

# **State of Alaska**

## **Public Employees' Retirement System**

### **Defined Contribution Retirement Plan**

#### **For Occupational Death & Disability and Retiree Medical Benefits**

Actuarial Valuation Report  
as of June 30, 2023



May 3, 2024

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

### **Certification of Actuarial Valuation**

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

This report summarizes the annual actuarial valuation results of the State of Alaska Public Employees' Retirement System Defined Contribution Retirement (PERS DCR) Plan as of June 30, 2023 performed by Buck Global, LLC (Buck).

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, 2023. The actuary did not verify the data submitted, but did perform tests for consistency and reasonableness.

All costs, liabilities and other factors under PERS DCR were determined in accordance with generally accepted actuarial principles and procedures. An actuarial cost method is used to measure the actuarial liabilities which we believe is reasonable. Buck is solely responsible for the actuarial data and actuarial results presented in this report. This report fully and fairly discloses the actuarial position of PERS DCR as of June 30, 2023.

PERS DCR is funded by Employer Contributions in accordance with the funding policy adopted by the Alaska Retirement Management Board (Board). The calculations of the Employer Contributions are reasonable actuarially determined contributions as defined in Actuarial Standard of Practice No. 4 (ASOP 4). The funding objective for PERS DCR is to pay required contributions that remain level as a percent of PERS DCR compensation. The Board has also established a funding policy objective that the required contributions be sufficient to pay the Normal Costs of active plan members, plan expenses, and amortize the Unfunded Actuarial Accrued Liability as a level percent of PERS DCR compensation over closed layered 25-year periods. This objective is currently being met and is projected to continue to be met as required by the Alaska State statutes. Absent future gains/losses, 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 at or above 100%.

The Board and staff of the State of Alaska may use this report for the review of the operations of PERS DCR. Use of this report for any other purpose or by anyone other than the Board or staff of the State of Alaska may not be appropriate and may result in mistaken conclusions due to failure to understand applicable assumptions, methodologies, or inapplicability of the report for that purpose. Because of the risk of misinterpretation of actuarial results, Buck recommends requesting its advanced review of any statement to

be based on information contained in this report. Buck 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, 2023 to better reflect expected future healthcare experience. 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. Buck 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, the signing actuaries have used economic information provided by Buck's Investment Consulting and Financial Risk Management practices. Buck's Capital Market Assumptions provide relevant expected returns, standard deviations, and correlations. Projected returns are then developed for the portfolio using the GEMS<sup>®</sup> Economic Scenario Generator from Conning. This sophisticated model uses a multifactor approach to create internally consistent, realistic economic scenarios for all asset classes that reflect the current economic environment as a starting point. Equity returns include stochastic volatility with jumps to reflect extreme, infrequent events. However, such scenarios do not typically impact the 5<sup>th</sup> through 95<sup>th</sup> percentiles of projected returns. Corporate bond yields are generated by adding credit spreads to the corresponding zero-coupon Treasury yields. The credit spreads are driven by several factors, including equity returns, and also contain a shock process to allow the model to generate such scenarios as the 2008 Financial Crisis. GEMS<sup>®</sup> does not, however, model specific risks such as war, pandemics, political risks, severe economic dislocations occurring with greater frequency or severity than predicted by the model, or the risk that relationships among macroeconomic variables may differ from those of the past. From these scenarios, a probabilistic model of expected returns is created, reflecting the duration of investment and the approximate allocation of assets in the portfolio to various asset classes. Under current calibrations, GEMS<sup>®</sup> will tend to show higher expected returns for longer durations and a greater divergence between arithmetic and geometric average returns at higher standard deviations of portfolio return.

Based on their analysis, including consistency with other assumptions used in the valuation, the percentiles generated by the GEMS® model 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 PERS DCR beginning with fiscal year ending June 30, 2017. Please see our separate GASB 74 report for other information needed for the ACFR.

### **Risk Information**

Actuarial Standards of Practice No. 51 (ASOP 51) applies to actuaries performing funding calculations related to a pension plan. ASOP 51 does not apply to actuaries performing services in connection with other post-employment benefits, such as medical benefits. Accordingly, ASOP 51 does not apply to the retiree medical portion of PERS DCR. We also believe ASOP 51 does not apply to the occupational death & disability portion of PERS DCR. Therefore, information related to ASOP 51 is not included in this report. However, it may be beneficial to review the ASOP 51 information provided in the PERS DB 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 GEMS® model disclosed above, Buck 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. The output from the third-party vendor software is used as input to an internally developed model that applies applicable funding methods and policies to the derived liabilities and other inputs, such as plan assets and contributions, to generate many of the exhibits found in this report.

Buck 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. Buck also reviews the third-party model when significant changes are made to the software. This review is performed by experts within Buck 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. Significant changes to the internal model that are applicable to multiple clients are generally developed, checked, and reviewed by multiple experts within Buck who are familiar with the details of the required changes.

Buck 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. Buck relied on the models, which were developed using industry data by actuaries and consultants at OptumInsight.

**COVID-19**

The potential impact of the ongoing COVID-19 pandemic on costs and liabilities was considered and no adjustments were made in setting the FY24 per capita claims cost assumption. A more detailed explanation on these adjustments is shown in Sections 4.2 and 4.3 and in the valuation report for the DB plan.

