fund	3,355	—	—	—	—	—	3,355	4,688
Due to TRS – Defined benefit pension	—	—	—	—	—	—	—	9
Due to TRS – Alaska Retiree Healthcare Trust	—	—	—	—	—	—	—	302
Securities lending collateral payable	5,538	—	3,272	8	80	245	9,143	7,513
Total liabilities	9,546	403	27,020	11	98	250	37,328	32,081
Net position restricted for pension benefits, postemployment healthcare benefits, and individuals	\$ 6,478,048	1,247,636	3,891,081	9,879	100,828	312,506	12,039,978	11,311,574

See accompanying notes to financial statements.

# Financial Section

## STATE OF ALASKA | TEACHERS' 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 retirement pension	Other postemployment benefit plans				System total June 30, 2025	System total June 30, 2024
			Alaska Retiree Healthcare Trust	Occupational death and disability	Retiree medical	Health reimbursement arrangement		
<b>Additions:</b>								
Contributions:								
Employers	\$ 47,926	38,477	2	477	4,064	16,166	107,112	104,887
Plan members	25,225	48,072	—	—	—	—	73,297	73,102
Nonemployer State of Alaska	122,442	—	—	—	—	—	122,442	97,951
Total contributions	195,593	86,549	2	477	4,064	16,166	302,851	275,940
Investment income:								
Net appreciation in fair value	558,470	145,632	331,696	807	8,271	25,406	1,070,282	854,956
Interest	47,350	298	28,033	67	689	2,108	78,545	65,266
Dividends	65,278	—	38,789	93	957	2,931	108,048	99,101
Total investment income	671,098	145,930	398,518	967	9,917	30,445	1,256,875	1,019,323
Less: investment expense	17,082	1,330	10,068	26	264	745	29,515	28,409
Net investment income before securities lending activities	654,016	144,600	388,450	941	9,653	29,700	1,227,360	990,914
Securities lending income	646	—	382	1	9	29	1,067	981
Less: securities lending expense	478	—	282	1	7	21	789	614
Net income from securities lending activities	168	—	100	—	2	8	278	367
Net investment income	654,184	144,600	388,550	941	9,655	29,708	1,227,638	991,281
Transfer in	1	—	62	—	—	—	63	2,650
Other income:								
Employer group waiver plan	—	—	26,331	—	74	—	26,405	21,493
Medicare retiree drug subsidy	—	—	194	—	—	—	194	225
Pharmacy rebates	—	—	30,068	—	72	—	30,140	23,019
Pharmacy management allowance	—	—	61	—	—	—	61	64
Miscellaneous income	40	53	267	—	1	—	361	447
Total other income	40	53	56,921	—	147	—	57,161	45,248
Total additions	849,818	231,202	445,535	1,418	13,866	45,874	1,587,713	1,315,119
<b>Deductions:</b>								
Pension and postemployment benefits	583,187	—	211,859	27	210	325	795,608	760,149
Refunds of contributions	1,715	48,557	—	—	—	—	50,272	40,426
Administrative	3,393	2,117	7,784	10	57	5	13,366	13,436
Total deductions	588,295	50,674	219,643	37	267	330	859,246	814,011
Transfer out	—	—	—	1	12	50	63	2,650
Net increase	261,523	180,528	225,892	1,380	13,587	45,494	728,404	498,458
Net position restricted for pension benefits, postemployment healthcare benefits, and individuals:								
Balance, beginning of year	6,216,525	1,067,108	3,665,189	8,499	87,241	267,012	11,311,574	10,813,116
Balance, end of year	\$ 6,478,048	1,247,636	3,891,081	9,879	100,828	312,506	12,039,978	11,311,574

See accompanying notes to financial statements.



STATE OF ALASKA | TEACHERS’ RETIREMENT SYSTEM  
(A Component Unit of the State of Alaska)

Notes to Financial Statements

June 30, 2025

(1) Description

The State of Alaska Teachers’ Retirement System (TRS 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 Public Employees’ Retirement System (PERS) or TRS, two trustees who are PERS members, and two trustees who are TRS members.

TRS 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 Pension (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:

State of Alaska	1
School districts	52
Other	3
Total employers	56

Inclusion in the DB Plan and DCR Plan is a condition of employment for permanent school district, University of Alaska, and State Department of Education employees who meet the eligibility requirements for participation.

Defined Benefit Pension Plan

(a) General

The Defined Benefit Pension (DB) Plan provides pension benefits for teachers and other eligible members. 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.

# Financial Section

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Notes to Financial Statements

June 30, 2025

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

Retired plan members or beneficiaries currently receiving benefits	13,716
Inactive plan members entitled to but not yet receiving benefits	573
Inactive plan members not entitled to benefits	1,426
Active plan members	<u>2,173</u>
Total DB Plan membership	<u>17,888</u>

**(b) Pension Benefits**

Members hired prior to July 1, 1990 are entitled to monthly pension benefits beginning at normal retirement age, 55, or early retirement age, 50. For members first hired after June 30, 1990, the normal and early retirement ages are 60 and 55, respectively. Members may retire at any age and receive a normal benefit when they accumulate the required credited service.

The normal annual pension benefit is based on years of service and average base salary. The average base salary is based upon the members' three highest contract years' salaries.

The benefit related to all years of credited service prior to July 1, 1990 and for years of service through a total of 20 years is equal to 2.00% of the employee's average base salary. The benefit for each year over 20 years of service subsequent to June 30, 1990 is equal to 2.5% of the employee's base salary.

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 benefits are payable under the 1% supplemental contributions provision.

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.

**(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 members contribute 8.65% of their base salary as required by statute. The statutory employer effective contribution rate is 12.56% of annual payroll, which for fiscal year 2025 is allocated 12.56% to the DB Pension Plan and 0.00% to the DB ARHCT Plan as determined by the actuary of the Plan. Alaska Statute (AS) 14.25.085 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:

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

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

### Notes to Financial Statements

June 30, 2025

(A) The amount calculated for the statutory employer effective contribution rate of 12.56% on eligible salary 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.

#### **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 included 6,528 active 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 7.0% of the member's compensation.

# Financial Section

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

## Notes to Financial Statements

June 30, 2025

**(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.

**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	13,716
Inactive plan members entitled to but not yet receiving benefits	573
Inactive plan members not entitled to benefits	1,426
Active plan members	2,173
Total ARHCT Plan membership	17,888

**(i) OPEB Benefits**

When pension benefits begin, major medical benefits are provided without cost to (1) all members first hired before July 1, 1990; (2) members hired after July 1, 1990, with 25 years of membership service; and (3) members who are disabled or age 60 or older, regardless of their initial hire dates. Members first hired after June 30, 1990, may receive major medical benefits prior to age 60 by paying premiums.

**(ii) Contributions**

Employer contribution rates are actuarially determined and adopted by the Board. The 2025 statutory employer effective contribution rate was 12.56% of member's compensation, with 0.00% specifically allocated to ARHCT Plan.

STATE OF ALASKA | TEACHERS’ RETIREMENT SYSTEM  
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Notes to Financial Statements

June 30, 2025

(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	6,528
Participating employers	56
Open claims	1

(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.

When benefits are payable under the 1% supplemental contribution provision, the DB Plan member’s spouse is eligible for a spouse’s pension if there is (are) no dependent child(ren). If there is (are) dependent child(ren), a survivor’s allowance may be payable to the DB Plan member’s spouse, or guardian of the dependent child(ren). The amount of the pension or allowance is determined by the DB Plan member’s base salary. DB Plan members first hired after June 30, 1982 are not eligible to participate in this provision.

If an active DB Plan member dies from occupational causes, the spouse may receive a monthly pension from the DB Plan. When death is due to occupational causes and there is no surviving spouse, the DB Plan member’s dependent child(ren) may receive a monthly pension until the child(ren) is(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 is 40% of the member’s base salary at the time of death. 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 base salary 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 benefits are payable under the 1% supplemental contribution provision, benefits are not payable under this provision. 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 base salary 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 is 40% of the employee’s 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.

# Financial Section

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Notes to Financial Statements

June 30, 2025

**(ii) Disability Benefits**

If a DB Plan member has been in membership service for five or more years for which contributions have been made, is not eligible for normal retirement benefits, and becomes permanently disabled, the DB Plan member is entitled to a monthly benefit. The annual disability benefit is equal to 50% of the base salary at the time of the disability plus an additional 10% of his/her base salary for each dependent child up to a maximum of four children. At normal retirement age, a disabled System member receives normal retirement benefits.

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 rate is 0.08%.

**(c) Retiree Medical Plan**

The RMP is established under AS 14.25.480 – 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	50
Inactive plan members entitled to but not yet receiving benefits	1,374
Inactive plan members not entitled to benefits	3,762
Active plan members	6,528
Total RMP membership	11,714

**(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

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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,
- (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 0.68% 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	87
Inactive plan members entitled to but not yet receiving benefits	1,374
Inactive plan members not entitled to benefits	3,762
Active plan members	6,528
Total HRA Plan membership	11,751



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**(b) OPEB Benefits**

Persons who meet the eligibility requirements of AS 14.25.470 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 14.25.480. 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.

**(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 TRS. 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.

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**(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.

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.

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**(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.

**(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.

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#### **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 10.78%, the ARHCT Plan is 10.86%, the ODD Plan is 10.78%, and the RMP is 10.81%.

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>

#### **(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	\$	8,032,515
Plan fiduciary net position		<u>(6,478,048)</u>
Employers' net pension liability	\$	<u>1,554,467</u>
Plan fiduciary net position as a percentage of the total pension liability		80.65 %

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**(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	Range from 7.00% 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 rate of return of 4.75%.
Mortality	<p>Pre-commencement mortality rates were based on the Pub-2010 Teachers Employee table, amount-weighted, and projected with MP-2021 generational improvement. Deaths are assumed to result from occupational causes 15% of the time.</p> <p>Post-commencement mortality rates for healthy retirees were based on 97% of the Pub-2010 Teachers 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 rates for beneficiaries were based on 100% of male and 95% 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>

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.

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%).

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<u>Asset class</u>	<u>Long-term expected real rate of return</u>
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):

	<u>1.00% decrease (6.25%)</u>	<u>Current discount rate (7.25%)</u>	<u>1.00% increase (8.25%)</u>
Net pension liability	\$ 2,374,044	1,554,467	859,886

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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):

	ARHCT Plan	ODD Plan	RMP
Total OPEB liability	\$ 2,695,505	541	73,913
Plan fiduciary net position	(3,891,081)	(9,879)	(100,828)
Employers' net OPEB Asset	<u>\$ (1,195,576)</u>	<u>(9,338)</u>	<u>(26,915)</u>
Plan fiduciary net position as a percentage of the total OPEB liability	144.35%	1,826.06%	136.41%

#### (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.

Inflation	2.50% per year
Salary increases	ARHCT Plan - Range from 7.00% to 2.85% based on service. ODD Plan / RMP - Range from 7.25% 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 rate of 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 (ARHCT Plan and RMP)	Pre-commencement mortality rates were based on the Pub-2010 Teachers Employee table, headcount-weighted, and projected with MP-2021 generational improvement. Deaths are assumed to result from occupational causes 15% of the time.  Post-commencement mortality rates for healthy retirees were based on 98% of male and 100% of female rates of the Pub-2010 Teachers Retiree table, headcount-weighted, and projected with MP-2021 generational improvement.

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	<p>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.</p> <p>Post-commencement mortality rates for beneficiaries were based on 100% of male and 94% 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.</p>
Mortality (ODD Plan)	<p>Pre-commencement mortality rates were based on the Pub-2010 Teachers Employee table, amount-weighted, and projected with MP-2021 generational improvement. Deaths are assumed to result from occupational causes 15% of the time.</p> <p>Post-commencement mortality rates for healthy retirees were based on 97% of the Pub-2010 Teachers 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 rates for beneficiaries were based on 100% of male and 95% 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>

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.

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%):



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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	\$ (886,867)	(1,195,576)	(1,454,339)
ODD Plan	(9,370)	(9,338)	(9,317)
RMP	(8,237)	(26,915)	(41,053)

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(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	\$ (1,482,339)	(1,195,576)	(853,921)
RMP	(42,741)	(26,915)	(5,559)

(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	\$ 15,984	13,957
Healthcare benefits	212,069	187,688
Benefits paid	(209,682)	(185,661)
Total, end of year	\$ 18,371	15,984

(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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#### **(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 \$1 thousand from the TRS DCR – Occupational Death and Disability fund to the TRS DB Pension fund, \$12 thousand from the TRS DCR – Retiree Medical fund to the TRS DB Alaska Retiree Healthcare Trust fund, and \$50 thousand from the TRS DCR – Health Reimbursement Arrangement plans to the TRS 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.

## **REQUIRED SUPPLEMENTARY INFORMATION**

### **(Unaudited)**

# Financial Section

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### 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	\$ 37,224	40,266	44,003	44,727	48,401	50,654	60,810	64,961	68,376	61,011
Interest	564,910	550,443	540,174	538,703	535,725	529,132	575,706	572,791	559,165	550,392
Differences between expected and actual experience	(51,094)	191,678	118,504	(59,667)	(33,160)	8,105	(135,121)	(131,092)	(65,757)	(55,682)
Changes of assumptions	—	—	—	154,098	—	—	(35,262)	—	—	—
Benefit payments, including refunds of member contributions	(584,902)	(573,974)	(538,270)	(511,762)	(501,429)	(490,446)	(472,717)	(458,511)	(448,422)	(437,582)
Net change in total pension liability	(33,862)	208,413	164,411	166,099	49,537	97,445	(6,584)	48,149	113,362	118,139
Total pension liability – beginning	8,066,377	7,857,964	7,693,553	7,527,454	7,477,917	7,380,472	7,387,056	7,338,907	7,225,545	7,107,406
Total pension liability – ending (a)	8,032,515	8,066,377	7,857,964	7,693,553	7,527,454	7,477,917	7,380,472	7,387,056	7,338,907	7,225,545
Plan fiduciary net position:										
Contributions – employers	47,926	48,501	50,746	30,707	29,336	34,114	36,805	39,835	36,634	33,478
Contributions – plan members	25,225	28,441	31,835	30,013	33,342	33,566	35,763	37,674	39,878	42,654
Contributions – nonemployer State of Alaska	122,442	97,951	90,412	141,739	134,070	140,219	127,365	111,757	116,700	90,589
Net investment income (loss)	654,184	519,707	441,425	(391,758)	1,594,536	218,372	314,972	432,543	628,184	(31,340)
Transfer in	1	32	—	—	—	—	—	—	—	—
Benefit payments, including refunds of member contributions	(584,902)	(573,974)	(538,270)	(511,762)	(501,429)	(490,446)	(472,717)	(458,511)	(448,422)	(437,582)
Administrative expenses	(3,393)	(3,689)	(3,310)	(3,805)	(3,446)	(2,988)	(3,018)	(3,050)	(2,890)	(2,648)
Other income	40	36	31	36	273	33	32	184	10	95
Net change in plan fiduciary net position	261,523	117,005	72,869	(704,830)	1,286,682	(67,130)	39,202	160,432	370,094	(304,754)
Plan fiduciary net position – beginning	6,216,525	6,099,520	6,026,651	6,731,481	5,444,799	5,511,929	5,472,727	5,312,295	4,942,201	5,246,955
Plan fiduciary net position – ending (b)	6,478,048	6,216,525	6,099,520	6,026,651	6,731,481	5,444,799	5,511,929	5,472,727	5,312,295	4,942,201
Plan's net pension liability (a)–(b)	\$ 1,554,467	1,849,852	1,758,444	1,666,902	795,973	2,033,118	1,868,543	1,914,329	2,026,612	2,283,344
Plan fiduciary net position as a percentage of the total pension liability	80.65%	77.07%	77.62%	78.33%	89.43%	72.81%	74.68%	74.09%	72.39%	68.40%
Covered payroll	\$ 268,750	283,864	308,408	548,822	357,288	370,449	392,849	416,051	442,029	463,604
Net pension liability as a percentage of covered payroll	578.41%	651.67%	570.17%	499.40%	222.78%	548.83%	475.64%	460.12%	458.48%	492.52%

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

## STATE OF ALASKA | TEACHERS' 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	\$ 165,456	170,368	(4,912)	268,750	63.39%
2024	139,465	146,452	(6,987)	283,864	51.59
2023	135,850	141,158	(5,308)	308,408	45.77
2022	168,900	172,446	(3,546)	333,781	51.66
2021	155,184	163,406	(8,222)	357,288	45.74
2020	150,284	174,333	(24,049)	370,449	47.06
2019	154,083	164,170	(10,087)	392,849	41.79
2018	144,391	151,593	(7,202)	416,051	36.44
2017	133,417	153,334	(19,917)	442,029	34.69
2016	359,790	124,067	235,723	463,604	26.76

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

# Financial Section

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STATE OF ALASKA | TEACHERS' 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	10.78 %
2024	8.74
2023	7.52
2022	(5.91)
2021	29.80
2020	4.01
2019	5.85
2018	8.30
2017	13.04
2016	(0.36)

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

# Financial Section

## STATE OF ALASKA | TEACHERS' 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

Last 10 Fiscal Years

(In thousands)

	2025	2024	2023	2022	2021	2020	2019	2018
Total OPEB liability:								
Service cost	\$ 16,208	16,604	18,258	21,350	23,793	26,684	34,729	32,821
Interest	188,815	176,861	178,811	185,824	188,868	202,757	252,021	232,774
Change in benefit terms	—	—	—	(22,446)	—	—	—	—
Differences between expected and actual experience	16,243	(2,690)	16,707	(13,457)	(24,483)	(23,298)	(47,911)	(57,990)
Changes of assumptions	(31,703)	129,586	(95,891)	(86,086)	(100,701)	(273,319)	(509,775)	163,911
Benefit payments	(187,898)	(170,266)	(158,002)	(148,330)	(141,137)	(125,310)	(136,158)	(132,040)
EGWP rebates	26,331	21,457	20,361	18,508	18,293	11,705	2,518	—
Net change in total OPEB liability	27,996	171,552	(19,756)	(44,637)	(35,367)	(180,781)	(404,576)	239,476
Total OPEB liability – beginning	2,667,509	2,495,957	2,515,713	2,560,350	2,595,717	2,776,498	3,181,074	2,941,598
Total OPEB liability – ending (a)	2,695,505	2,667,509	2,495,957	2,515,713	2,560,350	2,595,717	2,776,498	3,181,074
Plan fiduciary net position:								
Contributions – employers	2	31	92	21,806	24,700	18,788	17,957	19,305
Contributions – Employer group waiver plan rebates	26,331	21,457	20,361	18,508	18,293	11,705	2,518	—
Contributions – Medicare retiree drug subsidy	194	225	138	311	62	—	6,711	1,894
Transfer in	62	2,618	—	—	—	—	—	—
Net investment income (loss)	388,550	306,007	253,489	(221,118)	869,241	120,073	169,183	224,820
Net change in plan fiduciary net position	415,139	330,338	274,080	(180,493)	912,296	150,566	196,369	246,019
Benefit payments	(211,859)	(187,583)	(170,448)	(157,616)	(147,861)	(135,566)	(143,126)	(134,051)
Pharmacy rebates	30,068	22,989	17,973	14,741	12,100	15,829	11,858	6,149
Pharmacy management allowance	61	64	64	69	85	—	—	—
Administrative Services Only (ASO) fees	(6,168)	(5,736)	(5,591)	(5,524)	(5,461)	(5,573)	(4,890)	(4,138)
Net benefit payments	(187,898)	(170,266)	(158,002)	(148,330)	(141,137)	(125,310)	(136,158)	(132,040)
Administrative expenses, excluding ASO fees	(1,616)	(1,779)	(1,867)	(2,044)	(1,836)	(1,372)	(1,351)	(1,527)
Other	267	301	173	47	247	258	324	18
Net change in plan fiduciary net position	225,892	158,594	114,384	(330,820)	769,570	24,142	59,184	112,470
Plan fiduciary net position – beginning	3,665,189	3,506,595	3,392,211	3,723,031	2,953,461	2,929,319	2,870,135	2,757,665
Plan fiduciary net position – ending (b)	3,891,081	3,665,189	3,506,595	3,392,211	3,723,031	2,953,461	2,929,319	2,870,135
Plan's net OPEB (asset) liability (a)–(b)	\$ (1,195,576)	(997,680)	(1,010,638)	(876,498)	(1,162,681)	(357,744)	(152,821)	310,939
Plan fiduciary net position as a percentage of the total OPEB liability	144.35%	137.40%	140.49%	134.84%	145.41%	113.78%	105.50%	90.23%
Covered payroll	\$ 268,750	283,864	308,408	333,781	357,288	370,449	392,849	416,051
Net OPEB liability (asset) as a percentage of covered payroll	(444.87)%	(351.46)%	(327.70)%	(262.60)%	(325.42)%	(96.57)%	(38.90)%	74.74%

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 | TEACHERS' 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>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	\$ 16,366	2	16,364	268,750	— %
2024	18,178	31	18,147	283,864	0.01
2023	20,643	92	20,551	308,408	0.03
2022	22,360	21,806	554	333,781	6.53
2021	25,197	24,700	497	357,288	6.91
2020	28,373	18,788	9,585	370,449	5.07
2019	19,944	17,957	1,987	392,849	4.57
2018	19,518	19,305	213	416,051	4.64
2017	42,171	24,069	18,102	442,029	5.45
2016	336,595	66,099	270,496	463,604	14.26

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

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

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

### Required Supplementary Information (Unaudited)

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

<b>Fiscal Year</b>	<b>Annual money-weighted rate of return, net of investment expense</b>
2025	10.86 %
2024	8.90
2023	7.64
2022	(6.04)
2021	29.95
2020	4.16
2019	6.02
2018	8.33

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 | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Required Supplementary Information (Unaudited)

### Schedule of Changes in Employer Net OPEB (Assets) Liability and Related Ratios Occupational Death and Disability Plan

(In thousands)

	2025	2024	2023	2022	2021	2020	2019	2018
Total OPEB liability:								
Service cost	\$ 391	355	339	335	312	284	275	259
Interest	66	63	61	63	60	43	44	41
Differences between expected and actual experience	(420)	(387)	(363)	(367)	(338)	(92)	(274)	(248)
Changes of assumptions	—	—	—	(15)	—	—	(5)	—
Benefit payments	(27)	(28)	(26)	(27)	(24)	(24)	(24)	(24)
Net change in total OPEB liability	10	3	11	(11)	10	211	16	28
Total OPEB liability – beginning	531	528	517	528	518	307	291	263
Total OPEB liability – ending (a)	541	531	528	517	528	518	307	291
Plan fiduciary net position:								
Contributions – employers	477	444	411	393	362	329	312	—
Net investment income (loss)	941	678	515	(423)	1,471	190	243	290
Benefit payments	(27)	(28)	(26)	(27)	(24)	(24)	(24)	(24)
Transfer out	(1)	(32)	—	—	—	—	—	—
Administrative expenses	(10)	(10)	(10)	(9)	(9)	—	—	—
Net change in plan fiduciary net position	1,380	1,052	890	(66)	1,800	495	531	266
Plan fiduciary net position – beginning	8,499	7,447	6,557	6,623	4,823	4,328	3,797	3,531
Plan fiduciary net position – ending (b)	9,879	8,499	7,447	6,557	6,623	4,823	4,328	3,797
Plan's net OPEB asset (a)–(b)	\$ (9,338)	(7,968)	(6,919)	(6,040)	(6,095)	(4,305)	(4,021)	(3,506)
Plan fiduciary net position as a percentage of the total OPEB liability	1,826.06%	1,600.56%	1,410.42%	1,268.28%	1,254.36%	931.08%	1,409.77%	1,304.81%
Covered payroll	\$ 590,910	558,899	515,483	488,659	453,286	412,113	392,866	359,130
Net OPEB asset as a percentage of covered payroll	(1.58)%	(1.43)%	(1.34)%	(1.24)%	(1.34)%	(1.04)%	(1.02)%	(0.98)%

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.

## STATE OF ALASKA | TEACHERS' 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)

<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	\$ 419	477	(58)	590,910	0.08 %
2024	382	444	(62)	558,899	0.08
2023	365	411	(46)	515,483	0.08
2022	339	393	(54)	488,659	0.08
2021	313	362	(49)	453,286	0.08
2020	288	329	(41)	412,113	0.08
2019	277	312	(35)	392,866	0.08
2018	—	—	—	359,130	—
2017	—	—	—	335,269	—
2016	—	1	(1)	289,714	—

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

# Financial Section

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

**Required Supplementary Information (Unaudited)**  
**Schedule of Investment Returns**  
**Occupational Death and Disability Plan**

<b>Fiscal Year</b>	<b>Annual money-weighted rate of return, net of investment expense</b>
2025	10.78 %
2024	8.84
2023	7.62
2022	(6.21)
2021	29.46
2020	4.22
2019	6.15
2018	8.24

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.

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Required Supplementary Information (Unaudited)

### Schedule of Change in Employer Net OPEB Asset and Related Ratios Retiree Medical Plan

(In thousands)

	2025	2024	2023	2022	2021	2020	2019	2018
Total OPEB liability:								
Service cost	\$ 3,966	3,300	3,136	3,636	3,376	3,410	3,684	3,247
Interest	4,979	4,181	3,672	3,748	3,088	3,073	2,971	2,347
Change in benefit terms	—	—	—	(610)	—	—	—	—
Differences between expected and actual experience	2,370	(1,032)	1,254	(409)	2,313	(529)	2,696	(389)
Changes of assumptions	(2,072)	3,965	(1,144)	(5,910)	41	(5,632)	(4,551)	2,184
Benefit payments	(159)	(101)	(86)	(128)	(171)	(6)	(35)	(31)
Employer group waiver plan rebates	74	36	31	18	3	1	—	—
Net change in total OPEB liability	9,158	10,349	6,863	345	8,650	317	4,765	7,358
Total OPEB liability – beginning	64,755	54,406	47,543	47,198	38,548	38,231	33,466	26,108
Total OPEB liability – ending (a)	73,913	64,755	54,406	47,543	47,198	38,548	38,231	33,466
Plan fiduciary net position:								
Contributions – employers	4,064	4,561	4,467	4,086	4,217	4,461	3,085	3,271
Contributions – Employer group waiver plan rebates	74	36	31	18	3	1	—	—
Contributions – Medicare retiree drug subsidy	—	—	—	—	—	—	3	—
Transfer out	(12)	(787)	—	—	—	—	—	—
Net investment income (loss)	9,655	7,008	5,273	(4,310)	14,848	1,899	2,355	2,579
	13,781	10,818	9,771	(206)	19,068	6,361	5,443	5,850
Benefit payments	(210)	(109)	(92)	(129)	(164)	(9)	(44)	(31)
Pharmacy rebates	72	30	19	10	1	3	9	—
ASO fees	(21)	(22)	(13)	(9)	(8)	—	—	—
Net benefit payments	(159)	(101)	(86)	(128)	(171)	(6)	(35)	(31)
Administrative expenses, net of ASO fees	(36)	(35)	(37)	(35)	(34)	(9)	(6)	(3)
Other	1	2	—	—	2	—	—	1
Net change in plan fiduciary net position	13,587	10,684	9,648	(369)	18,865	6,346	5,402	5,817
Plan fiduciary net position – beginning	87,241	76,557	66,909	67,278	48,413	42,067	36,665	30,848
Plan fiduciary net position – ending (b)	100,828	87,241	76,557	66,909	67,278	48,413	42,067	36,665
Plan's net OPEB asset (a)–(b)	\$ (26,915)	(22,486)	(22,151)	(19,366)	(20,080)	(9,865)	(3,836)	(3,199)
Plan fiduciary net position as a percentage of the total OPEB liability	136.41%	134.72%	140.71%	140.73%	142.54%	125.59%	110.03%	109.56%
Covered payroll	\$ 590,910	558,899	515,483	488,659	453,286	412,113	392,866	359,130
Net OPEB asset as a percentage of covered payroll	(4.55)%	(4.02)%	(4.30)%	(3.96)%	(4.43)%	(2.39)%	(0.98)%	(0.89)%

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

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

# Financial Section

## STATE OF ALASKA | TEACHERS' 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)

Fiscal Year	Actuarially Determined Contribution	Contributions in relation to the actuarially determined contribution	Contribution deficiency (excess)	Covered Payroll	Contribution as a percentage of covered payroll
2025	\$ 3,559	4,064	(505)	590,910	0.69 %
2024	3,918	4,561	(643)	558,899	0.82
2023	3,967	4,467	(500)	515,483	0.87
2022	3,517	4,086	(569)	488,659	0.84
2021	3,644	4,217	(573)	453,286	0.93
2020	3,920	4,461	(541)	412,113	1.08
2019	2,734	3,085	(351)	392,866	0.79
2018	2,983	3,271	(288)	359,130	0.91
2017	3,158	3,524	(366)	335,269	1.05
2016	6,837	6,317	520	289,714	2.18

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

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

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

### Required Supplementary Information (Unaudited)

#### Schedule of Investment Returns Retiree Medical Plan

<b>Fiscal Year</b>	<b>Annual money-weighted rate of return, net of investment expense</b>
2025	10.81 %
2024	8.90
2023	7.62
2022	(6.21)
2021	29.41
2020	4.26
2019	6.16
2018	7.92

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 | TEACHERS' 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 FY15, 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) 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

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

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

### Notes to Required Supplementary Information (Unaudited)

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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.