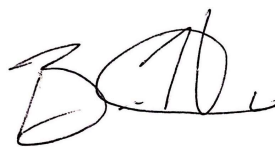
This report was prepared under the overall direction of David Kershner, who meets the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein. He is a Fellow of the Society of Actuaries, an Enrolled Actuary, a Member of the American Academy of Actuaries, 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  
Buck, A Gallagher Company



Brett Hunter, ASA, EA, MAAA  
Senior Consultant  
Buck, A Gallagher Company

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 Besenhofer, ASA, MAAA, FCA  
Director  
Buck, A Gallagher Company

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# Executive Summary

## Overview

The State of Alaska Public Employees' Retirement System Defined Contribution Retirement (PERS DCR) Plan provides occupational death & disability and retiree medical benefits to eligible members hired after June 30, 2006 or who have elected participation in this plan. The Commissioner of the Department of Administration is responsible for administering the plan. The Alaska Retirement Management Board has fiduciary responsibility over the assets of the plan. This report presents the results of the actuarial valuation of PERS DCR as of the valuation date of June 30, 2023.

## Purpose

An actuarial valuation is performed on the plan annually as of the end of the fiscal year. The main purposes of the actuarial valuation detailed in this report are:

1. To determine the Employer contribution necessary to meet the Board's funding policy for the plan;
2. To disclose the funding assets and liability measures as of the valuation date;
3. To review the current funded status of the plan and assess the funded status as an appropriate measure for determining actuarially determined contributions;
4. To compare actual and expected experience under the plan during the last fiscal year; and
5. To report trends in contributions, assets, liabilities, and funded status over the last several years.

The actuarial valuation provides a "snapshot" of the funded position of PERS DCR based on the plan provisions, membership data, assets, and actuarial methods and assumptions as of the valuation date.

## Funded Status

Where presented, references to "funded ratio" and "unfunded actuarial accrued liability" typically are measured on an actuarial value of assets basis. It should be noted that the same measurements using market value of assets would result in different funded ratios and unfunded accrued liabilities. Moreover, the funded ratio presented is appropriate for evaluating the need and level of future contributions but makes no assessment regarding the funded status of the plan if the plan were to settle (i.e. purchase annuities) for a portion or all of its liabilities.

| <b>Funded Status as of June 30 (\$'s in 000's)</b>       | <b>2022</b>   | <b>2023</b>   |
|--|---------------|---------------|
| <b>Occupational Death &amp; Disability</b>               |               |               |
| a. Actuarial Accrued Liability                           | \$ 14,952     | \$ 18,064     |
| b. Valuation Assets                                      | <u>62,938</u> | <u>73,068</u> |
| c. Unfunded Actuarial Accrued Liability, (a) - (b)       | \$ (47,986)   | \$ (55,004)   |
| d. Funded Ratio based on Valuation Assets, (b) ÷ (a)     | 420.9%        | 404.5%        |
| e. Fair Value of Assets                                  | \$ 61,458     | \$ 71,888     |
| f. Funded Ratio based on Fair Value of Assets, (e) ÷ (a) | 411.0%        | 398.0%        |

| Funded Status as of June 30 (\$'s in 000's) | 2022 | 2023 |
|---|------|------|
|---|------|------|

**Retiree Medical**

|  |                |                |
|--|----------------|----------------|
| a. Actuarial Accrued Liability                           | \$ 169,396     | \$ 204,540     |
| b. Valuation Assets                                      | <u>212,638</u> | <u>246,953</u> |
| c. Unfunded Actuarial Accrued Liability, (a) - (b)       | \$ (43,242)    | \$ (42,413)    |
| d. Funded Ratio based on Valuation Assets, (b) ÷ (a)     | 125.5%         | 120.7%         |
| e. Fair Value of Assets                                  | \$ 207,686     | \$ 242,977     |
| f. Funded Ratio based on Fair Value of Assets, (e) ÷ (a) | 122.6%         | 118.8%         |

The key reasons for the change in the funded status are explained below. The funded status for healthcare benefits is not necessarily an appropriate measure to confirm that assets are sufficient to settle health plan obligations as there are no available financial instruments for purchase. Future experience is likely to vary from assumptions so there is potential for actuarial gains or losses.

**1. Investment Experience**

The asset valuation method recognizes 20% of the investment gain or loss each year, for a period of five years. The FY23 investment return based on fair value of assets was approximately 7.7% compared to the expected investment return of 7.25% (net of investment expenses). This resulted in a market asset gain of approximately \$314,000 (occupational death & disability) and \$1,061,000 (retiree medical). Due to the recognition of investment gains and losses over a 5-year period, the FY23 investment return based on actuarial value of assets was approximately 7.1%, which resulted in an actuarial asset loss of approximately \$93,000 (occupational death & disability) and \$274,000 (retiree medical).

**2. Salary Increases**

Salary increases for continuing active members during FY23 were higher than expected based on the valuation assumptions, resulting in a liability loss of approximately \$296,000.

**3. Demographic Experience**

The number of active members increased 3.0% from 24,702 at June 30, 2022 to 25,448 at June 30, 2023. The average age of active members decreased from 41.35 to 41.30 and average credited service increased from 5.11 to 5.26 years.

The demographic experience gains/losses are shown on page 5.

**4. Retiree Medical Claims Experience**

Please refer to the State of Alaska Public Employees' Retirement System (PERS) Defined Benefit Plan Actuarial Valuation Report as of June 30, 2023 for a full description of the assumptions and costs of the retiree medical plan. Adjustments to these costs and assumptions are described in this report.

The recent claims experience described in Section 4.2 of this report (Section 5.2 of the PERS DB report) created an actuarial loss of approximately \$12,317,000. The EGWP subsidy received by the plan during FY23 was approximately \$161,000; the expected EGWP subsidy for FY23 was approximately \$234,000.