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

Deaths are assumed to result from occupational causes 15% of the time.

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

Retiree mortality in accordance with the following tables:

- Pension: 97% of male and 97% of female rates of the Pub-2010 Teachers Retiree table, amount-weighted, and projected with MP-2021 generational improvement.
- Healthcare: 98% of male and 100% of female rates of the Pub-2010 Teachers Retiree table, headcount-weighted, and projected with MP-2021 generational improvement.

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

- Pension: 100% of male and 95% of female rates of the Pub-2010 Contingent Survivor table, amount-weighted, and projected with MP-2021 generational improvement.
- Healthcare: 100% of male and 94% 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. Disability rates cease once a member is eligible for retirement.

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Post-disability mortality 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.
- (l) 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.
- (m) Spouse age difference – Male members are assumed to be three years older than their wives. Female members are assumed to be two years younger than husbands.
- (n) Percent married for occupational death and disability – 85% of male members and 75% of 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. 60% of male members and 50% of female members are assumed to be married and cover a dependent spouse.
- (p) Dependent children –
- Pension: For the participants who are assumed to be married, those between ages 25 and 45 are assumed to have two dependent children.
  - 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).
- (q) 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.
- (r) 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.
- (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. For projections, the percent increase was assumed to remain constant in future years.
- Pension – \$3,500,000
  - Healthcare – \$1,823,000

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- (t) 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.
- Pension – 12.00%
  - Healthcare – 0.20%
- (u) Re-employment option – All re-employed retirees are assumed to return to work under the standard option.
- (v) 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.
- (w) Part-time service – Part-time employees are assumed to earn 0.75 years of credited service per year.
- (x) Unused sick leave – 5.25 days of unused sick leave for each year of service are assumed to be available to be credited once the member is retired, terminates, or dies.
- (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 – 0% 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% 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. 20% 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 FY24 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

# Financial Section

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Notes to Required Supplementary Information (Unaudited)

June 30, 2025

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 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) 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, 6.40% 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

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

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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 25 years of service. 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 who are assumed to retire prior to age 60 with less than 25 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

- (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.

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

# Financial Section

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## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

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### Notes to Required Supplementary Information (Unaudited)

June 30, 2025

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claims, 3.1% for Medicare medical claims, and 8.9% for prescription drugs. In addition, to account for the difference in Medicare coordination, projected FY24 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).

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

Deaths are assumed to result from occupational causes 15% of the time.

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

Retiree mortality in accordance with the following tables:

- Occupational Death & Disability: 97% of male and 97% of female rates of the Pub-2010 Teachers Retiree table, amount-weighted, and projected with MP-2021 generational improvement.

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

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- Healthcare: 98% of male and 100% of female rates of the Pub-2010 Teachers Retiree table, headcount-weighted, and projected with MP-2021 generational improvement.

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

- Occupational Death & Disability: 100% of male and 95% of female rates of the Pub-2010 Contingent Survivor table, amount-weighted, and projected with MP-2021 generational improvement.
- Healthcare: 100% of male and 94% 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 15% of the time.

Post-disability mortality 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 – Male members are assumed to be three years older than their wives. Female members are assumed to be two years younger than husbands.
- (n) Percent married for occupational death and disability – 85% of male members and 75% of 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. 60% of male members and 50% of female members are assumed to be married and cover a dependent spouse.
- (p) Part-time service – Part-time employees are assumed to earn 0.75 years of service per year.
- (q) 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. Active members with missing salary and service are assumed to be terminated with status based on their vesting percentage.
- (r) 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 – \$10,000
  - Healthcare – \$36,000



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STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM  
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## Notes to Required Supplementary Information (Unaudited)

June 30, 2025

(s) 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+	
			<b>Years of service</b>
			<15
			15–19
			20–24
			25–29
			30+

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.

(t) 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 2025 fiscal year (July 1, 2024 – June 30, 2025).

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

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June 30, 2025

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 at the next measurement date.

- (u) 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
- (v) 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+	—	—

# Financial Section

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

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June 30, 2025

- (w) Third-party administrator fees – \$442 per person per year; assumed to increase at 4.50% per year.
- (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, 6.70% is applied to the FY25 pre-Medicare medical claims costs to get the FY26 medical claims costs.

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

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.

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

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### Notes to Required Supplementary Information (Unaudited)

June 30, 2025

#### (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**

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.

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

Healthcare claim costs are updated for each valuation. The amounts included in the Normal Cost for the administrative expenses were updated based on the last 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.

##### *Defined Contribution Occupational Death and Disability and Retiree Medical Benefits Plans*

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

There were no changes in actuarial methods since the prior valuation.

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

Healthcare claim costs are updated annually. 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. The effects of these assumption changes are reflected in the actuarial valuation.

The amounts included in the Normal Cost for administrative expenses were updated based on the last 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.

## **SUPPLEMENTAL SCHEDULES**

# Financial Section

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Schedules of Administrative and Investment Deductions

Years ended June 30, 2025 and 2024

(In thousands)

	Administrative	Investment	Totals	
			2025	2024
Personal services:				
Wages	\$ 2,027	1,442	3,469	3,216
Benefits	1,422	708	2,130	1,811
Total personal services	3,449	2,150	5,599	5,027
Travel:				
Transportation	11	36	47	35
Per diem	2	6	8	6
Total travel	13	42	55	41
Contractual services:				
Investment management and custodial fees	—	26,376	26,376	25,553
Management and consulting	8,077	412	8,489	8,503
Data processing	995	282	1,277	1,886
Securities lending	—	789	789	614
Rentals/leases	162	53	215	166
Accounting and auditing	133	—	133	161
Legal	25	39	64	83
Communications	54	5	59	36
Transportation	59	—	59	48
Advertising and printing	45	—	45	41
Medical specialists	3	—	3	3
Repairs and maintenance	1	—	1	24
Other professional services	330	148	478	193
Total contractual services	9,884	28,104	37,988	37,311
Other:				
Equipment	2	7	9	50
Supplies	18	1	19	30
Total other	20	8	28	80
Total administrative and investment deductions	\$ 13,366	30,304	43,670	42,459

See accompanying independent auditors' report.

# Financial Section

STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM  
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**Schedules of Payments to Consultants Other Than Investment Advisors**

Years ended June 30, 2025 and 2024

(In thousands)

Firm	Services	2025	2024
Gallagher	Actuarial services	\$ 259	224
KPMG LLP	Auditing services	64	68
State Street Bank and Trust	Custodial banking services	589	556
Alaska IT Group	Data processing services	120	127
Applied Microsystems Incorporated	Data processing services	204	155
International Business Machines	Data processing services	5	13
Sagitec Solutions	Data processing services	215	1,222
SHI International Corporation	Data processing services	4	38
State of Alaska, Department of Law	Legal services	25	43
Linea Solutions Incorporated	Management consulting services	205	201
The Segal Company Incorporated	Management consulting services	90	74
		<u>\$ 1,780</u>	<u>2,721</u>

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

See accompanying independent auditors' report.

# INVESTMENT SECTION









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September 30, 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

## Department of Revenue Treasury Division Staff As of June 30, 2025

<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		

## External Money Managers and Consultants

### Opportunistic Fixed Income

Fidelity Investment Asset Management  
Merrimack, NH  
MacKay Shields LLC  
New York, NY

### Global Equities – Large Cap

Acadian Asset Management, LLC  
Boston, MA  
Arrowstreet Capital, LP  
Boston, MA  
Baillie Gifford Overseas Ltd.  
Edinburgh, Scotland  
Brandes Investment Partners, L.P.  
San Diego, CA  
Capital Guardian Trust Co.  
Los Angeles, CA  
Dimensional Fund Advisors  
Austin, TX  
First Eagle Investments  
New York, NY  
Legal and General Investment Management America, Inc.  
Chicago, IL  
State Street Global Advisors  
Boston, MA

### Emerging Markets

Dimension Fund Advisor  
Austin, TX  
Legal and General Investment Management America, Inc.  
Chicago, IL

### Alternate Beta

Man Group  
London, UK

### Alternate Fixed Income

Ares Management  
Los Angeles, CA  
Comvest Credit Partners  
West Palm Beach, FL  
Crestline Investors, Inc.  
Fort Worth, TX  
Fortress Credit Opportunities  
New York, NY  
Kennedy Lewis Investment Management  
New York, NY  
Prisma Capital  
New York, NY

### Tactical Asset Allocation

Fidelity Investment Asset Management  
Smithfield, RI

### Private Equity

Abbott Capital Management, L.P.  
New York, NY  
Advent International  
Boston, MA  
Battery Ventures  
Boston, MA  
Clearlake Capital  
Santa Monica, CA  
Dyal Capital Partners  
New York, NY  
Genstar Capital  
San Francisco, CA  
Glendon Capital  
Santa Monica, CA  
Insight Partners  
New York, NY  
KKR Lending Partners  
New York, NY  
Lexington Partners  
New York, NY  
Merit Capital Partners  
Chicago, IL  
Neuberger Berman  
New York, NY  
New Mountain Partners  
New York, NY  
NGP  
Irving, TX  
Onex Partners  
New York, NY  
Pathway Capital Management, LLC  
Irvine, CA  
Sentinel Capital Partners  
New York, NY  
Summit Partners  
Boston, MA  
The Jordan Company  
New York, NY  
The Riverside Company  
New York, NY  
Warburg Pincus  
New York, NY

# Investment Section

## External Money Managers and Consultants (cont.)

### Real Assets – Farmland and Timber

Timberland Investment Resources LLC  
*Atlanta, GA*  
 UBS Farmland Investors, LLC  
*Hartford, CT*

### Real Assets – Energy

EIG Global Energy Partners  
*Washington, D.C.*

### Real Assets – Infrastructure

IFM  
*New York, NY*  
 J.P. Morgan Asset Management  
*New York, NY*

### Real Assets – Real Estate Core Commingled Accounts

BlackRock Realty  
*New York, NY*  
 J.P. Morgan Asset Management Inc.  
*New York, NY*  
 UBS Realty Investors, LLC  
*Hartford, CT*

### Real Assets – Real Estate Core Separate Accounts

Sentinel Real Estate Corporation  
*New York, NY*  
 UBS Realty Investors, LLC  
*Hartford, CT*

### Real Assets – Real Estate Debt

Heitman LLC  
*Chicago, IL*  
 Walton Street Capital, LLC  
*Chicago, IL*

### Real Assets – Non-Core Commingled Real Estate Funds

Almanac Realty Investors  
*New York, NY*  
 Clarion Partners  
*New York, NY*  
 KKR & Co.  
*New York, NY*  
 Silverpeak Real Estate Partners  
*New York, NY*

### Supplemental Benefits System, Deferred Compensation Plan, and Defined Contribution Plans

Baillie Gifford Overseas Ltd.  
*Edinburgh, Scotland*  
 BlackRock  
*San Francisco, CA*  
 Brandes Investment Partners  
*San Diego, CA*  
 J.P. Morgan Asset Management Inc.  
*New York, NY*  
 Northern Trust  
*Chicago, IL*  
 State Street Global Advisors  
*Boston, MA*  
 T. Rowe Price Investment Services  
*Baltimore, MD*

### Investment Consultants

Callan Associates, Inc.  
*Denver, CO*

### Investment Advisory Council

Ruth Traylor  
*Monument, CO*  
 Joshua Rabuck  
*Indianapolis IN*  
 William Jennings  
*Colorado Springs, CO*

### Independent Auditors

KPMG, LLP  
*Anchorage, AK*

### Actuaries

Gallagher (Formerly named Buck)  
*Denver, CO*  
 Gabriel, Roeder, Smith & Company  
*Denver, CO*

### Global Master Custodian

State Street Bank & Trust Co.  
*Boston, MA*

# Investment Section

## Teachers' Retirement System Investment Report

### INVESTMENTS

The investment goals of the State of Alaska Teachers' 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% NFI-ODCE 10% FTSE-NAREIT 20% NCREIF Farmland 10% NCREIF Timberland 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%.

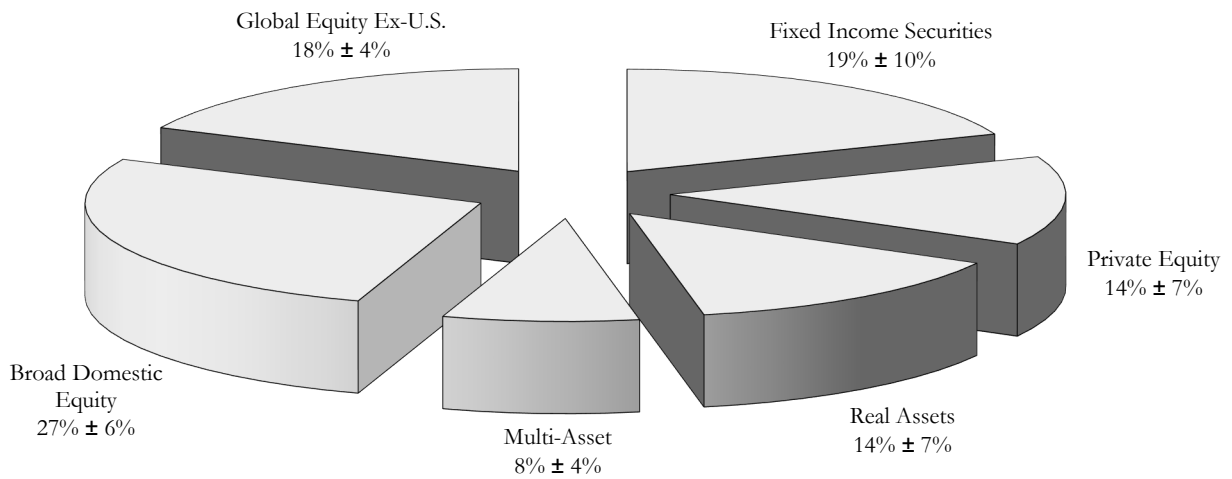


# Investment Section

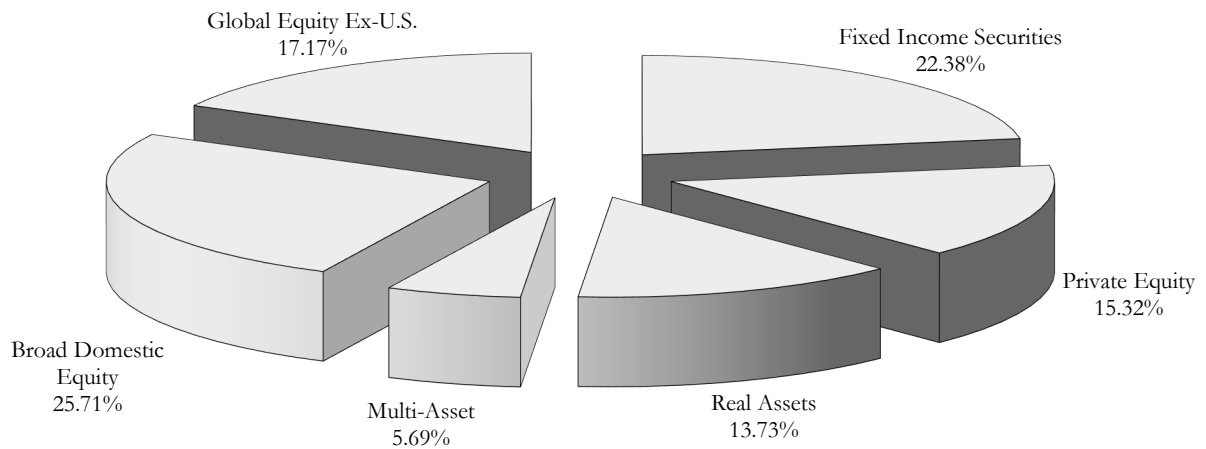
<b>Teachers' Retirement System Schedule of Investment Results Fiscal Years Ended June 30</b>							
	2021	2022	2023	2024	2025	Annualized	
						3 Year	5 Year
<b>Total Fund</b>							
TRS	27.65%	(4.10%)	7.02%	9.23%	10.12%	8.78%	9.52%
<i>Custom Composite Index</i>	24.95	(7.86)	7.53	12.62	10.33	10.07	9.00
<i>Actuarial Earnings Rate</i>	7.38	7.38	7.25	7.25	7.25	7.25	7.25
<b>Broad Domestic Equity</b>							
TRS	42.68	(11.73)	17.76	21.21	13.45	17.43	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>							
TRS	2.20	(6.99)	0.43	3.58	6.41	3.44	1.02
<i>Custom Composite Index</i>	(0.31)	(9.78)	(0.71)	2.78	6.01	2.66	-0.54
<b>Multi-Asset</b>							
TRS	23.86	(10.58)	4.09	8.04	5.19	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>							
TRS	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>							
TRS	38.53	(20.96)	15.14	12.77	19.68	15.83	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>							
TRS	50.67	26.25	(3.29)	4.96	6.53	2.64	15.52
<i>Custom Composite Index</i>	36.80	3.42	(3.83)	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.							

## Teachers' Retirement System Asset Allocation June 30, 2025

### Policy



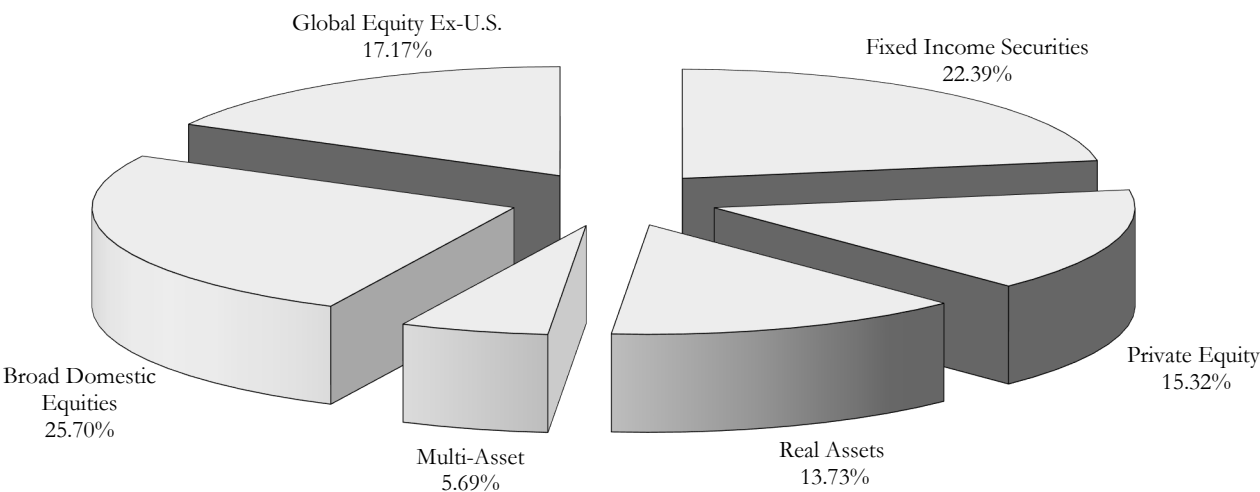
### Actual — Defined Benefit Pension



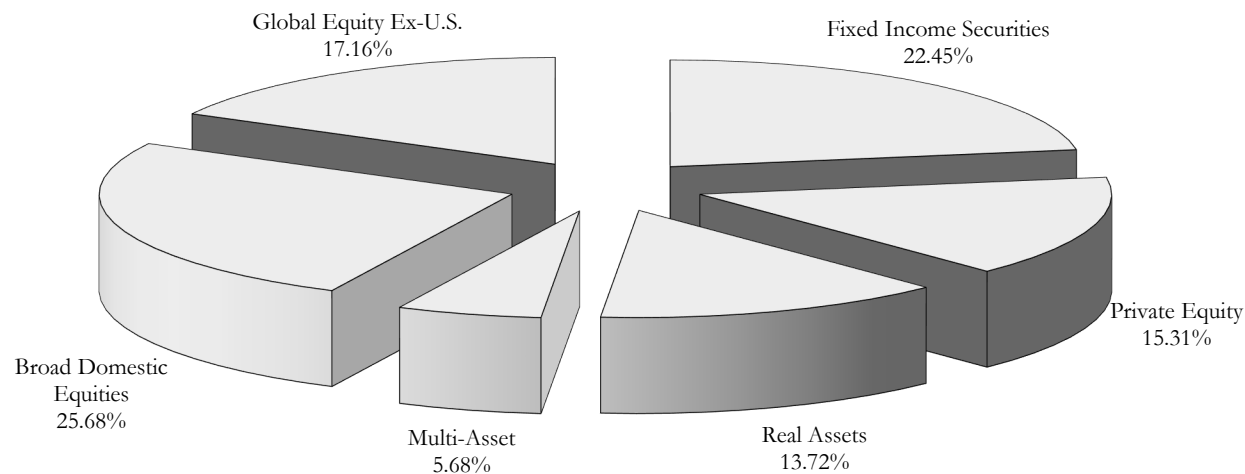
# Investment Section

**Teachers' Retirement System**  
**Asset Allocation**  
**June 30, 2025**

**Actual — Defined Benefit Alaska Retiree Healthcare Trust**

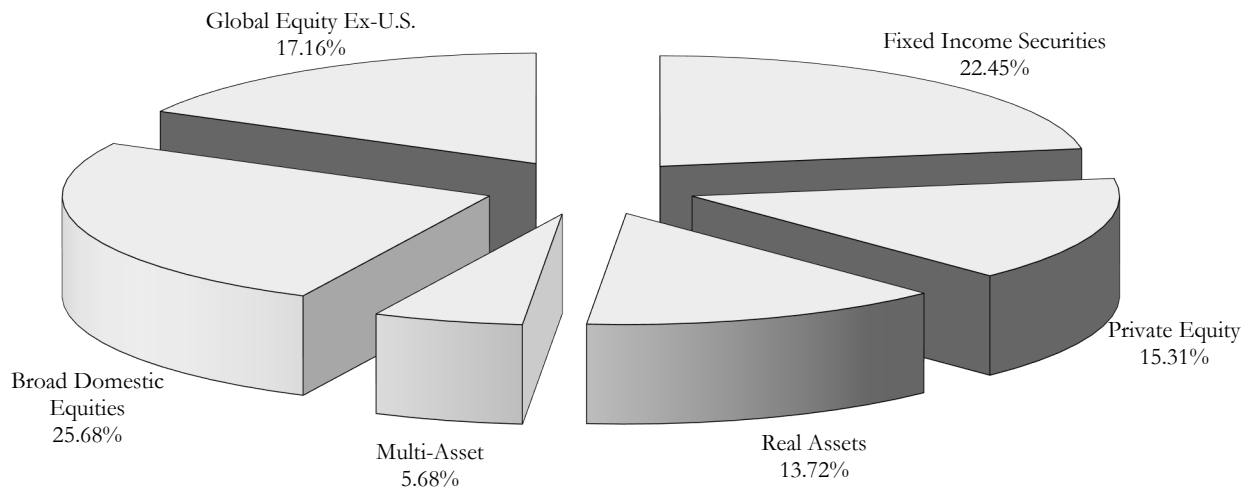


**Actual — Occupational Death & Disability**

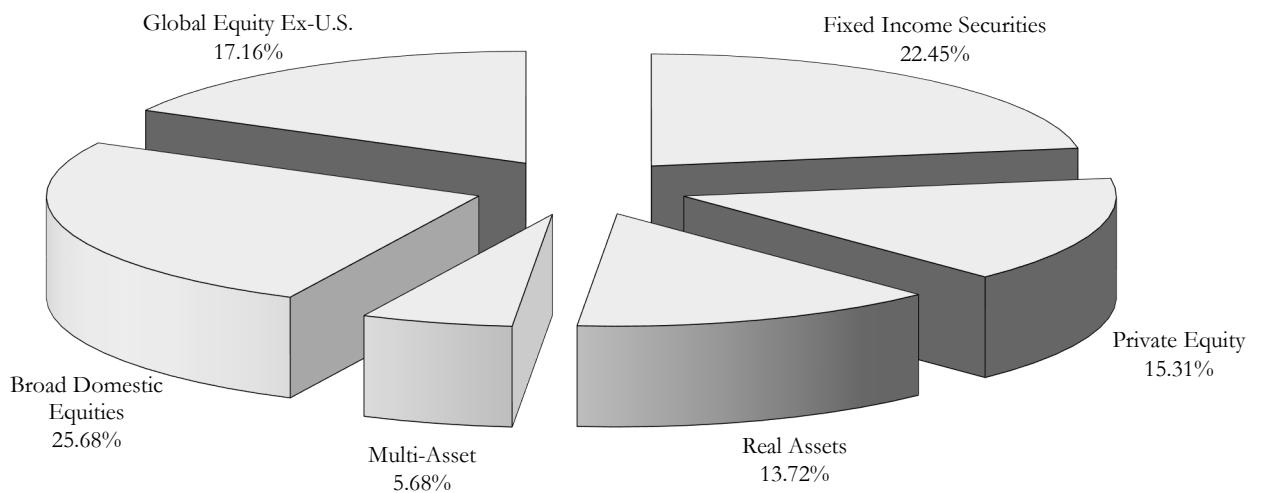


## Teachers' Retirement System Asset Allocation June 30, 2025

### Actual — Retiree Medical Plan



### Actual — Health Reimbursement Arrangement



# Investment Section

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

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 4.25% 1/15/2028	\$ 100,282,987	\$ 98,991,457
2	U.S. Treasury N/B 3.825% 6/30/2030	70,575,744	70,301,130
3	U.S. Treasury N/B 4.125% 10/31/2029	55,057,904	54,273,483
4	U.S. Treasury N/B 3.875% 6/15/2028	42,105,487	41,879,729
5	FED HM LN PC Pool SD8507 6% 2/1/2055	32,709,487	32,177,159
6	U.S. Treasury N/B 4.875% 5/31/2026	30,590,552	30,373,429
7	U.S. Treasury N/B 4.5% 2/15/2044	27,354,598	28,305,485
8	U.S. Treasury N/B 3.625% 3/31/2028	27,092,877	27,139,523
9	U.S. Treasury N/B 1.375% 11/15/2040	26,216,412	41,164,140
10	U.S. Treasury N/B 3.875% 5/15/2043	25,525,814	28,575,338

### Equities

Rank	Largest Equity Holdings	Fair Value	Shares
1	Microsoft Corp.	\$ 160,639,501	322,952
2	Nvidia Corp.	151,467,390	958,715
3	Apple Inc.	130,420,638	635,671
4	Amazon.com Inc.	85,115,792	387,966
5	Meta Platforms Inc. Class A	69,213,611	93,774
6	Broadcom Inc.	52,795,945	191,533
7	Alphabet Inc. Class A	40,583,153	230,285
8	Alphabet Inc. Class C	40,181,002	226,512
9	Berkshire Hathaway Inc. Class B	39,147,622	80,589
10	Tesla Inc.	35,658,993	112,255

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

# Investment Section

## Teachers' Retirement System Schedule of Investment Management Fees Year Ended June 30, 2025

	<u>Fair Value</u>	<u>Fees</u>
<b>Investment Management</b>		
Total Fixed Income	\$ 2,418,058,565	961,740
Total Multi-Asset	614,382,520	4,593,686
Total Broad Domestic Equity	2,776,756,676	153,415
Total Global Equity Ex-U.S.	1,855,047,605	4,226,085
Total Private Equity	1,654,699,406	7,086,489
Total Real Assets	1,483,064,446	7,305,930
Total Investment Management		<u>24,327,345</u>
 <b>Custodian</b>		
State Street Bank		<u>509,524</u>
 <b>Investment Advisory and Performance</b>		
Callan Associates		256,523
Investment Advisory Council		<u>31,559</u>
Total Investment Advisory and Performance		<u>288,082</u>
 <b>Participant Directed</b>		
Custodian - State Street Bank		79,258
Investment Management		1,095,319
Synthetic Investment Contract Wrap Fees		<u>76,065</u>
Total Participant Directed		<u>1,250,642</u>
	<u>\$ 10,802,009,218</u>	<u>26,375,593</u>

# Investment Section

## Teachers' Retirement System Investment Summary Schedule June 30, 2025

	Defined Benefit - Pension			
	Asset Allocation			% of Total Assets
Investments (at Fair Value)	Policy	Range	Fair Value	
Fixed Income Securities				
Short-term Fixed Income Pool			\$ 75,403,379	
Opportunistic Fixed Income			287,275,981	
Barclays Aggregate Bond Fund			1,085,730,032	
Total Fixed Income Securities	19.00%	± 10%	1,448,409,392	22.38%
Multi-Asset				
Tactical Allocation Strategies Pool			132,172,555	
Alternative Beta Pool			64,439,903	
Alternative Fixed Income			171,521,736	
Total Multi-Asset	8.00%	± 4%	368,134,194	5.69%
Broad Domestic Equity				
Large Cap Pool			1,506,375,951	
Small Cap Pool			157,469,005	
Total Broad Domestic Equity	27.00%	± 6%	1,663,844,956	25.71%
Global Equity Ex-U.S.				
International Equity Pool			938,078,173	
Emerging Markets Equity Pool			173,458,954	
Total Global Equity Ex-U.S.	18.00%	± 4%	1,111,537,127	17.17%
Private Equity				
Private Equity Pool			991,485,878	
Total Private Equity	14.00%	± 7%	991,485,878	15.32%
Real Assets				
Real Estate Pool			317,349,631	
Real Estate Investment Trust Pool			103,683,310	
Infrastructure Private Pool			180,782,383	
Energy Pool			5,986,273	
Farmland Pool			202,672,714	
Timber Pool			78,169,001	
Total Real Assets	14.00%	± 7%	888,643,312	13.73%
Total Invested Assets	100.00%		\$ 6,472,054,859	100.00%

# Investment Section

## Teachers' Retirement System Investment Summary Schedule June 30, 2025

Investments (at Fair Value)	Defined Benefit - Alaska Retiree Healthcare Trust			% of Total Assets
	Asset Allocation			
	Policy	Range	Fair Value	
<b>Fixed Income Securities</b>				
Short-term Fixed Income Pool			\$ 45,971,517	
Opportunistic Fixed Income Pool			173,456,810	
Barclays Aggregate Bond Fund			655,562,119	
Total Fixed Income Securities	19.00%	± 10%	874,990,446	22.39%
<b>Multi-Asset</b>				
Tactical Allocation Strategies Pool			79,805,624	
Alternative Beta Pool			38,908,746	
Alternative Fixed Income			103,564,505	
Total Multi-Asset	8.00%	± 4%	222,278,875	5.69%
<b>Broad Domestic Equity</b>				
Large Cap Pool			909,513,234	
Small Cap Pool			95,079,477	
Total Broad Domestic Equity	27.00%	± 6%	1,004,592,711	25.70%
<b>Global Equity Ex-U.S.</b>				
International Equity Pool			566,405,790	
Emerging Markets Equity Pool			104,734,209	
Total Global Equity Ex-U.S.	18.00%	± 4%	671,139,999	17.17%
<b>Private Equity</b>				
Private Equity Pool			598,657,621	
Total Private Equity	14.00%	± 7%	598,657,621	15.32%
<b>Real Assets</b>				
Real Estate Pool			191,615,149	
Real Estate Investment Trust Pool			62,603,796	
Infrastructure Private Pool			109,156,176	
Energy Pool			3,614,443	
Farmland Pool			122,373,546	
Timber Pool			47,198,305	
Total Real Assets	14.00%	± 7%	536,561,415	13.73%
<b>Total Invested Assets</b>	<b>100.00%</b>		<b>\$ 3,908,221,067</b>	<b>100.00%</b>



# Investment Section

## Teachers' Retirement System Investment Summary Schedule June 30, 2025

	Occupational Death and Disability			
	Asset Allocation			% of Total Assets
Investments (at Fair Value)	Policy	Range	Fair Value	
Fixed Income Securities				
Short-term Fixed Income Pool			\$ 123,870	
Opportunistic Fixed Income Pool			436,643	
Barclays Aggregate Bond Fund			1,650,285	
Total Fixed Income Securities	19.00%	± 10%	2,210,798	22.45%
Multi-Asset				
Tactical Allocation Strategies Pool			200,877	
Alternative Beta Pool			97,929	
Alternative Fixed Income			260,752	
Total Multi-Asset	8.00%	± 4%	559,558	5.68%
Broad Domestic Equity				
Large Cap Pool			2,289,393	
Small Cap Pool			239,326	
Total Broad Domestic Equity	27.00%	± 6%	2,528,719	25.68%
Global Equity Ex-U.S.				
International Equity Pool			1,425,847	
Emerging Markets Equity Pool			263,645	
Total Global Equity Ex-U.S.	18.00%	± 4%	1,689,492	17.16%
Private Equity				
Private Equity Pool			1,507,097	
Total Private Equity	14.00%	± 7%	1,507,097	15.31%
Real Assets				
Real Estate Pool			482,362	
Real Estate Investment Trust Pool			157,641	
Infrastructure Private Pool			274,821	
Energy Pool			9,139	
Farmland Pool			308,110	
Timber Pool			118,775	
Total Real Assets	14.00%	± 7%	1,350,848	13.72%
Total Invested Assets	100.00%		\$ 9,846,512	100.00%

# Investment Section

## Teachers' 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			\$ 1,262,400	
Opportunistic Fixed Income Pool			4,468,875	
Barclays Aggregate Bond Fund			16,889,748	
Total Fixed Income Securities	19.00%	± 10%	22,621,023	22.45%
<b>Multi-Asset</b>				
Tactical Allocation Strategies Pool			2,056,082	
Alternative Beta Pool			1,002,478	
Alternative Fixed Income			2,668,245	
Total Multi-Asset	8.00%	± 4%	5,726,805	5.68%
<b>Broad Domestic Equity</b>				
Large Cap Pool			23,430,177	
Small Cap Pool			2,449,579	
Total Broad Domestic Equity	27.00%	± 6%	25,879,756	25.68%
<b>Global Equity Ex-U.S.</b>				
International Equity Pool			14,592,419	
Emerging Markets Equity Pool			2,698,308	
Total Global Equity Ex-U.S.	18.00%	± 4%	17,290,727	17.16%
<b>Private Equity</b>				
Private Equity Pool			15,423,707	
Total Private Equity	14.00%	± 7%	15,423,707	15.31%
<b>Real Assets</b>				
Real Estate Pool			4,936,680	
Real Estate Investment Trust Pool			1,612,893	
Infrastructure Private Pool			2,812,233	
Energy Pool			93,107	
Farmland Pool			3,152,765	
Timber Pool			1,216,036	
Total Real Assets	14.00%	± 7%	13,823,714	13.72%
<b>Total Invested Assets</b>	<b>100.00%</b>		<b>\$ 100,765,732</b>	<b>100.00%</b>

# Investment Section

## Teachers' Retirement System Investment Summary Schedule June 30, 2025

Investments (at Fair Value)	Health Reimbursement Arrangement			% of Total Assets
	Asset Allocation			
	Policy	Range	Fair Value	
<b>Fixed Income Securities</b>				
Short-term Fixed Income Pool			\$ 3,875,766	
Opportunistic Fixed Income Pool			13,799,090	
Barclays Aggregate Bond Fund			52,152,050	
Total Fixed Income Securities	19.00%	± 10%	69,826,906	22.45%
<b>Multi-Asset</b>				
Tactical Allocation Strategies Pool			6,348,838	
Alternative Beta Pool			3,095,332	
Alternate Fixed Income			8,238,919	
Total Multi-Asset	8.00%	± 4%	17,683,089	5.68%
<b>Broad Domestic Equity</b>				
Large Cap Pool			72,346,696	
Small Cap Pool			7,563,838	
Total Broad Domestic Equity	27.00%	± 6%	79,910,534	25.68%
<b>Global Equity Ex-U.S.</b>				
International Equity Pool			45,058,358	
Emerging Markets Equity Pool			8,331,901	
Total Global Equity Ex-U.S.	18.00%	± 4%	53,390,259	17.16%
<b>Private Equity</b>				
Private Equity Pool			47,625,102	
Total Private Equity	14.00%	± 7%	47,625,102	15.31%
<b>Real Assets</b>				
Real Estate Pool			15,243,578	
Real Estate Investment Trust Pool			4,980,333	
Infrastructure Private Pool			8,683,690	
Energy Pool			287,526	
Farmland Pool			9,735,245	
Timber Pool			3,754,785	
Total Real Assets	14.00%	± 7%	42,685,157	13.72%
<b>Total Invested Assets</b>	<b>100.00%</b>		<b>\$ 311,121,047</b>	<b>100.00%</b>

# Investment Section

## Teachers' Retirement System Recaptured Commission Fees Year Ended June 30, 2025

Fund	Global Equity Ex-U.S.	Multi-Asset	Total
Defined Benefit Plan – Pension	\$ 667	87	754
Postemployment Benefit – Alaska Retiree Healthcare Trust	395	50	445
Postemployment Benefit – Occupational Death and Disability	1	-	1
Postemployment Benefit – Retiree Medical Plan	10	1	11
Postemployment Benefit – Health Reimbursement Arrangement	29	4	33
Total Recapture Commission Fees	<u>\$ 1,102</u>	<u>142</u>	<u>1,244</u>

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







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 Teachers' Retirement System (TRS) 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 TRS 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 TRS as of June 30, 2024.

TRS 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 TRS is to pay required contributions that remain level as a percent of total TRS 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 TRS 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 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 TRS, including those hired after July 1, 2006 who are members of the Defined Contribution Retirement



# Actuarial Section

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(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 TRS. 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 TRS beginning with fiscal year ending June 30, 2014, and Statement No. 74 (GASB 74) was effective for TRS 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 TRS. 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 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.

# Actuarial Section

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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**  
**Teachers' Retirement System**  
**Defined Benefit Retirement Plan**  
**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<sup>1</sup>. 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 Section 1.2 and 1.3 of the TRS June 30, 2023 Actuarial Valuation Report.

# Actuarial Section

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## State of Alaska Teachers' Retirement System Defined Benefit Retirement Plan Description of Actuarial Methods and Valuation Procedures

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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 TRS 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**  
**Teachers' Retirement System**  
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**Description of Actuarial Methods and Valuation Procedures**

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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.

# Actuarial Section

State of Alaska

Teachers’ Retirement System

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Description of Actuarial Methods and Valuation Procedures

- 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.
- 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.
  - 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.
  - 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.
  - 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.

Alaska-Specific and National Average Weighted Trend from Experience Period to Valuation Year			
Experience Period	Medical	Prescription	Weighting Factors
FY23 to FY24	11.1% Pre-Medicare / 7.4% Medicare	10.2%	50%
FY24 to FY25	6.8% Pre-Medicare / 8.9% Medicare	12.0%	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.
- Develop separate administration costs – No adjustments were made for internal administrative costs. Third party

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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 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.



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### **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.

## State of Alaska Teachers' Retirement System Defined Benefit Retirement Plan Description of Actuarial Methods and Valuation Procedures

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
	Medical		Prescription Drugs (Rx)	
	Pre-Medicare	Medicare	Pre-Medicare	Medicare
<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		
5. Factor to determine cost for those with Parts A&B (2) / (3) x (4) + (1) / (3) x 1.00		1.022		
6. Medicare per capita cost for all participants: E(3)		\$ 2,130		
7. Cost for those eligible for Parts A&B: (6) / (5)		\$ 2,085		
8. Cost for those eligible for Part B only: (7) x (4)		\$ 6,880		

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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 Medicare Parts A & B	Medical and Medicare Part B Only	Prescription Drug	Medicare EGWP Subsidy
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 (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.
  - Pension: Pub-2010 Teachers Employee table, amount-weighted, and projected with MP-2021 generational improvement.
  - Healthcare: Pub-2010 Teachers Employee table, headcount-weighted, and projected with MP-2021 generational improvement.Deaths are assumed to result from occupational causes 15% of the time.
6. Mortality (Post-commencement) Mortality rates based on the 2017–2021 actual experience, to the extent the experience was statistically credible.  
Retiree mortality in accordance with the following tables:
  - Pension: 97% of male and 97% of female rates of the Pub-2010 Teachers Retiree table, amount-weighted, and projected with MP-2021 generational improvement.
  - Healthcare: 98% of male and 100% of female rates of the Pub-2010 Teachers Retiree table, headcount-weighted, and projected with MP-2021 generational improvement.Beneficiary mortality in accordance with the following tables. These tables are applied only after the death of the original member.
  - Pension: 100% of male and 95% of female rates of the Pub-2010 Contingent Survivor table, amount-weighted, and projected with MP-2021 generational improvement.
  - Healthcare: 100% of male and 94% 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).

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

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8. Disability	<p>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.</p> <p>Post-disability mortality in accordance with the following tables:</p> <ul style="list-style-type: none"><li>• Pension: Pub-2010 Non-safety Disabled Retiree table, amount-weighted, and projected with MP-2021 generational improvement.</li><li>• Healthcare: Pub-2010 Non-safety Disabled Retiree table, headcount-weighted, and projected with MP-2021 generational improvement.</li></ul>
9. Retirement	<p>Retirement rates based on the 2017–2021 actual experience (see Table 4).</p> <p>Deferred vested members are assumed to retire at their earliest unreduced retirement date.</p> <p>The modified cash refund annuity is valued as a three-year certain and life annuity.</p>
10. Spouse Age Difference	<p>Males are assumed to be three years older than their wives. Females are assumed to be two years younger than husbands.</p>
11. Percent Married for Pension	<p>85% of male members and 75% female members are assumed to be married at termination from active service.</p>
12. Dependent Spouse Medical Coverage Election	<p>Applies to members who do not have double medical coverage. 60% of male members and 50% of female members are assumed to be married and cover a dependent spouse.</p>
13. Dependent Children	<ul style="list-style-type: none"><li>• Pension: For the participants who are assumed to be married, those between ages 25 and 45 are assumed to have two dependent children.</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	<p>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.</p>
15. Active Data Adjustment	<p>No adjustment was made to reflect participants who terminate employment before the valuation date and are subsequently rehired after the valuation date.</p>

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16. Administrative Expenses	<p>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.</p> <ul style="list-style-type: none"><li>• Pension – \$3,500,000</li><li>• Healthcare – \$1,823,000</li></ul>
17. Rehire Assumption	<p>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.</p> <ul style="list-style-type: none"><li>• Pension – 12.00%</li><li>• Healthcare – 0.20%</li></ul>
18. Re-Employment Option	<p>All re-employed retirees are assumed to return to work under the standard option.</p>
19. Service	<p>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.</p>
20. Part-Time Service	<p>Part-time employees are assumed to earn 0.75 years of credited service per year.</p>
21. Unused Sick Leave	<p>5.25 days of unused sick leave for each year of service are assumed to be available to be credited once the member is retired, terminates, or dies.</p>
22. Final Average Earnings	<p>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.</p>
23. Contribution Refunds	<p>0% 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.</p>
24. Early Retirement Factors	<p>Division staff provided the early retirement factors, which reflect grandfathered factors.</p>
25. Alaska Cost-of-Living Adjustments (COLA)	<p>Of those benefit recipients who are eligible for the Alaska COLA, 60% are assumed to remain in Alaska and receive the COLA.</p>
26. Post-Retirement Pension Adjustment (PRPA)	<p>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.</p>

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27. Healthcare Participation

100% of system paid members and their spouses are assumed to elect healthcare benefits as soon as they are eligible. 20% of non-system paid members and their spouses are assumed to elect healthcare benefits as soon as they are eligible.
28. Medicare Part B Only

It's 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.
29. 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.

30. 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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31. Healthcare Third Party Administrator Fees      \$442 per person per year; assumed to increase at 4.50% per year.

32. 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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33. Retired Member Contributions for Medical Benefits

Currently, contributions are required for TRS members who are under age 60 and have less than 25 years of service. 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 who are assumed to retire prior to age 60 with less than 25 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.

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

34. Trend Rate for Retired Member Medical Contribution

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 .

35. 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 amounts included in the Normal Cost for administrative expenses were changed from \$3,558,000 to \$3,500,000 for pension, and from \$1,956,000 to \$1,823,000 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 Scale**

<b>Years of Service</b>	<b>Percent Increase</b>
< 1	7.00%
1	6.50
2	6.00
3	5.75
4	5.50
5	5.25
6	5.00
7	4.75
8	4.50
9	4.25
10	4.00
11	3.75
12	3.50
13	3.45
14	3.35
15	3.25
16	3.15
17	3.05
18	3.00
19	2.95
20+	2.85

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**Table 2**  
**Turnover Rates**

Select Rates during the First 8 Years of Employment		
Years of Service	Male	Female
< 1	20.40%	17.00%
1	20.40	17.00
2	16.80	14.00
3	14.40	12.00
4	12.00	10.00
5	10.80	9.00
6	9.00	7.50
7	7.20	6.00

Ultimate Rates after the First 8 Years of Employment		
Age	Male	Female
< 30	3.60%	4.60%
30 - 34	3.60	5.40
35 - 39	3.60	3.90
40 - 44	3.10	2.60
45 - 49	3.10	2.60
50 - 54	4.60	4.80
55+	2.80	4.80

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**Table 3**  
**Disability Rates**

<b>Age</b>	<b>Male</b>	<b>Female</b>	<b>Age</b>	<b>Male</b>	<b>Female</b>
< 31	0.0337%	0.0612%	50	0.0601%	0.1093%
31	0.0337	0.0613	51	0.0634	0.1152
32	0.0337	0.0613	52	0.0666	0.1211
33	0.0342	0.0622	53	0.0746	0.1356
34	0.0347	0.0631	54	0.0826	0.1501
35	0.0353	0.0641	55	0.0905	0.1645
36	0.0357	0.0650	56	0.0985	0.1790
37	0.0362	0.0659	57	0.1064	0.1935
38	0.0371	0.0674	58	0.1245	0.2263
39	0.0379	0.0689	59	0.1426	0.2592
40	0.0387	0.0703	60	0.1606	0.2920
41	0.0395	0.0718	61	0.1787	0.3249
42	0.0403	0.0733	62	0.1967	0.3577
43	0.0423	0.0770	63	0.2253	0.4096
44	0.0443	0.0806	64	0.2572	0.4677
45	0.0464	0.0843	65	0.2933	0.5332
46	0.0483	0.0879	66	0.3343	0.6079
47	0.0504	0.0916	67	0.3812	0.6930
48	0.0536	0.0975	68	0.4345	0.7900
49	0.0569	0.1034	69	0.4953	0.9006
			70+	0.5647	1.0267

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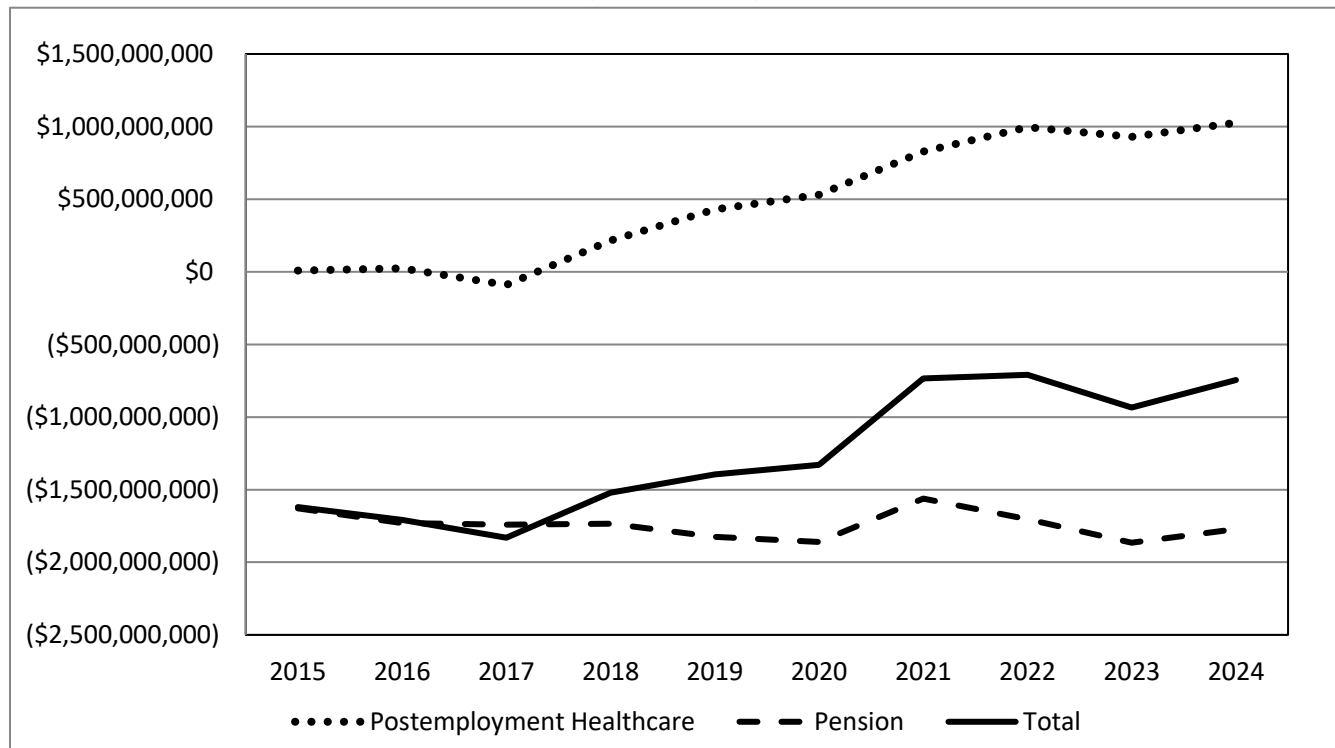
**Table 4**  
**Retirement Rate**

Age	Reduced		Unreduced	
	Male	Female	Male	Female
< 45	N/A	N/A	3.00%	3.00%
45	N/A	N/A	5.50	7.00
46	N/A	N/A	5.50	7.00
47	N/A	N/A	5.50	7.00
48	N/A	N/A	5.50	7.00
49	N/A	N/A	5.50	7.00
50	5.00%	5.00%	12.50	13.00
51	5.00	5.00	12.50	13.00
52	5.00	10.00	12.50	13.00
53	5.00	5.00	12.50	13.00
54	10.00	5.00	12.50	13.00
55	14.50	11.00	20.00	17.50
56	9.50	11.00	20.00	17.50
57	9.50	11.00	20.00	17.50
58	9.50	11.00	20.00	17.50
59	9.50	11.00	20.00	17.50
60 - 64	N/A	N/A	19.50	23.50
65 - 69	N/A	N/A	28.00	23.50
70 - 74	N/A	N/A	30.00	36.00
75 - 79	N/A	N/A	50.00	50.00
80+	N/A	N/A	100.00	100.00

# Actuarial Section

<b>Teachers' Retirement System Defined Benefit Retirement Plan Funding Excess / (Unfunded Liability) (In thousands)</b>				
<b>Actuarial Valuation Year Ended June 30</b>	<b>Postemployment Healthcare</b>	<b>Pension</b>	<b>Total Funding Excess/ (Unfunded Liability)</b>	<b>Funded Ratio</b>
2024	\$ 1,025,870	\$ (1,771,487)	\$ (745,617)	93.0%
2023	930,152	(1,865,225)	(935,073)	91.2
2022	994,639	(1,703,842)	(709,203)	93.1
2021	828,134	(1,561,518)	(733,384)	92.6
2020	531,608	(1,859,972)	(1,328,364)	86.6
2019	428,918	(1,824,089)	(1,395,171)	85.9
2018	214,559	(1,734,690)	(1,520,131)	84.7
2017	(90,291)	(1,740,690)	(1,830,981)	82.0
2016	23,868	(1,731,101)	(1,707,233)	82.8
2015	8,879	(1,629,073)	(1,620,194)	83.3

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



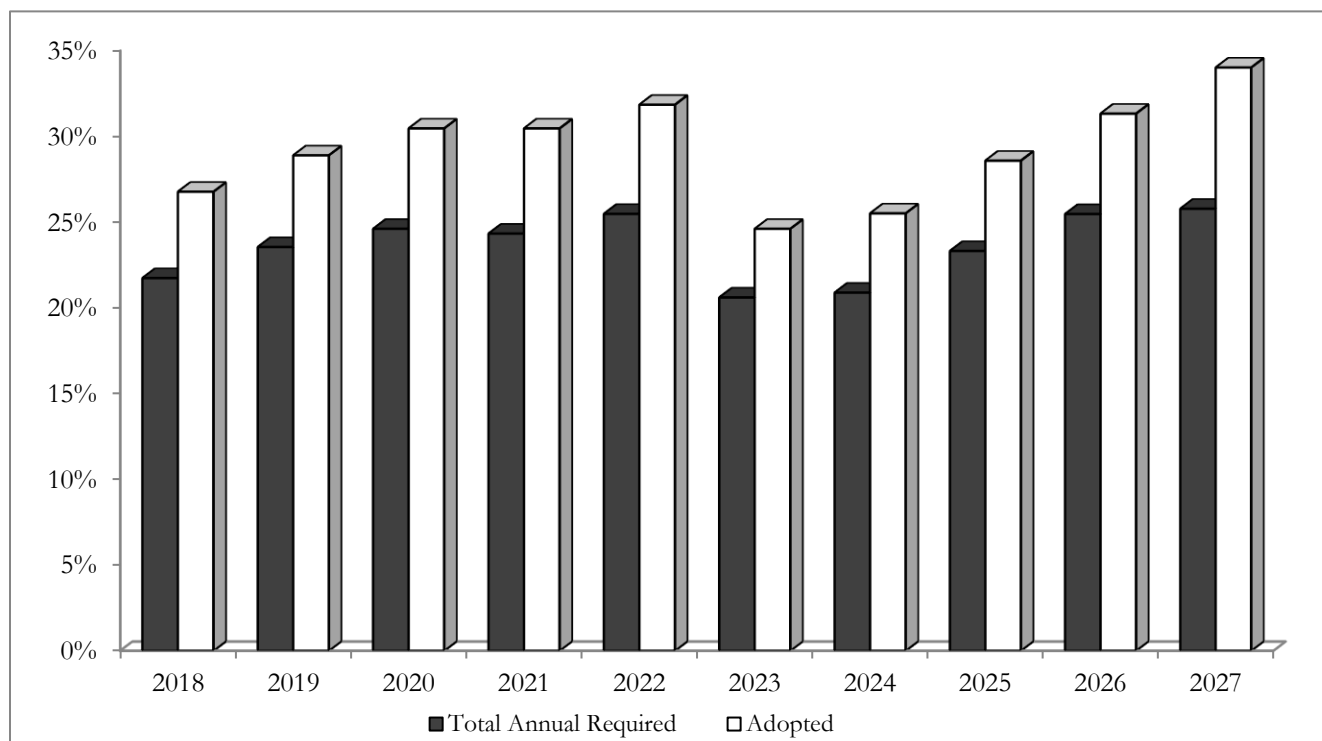
# Actuarial Section

Teachers' 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	3.91%	21.88%	8.02%	25.79%	34.02%
2026	2023	4.36	21.12	7.65	33.13	31.33
2025	2022	4.31	19.02	7.29	30.62	28.59
2024	2021	4.46	16.44	7.03	27.93	25.52
2023	2020	4.96	15.66	6.72	27.34	24.62
2022	2019	5.38	20.11	6.36	31.85	31.85
2021	2018	5.93	18.41	6.13	30.47	30.47
2020	2017	5.14	19.48	5.85	30.47	30.47
2019	2016	5.29	18.27	5.34	28.90	28.90
2018	2015	3.99	17.76	5.03	26.78	26.78

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 EMPLOYER CONTRIBUTION RATES



Teachers' Retirement System Defined Benefit Retirement Plan Schedule of Active Member Data					
Valuation Date	Number	Annual Earnings (In thousands)	Annual Average Earnings	Percent Increase in Average Earnings	Number of Participating Employers
June 30, 2024	2,447	\$ 250,583	\$ 102,323	3.5%	57
June 30, 2023	2,734	270,174	98,820	1.1	57
June 30, 2022	3,023	295,354	97,702	3.8	57
June 30, 2021	3,396	319,711	94,143	4.0	56
June 30, 2020	3,789	343,146	90,564	1.9	56
June 30, 2019	4,044	359,426	88,879	1.7	56
June 30, 2018	4,418	386,016	87,374	1.2	56
June 30, 2017	4,772	411,951	86,327	1.6	57
June 30, 2016	5,123	435,222	84,954	2.4	57
June 30, 2015	5,502	456,636	82,995	2.4	58
Total and average annual earnings ("valuation pay") are the annualized earnings for the fiscal year ending of the valuation date.					