## 5. Changes in Methods Since the Prior Valuation

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

## 6. Changes in Assumptions Since the Prior Valuation

Healthcare claim costs are updated annually as described in Section 4.2. 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.

## 7. Changes in Benefit Provisions Since the Prior Valuation

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

### Comparative Summary of Contribution Rates

| <b>Occupational Death &amp; Disability</b>                        | <b>FY 2025</b> | <b>FY 2026</b> |
|---|----------------|----------------|
| <b><u>Peace Officer/Firefighter</u></b>                           |                |                |
| a. Employer Normal Cost Rate                                      | 0.69%          | 0.69%          |
| b. Past Service Cost Rate   | <u>(0.20)%</u> | <u>(0.19)%</u> |
| c. Total Employer Contribution Rate, (a) + (b), not less than (a) | 0.69%          | 0.69%          |
| <b><u>Others</u></b>  |                |                |
| a. Employer Normal Cost Rate                                      | 0.24%          | 0.24%          |
| b. Past Service Cost Rate   | <u>(0.22)%</u> | <u>(0.24)%</u> |
| c. Total Employer Contribution Rate, (a) + (b), not less than (a) | 0.24%          | 0.24%          |
| <b>Retiree Medical</b>  |                |                |
| a. Employer Normal Cost Rate                                      | 0.83%          | 0.86%          |
| b. Past Service Cost Rate   | <u>(0.14)%</u> | <u>(0.13)%</u> |
| c. Total Employer Contribution Rate, (a) + (b), not less than (a) | 0.83%          | 0.86%          |

| Total   | FY 2025        | FY 2026        |
|---|----------------|----------------|
| <b><u>Peace Officer/Firefighter</u></b>                           |                |                |
| a. Employer Normal Cost Rate                                      | 1.52%          | 1.55%          |
| b. Past Service Cost Rate   | <u>(0.34)%</u> | <u>(0.32)%</u> |
| c. Total Employer Contribution Rate, (a) + (b), not less than (a) | 1.52%          | 1.55%          |
| <b><u>Others</u></b>  |                |                |
| a. Employer Normal Cost Rate                                      | 1.07%          | 1.10%          |
| b. Past Service Cost Rate   | <u>(0.36)%</u> | <u>(0.37)%</u> |
| c. Total Employer Contribution Rate, (a) + (b), not less than (a) | 1.07%          | 1.10%          |

The exhibit below shows the historical Board-adopted employer contribution rates for PERS DCR.

| Total Employer Contribution Rate |             |   |                 |                     |
|----------------------------------|-------------|---|-----------------|---------------------|
| Valuation Date                   | Fiscal Year | Occupational Death & Disability (PF / Others) | Retiree Medical | Total (PF / Others) |
| June 30, 2008                    | FY11        | 1.18% / 0.31%                                 | 0.55%           | 1.73% / 0.86%       |
| June 30, 2009                    | FY12        | 0.97% / 0.11%                                 | 0.51%           | 1.48% / 0.62%       |
| June 30, 2010                    | FY13        | 0.99% / 0.14%                                 | 0.48%           | 1.47% / 0.62%       |
| June 30, 2011                    | FY14        | 1.14% / 0.20%                                 | 0.48%           | 1.62% / 0.68%       |
| June 30, 2012                    | FY15        | 1.06% / 0.22%                                 | 1.66%           | 2.72% / 1.88%       |
| June 30, 2013                    | FY16        | 1.05% / 0.22%                                 | 1.68%           | 2.73% / 1.90%       |
| June 30, 2014                    | FY17        | 0.49% / 0.17%                                 | 1.18%           | 1.67% / 1.35%       |
| June 30, 2015                    | FY18        | 0.43% / 0.16%                                 | 1.03%           | 1.46% / 1.19%       |
| June 30, 2016                    | FY19        | 0.76% / 0.26%                                 | 0.94%           | 1.70% / 1.20%       |
| June 30, 2017                    | FY20        | 0.72% / 0.26%                                 | 1.32%           | 2.04% / 1.58%       |
| June 30, 2018                    | FY21        | 0.70% / 0.31%                                 | 1.27%           | 1.97% / 1.58%       |
| June 30, 2019                    | FY22        | 0.68% / 0.31%                                 | 1.07%           | 1.75% / 1.38%       |
| June 30, 2020                    | FY23        | 0.68% / 0.30%                                 | 1.10%           | 1.78% / 1.40%       |
| June 30, 2021                    | FY24        | 0.68% / 0.30%                                 | 1.01%           | 1.69% / 1.31%       |
| June 30, 2022                    | FY25        | 0.69% / 0.24%                                 | 0.83%           | 1.52% / 1.07%       |
| June 30, 2023                    | FY26        | TBD   | TBD             | TBD                 |

### Summary of Actuarial Accrued Liability Gain/(Loss)

The following table shows the FY23 gain/(loss) on actuarial accrued liability as of June 30, 2023 (\$'s in 000's):

|  | <b>Occupational<br/>Death &amp;<br/>Disability</b> | <b>Retiree<br/>Medical</b> |
|--|--|----------------------------|
| Retirement Experience                    | \$ (1)   | \$ 1,195                   |
| Termination Experience                   | (64)   | 683                        |
| Disability Experience                    | 2,294  | 293                        |
| Active Mortality Experience              | 1,641  | (33)                       |
| Inactive Mortality Experience            | (688)  | (87)                       |
| Salary Increases                         | (296)  | N/A                        |
| New Entrants                             | (689)  | (1,306)                    |
| Rehires                                  | (59)   | (3,804)                    |
| Transfers Between P/F and Others         | (68)   | 82                         |
| Metcalfe Transfers                       | 136  | 3,879                      |
| Benefit Payments Different than Expected | 240  | 644                        |
| Per Capita Claims Cost                   | N/A  | (12,317)                   |
| Miscellaneous <sup>1</sup>               | <u>312</u>   | <u>2,366</u>               |
| Total                                    | \$ 2,758   | \$ (8,405)                 |

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<sup>1</sup> Includes the effects of various data changes that are typical when new census data is received for the annual valuation, as well as other items that do not fit neatly into any of the other categories.