Teachers' Retirement System Defined Benefit Retirement Plan Schedule of Pension Benefit Recipients Added to and Removed from Rolls								
Year Ended	Added to Rolls		Removed from Rolls		Rolls – End of Year		Percent Increase/ (Decrease) in Annual Pension Benefits	Average Annual Pension Benefit
	No.*	Annual Pension Benefits*	No.*	Annual Pension Benefits*	No.	Annual Pension Benefits		
June 30, 2024	553	\$24,082,044	363	\$10,544,001	14,445	\$583,606,916	2.4%	\$40,402
June 30, 2023	478	19,944,072	349	(13,224,262)	14,255	570,068,874	6.2	39,991
June 30, 2022	529	22,643,316	375	(3,174,745)	14,126	536,900,540	5.1	38,008
June 30, 2021	593	22,728,504	310	11,391,465	13,972	511,082,479	2.3	36,579
June 30, 2020	460	17,641,920	262	5,527,983	13,689	499,745,440	2.5	36,507
June 30, 2019	468	18,004,896	254	871,684	13,491	487,631,503	3.6	36,145
June 30, 2018	555	21,924,986	261	6,926,129	13,277	470,498,291	3.3	35,437
June 30, 2017	487	17,151,684	230	7,736,025	12,983	455,499,434	2.1	35,084
June 30, 2016	530	18,364,581	222	6,144,109	12,726	446,083,775	2.8	35,053
June 30, 2015	888	34,120,658	220	3,531,501	12,418	433,863,303	7.6	34,938
*Numbers are estimated and include other internal transfers.								



# Actuarial Section

<b>Teachers' Retirement System</b> <b>Defined Benefit Retirement Plan</b> <b>Pension Solvency Test</b> <b>(In thousands)</b>							
Valuation Date	Pension Actuarial Accrued Liability For:			Pension Valuation Assets	Portion of Actuarial Accrued Liabilities Covered by Assets:		
	(1) Active Member Contributions	(2) Inactive Members	(3) Active Members (Employer-Financed Portion)		(1)	(2)	(3)
June 30, 2024	\$ 528,288	\$ 6,562,982	\$ 927,467	\$ 6,247,250	100.0%	87.1%	—%
June 30, 2023	557,567	6,511,368	967,750	6,171,460	100.0	86.2	—
June 30, 2022	594,033	6,169,712	1,040,301	6,100,204	100.0	89.2	—
June 30, 2021	634,029	5,833,812	1,004,046	5,910,369	100.0	90.4	—
June 30, 2020	668,105	5,749,353	1,029,578	5,587,064	100.0	85.6	—
June 30, 2019	673,540	5,672,003	1,042,477	5,563,931	100.0	86.2	—
June 30, 2018	690,775	5,502,418	1,083,097	5,541,600	100.0	88.2	—
June 30, 2017	706,772	5,418,948	1,091,805	5,476,835	100.0	88.0	—
June 30, 2016	709,903	5,329,673	1,120,212	5,428,687	100.0	88.5	—
June 30, 2015	714,422	5,192,935	1,144,367	5,422,651	100.0	90.7	—
Change in assumptions reflected in 2022, 2018, and 2014 valuation reports. Change in methods reflected in 2014 valuation reports.							

# Actuarial Section

<b>Teachers' Retirement System</b> <b>Defined Benefit Retirement Plan</b> <b>Healthcare Solvency Test</b> <b>(In thousands)</b>							
Valuation Date	Healthcare Actuarial Accrued Liability For:			Healthcare Valuation Assets	Portion of Actuarial Accrued Liabilities Covered by Assets:		
	(1) Active Member Contributions	(2) Inactive Members	(3) Active Members (Employer-Financed Portion)		(1)	(2)	(3)
June 30, 2024	\$ —	\$ 2,071,570	\$ 579,975	\$ 3,677,415	100.0%	100.0%	100.0%
June 30, 2023	—	2,015,723	602,098	3,547,973	100.0	100.0	100.0
June 30, 2022	—	1,841,588	600,989	3,437,216	100.0	100.0	100.0
June 30, 2021	—	1,778,645	660,958	3,267,737	100.0	100.0	100.0
June 30, 2020	—	1,776,704	712,971	3,021,283	100.0	100.0	100.0
June 30, 2019	—	1,788,124	730,520	2,947,562	100.0	100.0	100.0
June 30, 2018	—	1,874,333	809,817	2,898,709	100.0	100.0	100.0
June 30, 2017	—	1,980,148	946,945	2,836,802	100.0	100.0	90.5
June 30, 2016	—	1,853,084	894,752	2,771,704	100.0	100.0	100.0
June 30, 2015	—	1,870,987	806,406	2,686,272	100.0	100.0	100.0
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>Teachers' Retirement System Defined Benefit Retirement Plan Analysis of Financial Experience</b>					
<b>Change in Employer Contribution Rate Due to (Gains) and Losses in Actuarial Accrued Liabilities During the Last Five Fiscal Years Resulting from Differences 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%	0.11%	(0.11)%	(0.11)%	(0.95)%
Salary Experience	0.12	(0.15)	0.26	0.25	(0.06)
Investment Experience	(0.36)	(0.08)	(0.63)	(1.95)	1.21
Demographic Experience and Miscellaneous	(1.16)	1.98	0.70	(0.91)	0.21
Actual vs Expected Contributions	0.22	0.14	(0.25)	(0.03)	(0.36)
(Gain) or Loss During Year From Experience	(1.17)	2.00	(0.03)	(2.75)	0.05
Assumption / Method Changes	0.92	—	1.33	—	—
System Benefit Changes	—	—	—	(0.02)	—
Composite (Gain) or Loss During Year	(0.14)	2.00	1.30	(2.77)	0.05
Beginning Total Employer Contribution Rate	25.56	23.56	22.26	25.03	24.98
Ending Valuation Year Employer Contribution Rate	25.40	25.56	23.56	22.26	25.03
Defined Contribution Retirement Rate	8.02	7.65	7.29	7.03	6.72
Ending Valuation Year Total Employer Contribution Rate (Defined Benefit / Defined Contribution Retirement)	33.42	33.21	30.85	29.29	31.75
Fiscal Year Employer Contribution Rate	34.02%	31.33%	28.59%	25.52%	24.62%
Fiscal Year for which Rate Applies	FY27	FY26	FY25	FY24	FY23
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.					

# Actuarial Section

<b>Teachers' Retirement System Defined Benefit Retirement Plan Analysis of Financial Experience</b>						
<b>Change in Employer / State Contribution Rate Due to (Gains) and Losses in Actuarial Accrued Liabilities During the Last Three Fiscal Years Resulting from Differences 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>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%	0.11%	(0.11)%
Salary Experience	0.12%	(0.15)%	0.26%	N/A	N/A	N/A
Investment Experience	(0.36)	(0.08)	(0.63)	—	—	—
Demographic Experience and Miscellaneous	(0.93)	2.09	0.91	(0.23)	(0.11)	(0.21)
Actual vs Expected Contributions	0.22	0.14	(0.25)	—	—	—
(Gain) or Loss During Year From Experience	(0.01)	2.00	0.29	(0.15)	0.00	(0.32)
Assumption and Method Changes	0.94	—	1.39	—	—	(0.06)
System Benefit Changes	—	—	—	—	—	—
Composite (Gain) or Loss During Year	(0.01)	2.00	1.68	(0.15)	0.00	(0.38)
Beginning Employer / State Contribution Rate	23.00	21.00	19.32	2.56	2.56	2.94
Ending Valuation year Employer / State Contribution Rate	<u>22.99%</u>	<u>23.00%</u>	<u>21.00%</u>	<u>2.41%</u>	<u>2.56%</u>	<u>2.56%</u>

# Actuarial Section

<b>Teachers' Retirement System</b> <b>Defined Benefit Retirement Plan</b> <b>Defined Benefit Pension</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	\$ 8,018,737	\$ 6,247,250	77.9%	\$ 1,771,487	\$ 255,949	692.1%
2023	8,036,685	6,171,460	76.8	1,865,225	276,417	674.8
2022	7,804,046	6,100,204	78.2	1,703,842	303,011	562.3
2021	7,471,887	5,910,369	79.1	1,561,518	326,551	478.2
2020	7,447,036	5,587,064	75.0	1,859,972	349,236	532.6
2019	7,388,020	5,563,931	75.3	1,824,089	366,037	498.3
2018	7,276,290	5,541,600	76.2	1,734,690	392,609	441.8
2017	7,217,525	5,476,835	75.9	1,740,690	425,841	408.8
2016	7,159,788	5,428,687	75.8	1,731,101	449,629	385.0
2015	7,051,724	5,422,651	76.9	1,629,073	473,734	343.9

<b>Teachers' Retirement System</b> <b>Defined Benefit Retirement Plan</b> <b>Alaska Retiree Healthcare Trust</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 / (Excess funded) Actuarial Accrued Liability (UAAL)	Annual Active Member Payroll	UAAL as a Percent of Annual Active Member Payroll
2024	\$ 2,651,545	\$ 3,677,415	138.7%	\$ (1,025,870)	\$ 255,949	(400.8)%
2023	2,617,821	3,547,973	135.5	(930,152)	276,417	(336.5)
2022	2,442,577	3,437,216	140.7	(994,639)	303,011	(328.3)
2021	2,439,603	3,267,737	133.9	(828,134)	326,551	(253.6)
2020	2,489,675	3,021,283	121.4	(531,608)	349,236	(152.2)
2019	2,518,644	2,947,562	117.0	(428,918)	366,037	(117.2)
2018	2,684,150	2,898,709	108.0	(214,559)	392,609	(54.6)
2017	2,927,093	2,836,802	96.9	90,291	425,841	21.2
2016	2,747,836	2,771,704	100.9	(23,868)	449,629	(5.3)
2015	2,677,393	2,686,272	100.3	(8,879)	473,734	(1.9)

**State of Alaska**  
**Teachers' Retirement System**  
**Defined Benefit Retirement Plan**  
**Summary of Plan Provisions and Changes in Plan Provisions**

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## 1. Effective Date

July 1, 1955, with amendments through June 30, 2021. Chapter 97, 1990 Session Laws of Alaska, created a two-tier retirement system. Members who were first hired under TRS before July 1, 1990 (Tier 1) are eligible for different benefits than members hired after June 30, 1990 (Tier 2). 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 Teachers' 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 TRS funds.

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

## 3. Employers Included

Currently, there are 57 employers participating in TRS, including the State of Alaska, 53 school districts, and three other eligible organizations.

## 4. Membership

Membership in TRS is mandatory for the following employees hired before July 1, 2006:

- certificated full-time and part-time elementary and secondary teachers, certificated school nurses, and certificated employees in positions requiring teaching certificates;
- positions requiring a teaching certificate as a condition of employment in the Department of Education and Early Development and the Department of Labor and Workforce Development;
- University of Alaska full-time and part-time teachers, and full-time administrative employees in positions requiring academic standing if approved by the TRS administrator;
- certain full-time or part-time teachers of Alaska Native language or culture who have elected to be covered under TRS;
- members on approved sabbatical leave under AS 14.20.310;
- certain State legislators who have elected to be covered under TRS; and
- a teacher who has filed for worker's compensation benefits due to an on-the-job assault and who, as a result of the physical injury, is placed on leave without pay.

# Actuarial Section

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## **State of Alaska Teachers' Retirement System Defined Benefit Retirement Plan Summary of Plan Provisions and Changes in Plan Provisions**

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Employees participating in the University of Alaska's Optional Retirement Plan or other retirement plans funded by the State are not covered by TRS.

Employees who work half-time in TRS and Public Employees' Retirement System (PERS) simultaneously are eligible for half-time TRS and PERS 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.

### **5. Credited Service**

TRS members receive a year of membership credit if they work a minimum of 172 days during the school year (July 1 through June 30 of the following year). Fractional credit is determined based on the number of days worked. Part-time members who work at least 50% of full-time receive membership credit for each day in proportion to full-time service. Credit is granted for all Alaskan public school service.

Members may claim other types of service, including:

- Outside teaching service in out-of-state schools or Alaska private schools (not more than ten years may be claimed);
- Military service (not more than five years of military service or ten years of combined outside and military service may be claimed);
- Alaska Bureau of Indian Affairs (BIA) service;
- Retroactive Alaskan service that was not creditable at the time it occurred, but later became creditable because of legislative change;
- Unused sick leave credit after members retire; and
- Leave of absence without pay.

Except for retroactive Alaska service that occurred before July 1, 1955, and unused sick leave, contributions are required for all claimed service.

Members receiving TRS disability benefits continue to earn TRS credit while disabled.

Survivors who are receiving occupational death benefits continue to earn TRS service credit while occupational survivor benefits are being paid.

### **6. Employer Contributions**

TRS 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).

**State of Alaska**  
**Teachers' Retirement System**  
**Defined Benefit Retirement Plan**  
**Summary of Plan Provisions and Changes in Plan Provisions**

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The past service rate is a uniform rate for all participating employers to amortize the unfunded past service liability with 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 14.25.070 effective July 1, 2008, each TRS employer will pay a simple uniform contribution rate of 12.56% of member payroll.

## 7. Additional State Contributions

Pursuant to AS 14.25.085 effective July 1, 2008, the State shall contribute an amount (in addition to the State contribution as an employer) that, when combined with the employer contribution of 12.56%, will be sufficient to pay the total contribution rate adopted by the Board.

## 8. Member Contributions

**Mandatory Contributions:** Members are required to contribute 8.65% of their base salaries. Members' contributions are deducted from gross salaries before federal income taxes are withheld.

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

**1% Supplemental Contributions:** Members who joined the system before July 1, 1982 and elected to participate in the supplemental contributions provision are required to contribute an additional 1% of their salaries. Supplemental contributions are deducted from gross salaries after federal income taxes are withheld. Under the supplemental provision, an eligible spouse or dependent child will receive a survivor's allowance or spouse's pension if the member dies (see below). Supplemental contributions are only refundable upon death (see below).

**Interest:** Members' contributions earn 4.5% interest, compounded annually on June 30.

**Refund of Contributions:** Terminated members may receive refunds of their member contribution accounts which includes their mandatory 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 TRS service may be reinstated upon reemployment in TRS prior to July 1, 2010. Interest accrues on refunds until paid in full or members retire.

## 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, 1990 (Tier 1), and age 60 or early retirement at age 55 if they were hired on or after July 1, 1990 (Tier 2). Additionally, they must have at least:



# Actuarial Section

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## State of Alaska Teachers' Retirement System Defined Benefit Retirement Plan Summary of Plan Provisions and Changes in Plan Provisions

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- i. eight years of paid-up membership service;
  - ii. 15 years of paid-up creditable service, the last five years of which are membership service, and they were first hired under TRS before July 1, 1975;
  - iii. five years of paid-up membership service and three years of paid-up Alaska Bureau of Indian Affairs service;
  - iv. 12 years of combined part-time and full-time paid-up membership service;
  - v. two years of paid-up membership service if they are vested in the Public Employees' Retirement System (PERS); or
  - vi. one year of paid-up membership service if they are retired from the PERS.
- b. Members may retire at any age when they have:
- i. 25 years of paid-up creditable service, the last five years of which are membership service;
  - ii. 20 years of paid-up membership service;
  - iii. 20 years of combined paid-up membership and Alaska Bureau of Indian Affairs service, the last five years of which are membership service; or
  - iv. 20 years of combined paid-up part-time and full-time membership 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 to retire at any age under (b) above. Members may receive early, actuarially reduced benefits when they reach early retirement age and complete the service required.

Members may select joint and survivor options and a last survivor 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 base salary (ABS) times the total TRS service times the percentage multiplier. The ABS is determined by averaging the salaries earned during the three highest school years. Members must earn at least 115 days of credit in a school year to include it in the ABS calculation. TRS pays a minimum benefit of \$25.00 per month for each year of service when the calculated benefit is less.

The percentage multipliers are 2% for the first 20 years and 2.5% for all remaining service. Service before July 1, 1990 is calculated at 2%.

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 TRS contributions are not eligible to retire unless they return to TRS employment and pay back their refunds plus interest or accrue additional service which qualifies them for retirement. TRS refunds must be paid in full if the corresponding service is to count toward the minimum service requirements for retirement. Refunded TRS 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.

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Teachers' Retirement System  
Defined Benefit Retirement Plan  
Summary of Plan Provisions and Changes in Plan Provisions**

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**Reemployment of Retired Members:** Retirees who return to work in a permanent full-time or part-time TRS position after a Normal Retirement are eligible to return under the Standard Option.

Under the Standard Option, retirement and retiree healthcare benefits are suspended while retired members are reemployed under TRS. During reemployment, members earn additional TRS service and contributions are withheld from their wages.

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 TRS 110% of the benefits that they received under the RIP, which may include costs for health insurance, excluding amounts that they paid to participate; 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.

## **10. Postemployment Healthcare Benefits**

When pension benefits begin, major medical benefits are provided by TRS to (1) all employees first hired before July 1, 1990 (Tier 1) and their surviving spouses and (2) members and their surviving spouses who have 25 years of membership service, are disabled or age 60 or older, regardless of their initial hire dates. Employees first hired after June 30, 1990 (Tier 2) and their surviving spouses may receive major medical benefits prior to age 60 by paying premiums.

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 (Tier 2), the valuation bases this payment upon the age of the retiree.

# Actuarial Section

## State of Alaska Teachers' Retirement System Defined Benefit Retirement Plan Summary of Plan Provisions and Changes in Plan Provisions

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

Plan Feature	Amount
Deductible (single/family)	\$150 / \$450
Coinsurance - 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 is through a Medicare Part D EGWP arrangement.

### 11. Disability Benefits

Monthly disability benefits are paid to permanently disabled members until they die, recover, or become eligible for normal retirement. To be eligible, members must have at least five years of paid-up membership service.

Disability benefits are equal to 50% of the member's base salary at the time of disability. The benefit is increased by 10% of the base salary for each minor child, up to a maximum of 40%. Members continue to earn TRS service until eligible for normal retirement.

Members are appointed to normal retirement on the first of the month after they become eligible.

### 12. Death Benefits

Death benefits may be paid to a spouse, dependent children, or a designated beneficiary upon the death of a member.

**Occupational Death:** When an active member dies from occupational causes, a monthly survivor's pension may be paid to the spouse or to the member's dependent children if there is no spouse, unless benefits are payable under the supplemental contributions provision. The pension equals 40% of the member's base salary on the date of death or disability. On the member's normal retirement date, the benefit converts to a normal retirement benefit based on the member's average base salary on the date of death and TRS service, including service accumulated from the date of death to normal retirement date.

If there is no surviving spouse or dependent children, the designated beneficiary receives the member's contribution account, which includes mandatory contributions, supplemental contributions, indebtedness payments, and interest earned. The designated beneficiary also receives a lump sum payment equal to \$1,000 plus \$100 for each year of TRS service, up to a maximum of \$3,000.

**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 (see below), unless benefits are payable under the supplemental contributions provision. The monthly benefit is based on the member's average base salary and TRS service accrued on the date of death.

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**Summary of Plan Provisions and Changes in Plan Provisions**

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Upon the death of an active member who has less than one year of service or an inactive member who is not vested, the designated beneficiary receives the member's contribution account, which includes mandatory contributions, supplemental contributions, indebtedness payments, and interest earned. If the member has more than one year of TRS service or is vested, the designated beneficiary also receives a lump sum payment equal to \$1,000 plus \$100 for each year of TRS service, up to a maximum of \$3,000. An additional \$500 may be payable if the member is survived by dependent children.

**Supplemental Contributions Provision:** Members are eligible for supplemental coverage if they joined TRS before July 1, 1982, elected to participate in the supplemental provision, and made the required contributions. A survivor's allowance or spouse's pension (see below) may be payable if the member made supplemental contributions for at least one year and dies while in membership service or while disabled under TRS. In addition, the allowance and pension may be payable if the member dies while retired or in deferred vested status if supplemental contributions were made for at least five years.

- a. **Survivor's Allowance:** If the member is survived by dependent children, the surviving spouse and dependent children are entitled to a survivor's allowance. The allowance for the spouse is equal to 35% of the member's base salary at the time of death or disability, plus 10% for each dependent child up to a maximum of 40%. The allowance terminates and a spouse's pension becomes payable when there is no longer an eligible dependent child.
- b. **Spouse's Pension:** A monthly spouse's pension is payable to the surviving spouse if there are no dependent children. The spouse's pension is equal to 50% of the retirement benefit that the deceased member was receiving or the unreduced retirement benefit that the deceased member would have received if retired at the time of death. The spouse's pension begins on the first of the month after the member's death or termination of the survivor's allowance.

**Death After Retirement:** If a joint and survivor option was selected at retirement, the eligible spouse receives continuing, lifetime monthly benefits after the member dies. A survivor's allowance or spouse's pension may be payable if the member participated in the supplemental contributions provision. If a joint and survivor option was not selected and benefits are not payable under the supplemental contributions provision, the designated beneficiary receives the member's contribution account, less any benefits already paid and the member's last benefit check.

## 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 TRS 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 under age 60 if the recipient has been receiving benefits for at least eight years.

Ad hoc PRPAs, up to a maximum of 4%, may be granted to eligible recipients who were first hired before July 1, 1990 (Tier 1) if the CPI increases and the funded ratio is at least 105%.

# Actuarial Section

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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 COLA equal to 10% of their base benefits. The following benefit recipients are eligible:

- a. members who were first hired under TRS before July 1, 1990 (Tier 1) and their survivors;
- b. members who were first hired under TRS after June 30, 1990 (Tier 2) 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 Teachers' Retirement System Defined Contribution Retirement (TRS 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 TRS 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 TRS DCR as of June 30, 2024.

TRS DCR is funded by Employer Contributions in accordance with the funding policy adopted by the Alaska Retirement Management Board (Board). The funding objective for TRS DCR is to pay required contributions that remain level as a percent of TRS 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 TRS 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 TRS 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.

# Actuarial Section

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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 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.

## **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 TRS 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 TRS DCR. We also believe ASOP 51 does not apply to the occupational death & disability portion of TRS 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 TRS 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.



# Actuarial Section

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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  
Buck, A Gallagher Company

**State of Alaska**  
**Teachers' 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, 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 TRS 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.

# Actuarial Section

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## State of Alaska Teachers' Retirement System Defined Contribution Retirement Plan Description of Actuarial Methods and Valuation Procedures

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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 Teachers' 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 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.

# Actuarial Section

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## **State of Alaska Teachers' Retirement System Defined Contribution Retirement Plan Summary of Actuarial Assumptions and Changes in Assumptions**

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The demographic and economic assumptions used in the June 30, 2022 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<br>(Pre-commencement)  | <p>Mortality rates based on the 2017–2021 actual experience, to the extent the experience was statistically credible.</p> <ul style="list-style-type: none"><li>• Occupational Death &amp; Disability: Pub-2010 Teachers Employee table, amount-weighted, and projected with MP-2021 generational improvement.</li><li>• Healthcare: Pub-2010 Teachers Employee table, headcount-weighted, and projected with MP-2021 generational improvement.</li></ul> <p>Deaths are assumed to result from occupational causes 15% of the time.</p>  |
| 6. Mortality<br>(Post-commencement) | <p>Mortality rates based on the 2017–2021 actual experience, to the extent the experience was statistically credible.</p> <p>Retiree mortality in accordance with the following tables:</p> <ul style="list-style-type: none"><li>• Occupational Death &amp; Disability: 97% of male and 97% of female rates of the Pub-2010 Teachers Retiree table, amount-weighted, and projected with MP-2021 generational improvement.</li><li>• Healthcare: 98% of male and 100% of female rates of the Pub-2010 Teachers Retiree table, headcount-weighted, and projected with MP-2021 generational improvement.</li></ul> <p>Beneficiary mortality in accordance with the following tables. These tables are applied only after the death of the original member:</p> <ul style="list-style-type: none"><li>• Occupational Death &amp; Disability: 100% of male and 95% of female rates of the Pub-2010 Contingent Survivor table, amount-weighted, and projected with MP-2021 generational improvement.</li><li>• Healthcare: 100% of male and 94% of female rates of the Pub-2010 Contingent Survivor table, headcount-weighted, and projected with MP-2021 generational improvement.</li></ul> |
| 7. Turnover                         | Select and ultimate rates based on the 2017–2021 actual experience (see Table 2).  |

**State of Alaska**  
**Teachers' Retirement System**  
**Defined Contribution Retirement Plan**  
**Summary of Actuarial Assumptions and Changes in Assumptions**

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|---|---|
| 8. Disability   | <p>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 &amp; disability benefits.</p> <p>Disabilities are assumed to be occupational 15% of the time.</p> <p>Post-disability mortality in accordance with the following tables:</p> <ul style="list-style-type: none"><li>• Occupational Death &amp; Disability: Pub-2010 Non-safety Disabled Retiree table, amount-weighted, and projected with MP-2021 generational improvement.</li><li>• Healthcare: Pub-2010 Non-safety Disabled Retiree table, headcount-weighted, and projected with MP-2021 generational improvement.</li></ul> |
| 9. Retirement   | Retirement rates based on the 2017–2021 actual experience.  |
| 10. Spouse Age Difference                               | Male members are assumed to be three years older than their wives. Female members are assumed to be two years younger than husbands.  |
| 11. Percent Married for Occupational Death & Disability | 85% of male members and 75% 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. 60% of male members and 50% of female members are assumed to be married and cover a dependent spouse.   |
| 13. Part-Time Service                                   | Part-time employees are assumed to earn 0.75 years of service per year.   |
| 14. 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.  |

# Actuarial Section

## State of Alaska Teachers' Retirement System Defined Contribution Retirement Plan Summary of Actuarial Assumptions and Changes in Assumptions

15. Administrative Expenses      The Normal Cost as of June 30, 2023 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 - \$10,000
- Healthcare - \$36,000

16. 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+	<b>Years of Service</b>
			< 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.

17. 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).

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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.

18. 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 coordination method)
- 0.911 for the prescription drug plan

19. 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+	-	-

20. Healthcare Third Party  
Administrator Fees

\$442 per person per year; assumed to increase at 4.50% per year.



# Actuarial Section

## State of Alaska Teachers' Retirement System Defined Contribution Retirement Plan Summary of Actuarial Assumptions and Changes in Assumptions

### 21. 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.

Fiscal Year	Medical Pre-65	Medical Post-65	Prescription Drugs / EGWP
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.

### 22. 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.

Please note that the amounts included in the Normal Cost for administrative expenses remained at \$10,000 for occupational death & disability and \$36,000 for retiree medical (based on the most recent two years of actual administrative expenses paid from plan assets).

**State of Alaska**  
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**Summary of Actuarial Assumptions and Changes in Assumptions**

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**Table 1**  
**Salary Scale**

<b>Years of Service</b>	<b>Percent Increase</b>
< 1	7.25%
1	6.75
2	6.25
3	5.75
4	5.25
5	5.00
6	4.75
7	4.50
8	4.25
9	4.00
10	3.75
11	3.50
12	3.25
13	3.05
14	3.00
15	2.95
16	2.90
17+	2.85

# Actuarial Section

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**State of Alaska**  
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**Table 2**  
**Turnover Rates**

<b>Select Rates during the First 6 Years of Employment</b>		
<b>Years of Service</b>	<b>Male</b>	<b>Female</b>
< 1	28.00%	31.00%
1	28.00	21.00
2	19.00	18.00
3	17.00	13.00
4	13.00	13.00
5	13.00	10.00

<b>Ultimate Rates after the First 6 Years of Employment</b>		
<b>Age</b>	<b>Male</b>	<b>Female</b>
< 30	10.50%	8.70%
30 - 34	10.50	8.70
35 - 39	10.40	8.60
40 - 44	10.30	8.60
45 - 49	10.00	8.40
50 - 54	9.50	8.10
55+	8.80	7.90
60 - 64	9.30	8.70
65+	10.90	7.40

**State of Alaska**  
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**Summary of Actuarial Assumptions and Changes in Assumptions**

**Table 3**  
**Disability Rates**

Age	Male	Female	Age	Male	Female
<31	0.0337%	0.0612%	50	0.0601%	0.1093%
31	0.0337	0.0613	51	0.0634	0.1152
32	0.0337	0.0613	52	0.0666	0.1211
33	0.0342	0.0622	53	0.0746	0.1356
34	0.0347	0.0631	54	0.0826	0.1501
35	0.0353	0.0641	55	0.0905	0.1645
36	0.0357	0.0650	56	0.0985	0.1790
37	0.0362	0.0659	57	0.1064	0.1935
38	0.0371	0.0674	58	0.1245	0.2263
39	0.0379	0.0689	59	0.1426	0.2592
40	0.0387	0.0703	60	0.1606	0.2920
41	0.0395	0.0718	61	0.1787	0.3249
42	0.0403	0.0733	62	0.1967	0.3577
43	0.0423	0.0770	63	0.2253	0.4096
44	0.0443	0.0806	64	0.2572	0.4677
45	0.0464	0.0843	65	0.2933	0.5332
46	0.0483	0.0879	66	0.3343	0.6079
47	0.0504	0.0916	67	0.3812	0.6930
48	0.0536	0.0975	68	0.4345	0.7900
49	0.0569	0.1034	69	0.4953	0.9006
			70+	0.5647	1.0267

**State of Alaska**  
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**Summary of Actuarial Assumptions and Changes in Assumptions**

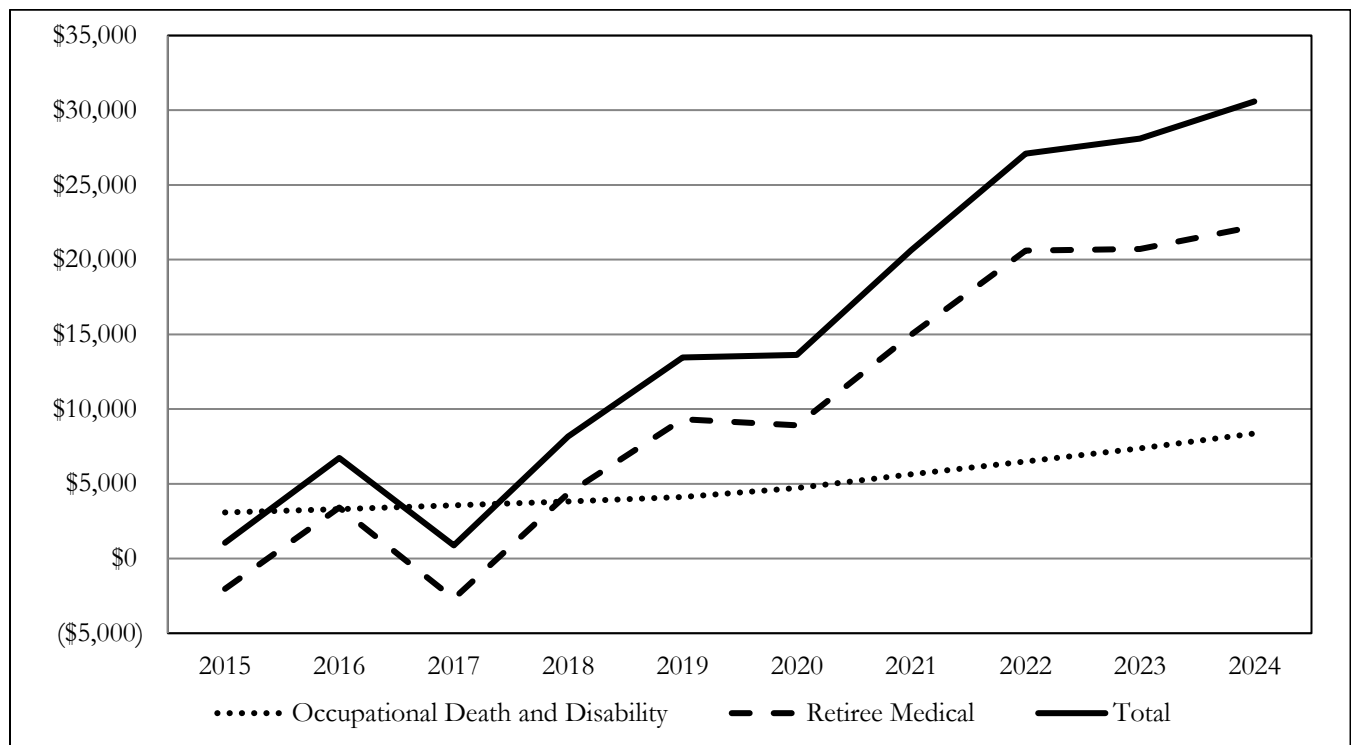
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**Table 4**  
**Retirement Rates**

<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

<b>Teachers' Retirement System</b> <b>Defined Contribution Retirement Plan</b> <b>Occupational Death and Disability and Retiree Medical Benefits</b> <b>Funding Excess/(Unfunded Liability)</b> <b>(In thousands)</b>				
<b>Actuarial Valuation Year Ended June 30</b>	<b>Occupational Death and Disability</b>	<b>Retiree Medical</b>	<b>Total Funding Excess/ (Unfunded Liability)</b>	<b>Funded Ratio</b>
2024	\$ 8,368	\$ 22,220	\$ 30,588	146.7%
2023	7,378	20,722	28,100	149.1
2022	6,501	20,606	27,107	156.5
2021	5,638	14,984	20,622	146.2
2020	4,710	8,920	13,630	133.4
2019	4,119	9,326	13,445	140.5
2018	3,815	4,347	8,162	125.1
2017	3,562	(2,683)	879	102.6
2016	3,304	3,422	6,726	130.6
2015	3,085	(2,035)	1,050	105.3

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



# Actuarial Section

<b>Teachers' Retirement System</b> <b>Defined Contribution Retirement Plan</b> <b>Occupational Death and Disability and Retiree Medical Benefits</b> <b>Employer Contribution Rates</b>					
Fiscal Year	Actuarial Valuation Year Ended June 30	Actuarially Determined			Adopted
		Occupational Death and Disability	Retiree Medical	Total Required	
2027	2024	0.08	0.75	0.83	0.83
2026	2023	0.08	0.74	0.82	0.82
2025	2022	0.08	0.68	0.76	0.76
2024	2021	0.08	0.82	0.90	0.90
2023	2020	0.08	0.87	0.95	0.95
2022	2019	0.08	0.83	0.91	0.91
2021	2018	0.08	0.93	1.01	1.01
2020	2017	0.08	1.09	1.17	1.17
2019	2016	0.08	0.79	0.87	0.87
2018	2015	—	0.91	0.91	0.91
Valuations are used to set contribution rates in future years.					

<b>Teachers' 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	6,209	\$ 503,409	\$ 81,077	3.8%	57
June 30, 2023	5,877	459,105	78,119	1.5	57
June 30, 2022	5,688	437,728	76,956	3.9	57
June 30, 2021	5,521	408,805	74,045	4.1	57
June 30, 2020	5,332	379,201	71,118	2.2	57
June 30, 2019	4,998	347,957	69,619	2.2	57
June 30, 2018	4,915	334,803	68,119	2.4	57
June 30, 2017	4,694	312,347	66,542	2.0	57
June 30, 2016	4,383	285,854	65,219	2.5	58
June 30, 2015	4,095	260,584	63,635	2.7	58
Total and average annual earnings ("valuation pay") are the annualized earnings for the fiscal year ending on the valuation date.					



# Actuarial Section

<b>Teachers' Retirement System</b> <b>Defined Contribution Retirement Plan</b> <b>Occupational Death and Disability Plan</b> <b>Solvency Test</b> <b>(In thousands)</b>							
Valuation Date	Occupational Death & Disability Actuarial Accrued Liability For:			Pension Valuation Assets	Portion of Actuarial Accrued Liabilities Covered by Assets:		
	(1) Active Member Contributions	(2) Inactive Members	(3) Active Members (Employer-Financed Portion)		(1)	(2)	(3)
June 30, 2024	\$ —	\$ 149	\$ 16	\$ 8,533	100.0%	100.0%	100.0%
June 30, 2023	—	167	23	7,568	100.0	100.0	100.0
June 30, 2022	—	174	25	6,700	100.0	100.0	100.0
June 30, 2021	—	177	28	5,843	100.0	100.0	100.0
June 30, 2020	—	196	27	4,933	100.0	100.0	100.0
June 30, 2019	—	209	31	4,359	100.0	100.0	100.0
June 30, 2018	—	—	30	3,845	100.0	100.0	100.0
June 30, 2017	—	—	26	3,588	100.0	100.0	100.0
June 30, 2016	—	—	19	3,323	100.0	100.0	100.0
June 30, 2015	—	—	29	3,114	100.0	100.0	100.0
Change in assumptions reflected in 2022, 2018, and 2014 valuation reports.							

# Actuarial Section

<b>Teachers' Retirement System</b> <b>Defined Contribution Retirement Plan</b> <b>Retiree Medical Plan</b> <b>Solvency Test</b> <b>(In thousands)</b>							
Valuation Date	Retiree Medical Actuarial Accrued Liability For:			Healthcare Valuation Assets	Portion of Actuarial Accrued Liabilities Covered by Assets:		
	(1) Active Member Contributions	(2) Inactive Members	(3) Active Members (Employer-Financed Portion)		(1)	(2)	(3)
June 30, 2024	\$ —	\$ 3,321	\$ 62,017	\$ 87,558	100.0%	100.0%	100.0%
June 30, 2023	—	3,024	54,069	77,815	100.0	100.0	100.0
June 30, 2022	—	1,913	45,884	68,103	100.0	100.0	100.0
June 30, 2021	—	1,265	43,131	59,380	100.0	100.0	100.0
June 30, 2020	—	925	39,709	49,554	100.0	100.0	100.0
June 30, 2019	—	647	32,334	42,307	100.0	100.0	100.0
June 30, 2018	—	534	31,895	36,776	100.0	100.0	100.0
June 30, 2017	—	199	33,482	30,998	100.0	100.0	92.0
June 30, 2016	—	—	21,988	25,410	100.0	100.0	100.0
June 30, 2015	—	—	19,768	17,733	100.0	100.0	89.7
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

<b>Teachers' 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>						
<b>Valuation Date June 30*</b>	<b>Total Actuarial Accrued Liability</b>	<b>Valuation Assets</b>	<b>Assets as a Percent of Actuarial Accrued Liability</b>	<b>Unfunded Actuarial Accrued Liability (UAAL)</b>	<b>Annual Active Member Payroll</b>	<b>UAAL as a Percent of Annual Active Member Payroll</b>
2024	\$ 165	\$ 8,533	5,171.5%	\$ (8,368)	\$ 523,401	(1.6)%
2023	190	7,568	3,983.2	(7,378)	477,857	(1.5)
2022	199	6,700	3,366.8	(6,501)	455,927	(1.4)
2021	205	5,843	2,850.2	(5,638)	423,783	(1.3)
2020	223	4,933	2,212.1	(4,710)	391,854	(1.2)
2019	240	4,359	1,816.3	(4,119)	359,622	(1.1)
2018	30	3,845	12,816.7	(3,815)	346,044	(1.1)
2017	26	3,588	13,800.0	(3,562)	327,765	(1.1)
2016	19	3,323	17,489.5	(3,304)	300,750	(1.1)
2015	29	3,114	10,737.9	(3,085)	274,892	(1.1)
Change in assumptions reflected in 2022, 2020, 2018, 2017 and 2014 valuation reports.						

<b>Teachers' Retirement System</b> <b>Defined Contribution Retirement Plan</b> <b>Retiree Medical Plan</b> <b>Schedule of Funding Progress</b> <b>(In thousands)</b>						
<b>Valuation Date June 30*</b>	<b>Total Actuarial Accrued Liability</b>	<b>Valuation Assets</b>	<b>Assets as a Percent of Actuarial Accrued Liability</b>	<b>Unfunded Actuarial Accrued Liability (UAAL)</b>	<b>Annual Active Member Payroll</b>	<b>UAAL as a Percent of Annual Active Member Payroll</b>
2024	\$ 65,338	\$ 87,558	134.0%	\$ (22,220)	\$ 523,401	(4.2)%
2023	57,093	77,815	136.3	(20,722)	477,857	(4.3)
2022	47,797	68,403	143.1	(20,606)	455,927	(4.5)
2021	44,396	59,380	133.8	(14,984)	423,783	(3.5)
2020	40,634	49,554	122.0	(8,920)	391,854	(2.3)
2019	32,981	42,307	128.3	(9,326)	359,622	(2.6)
2018	32,429	36,776	113.4	(4,347)	346,044	(1.3)
2017	33,681	30,998	92.0	2,683	327,765	0.8
2016	21,988	25,410	115.6	(3,422)	300,750	(1.1)
2015	19,768	17,733	89.7	2,035	274,892	0.7
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 Teachers' Retirement System Defined Contribution Retirement Plan Summary of Plan Provisions and Changes in Plan Provisions**

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### **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 57 employers participating in TRS DCR, including the State of Alaska, 53 school districts, and three other eligible 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 elementary or secondary teachers, school nurses, or a person in a position requiring a teaching certificate as a condition of hire in a public school of the State of Alaska, the Department of Education and Early Development, or in the Department of Labor and Workforce Development.
- Full-time or part-time teachers at the University of Alaska or persons occupying full-time administrative positions requiring academic standing who are not in the University's Optional Retirement Plan.

Members can convert to TRS DCR if they are an eligible non-vested member of the TRS defined benefit plan whose employer consents to transfers to the defined contribution plan and they elect to transfer his or her account balance to TRS 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.

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**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) 30 years of service 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.

<b>Plan Design Feature</b>	<b>In-Network<sup>(1)</sup></b>	<b>Out-of-Network<sup>(1)(2)</sup></b>
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	40%
Retail Non-Formulary Brand (per 30-day fill)	25% \$25 min / \$75 max	
Retail Formulary Brand (per 30-day fill)	35% \$80 min / \$150 max	
Mail-Order Generic	\$20 copay	40%
Mail-Order Non-Formulary Brand	\$50 copay	
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

**State of Alaska**  
**Teachers' Retirement System**  
**Defined Contribution Retirement Plan**  
**Summary of Plan Provisions and Changes in Plan Provisions**

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- 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 shown below:

<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**  
**Teachers' 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.
- Disability Benefit Adjustment: The disability benefit is increased by 75% of the cost-of-living increase in the preceding calendar year or 9%, whichever is less.
- 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.
- 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.
- 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 TRS benefits for at least 8 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





## Statistical Section Overview

The statistical section of the Teachers’ 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..... 162-179**

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..... 180-182**

These schedules contain detailed benefit payment information to provide the reader a better understanding of the pension benefits provided by the Division.

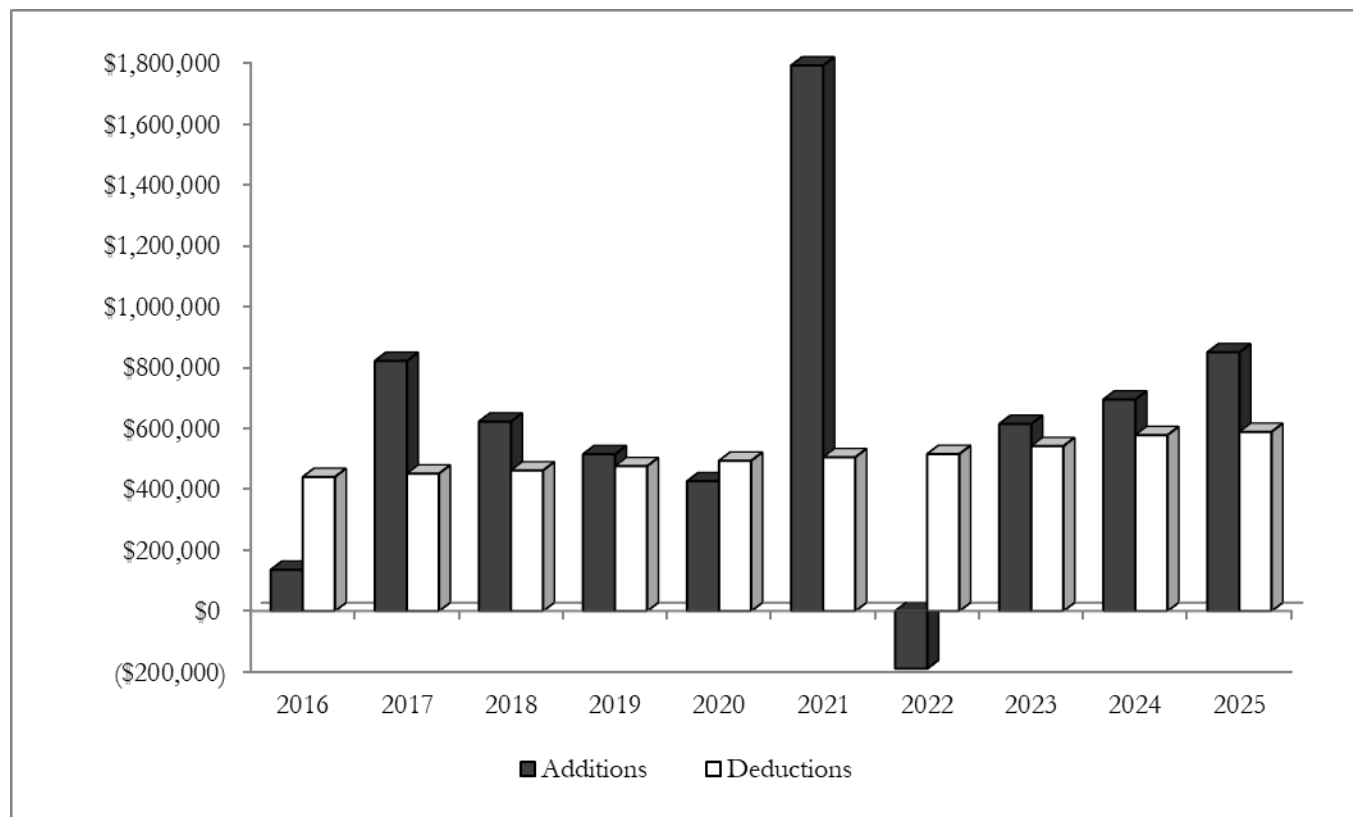
**Demographic Information ..... 183-185**

These schedules contain detailed demographic data to provide the reader a better understanding of the membership and employer participation in the System.

# Statistical Section

<b>Teachers' Retirement System Defined Benefit Pension Changes in Fiduciary Net Position (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	\$ 5,246,955	\$ 135,476	\$ 440,230	\$ (304,754)	\$ 4,942,201
2017	4,942,201	821,406	451,312	370,094	5,312,295
2018	5,312,295	621,993	461,561	160,432	5,472,727
2019	5,472,727	514,937	475,735	39,202	5,511,929
2020	5,511,929	426,305	493,435	(67,130)	5,444,799
2021	5,444,799	1,791,557	504,875	1,286,682	6,731,481
2022	6,731,481	(189,263)	515,567	(704,830)	6,026,651
2023	6,026,651	614,449	541,580	72,869	6,099,520
2024	6,099,520	694,668	577,663	117,005	6,216,525
2025	6,216,525	849,818	588,295	261,523	6,478,048

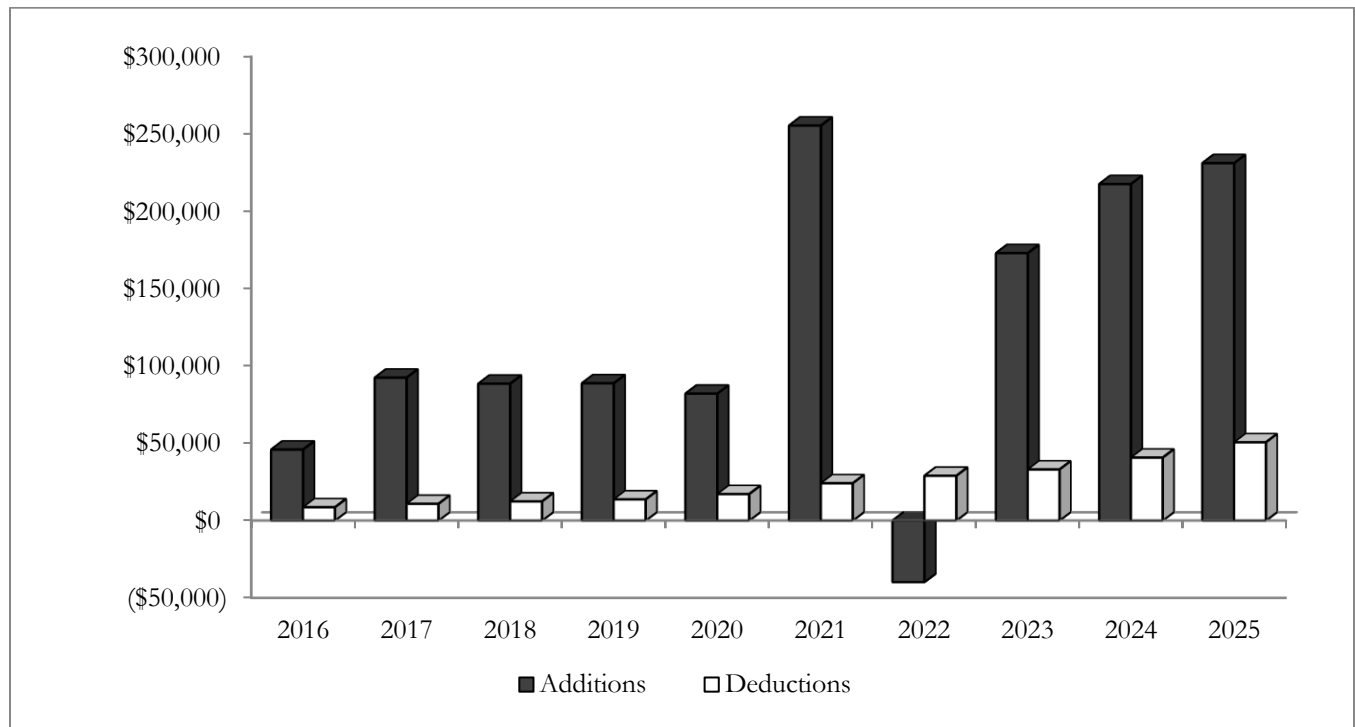
**10-YEAR COMPARISON OF ADDITIONS AND DEDUCTIONS  
(In thousands)**



# Statistical Section

<b>Teachers' Retirement System</b> <b>Defined Contribution Retirement Plan</b> <b>Participant Directed Fund</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	\$ 252,248	\$ 45,965	\$ 8,615	\$ 37,350	\$ 289,598
2017	289,598	92,527	10,833	81,694	371,292
2018	371,292	88,621	12,383	76,238	447,530
2019	447,530	88,893	13,701	75,192	522,722
2020	522,722	82,149	17,137	65,012	587,734
2021	587,734	255,496	24,140	231,356	819,090
2022	819,090	(39,885)	29,000	(68,885)	750,205
2023	750,205	173,053	33,075	139,978	890,183
2024	890,183	217,681	40,756	176,925	1,067,108
2025	1,067,108	231,202	50,674	180,528	1,247,636

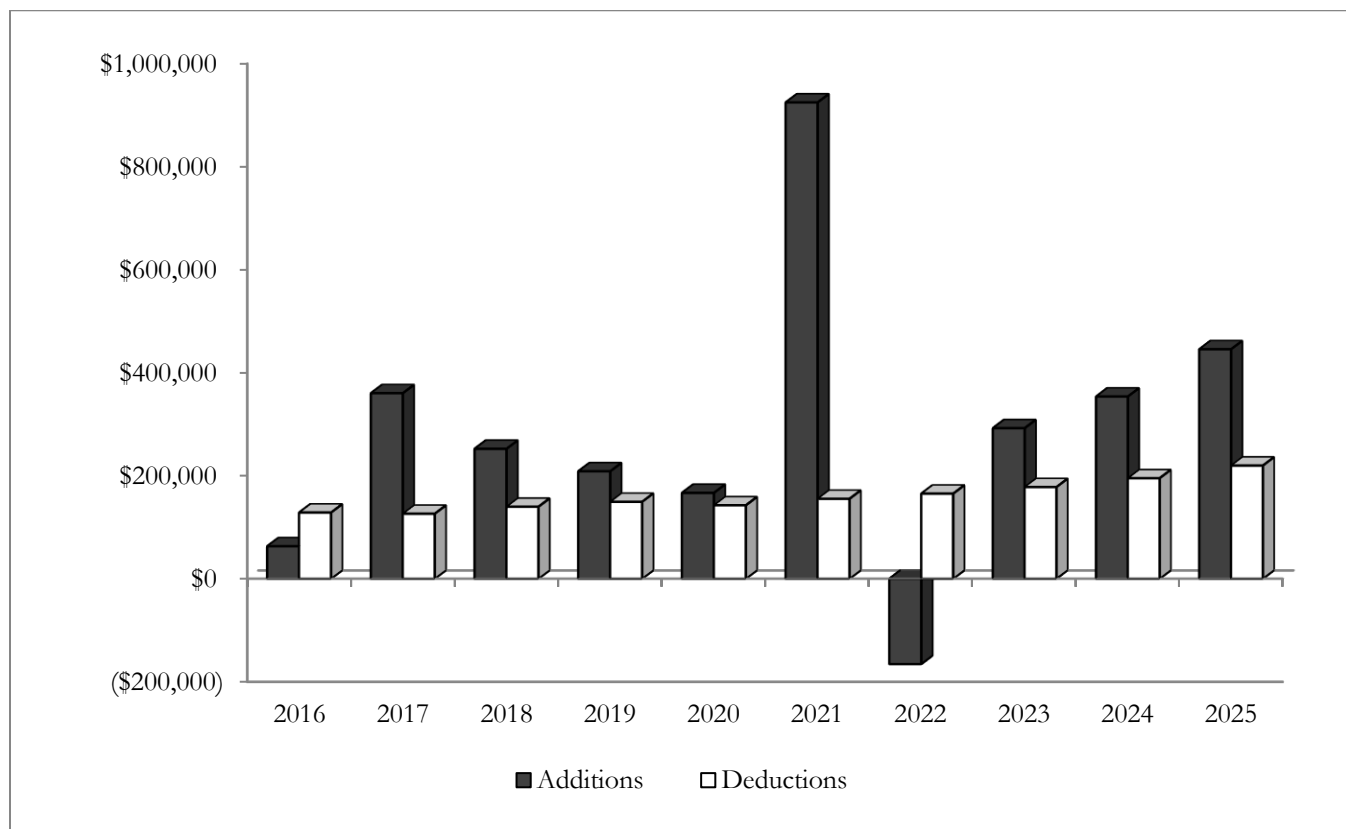
**10-YEAR COMPARISON OF ADDITIONS AND DEDUCTIONS**  
(In thousands)



# Statistical Section

<b>Teachers' 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	\$ 2,588,966	\$ 63,079	\$ 128,465	\$ (65,386)	\$ 2,523,580
2017	2,523,580	360,197	126,145	234,052	2,757,632
2018	2,757,632	252,219	139,716	112,503	2,870,135
2019	2,870,135	208,551	149,367	59,184	2,929,319
2020	2,929,319	166,653	142,511	24,142	2,953,461
2021	2,953,461	924,728	155,158	769,570	3,723,031
2022	3,723,031	(165,636)	165,184	(330,820)	3,392,211
2023	3,392,211	292,290	177,906	114,384	3,506,595
2024	3,506,595	353,692	195,098	158,594	3,665,189
2025	3,665,189	445,535	219,643	225,892	3,891,081