# Section 1: Actuarial Funding Results

## Section 1.1: Actuarial Liabilities and Normal Cost (\$'s in 000's)

Peace Officer / Firefighter

| As of June 30, 2023                                   | Present Value of<br>Projected Benefits | Actuarial Accrued<br>(Past Service)<br>Liability |
|---|--|--|
| <b>Active Members</b>                                 |  |  |
| Occupational Death Benefits                           | \$ 4,065                               | \$ (110)   |
| Occupational Disability Benefits                      | 18,417                                 | 6,319  |
| Medical and Prescription Drug Benefits                | 53,035                                 | 29,030   |
| Medicare Part D Subsidy                               | <u>(9,907)</u>                         | <u>(5,464)</u>                                   |
| Subtotal  | \$ 65,610                              | \$ 29,775  |
| <b>Benefit Recipients</b>                             |  |  |
| Survivor Benefits                                     | \$ 1,028                               | \$ 1,028   |
| Disability Benefits                                   | 7,482                                  | 7,482  |
| Medical and Prescription Drug Benefits                | 1,581                                  | 1,581  |
| Medicare Part D Subsidy                               | <u>(286)</u>                           | <u>(286)</u>                                     |
| Subtotal  | \$ 9,805                               | \$ 9,805   |
| <b>Total</b>  | <b>\$ 75,415</b>                       | <b>\$ 39,580</b>                                 |
| <b>Total Occupational Death &amp; Disability</b>      | <b>\$ 30,992</b>                       | <b>\$ 14,719</b>                                 |
| <b>Total Retiree Medical, Net of Part D Subsidy</b>   | <b>\$ 44,423</b>                       | <b>\$ 24,861</b>                                 |
| <b>Total Retiree Medical, Gross of Part D Subsidy</b> | <b>\$ 54,616</b>                       | <b>\$ 30,611</b>                                 |

| As of June 30, 2023                                   | Normal Cost     |
|---|-----------------|
| <b>Active Members</b>                                 |                 |
| Occupational Death Benefits                           | \$ 516          |
| Occupational Disability Benefits                      | 1,373           |
| Medical and Prescription Drug Benefits                | 2,558           |
| Medicare Part D Subsidy                               | <u>(476)</u>    |
| Subtotal  | \$ 3,971        |
| <b>Administrative Expense Load</b>                    |                 |
| Occupational Death & Disability                       | \$ 12           |
| Retiree Medical                                       | <u>18</u>       |
| Subtotal  | \$ 30           |
| <b>Total</b>  | <b>\$ 4,001</b> |
| <b>Total Occupational Death &amp; Disability</b>      | <b>\$ 1,901</b> |
| <b>Total Retiree Medical, Net of Part D Subsidy</b>   | <b>\$ 2,100</b> |
| <b>Total Retiree Medical, Gross of Part D Subsidy</b> | <b>\$ 2,576</b> |

Section 1.1: Actuarial Liabilities and Normal Cost (\$'s in 000's)

Others

| As of June 30, 2023                                   | Present Value of<br>Projected Benefits | Actuarial Accrued<br>(Past Service)<br>Liability |
|---|--|--|
| <b>Active Members</b>                                 |  |  |
| Occupational Death Benefits                           | \$ 7,420                               | \$ 610   |
| Occupational Disability Benefits                      | 15,614                                 | 1,686  |
| Medical and Prescription Drug Benefits                | 304,947                                | 208,797  |
| Medicare Part D Subsidy                               | <u>(61,224)</u>                        | <u>(42,113)</u>                                  |
| Subtotal  | \$ 266,757                             | \$ 168,980                                       |
| <b>Benefit Recipients</b>                             |  |  |
| Survivor Benefits                                     | \$ 0                                   | \$ 0   |
| Disability Benefits                                   | 1,049                                  | 1,049  |
| Medical and Prescription Drug Benefits                | 16,374                                 | 16,374   |
| Medicare Part D Subsidy                               | <u>(3,379)</u>                         | <u>(3,379)</u>                                   |
| Subtotal  | \$ 14,044                              | \$ 14,044  |
| <b>Total</b>  | <b>\$ 280,801</b>                      | <b>\$ 183,024</b>                                |
| <b>Total Occupational Death &amp; Disability</b>      | <b>\$ 24,083</b>                       | <b>\$ 3,345</b>                                  |
| <b>Total Retiree Medical, Net of Part D Subsidy</b>   | <b>\$ 256,718</b>                      | <b>\$ 179,679</b>                                |
| <b>Total Retiree Medical, Gross of Part D Subsidy</b> | <b>\$ 321,321</b>                      | <b>\$ 225,171</b>                                |

| As of June 30, 2023                                   | Normal Cost      |
|---|------------------|
| <b>Active Members</b>                                 |                  |
| Occupational Death Benefits                           | \$ 1,151         |
| Occupational Disability Benefits                      | 2,443            |
| Medical and Prescription Drug Benefits                | 16,722           |
| Medicare Part D Subsidy                               | <u>(3,338)</u>   |
| Subtotal  | \$ 16,978        |
| <b>Administrative Expense Load</b>                    |                  |
| Occupational Death & Disability                       | \$ 22            |
| Retiree Medical                                       | <u>33</u>        |
| Subtotal  | \$ 55            |
| <b>Total</b>  | <b>\$ 17,033</b> |
| <b>Total Occupational Death &amp; Disability</b>      | <b>\$ 3,616</b>  |
| <b>Total Retiree Medical, Net of Part D Subsidy</b>   | <b>\$ 13,417</b> |
| <b>Total Retiree Medical, Gross of Part D Subsidy</b> | <b>\$ 16,755</b> |