**10-YEAR COMPARISON OF ADDITIONS AND DEDUCTIONS**  
(In thousands)

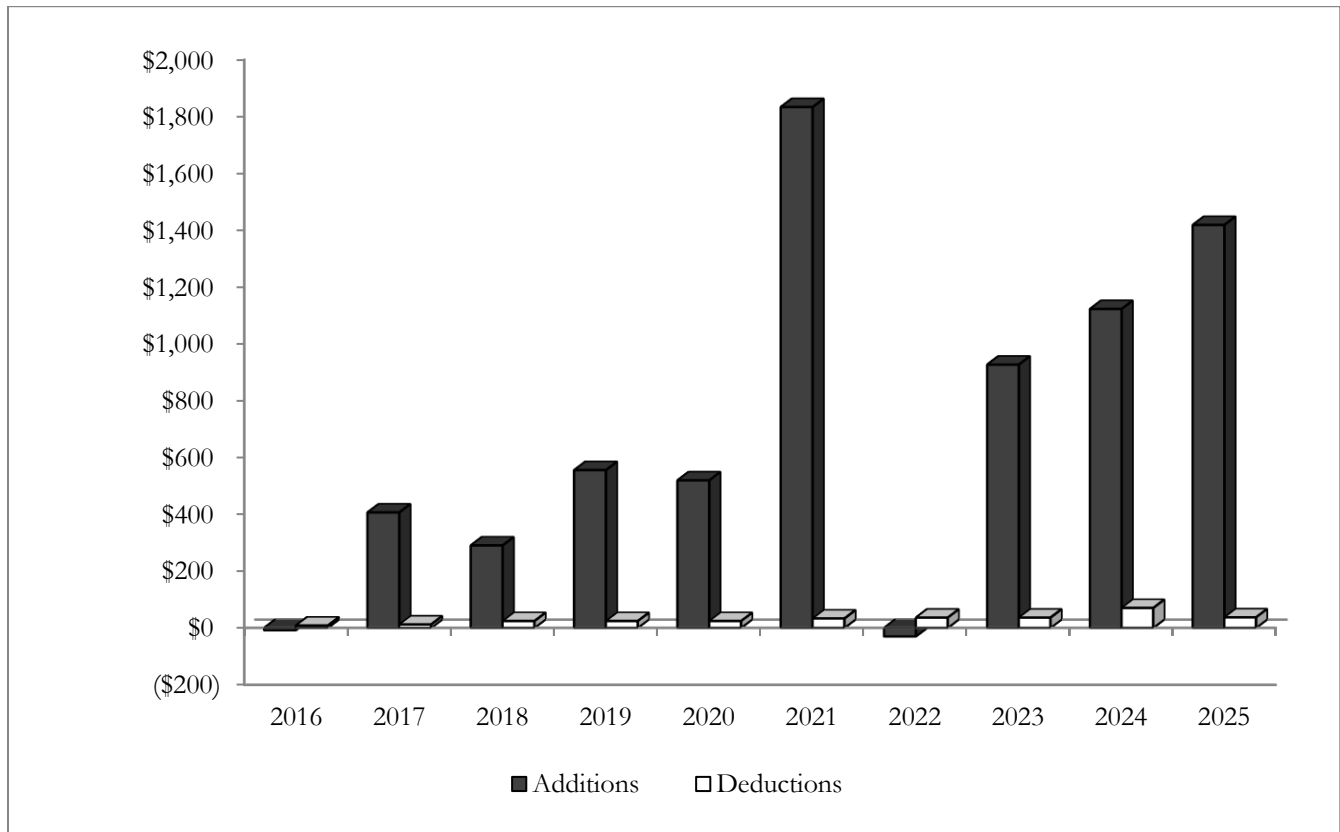


# Statistical Section

**Teachers' 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	\$ 3,153	\$ (8)	\$ 8	\$ (16)	\$ 3,137
2017	3,137	406	12	394	3,531
2018	3,531	290	24	266	3,797
2019	3,797	555	24	531	4,328
2020	4,328	519	24	495	4,823
2021	4,823	1,833	33	1,800	6,623
2022	6,623	(30)	36	(66)	6,557
2023	6,557	926	36	890	7,447
2024	7,447	1,122	70	1,052	8,499
2025	8,499	1,418	37	1,380	9,879

**10-YEAR COMPARISON OF ADDITIONS AND DEDUCTIONS  
(In thousands)**

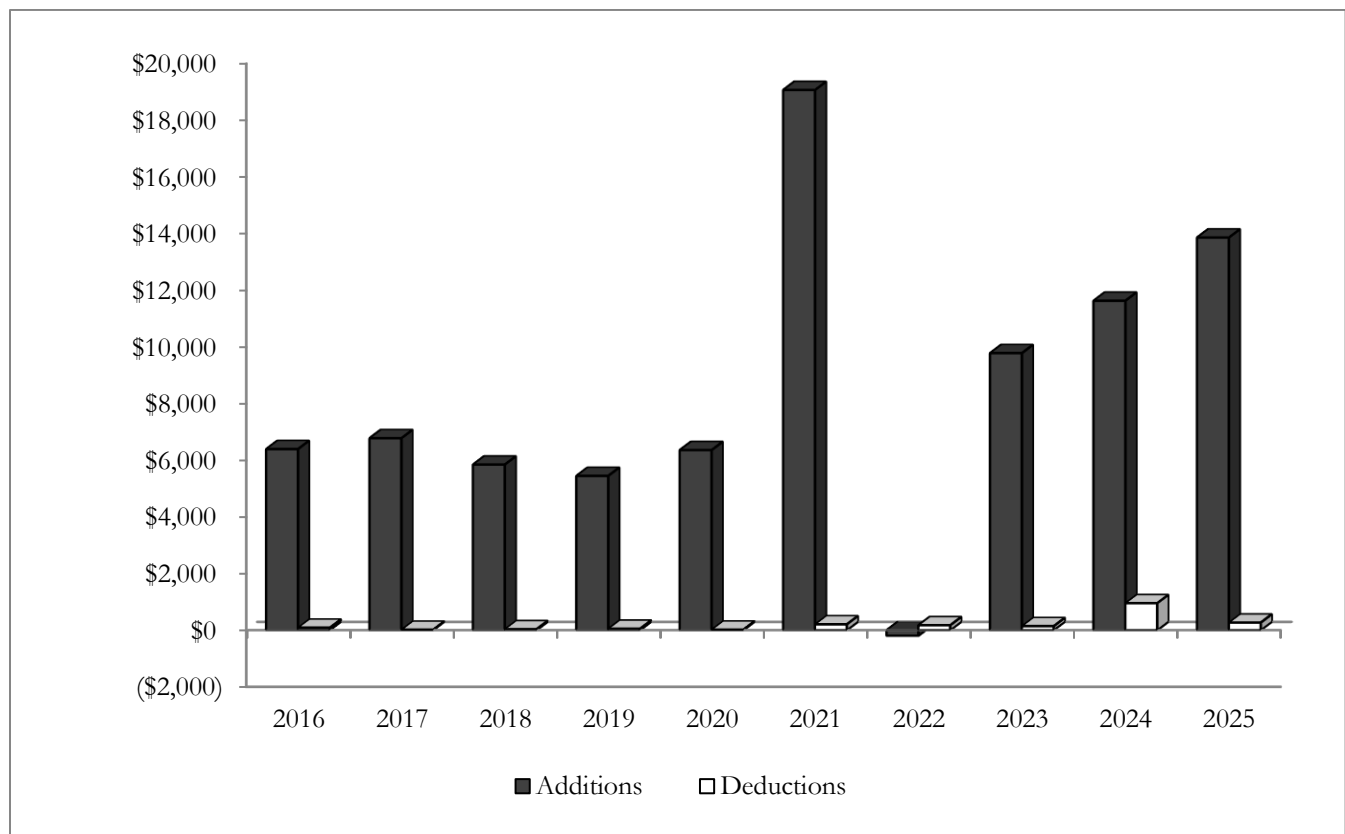




# Statistical Section

<b>Teachers' Retirement System</b> <b>Defined Contribution Retirement Plan</b> <b>Defined Benefit Retiree Medical Plan</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	\$ 17,766	\$ 6,399	\$ 86	\$ 6,313	\$ 24,079
2017	24,079	6,784	15	6,769	30,848
2018	30,848	5,851	34	5,817	36,665
2019	36,665	5,452	50	5,402	42,067
2020	42,067	6,364	18	6,346	48,413
2021	48,413	19,071	206	18,865	67,278
2022	67,278	(196)	173	(369)	66,909
2023	66,909	9,790	142	9,648	76,557
2024	76,557	11,637	953	10,684	87,241
2025	87,241	13,866	267	13,587	100,828

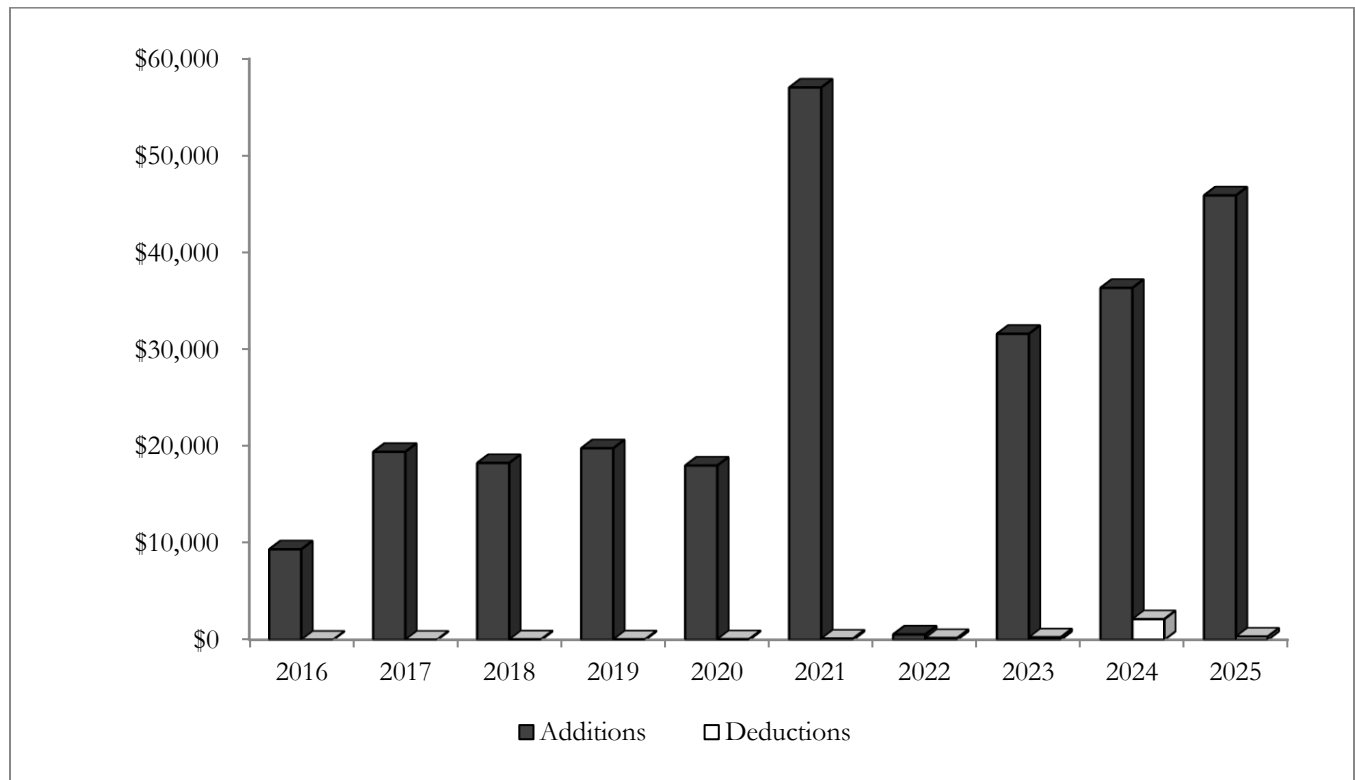
**10-YEAR COMPARISON OF ADDITIONS AND DEDUCTIONS**  
(In thousands)



# Statistical Section

<b>Teachers' Retirement System Defined Contribution Retirement Plan Health Reimbursement Arrangement Changes in Fiduciary Net Position (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	\$ 59,650	\$ 9,332	\$ —	\$ 9,332	\$ 68,982
2017	68,982	19,387	7	19,380	88,362
2018	88,362	18,243	37	18,206	106,568
2019	106,568	19,765	34	19,731	126,299
2020	126,299	17,978	56	17,922	144,221
2021	144,221	57,023	120	56,903	201,124
2022	201,124	543	179	364	201,488
2023	201,488	31,574	248	31,326	232,814
2024	232,814	36,319	2,121	34,198	267,012
2025	267,012	45,874	330	45,494	312,506

**10-YEAR COMPARISON OF ADDITIONS AND DEDUCTIONS  
(In thousands)**

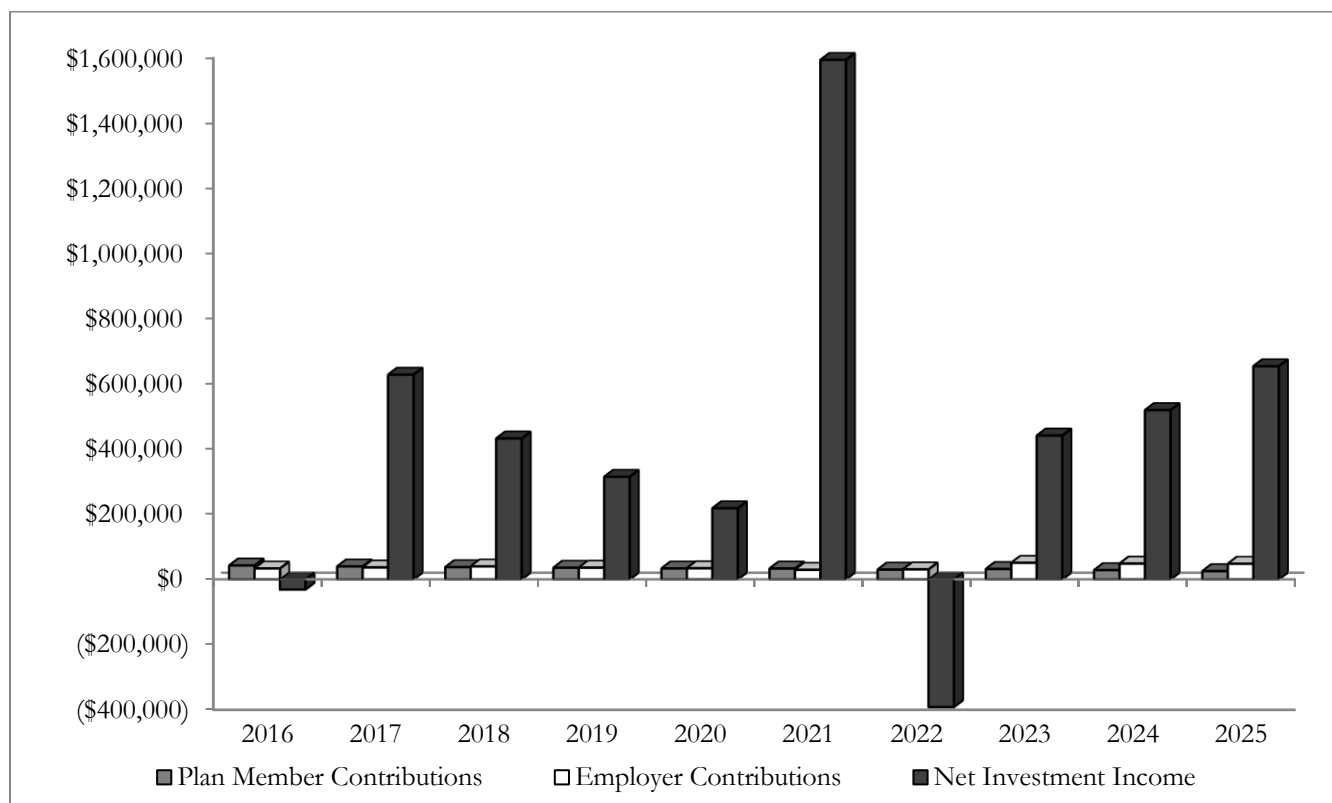


# Statistical Section

<b>Teachers' Retirement System Defined Benefit Pension Additions by Source (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	\$ 42,654	\$ 33,478	\$ 90,589	\$ (31,340)	\$ 95	\$ 135,476
2017	39,878	36,634	116,700	628,184	10	821,406
2018	37,674	39,835	111,757	432,543	184	621,993
2019	35,763	35,996	128,174	314,972	32	514,937
2020	33,566	33,204	141,129	218,373	33	426,305
2021	33,342	29,336	134,976	1,594,536	273	1,792,463
2022	30,013	30,707	142,665	(391,758)	36	(188,337)
2023	31,835	50,746	91,029	441,425	31	615,066
2024	28,441	48,501	98,766	519,707	68	695,483
2025	25,225	47,926	122,442	654,184	41	849,818

**Note:** This schedule shows the full appropriated amount of the additional state contribution as required by AS 14.25.085, a portion of which is included in "Employer Contributions" on the audited financial statements.

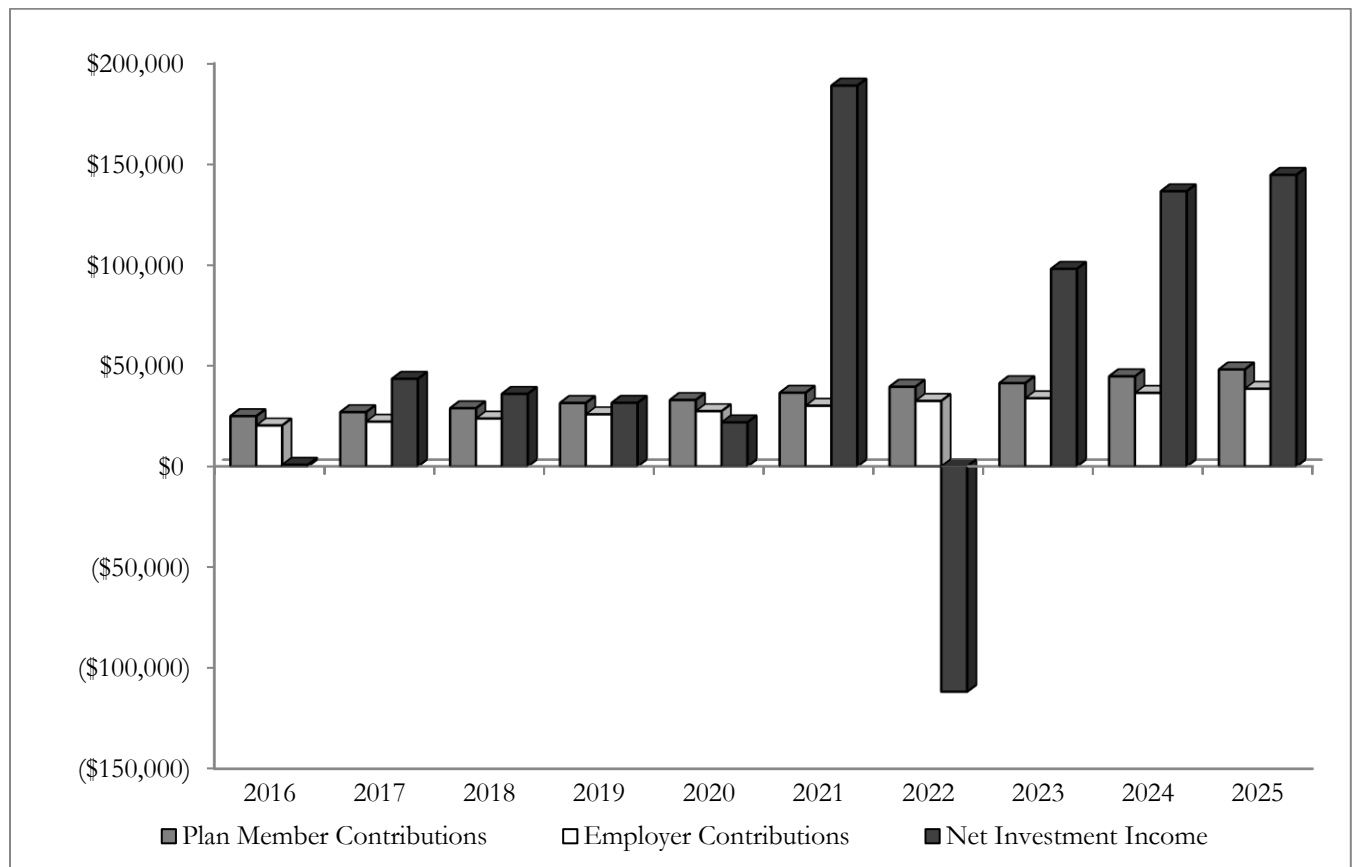
## 10-YEAR COMPARISON OF ADDITIONS BY SOURCE (In thousands)



# Statistical Section

<b>Teachers' Retirement System</b> <b>Defined Contribution Retirement Plan</b> <b>Participant Directed Fund</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>Net Investment Income (Loss)</b>	<b>Other</b>	<b>Total</b>
2016	\$ 24,904	\$ 20,280	\$ 773	\$ 8	\$ 45,965
2017	26,888	22,165	43,417	57	92,527
2018	28,831	23,710	35,946	134	88,621
2019	31,438	25,814	31,509	132	88,893
2020	32,907	27,366	21,819	57	82,149
2021	36,513	30,070	188,892	21	255,496
2022	39,483	32,450	(111,813)	(5)	(39,885)
2023	41,278	33,768	97,982	25	173,053
2024	44,661	36,435	136,477	108	217,681
2025	48,072	38,477	144,600	53	231,202

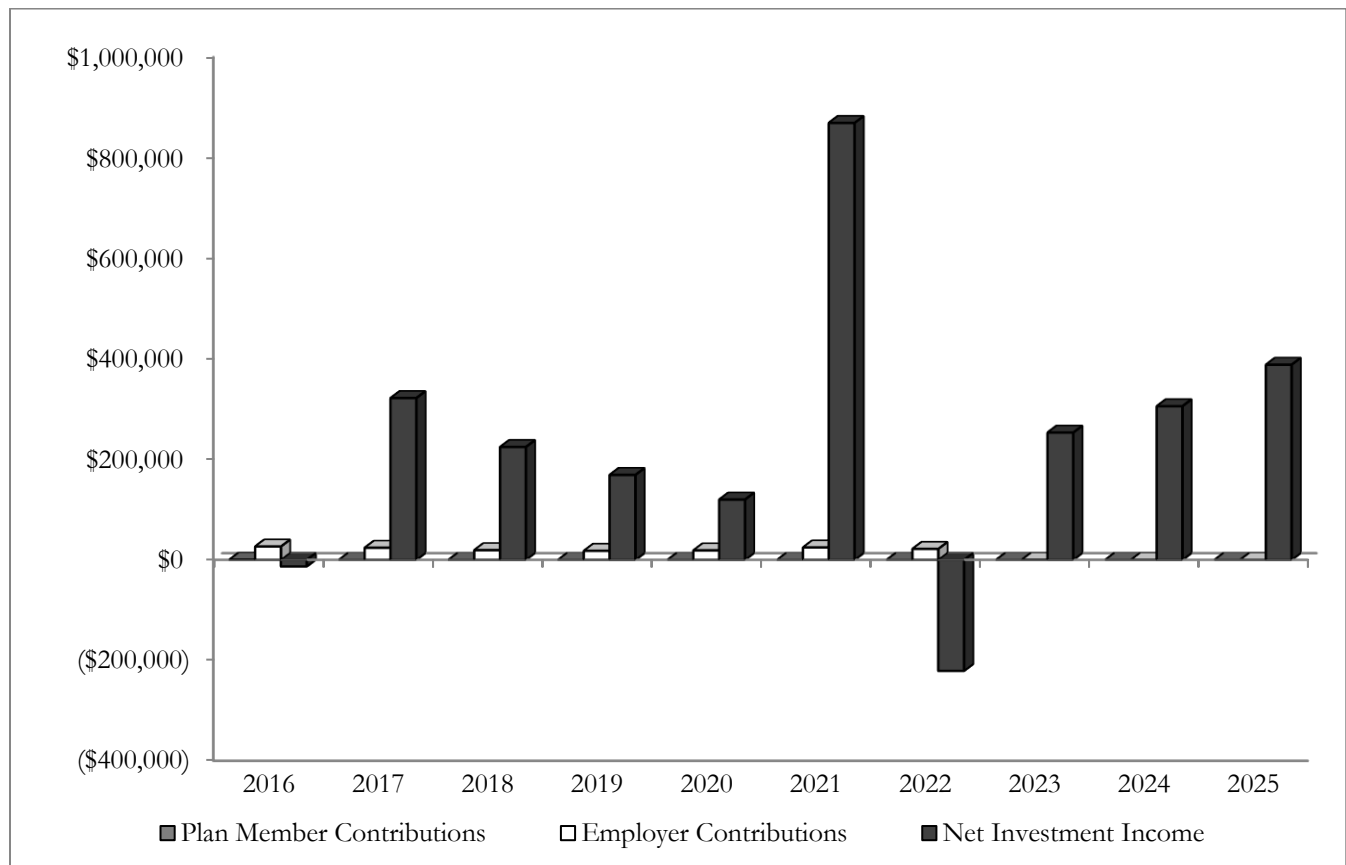
**10-YEAR COMPARISON OF ADDITIONS BY SOURCE**  
(In thousands)



# Statistical Section

<b>Teachers' 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	\$ 306	\$ 26,580	\$ 39,519	\$ (13,070)	\$ 9,744	\$ 63,079
2017	—	24,069	—	322,219	13,909	360,197
2018	—	19,305	—	224,820	8,094	252,219
2019	—	17,957	—	169,183	21,411	208,551
2020	—	18,788	—	120,073	27,792	166,653
2021	—	24,700	—	869,241	30,787	924,728
2022	—	21,806	—	(221,118)	33,676	(165,636)
2023	—	92	—	253,489	38,709	292,290
2024	—	31	—	306,007	47,654	353,692
2025	—	2	—	388,550	56,983	445,535

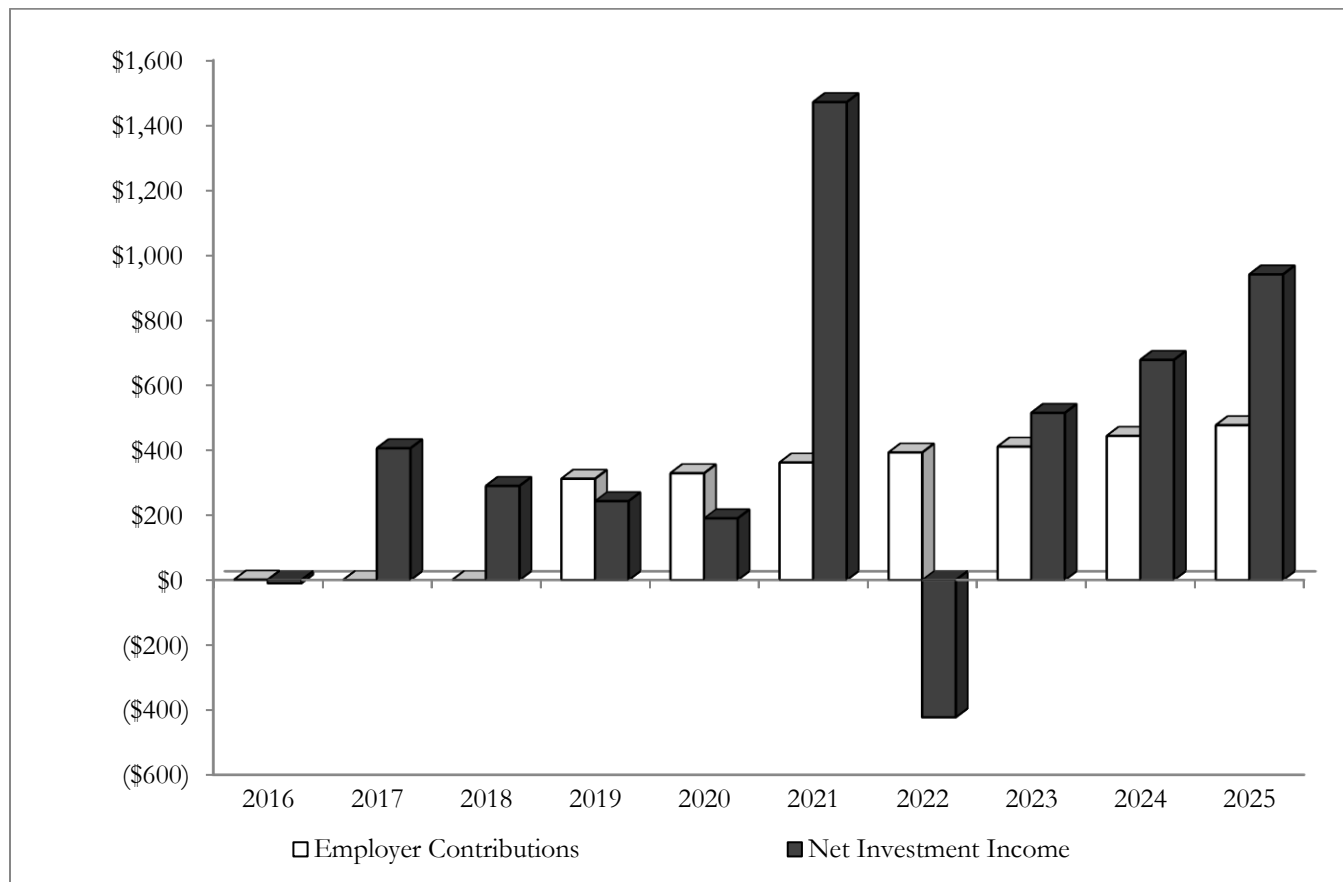
**10-YEAR COMPARISON OF ADDITIONS BY SOURCE**  
(In thousands)