Section 1.1: Actuarial Liabilities and Normal Cost (\$'s in 000's)

All Members

| As of June 30, 2023                                   | Present Value of<br>Projected Benefits | Actuarial Accrued<br>(Past Service)<br>Liability |
|---|--|--|
| <b>Active Members</b>                                 |  |  |
| Occupational Death Benefits                           | \$ 11,485                              | \$ 500   |
| Occupational Disability Benefits                      | 34,031                                 | 8,005  |
| Medical and Prescription Drug Benefits                | 357,982                                | 237,827  |
| Medicare Part D Subsidy                               | <u>(71,131)</u>                        | <u>(47,577)</u>                                  |
| Subtotal  | \$ 332,367                             | \$ 198,755                                       |
| <b>Benefit Recipients</b>                             |  |  |
| Survivor Benefits                                     | \$ 1,028                               | \$ 1,028   |
| Disability Benefits                                   | 8,531                                  | 8,531  |
| Medical and Prescription Drug Benefits                | 17,955                                 | 17,955   |
| Medicare Part D Subsidy                               | <u>(3,665)</u>                         | <u>(3,665)</u>                                   |
| Subtotal  | \$ 23,849                              | \$ 23,849  |
| <b>Total</b>  | <b>\$ 356,216</b>                      | <b>\$ 222,604</b>                                |
| <b>Total Occupational Death &amp; Disability</b>      | <b>\$ 55,075</b>                       | <b>\$ 18,064</b>                                 |
| <b>Total Retiree Medical, Net of Part D Subsidy</b>   | <b>\$ 301,141</b>                      | <b>\$ 204,540</b>                                |
| <b>Total Retiree Medical, Gross of Part D Subsidy</b> | <b>\$ 375,937</b>                      | <b>\$ 255,782</b>                                |

| As of June 30, 2023                                   | Normal Cost      |
|---|------------------|
| <b>Active Members</b>                                 |                  |
| Occupational Death Benefits                           | \$ 1,667         |
| Occupational Disability Benefits                      | 3,816            |
| Medical and Prescription Drug Benefits                | 19,280           |
| Medicare Part D Subsidy                               | <u>(3,814)</u>   |
| Subtotal  | \$ 20,949        |
| <b>Administrative Expense Load</b>                    |                  |
| Occupational Death & Disability                       | \$ 34            |
| Retiree Medical                                       | <u>51</u>        |
| Subtotal  | \$ 85            |
| <b>Total</b>  | <b>\$ 21,034</b> |
| <b>Total Occupational Death &amp; Disability</b>      | <b>\$ 5,517</b>  |
| <b>Total Retiree Medical, Net of Part D Subsidy</b>   | <b>\$ 15,517</b> |
| <b>Total Retiree Medical, Gross of Part D Subsidy</b> | <b>\$ 19,331</b> |

Section 1.2: Actuarial Contributions as of June 30, 2023 for FY26 (\$'s in 000's)

Peace Officer / Firefighter

| Normal Cost Rate  | Occupational<br>Death &<br>Disability | Retiree<br>Medical |
|---|---------------------------------------|--------------------|
| 1. Total Normal Cost  | \$ 1,901                              | \$ 2,100           |
| 2. DCR Plan Rate Payroll Projected for FY24                                 | 276,452                               | 276,452            |
| 3. Employer Normal Cost Rate, (1) ÷ (2)                                     | 0.69%                                 | 0.76%              |
| <b>Past Service Rate</b>  |                                       |                    |
| 1. Actuarial Accrued Liability  | \$ 14,719                             | \$ 24,861          |
| 2. Valuation Assets   | 21,294                                | 30,016             |
| 3. Unfunded Actuarial Accrued Liability, (1) - (2)                          | \$ (6,575)                            | \$ (5,155)         |
| 4. Funded Ratio based on Valuation Assets                                   | 144.7%                                | 120.7%             |
| 5. Past Service Cost Amortization Payment                                   | (522)                                 | (294)              |
| 6. DCR Plan Rate Payroll Projected for FY24                                 | 276,452                               | 276,452            |
| 7. Past Service Cost Rate, (5) ÷ (6)  | (0.19%)                               | (0.11%)            |
| <b>Total Employer Contribution Rate, not less than<br/>Normal Cost Rate</b> | <b>0.69%</b>                          | <b>0.76%</b>       |

The table below shows the total employer contribution rate based on total DB and DCR Plan payroll for informational purposes.

| Total Employer Contribution Rate as Percent<br>of Total Payroll             | Occupational<br>Death &<br>Disability | Retiree<br>Medical |
|---|---------------------------------------|--------------------|
| 1. Total Normal Cost  | \$ 1,901                              | \$ 2,100           |
| 2. Total DB and DCR Plan Rate Payroll Projected<br>for FY24                 | 411,674                               | 411,674            |
| 3. Employer Normal Cost Rate, (1) ÷ (2)                                     | 0.46%                                 | 0.51%              |
| 4. Past Service Cost Amortization Payment                                   | (522)                                 | (294)              |
| 5. Past Service Cost Rate, (4) ÷ (2)  | (0.13%)                               | (0.07%)            |
| <b>Total Employer Contribution Rate, not less than<br/>Normal Cost Rate</b> | <b>0.46%</b>                          | <b>0.51%</b>       |

Peace Officer / Firefighter

Schedule of Past Service Cost Amortizations - Occupational Death & Disability (\$'s in 000's)

| Layer                      | Amortization Period |                 | Balances |                   | Beginning-of-Year Payment |
|----------------------------|---------------------|-----------------|----------|-------------------|---------------------------|
|                            | Date Created        | Years Remaining | Initial  | Outstanding       |                           |
| Initial Unfunded Liability | 06/30/2007          | 9               | \$ (100) | \$ (84)           | \$ (11)                   |
| FY08 Gain                  | 06/30/2008          | 10              | (586)    | (508)             | (61)                      |
| Change in Assumptions      | 06/30/2009          | 11              | (104)    | (94)              | (10)                      |
| FY09 Loss                  | 06/30/2009          | 11              | 446      | 402               | 45                        |
| Change in Assumptions      | 06/30/2010          | 12              | 79       | 73                | 8                         |
| FY10 Gain                  | 06/30/2010          | 12              | (282)    | (264)             | (28)                      |
| FY11 Loss                  | 06/30/2011          | 13              | 73       | 68                | 7                         |
| FY12 Gain                  | 06/30/2012          | 14              | (349)    | (340)             | (32)                      |
| FY13 Gain                  | 06/30/2013          | 15              | (204)    | (201)             | (18)                      |
| Change in Assumptions      | 06/30/2014          | 16              | (1,274)  | (1,270)           | (107)                     |
| PRPA Modification          | 06/30/2014          | 16              | (91)     | (90)              | (8)                       |
| FY14 Gain                  | 06/30/2014          | 16              | (95)     | (95)              | (8)                       |
| FY15 Gain                  | 06/30/2015          | 17              | (664)    | (665)             | (54)                      |
| FY16 Loss                  | 06/30/2016          | 18              | 4        | 4                 | 0                         |
| FY17 Gain                  | 06/30/2017          | 19              | (525)    | (530)             | (40)                      |
| FY18 Gain                  | 06/30/2018          | 20              | (262)    | (263)             | (19)                      |
| Change in Assumptions      | 06/30/2018          | 20              | (633)    | (637)             | (46)                      |
| FY19 Loss                  | 06/30/2019          | 21              | 219      | 220               | 16                        |
| FY20 Gain                  | 06/30/2020          | 22              | (792)    | (799)             | (55)                      |
| FY21 Gain                  | 06/30/2021          | 23              | (1,842)  | (1,854)           | (124)                     |
| Change in Assumptions      | 06/30/2022          | 24              | 1,590    | 1,597             | 104                       |
| FY22 Gain                  | 06/30/2022          | 24              | (887)    | (890)             | (58)                      |
| FY23 Gain                  | 06/30/2023          | 25              | (355)    | (355)             | (23)                      |
| <b>Total</b>               |                     |                 |          | <b>\$ (6,575)</b> | <b>\$ (522)</b>           |



Peace Officer / Firefighter

Schedule of Past Service Cost Amortizations - Retiree Medical (\$'s in 000's)

| Layer                          | Amortization Period |                 | Balances |                   | Beginning-of-Year Payment |
|--------------------------------|---------------------|-----------------|----------|-------------------|---------------------------|
|                                | Date Created        | Years Remaining | Initial  | Outstanding       |                           |
| Initial Unfunded Liability     | 06/30/2007          | 9               | \$ (21)  | \$ (19)           | \$ (2)                    |
| Change in Assumptions          | 06/30/2008          | 10              | 17       | 13                | 2                         |
| FY08 Gain                      | 06/30/2008          | 10              | (62)     | (55)              | (7)                       |
| Change in Assumptions          | 06/30/2009          | 11              | (8)      | (8)               | (1)                       |
| FY09 Gain                      | 06/30/2009          | 11              | (38)     | (35)              | (4)                       |
| Change in Assumptions          | 06/30/2010          | 12              | 41       | 38                | 4                         |
| FY10 Gain                      | 06/30/2010          | 12              | (46)     | (40)              | (4)                       |
| FY11 Loss                      | 06/30/2011          | 13              | 70       | 65                | 6                         |
| Change in Assumptions          | 06/30/2012          | 14              | 3,085    | 2,999             | 279                       |
| FY12 Gain                      | 06/30/2012          | 14              | (273)    | (265)             | (25)                      |
| FY13 Loss                      | 06/30/2013          | 15              | 880      | 869               | 77                        |
| Change in Assumptions          | 06/30/2014          | 16              | (3,034)  | (3,022)           | (255)                     |
| FY14 Loss                      | 06/30/2014          | 16              | 1,213    | 1,209             | 102                       |
| FY15 Gain                      | 06/30/2015          | 17              | (712)    | (714)             | (58)                      |
| EGWP Gain                      | 06/30/2016          | 18              | (1,675)  | (1,688)           | (132)                     |
| FY16 Loss                      | 06/30/2016          | 18              | 1,116    | 1,125             | 88                        |
| Change in Assumptions          | 06/30/2017          | 19              | 2,244    | 2,260             | 170                       |
| FY17 Gain                      | 06/30/2017          | 19              | (50)     | (51)              | (4)                       |
| FY18 Gain                      | 06/30/2018          | 20              | (231)    | (233)             | (17)                      |
| Change in Assumptions/Methods  | 06/30/2018          | 20              | (649)    | (652)             | (48)                      |
| FY19 Gain                      | 06/30/2019          | 21              | (1,291)  | (1,300)           | (92)                      |
| Change in Assumptions          | 06/30/2020          | 22              | 1,116    | 1,125             | 77                        |
| FY20 Gain                      | 06/30/2020          | 22              | (1,082)  | (1,091)           | (75)                      |
| Prescription Drug Plan Changes | 06/30/2021          | 23              | (235)    | (237)             | (16)                      |
| FY21 Gain                      | 06/30/2021          | 23              | (1,726)  | (1,739)           | (116)                     |
| Change in Assumptions          | 06/30/2022          | 24              | (1,769)  | (1,776)           | (116)                     |
| FY22 Gain                      | 06/30/2022          | 24              | (1,976)  | (1,984)           | (130)                     |
| FY23 Loss                      | 06/30/2023          | 25              | 51       | 51                | 3                         |
| <b>Total</b>                   |                     |                 |          | <b>\$ (5,155)</b> | <b>\$ (294)</b>           |