# Statistical Section

<b>Teachers' Retirement System</b> <b>Defined Contribution Retirement Plan</b> <b>Defined Benefit Occupational Death and Disability</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	\$ 1	\$ (10)	\$ 1	\$ (8)
2017	—	406	—	406
2018	—	290	—	290
2019	312	243	—	555
2020	329	190	—	519
2021	362	1,471	—	1,833
2022	393	(423)	—	(30)
2023	411	515	—	926
2024	444	678	—	1,122
2025	477	941	—	1,418

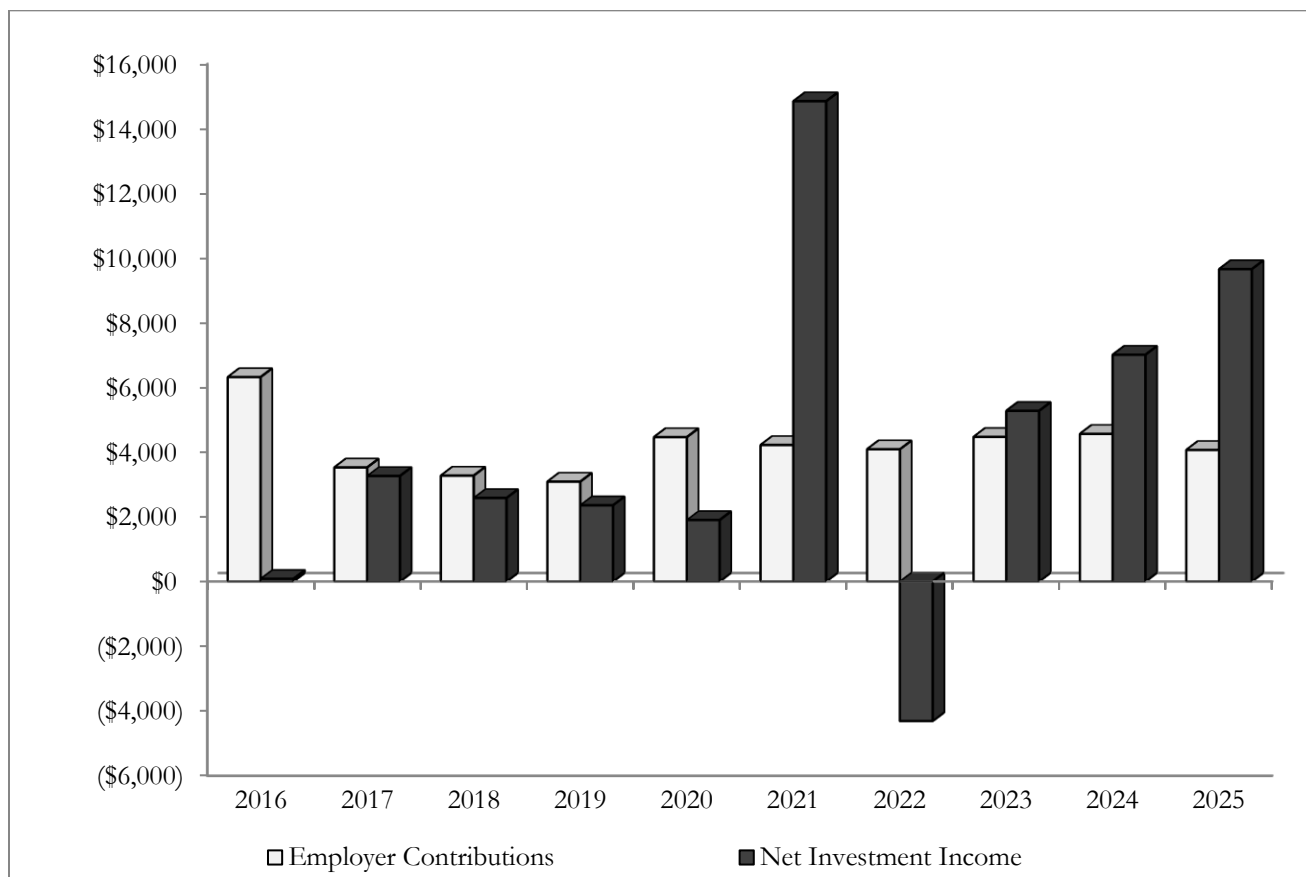
**10-YEAR COMPARISON OF ADDITIONS BY SOURCE**  
(In thousands)



# Statistical Section

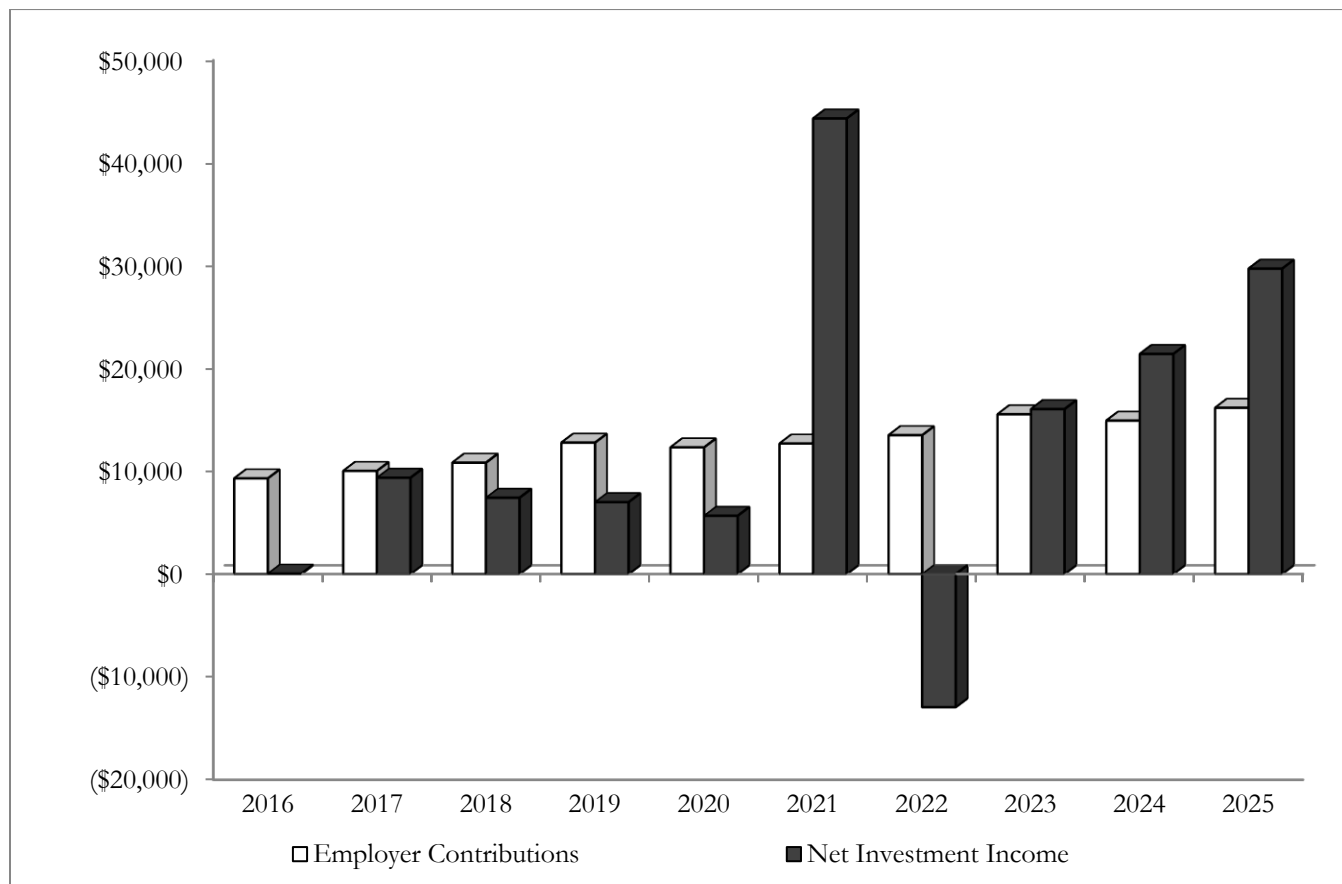
<b>Teachers' Retirement System</b> <b>Defined Contribution Retirement Plan</b> <b>Defined Benefit Retiree Medical Plan</b> <b>Additions by Source</b> <b>(In thousands)</b>					
<b>Plan Ended June 30</b>	<b>Plan Member Premiums</b>	<b>Employer Contributions</b>	<b>Net Investment Income (Loss)</b>	<b>Other</b>	<b>Total</b>
2016	\$ —	\$ 6,317	\$ 82	\$ —	\$ 6,399
2017	—	3,524	3,260	—	6,784
2018	—	3,271	2,580	—	5,851
2019	—	3,085	2,355	12	5,452
2020	—	4,461	1,899	4	6,364
2021	—	4,217	14,848	6	19,071
2022	—	4,086	(4,310)	28	(196)
2023	—	4,467	5,273	50	9,790
2024	—	4,561	7,008	68	11,637
2025	—	4,064	9,655	147	13,866

**10-YEAR COMPARISON OF ADDITIONS BY SOURCE**  
(In thousands)



<b>Teachers' 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	\$ 9,301	\$ 31	\$ —	\$ 9,332
2017	10,026	9,361	—	19,387
2018	10,829	7,414	—	18,243
2019	12,776	6,989	—	19,765
2020	12,317	5,661	—	17,978
2021	12,689	44,328	6	57,023
2022	13,504	(12,946)	(15)	543
2023	15,535	16,039	—	31,574
2024	14,915	21,404	—	36,319
2025	16,166	29,708	—	45,874

**10-YEAR COMPARISON OF ADDITIONS BY SOURCE**  
(In thousands)

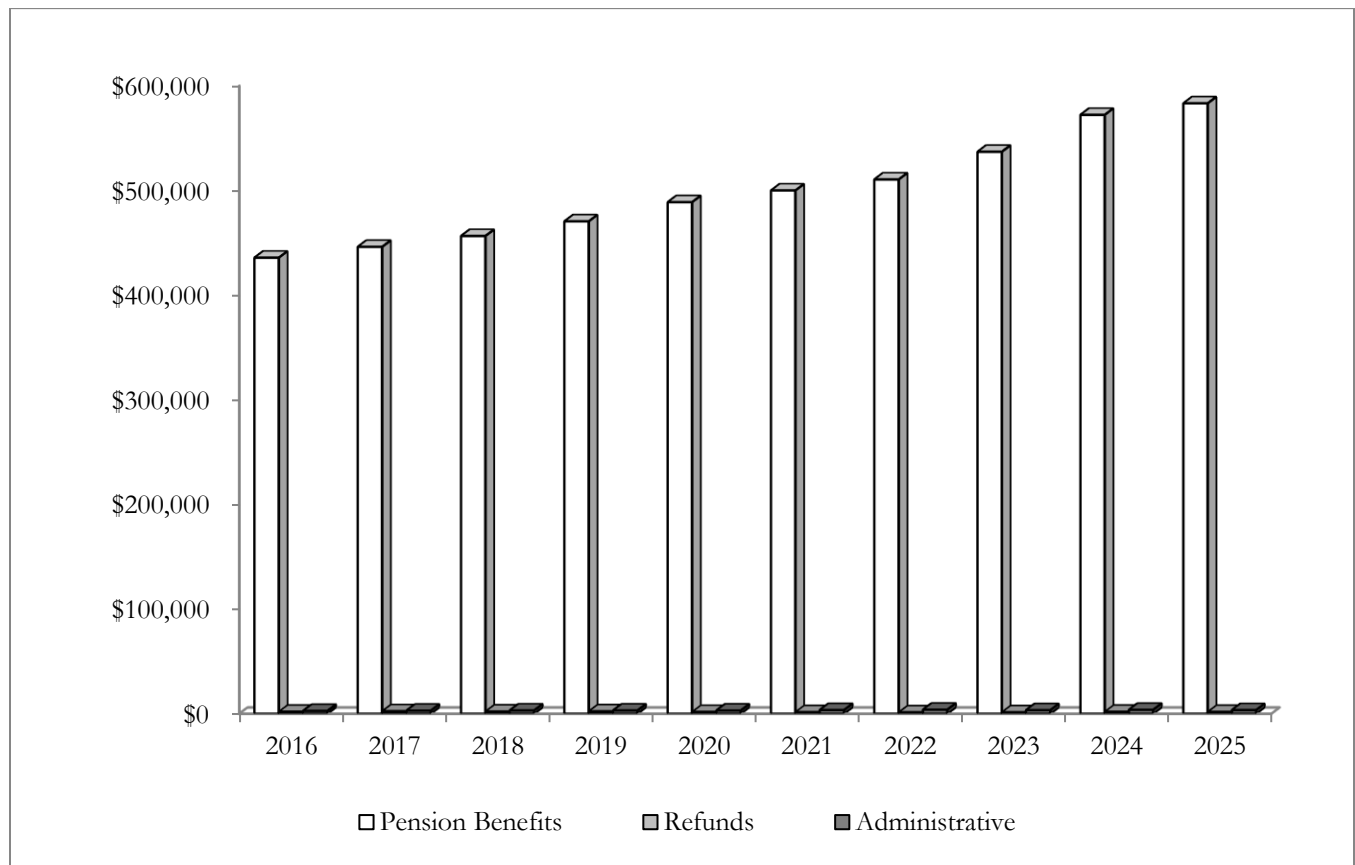




# Statistical Section

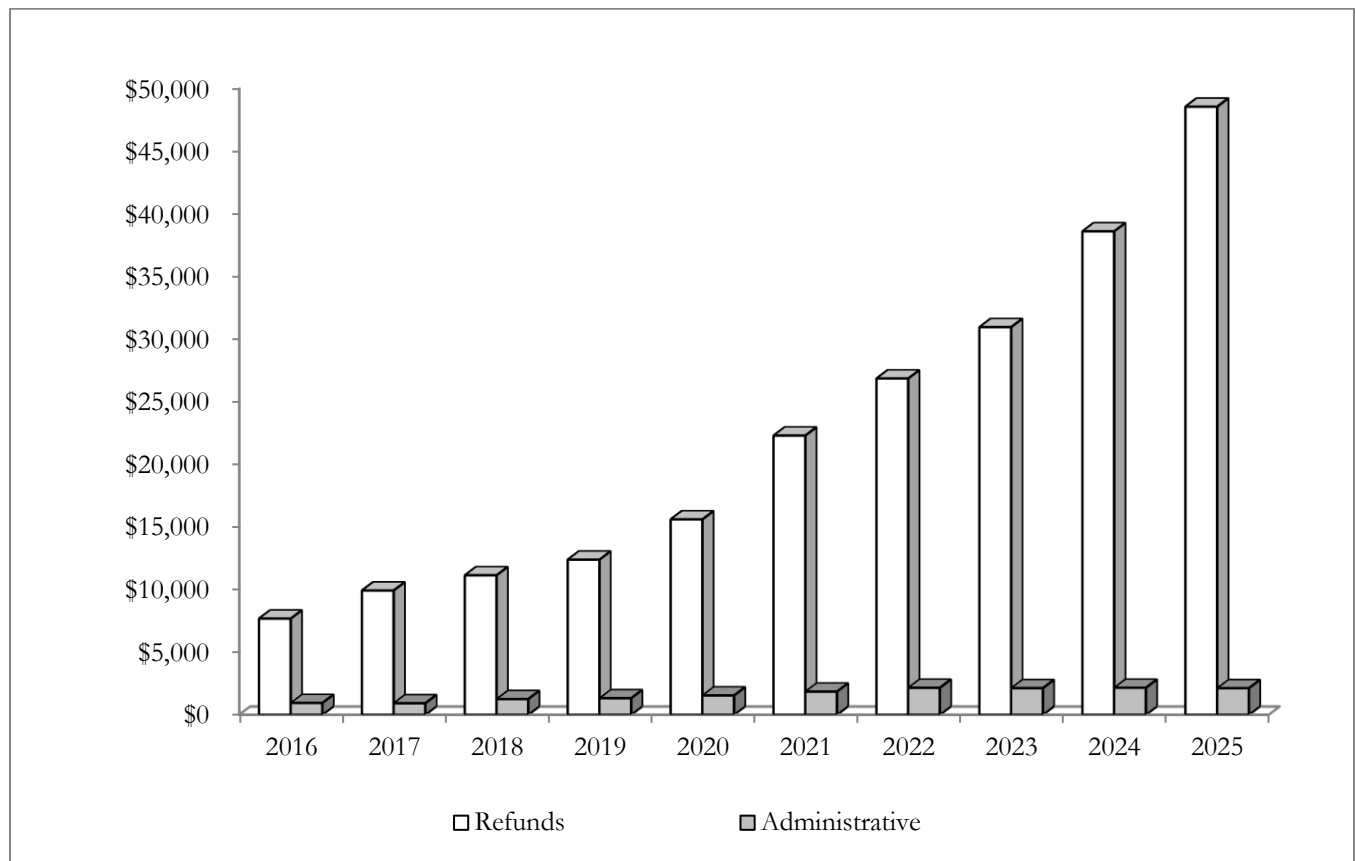
<b>Teachers' Retirement System Defined Benefit Pension Deductions by Type (In thousands)</b>				
<b>Year Ended June 30</b>	<b>Pension Benefits</b>	<b>Refunds of Contributions</b>	<b>Administrative</b>	<b>Total</b>
2016	\$ 435,699	\$ 1,883	\$ 2,648	\$ 440,230
2017	446,044	2,378	2,890	451,312
2018	456,427	2,084	3,050	461,561
2019	470,414	2,303	3,018	475,735
2020	488,748	1,699	2,988	493,435
2021	499,942	1,487	3,446	504,875
2022	510,457	1,305	3,805	515,567
2023	536,866	1,404	3,310	541,580
2024	572,151	1,823	3,689	577,633
2025	583,187	1,715	3,393	588,295

**10-YEAR COMPARISON OF DEDUCTIONS BY TYPE  
(In thousands)**



<b>Teachers' Retirement System Defined Contribution Retirement Plan Participant Directed Fund Deductions by Type (In thousands)</b>			
<b>Plan Ended June 30</b>	<b>Refund of Contributions</b>	<b>Administrative</b>	<b>Total</b>
2016	\$ 7,677	\$ 938	\$ 8,615
2017	9,918	915	10,833
2018	11,135	1,248	12,383
2019	12,384	1,317	13,701
2020	15,598	1,539	17,137
2021	22,294	1,846	24,140
2022	26,850	2,150	29,000
2023	30,954	2,121	33,075
2024	38,603	2,153	40,756
2025	48,557	2,117	50,674

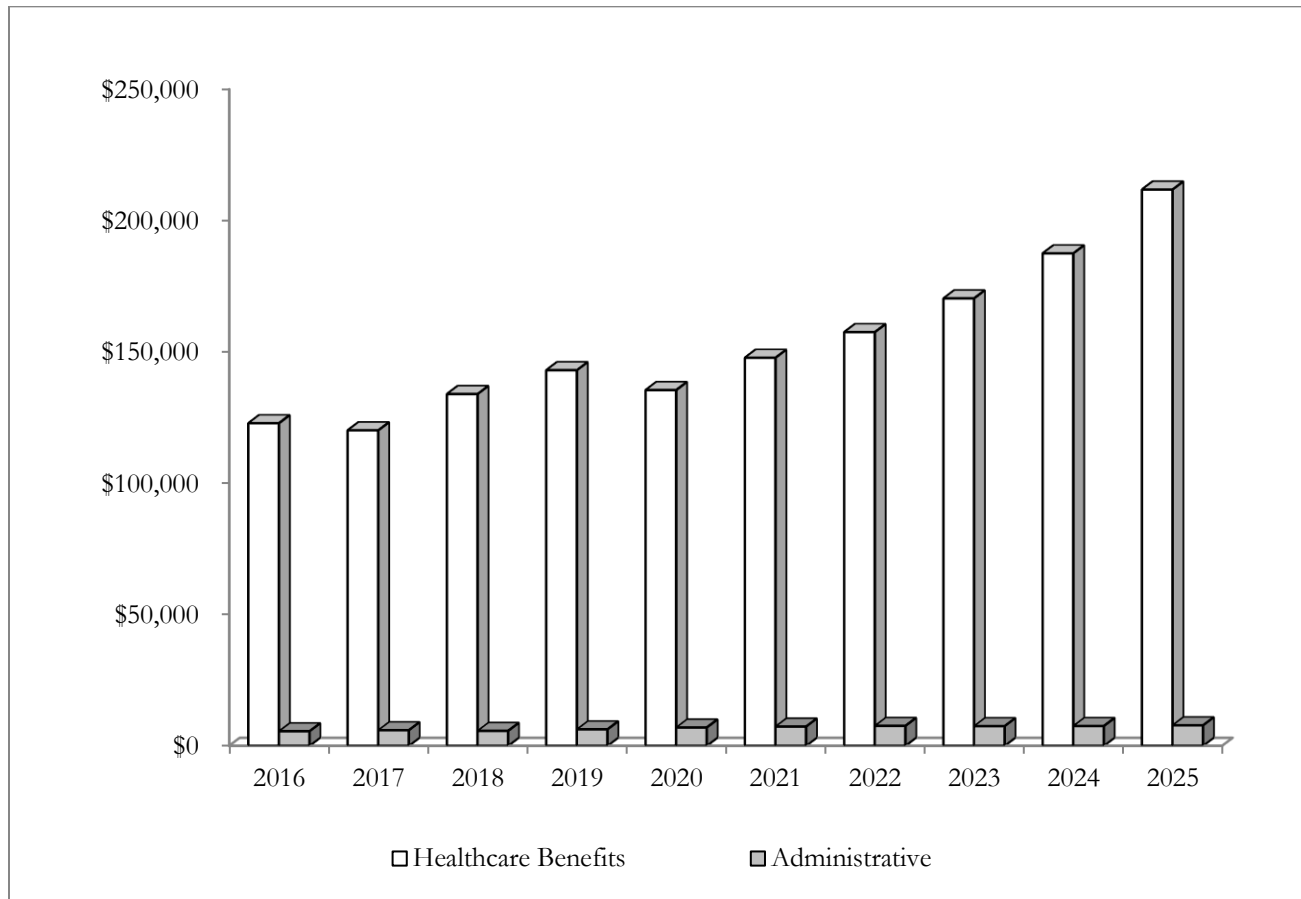
**10-YEAR COMPARISON OF DEDUCTIONS BY TYPE**  
(In thousands)



# Statistical Section

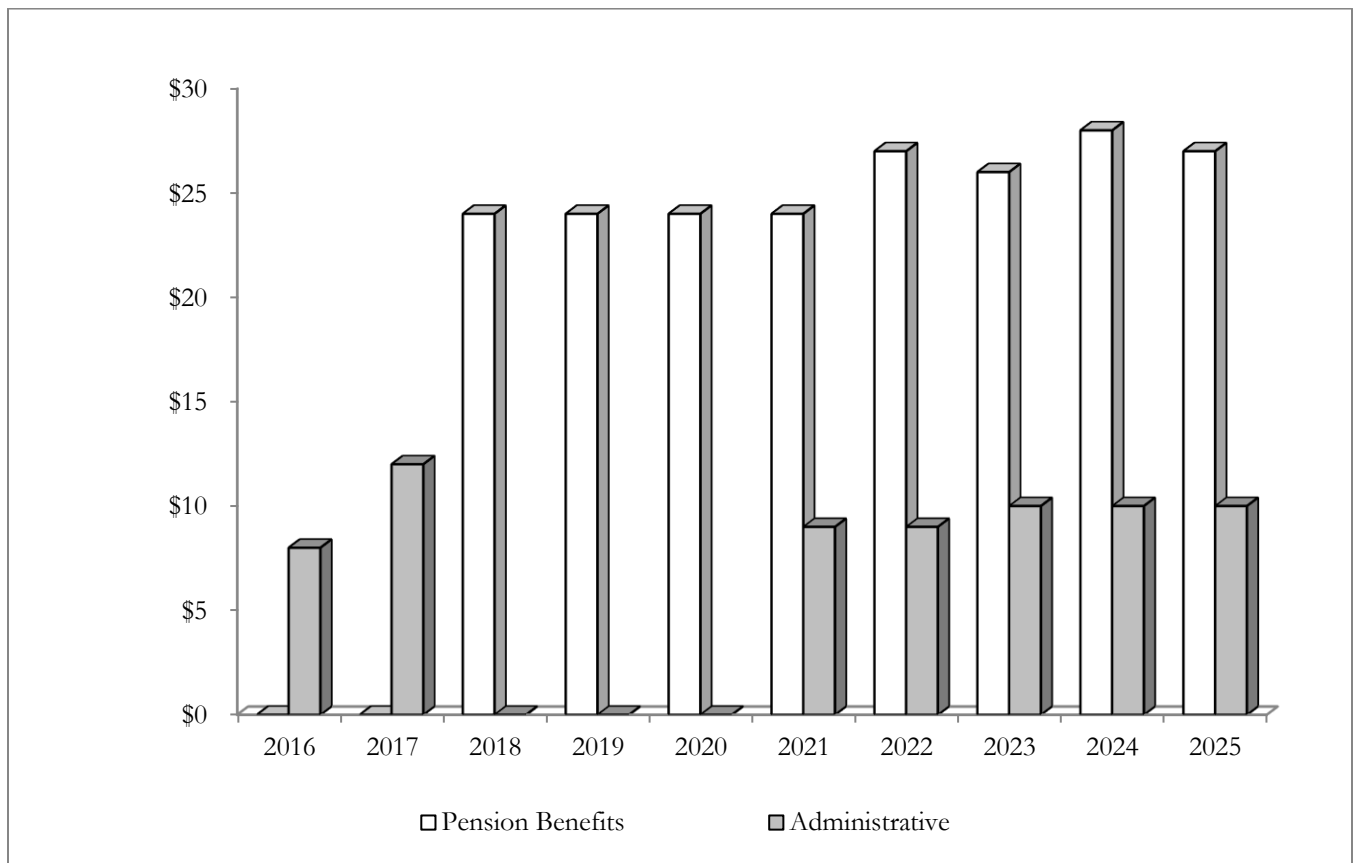
<b>Teachers' Retirement System</b> <b>Defined Benefit Alaska Retiree Healthcare Trust</b> <b>Deductions by Type</b> <b>(In thousands)</b>			
<b>Plan Ended June 30</b>	<b>Healthcare</b>	<b>Administrative</b>	<b>Total</b>
2016	\$ 122,954	\$ 5,511	\$ 128,465
2017	120,237	5,908	126,145
2018	134,051	5,665	139,716
2019	143,126	6,241	149,367
2020	135,566	6,945	142,511
2021	147,861	7,297	155,158
2022	157,616	7,568	165,184
2023	170,448	7,458	177,906
2024	187,579	7,519	195,098
2025	211,859	7,784	219,643