Section 1.2: Actuarial Contributions as of June 30, 2023 for FY26 (\$'s in 000's)

Others

| Normal Cost Rate  | Occupational<br>Death &<br>Disability | Retiree<br>Medical |
|---|---------------------------------------|--------------------|
| 1. Total Normal Cost  | \$ 3,616                              | \$ 13,417          |
| 2. DCR Plan Rate Payroll Projected for FY24                                 | 1,519,626                             | 1,519,626          |
| 3. Employer Normal Cost Rate, (1) ÷ (2)                                     | 0.24%                                 | 0.88%              |
| <b>Past Service Rate</b>  |                                       |                    |
| 1. Actuarial Accrued Liability  | \$ 3,345                              | \$ 179,679         |
| 2. Valuation Assets   | 51,774                                | 216,937            |
| 3. Unfunded Actuarial Accrued Liability, (1) - (2)                          | \$ (48,429)                           | \$ (37,258)        |
| 4. Funded Ratio based on Valuation Assets                                   | 1,547.8%                              | 120.7%             |
| 5. Past Service Cost Amortization Payment                                   | (3,573)                               | (2,003)            |
| 6. DCR Plan Rate Payroll Projected for FY24                                 | 1,519,626                             | 1,519,626          |
| 7. Past Service Cost Rate, (5) ÷ (6)  | (0.24%)                               | (0.13%)            |
| <b>Total Employer Contribution Rate, not less than<br/>Normal Cost Rate</b> | <b>0.24%</b>                          | <b>0.88%</b>       |

The table below shows the total employer contribution rate based on total DB and DCR Plan payroll for informational purposes.

| Total Employer Contribution Rate as Percent<br>of Total Payroll             | Occupational<br>Death &<br>Disability | Retiree<br>Medical |
|---|---------------------------------------|--------------------|
| 1. Total Normal Cost  | \$ 3,616                              | \$ 13,417          |
| 2. Total DB and DCR Plan Rate Payroll Projected<br>for FY24                 | 2,177,209                             | 2,177,209          |
| 3. Employer Normal Cost Rate, (1) ÷ (2)                                     | 0.17%                                 | 0.61%              |
| 4. Past Service Cost Amortization Payment                                   | (3,573)                               | (2,003)            |
| 5. Past Service Cost Rate, (4) ÷ (2)  | (0.16%)                               | (0.10%)            |
| <b>Total Employer Contribution Rate, not less than<br/>Normal Cost Rate</b> | <b>0.17%</b>                          | <b>0.61%</b>       |

Others

Schedule of Past Service Cost Amortizations - Occupational Death & Disability (\$'s in 000's)

| Layer                      | Amortization Period |                 | Balances |                    | Beginning-of-Year Payment |
|----------------------------|---------------------|-----------------|----------|--------------------|---------------------------|
|                            | Date Created        | Years Remaining | Initial  | Outstanding        |                           |
| Initial Unfunded Liability | 06/30/2007          | 9               | \$ (40)  | \$ (34)            | \$ (4)                    |
| FY08 Gain                  | 06/30/2008          | 10              | (318)    | (278)              | (34)                      |
| Change in Assumptions      | 06/30/2009          | 11              | (92)     | (83)               | (10)                      |
| FY09 Gain                  | 06/30/2009          | 11              | (1,924)  | (1,732)            | (193)                     |
| Change in Assumptions      | 06/30/2010          | 12              | 24       | 22                 | 2                         |
| FY10 Gain                  | 06/30/2010          | 12              | (994)    | (923)              | (96)                      |
| FY11 Gain                  | 06/30/2011          | 13              | (1,184)  | (1,127)            | (111)                     |
| FY12 Gain                  | 06/30/2012          | 14              | (1,233)  | (1,197)            | (111)                     |
| FY13 Gain                  | 06/30/2013          | 15              | (779)    | (769)              | (68)                      |
| Change in Assumptions      | 06/30/2014          | 16              | (51)     | (49)               | (5)                       |
| PRPA Modification          | 06/30/2014          | 16              | (27)     | (27)               | (2)                       |
| FY14 Gain                  | 06/30/2014          | 16              | (2,003)  | (1,993)            | (169)                     |
| FY15 Gain                  | 06/30/2015          | 17              | (1,850)  | (1,855)            | (150)                     |
| FY16 Gain                  | 06/30/2016          | 18              | (2,361)  | (2,376)            | (185)                     |
| FY17 Gain                  | 06/30/2017          | 19              | (2,377)  | (2,393)            | (180)                     |
| FY18 Gain                  | 06/30/2018          | 20              | (2,590)  | (2,603)            | (190)                     |
| Change in Assumptions      | 06/30/2018          | 20              | (272)    | (274)              | (20)                      |
| FY19 Gain                  | 06/30/2019          | 21              | (3,984)  | (4,012)            | (284)                     |
| FY20 Gain                  | 06/30/2020          | 22              | (4,803)  | (4,841)            | (333)                     |
| FY21 Gain                  | 06/30/2021          | 23              | (7,268)  | (7,319)            | (490)                     |
| Change in Assumptions      | 06/30/2022          | 24              | (368)    | (370)              | (24)                      |
| FY22 Gain                  | 06/30/2022          | 24              | (7,196)  | (7,226)            | (472)                     |
| FY23 Gain                  | 06/30/2023          | 25              | (6,970)  | (6,970)            | (444)                     |
| <b>Total</b>               |                     |                 |          | <b>\$ (48,429)</b> | <b>\$ (3,573)</b>         |