**10-YEAR COMPARISON OF DEDUCTIONS BY TYPE**  
(In thousands)



<b>Teachers' Retirement System</b> <b>Defined Contribution Retirement Plan</b> <b>Defined Benefit Occupational Death and Disability</b> <b>Deductions by Type</b> <b>(In thousands)</b>				
<b>Year Ended June 30</b>	<b>Pension Benefits</b>	<b>Administrative</b>	<b>Transfer out</b>	<b>Total</b>
2016	\$ —	\$ 8	\$ —	\$ 8
2017	—	12	—	12
2018	24	—	—	24
2019	24	—	—	24
2020	24	—	—	24
2021	24	9	—	33
2022	27	9	—	36
2023	26	10	—	36
2024	28	10	32	70
2025	27	10	1	38

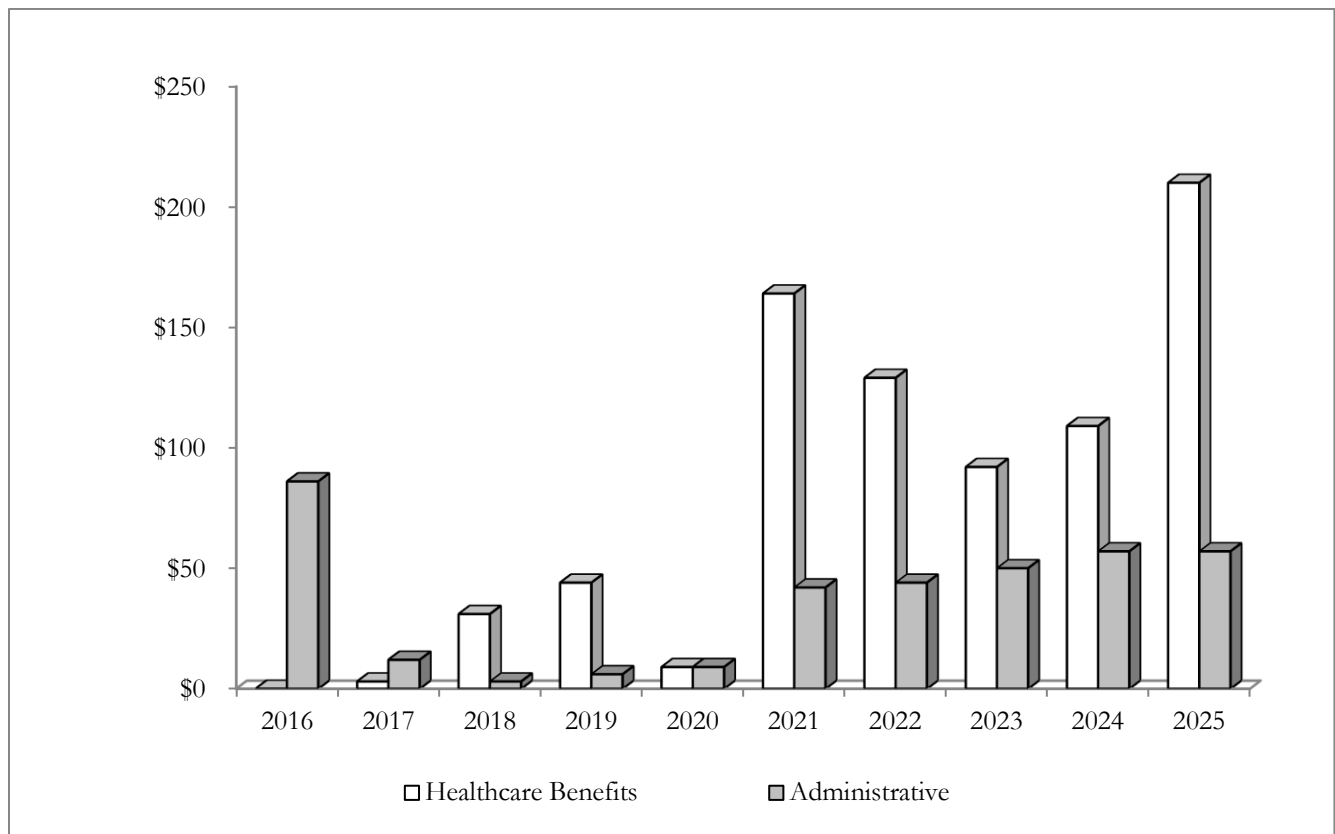
**10-YEAR COMPARISON OF DEDUCTIONS BY TYPE**  
(In thousands)



# Statistical Section

<b>Teachers' Retirement System</b> <b>Defined Contribution Retirement Plan</b> <b>Defined Benefit Retiree Medical Plan</b> <b>Deductions by Type</b> <b>(In thousands)</b>				
<b>Year Ended June 30</b>	<b>Pension Benefits</b>	<b>Administrative</b>	<b>Transfer out</b>	<b>Total</b>
2016	\$ —	\$ 86	\$ —	\$ 86
2017	3	12	—	15
2018	31	3	—	34
2019	44	6	—	50
2020	9	9	—	18
2021	164	42	—	206
2022	129	44	—	173
2023	92	50	—	142
2024	109	57	787	953
2025	210	57	12	279

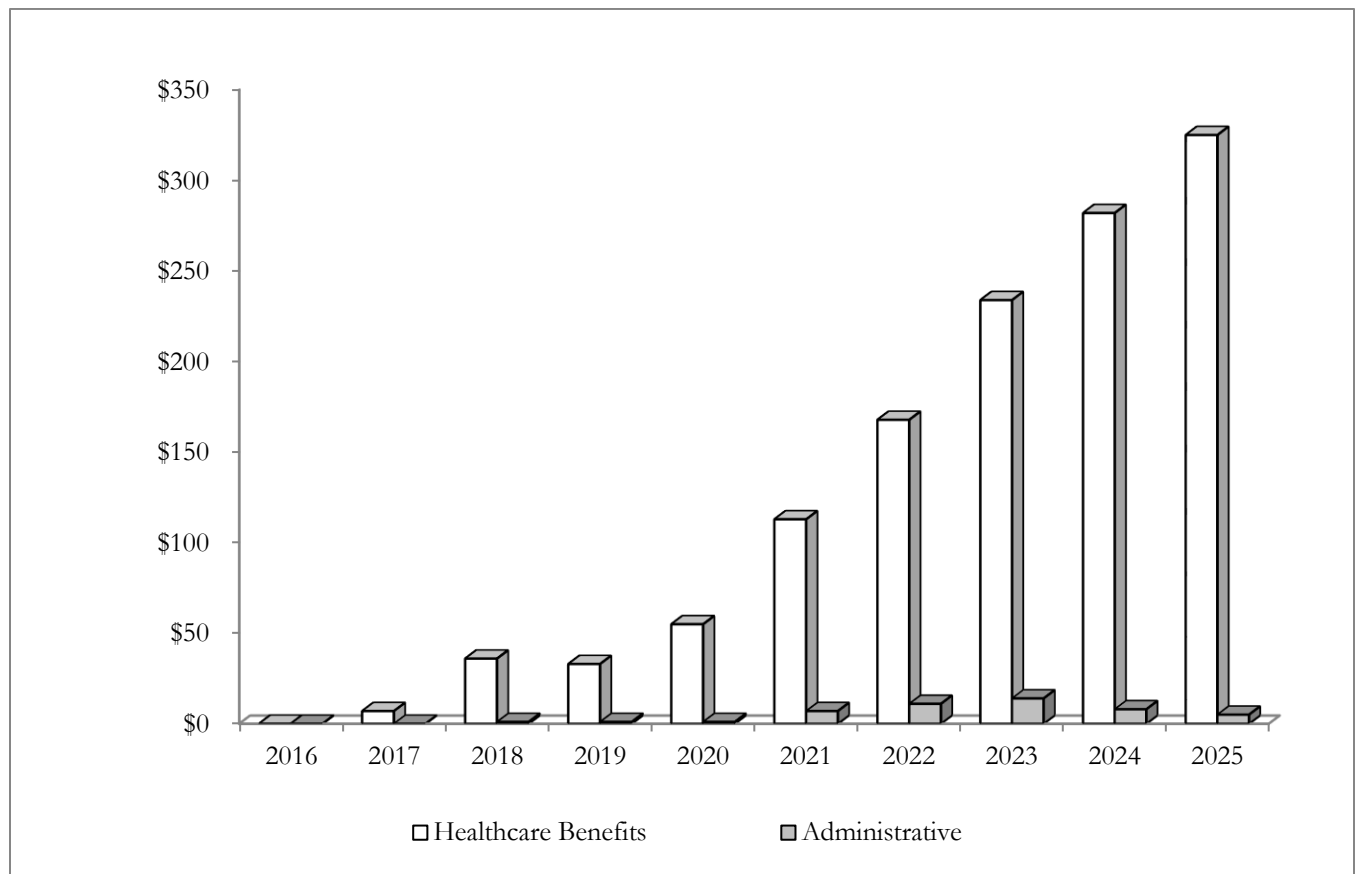
**10-YEAR COMPARISON OF DEDUCTIONS BY TYPE**  
(In thousands)



# Statistical Section

<b>Teachers' Retirement System Defined Contribution Retirement Plan Healthcare Reimbursement Arrangement Deductions by Type (In thousands)</b>				
<b>Year Ended June 30</b>	<b>Healthcare</b>	<b>Administrative</b>	<b>Transfer out</b>	<b>Total</b>
2016	\$ —	\$ —	\$ —	\$ —
2017	7	—	—	7
2018	36	1	—	37
2019	33	1	—	34
2020	55	1	—	56
2021	113	7	—	120
2022	168	11	—	179
2023	234	14	—	248
2024	282	8	1,831	2,121
2025	325	5	50	380

**10-YEAR COMPARISON OF DEDUCTIONS BY TYPE  
(In thousands)**

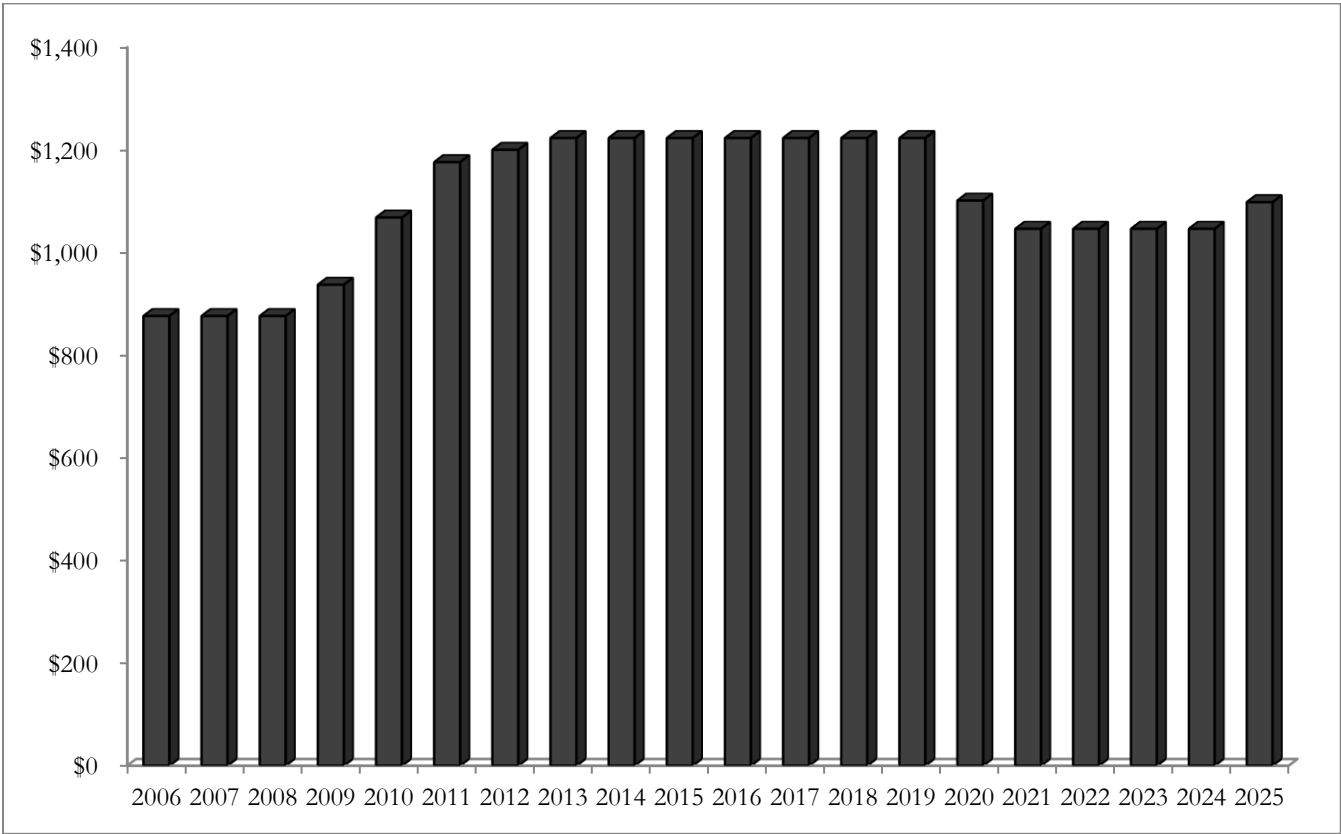


# Statistical Section

<b>Teachers' Retirement System</b> <b>Schedule of Average Pension Benefit Payments</b> <b>New Benefit Recipients</b>							
	Years of Credited Service						
	0 – 4	5 – 9	10 – 14	15 – 19	20 – 24	25 – 29	30 +
Period 7/1/13 – 6/30/14:							
Average Monthly Pension	\$349	\$1,041	\$1,342	\$2,205	\$3,267	\$4,220	\$5,900
Average Final Avg Salary	\$30,580	\$66,389	\$66,444	\$75,510	\$88,520	\$90,069	\$96,693
Number of Recipients	11	33	70	67	137	125	94
Period 7/1/14 – 6/30/15:							
Average Monthly Pension	\$245	\$1,002	\$1,535	\$2,540	\$3,445	\$4,472	\$6,168
Average Final Avg Salary	\$33,030	\$59,102	\$74,725	\$85,087	\$89,590	\$91,468	\$98,446
Number of Recipients	11	31	82	69	105	74	54
Period 7/1/15 – 6/30/16:							
Average Monthly Pension	\$426	\$795	\$1,626	\$2,433	\$3,549	\$4,536	\$6,351
Average Final Avg Salary	\$37,851	\$56,206	\$75,706	\$81,394	\$91,313	\$95,651	\$101,423
Number of Recipients	10	22	60	75	100	64	48
Period 7/1/16 – 6/30/17:							
Average Monthly Pension	\$204	\$899	\$1,583	\$2,583	\$3,422	\$4,580	\$6,083
Average Final Avg Salary	\$34,164	\$56,061	\$75,433	\$85,174	\$90,449	\$94,803	\$102,076
Number of Recipients	5	21	61	85	109	130	57
Period 7/1/17 – 6/30/18:							
Average Monthly Pension	\$334	\$891	\$1,540	\$2,760	\$3,567	\$4,666	\$6,777
Average Final Avg Salary	\$21,317	\$57,735	\$72,728	\$85,580	\$92,422	\$96,096	\$104,880
Number of Recipients	4	23	39	87	93	85	41
Period 7/1/18 – 6/30/19:							
Average Monthly Pension	\$243	\$1,054	\$1,647	\$2,600	\$3,616	\$4,874	\$6,772
Average Final Avg Salary	\$35,203	\$70,014	\$76,621	\$86,341	\$91,619	\$96,657	\$107,454
Number of Recipients	8	19	26	72	90	78	40
Period 7/1/19 – 6/30/20:							
Average Monthly Pension	\$451	\$764	\$1,509	\$2,684	\$3,625	\$4,659	\$6,090
Average Final Avg Salary	\$43,545	\$54,444	\$71,764	\$88,437	\$94,909	\$97,881	\$98,847
Number of Recipients	8	24	33	83	142	112	46
Period 7/1/20 – 6/30/21:							
Average Monthly Pension	\$1,073	\$994	\$1,828	\$2,952	\$3,984	\$4,743	\$6,936
Average Final Avg Salary	\$56,500	\$63,629	\$79,736	\$92,533	\$98,208	\$101,942	\$112,372
Number of Recipients	5	19	15	69	139	101	46
Period 7/1/21 – 6/30/22:							
Average Monthly Pension	\$191	\$698	\$1,431	\$2,705	\$4,018	\$4,919	\$6,375
Average Final Avg Salary	\$32,298	\$45,878	\$69,642	\$89,836	\$99,759	\$103,676	\$107,194
Number of Recipients	1	9	26	46	118	89	45
Period 7/1/22 – 6/30/23:							
Average Monthly Pension	\$277	\$861	\$1,325	\$2,961	\$3,875	\$4,872	\$6,489
Average Final Avg Salary	\$31,466	\$64,244	\$69,447	\$91,434	\$99,023	\$105,139	\$107,999
Number of Recipients	3	16	25	49	155	127	51
"Average Monthly Benefit" includes post-retirement pension adjustments and cost-of-living increases. Beneficiaries are not included in the table above.							

Teachers' Retirement System Defined Benefit Plan Schedule of Pension and Healthcare Benefits Deductions by Type (In thousands)						
Year Ended June 30	Service	Disability	Survivor	Dependent	Healthcare	Total
2016	\$ 415,963	\$ 1,279	\$ 18,360	\$ 97	\$ 122,954	\$ 558,653
2017	425,059	1,306	19,609	70	120,248	566,292
2018	434,783	1,226	20,372	70	134,118	590,569
2019	447,951	1,281	21,157	49	143,203	613,641
2020	464,483	1,026	23,244	19	135,630	624,402
2021	474,220	936	24,805	6	148,137	648,104
2022	482,962	737	26,785	—	157,913	668,397
2023	506,800	590	29,502	—	170,774	707,666
2024	538,917	491	32,771	—	187,970	760,149
2025	548,616	410	34,188	—	212,394	795,608

20-YEAR COMPARISON OF RETIREE MONTHLY COMPOSITE MEDICAL PREMIUMS





# Statistical Section

<b>Teachers' 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, 2023</b>								
Amount of Monthly Pension Benefit	Number of Recipients	Type of Pension Benefit			Option Selected			
		1	2	3	1	2	3	4
\$ 1 - 500	410	269	141	—	261	70	63	16
501 - 1,000	935	687	248	—	532	166	181	56
1,001 - 1,500	1,215	949	266	—	725	234	208	48
1,501 - 2,000	1,107	792	315	—	669	208	201	29
2,001 - 2,500	1,216	959	257	—	636	260	275	45
2,501 - 3,000	1,524	1,351	173	—	700	369	413	42
3,001 - 3,500	1,645	1,519	123	3	724	402	465	54
3,501 - 4,000	1,539	1,484	53	2	625	358	505	51
4,001 - 4,500	1,379	1,343	35	1	565	300	470	44
4,501 - 5,000	1,125	1,105	19	1	475	232	385	33
5,001 - 5,500	765	758	6	1	297	155	296	17
5,501 - 6,000	513	503	10	—	203	107	182	21
6,001 - 6,500	331	322	9	—	135	54	127	15
6,501 - 7,000	223	222	1	—	86	34	91	12
7,001 - 7,500	150	148	2	—	55	28	58	9
7,501 - 8,000	97	97	—	—	39	18	36	4
over \$8,000	271	271	—	—	96	49	111	15
Totals	14,445	12,779	1,658	8	6,823	3,044	4,067	511

## Type of Pension Benefit

- 1 - Regular Retirement
- 2 - Survivor Payment
- 3 - Disability

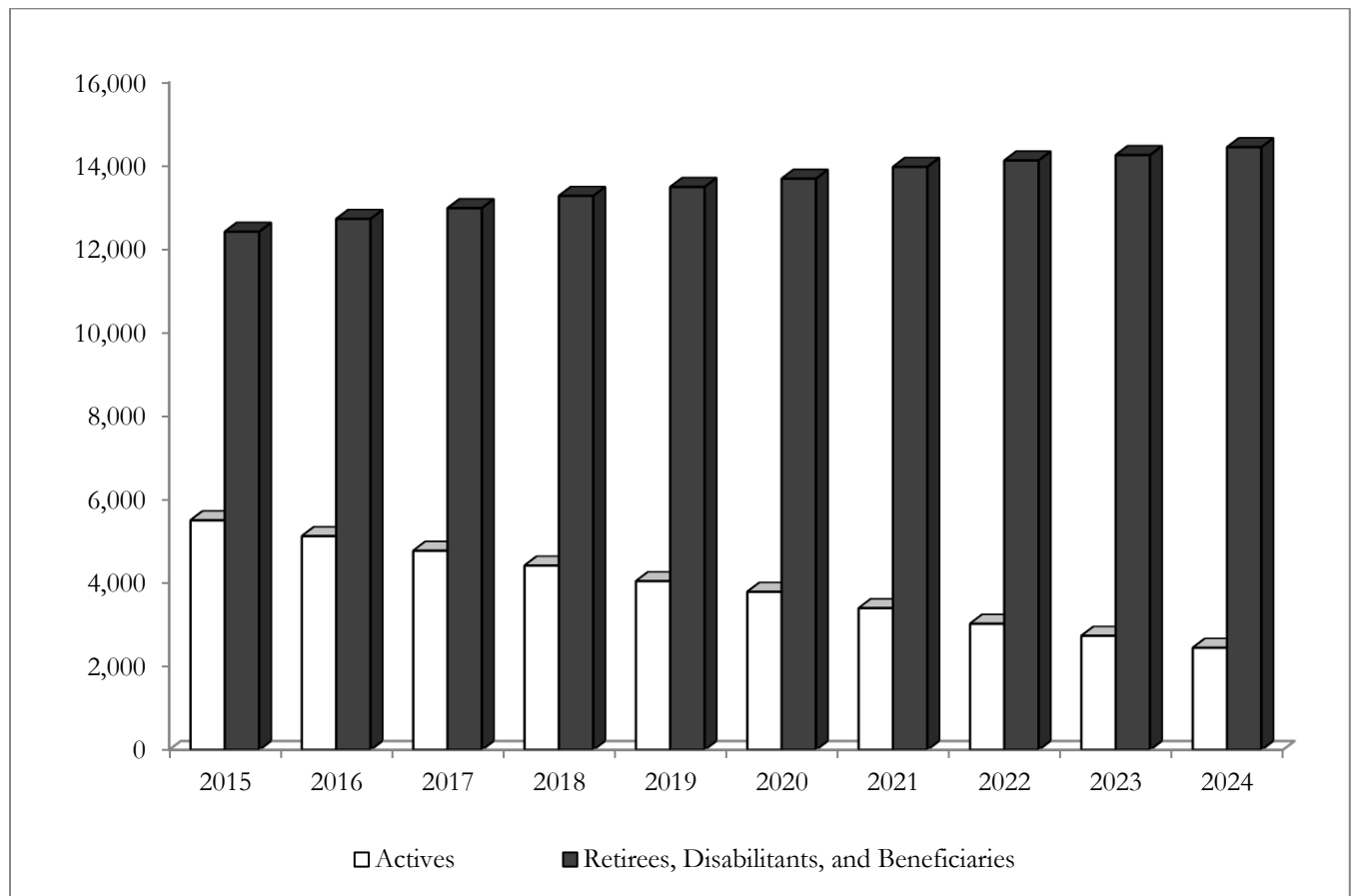
## Option Selected

- 1 - Whole Life Annuity
- 2 - 75% Joint and Contingent Annuity
- 3 - 50% Joint and Contingent Annuity
- 4 - 66 2/3% Joint and Survivor Annuity

# Statistical Section

Teachers' 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	5,502	12,418	890	2,218	21,028
2016	5,123	12,726	875	2,103	20,827
2017	4,772	12,983	876	1,994	20,625
2018	4,418	13,277	797	1,900	20,392
2019	4,044	13,491	812	1,810	20,157
2020	3,789	13,689	764	1,744	19,986
2021	3,396	13,972	727	1,679	19,774
2022	3,023	14,126	729	1,616	19,494
2023	2,734	14,255	763	1,560	19,312
2024	2,447	14,445	642	1,507	19,041

**10-YEAR COMPARISON OF ACTIVE MEMBERS AND RETIREES,  
DISABILITANTS, AND BENEFICIARIES**



# Statistical Section

<b>Teachers' Retirement System</b> <b>Principal Participating Employers</b> <b>June 30, 2024</b>			
<b>Employer</b>	<b>Non-retired Members</b>	<b>Rank</b>	<b>Percentage of Total Non-retired Members</b>
Anchorage School District	4,987	1	30.68%
Matanuska-Susitna Borough School District	1,825	2	11.23
Fairbanks North Star Borough School District	<u>1,364</u>	3	<u>8.39</u>
<b>Total</b>	<b><u>8,176</u></b>		<b><u>50.30%</u></b>

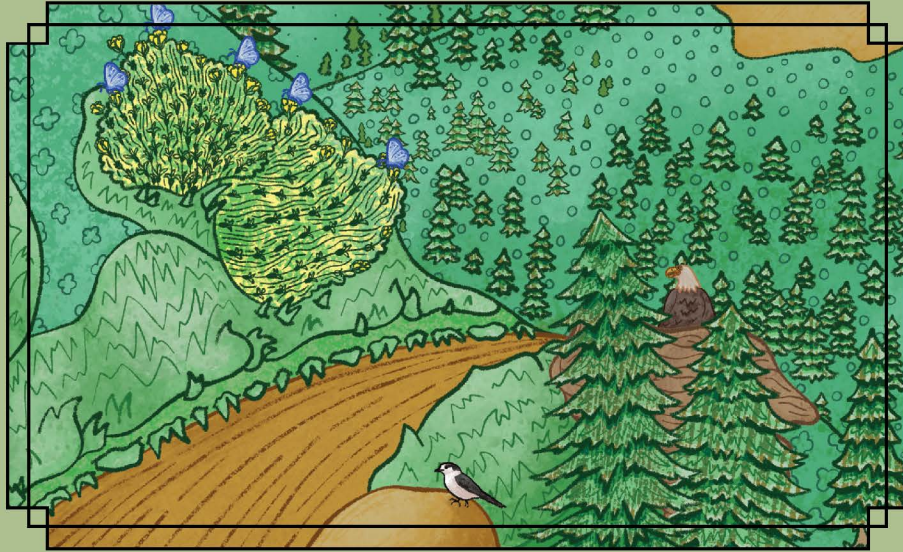
## Teachers' Retirement System Participating Employers June 30, 2024

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Alaska Department of Education	Lake and Peninsula Borough School District
Alaska Gateway School District	Lower Kuskokwim School District
Aleutian Region School District	Lower Yukon School District
Aleutians East Borough School District	
Anchorage School District	Matanuska-Susitna Borough School District
Annette Island School District	
	Nenana City School District
Bering Strait School District	Nome City School District
Bristol Bay Borough School District	North Slope Borough School District
	Northwest Arctic Borough School District
Chatham School District	
Chugach School District	Pelican City School District
Copper River School District	Petersburg City School District
Cordova City School District	Pribilof School District
Craig City School District	
	Saint Mary's School District
Delta-Greely School District	Sitka Borough School District
Denali Borough School District	Skagway City School District
Dillingham City School District	Southeast Island School District
	Southeast Regional Resource Center
Fairbanks North Star Borough School District	Southwest Region School District
	Special Education Service Agency
Galena City School District	
	Unalaska City School District
Haines Borough School District	University of Alaska
Hoonah City School District	
Hydaburg City School District	Valdez City School District
Iditarod Area School District	Wrangell Public School District
Juneau School District, City and Borough of	Yakutat School District
	Yukon Flats School District
Kake City School District	Yukon-Koyukuk School District
Kashunamiut School District	Yupit School District
Kenai Peninsula Borough School District	
Ketchikan Gateway Borough School District	
Klawock City School District	
Kodiak Island Borough School District	
Kuspuk School District	







STATE OF ALASKA • DEPARTMENT OF ADMINISTRATION  
- DIVISION OF RETIREMENT AND BENEFITS -

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