Others

Schedule of Past Service Cost Amortizations - Retiree Medical (\$'s in 000's)

| Layer                          | Amortization Period |                 | Balances |                    | Beginning-of-Year Payment |
|--------------------------------|---------------------|-----------------|----------|--------------------|---------------------------|
|                                | Date Created        | Years Remaining | Initial  | Outstanding        |                           |
| Initial Unfunded Liability     | 06/30/2007          | 9               | \$ (335) | \$ (279)           | \$ (37)                   |
| Change in Assumptions          | 06/30/2008          | 10              | 165      | 145                | 17                        |
| FY08 Gain                      | 06/30/2008          | 10              | (702)    | (607)              | (73)                      |
| Change in Assumptions          | 06/30/2009          | 11              | (122)    | (109)              | (12)                      |
| FY09 Gain                      | 06/30/2009          | 11              | (438)    | (395)              | (44)                      |
| Change in Assumptions          | 06/30/2010          | 12              | (572)    | (531)              | (55)                      |
| FY10 Loss                      | 06/30/2010          | 12              | 579      | 534                | 56                        |
| FY11 Loss                      | 06/30/2011          | 13              | 820      | 783                | 77                        |
| Change in Assumptions          | 06/30/2012          | 14              | 25,180   | 24,463             | 2,275                     |
| FY12 Loss                      | 06/30/2012          | 14              | 1,451    | 1,408              | 131                       |
| FY13 Loss                      | 06/30/2013          | 15              | 9,974    | 9,833              | 870                       |
| Change in Assumptions          | 06/30/2014          | 16              | (21,822) | (21,744)           | (1,839)                   |
| FY14 Loss                      | 06/30/2014          | 16              | 7,002    | 6,977              | 590                       |
| FY15 Gain                      | 06/30/2015          | 17              | (8,726)  | (8,753)            | (710)                     |
| EGWP Gain                      | 06/30/2016          | 18              | (17,884) | (17,993)           | (1,404)                   |
| FY16 Loss                      | 06/30/2016          | 18              | 10,367   | 10,430             | 814                       |
| Change in Assumptions          | 06/30/2017          | 19              | 21,288   | 21,428             | 1,614                     |
| FY17 Gain                      | 06/30/2017          | 19              | (1,658)  | (1,668)            | (125)                     |
| FY18 Loss                      | 06/30/2018          | 20              | 118      | 119                | 9                         |
| Change in Assumptions/Methods  | 06/30/2018          | 20              | (8,993)  | (9,033)            | (658)                     |
| FY19 Gain                      | 06/30/2019          | 21              | (10,841) | (10,921)           | (772)                     |
| Change in Assumptions          | 06/30/2020          | 22              | 6,369    | 6,420              | 442                       |
| FY20 Gain                      | 06/30/2020          | 22              | (6,288)  | (6,338)            | (436)                     |
| Prescription Drug Plan Changes | 06/30/2021          | 23              | (1,794)  | (1,806)            | (121)                     |
| FY21 Gain                      | 06/30/2021          | 23              | (13,896) | (13,990)           | (937)                     |
| Change in Assumptions          | 06/30/2022          | 24              | (20,579) | (20,663)           | (1,349)                   |
| FY22 Gain                      | 06/30/2022          | 24              | (6,360)  | (6,386)            | (417)                     |
| FY23 Loss                      | 06/30/2023          | 25              | 1,418    | 1,418              | 91                        |
| <b>Total</b>                   |                     |                 |          | <b>\$ (37,258)</b> | <b>\$ (2,003)</b>         |

Section 1.2: Actuarial Contributions as of June 30, 2023 for FY26 (\$'s in 000's)

**All Members**

| Normal Cost Rate  | Occupational<br>Death &<br>Disability | Retiree<br>Medical |
|---|---------------------------------------|--------------------|
| 1. Total Normal Cost  | \$ 5,517                              | \$ 15,517          |
| 2. DCR Plan Rate Payroll Projected for FY24                                 | 1,796,078                             | 1,796,078          |
| 3. Employer Normal Cost Rate, (1) ÷ (2)                                     | 0.31%                                 | 0.86%              |
| <b>Past Service Rate</b>  |                                       |                    |
| 1. Actuarial Accrued Liability  | \$ 18,064                             | \$ 204,540         |
| 2. Valuation Assets   | 73,068                                | 246,953            |
| 3. Unfunded Actuarial Accrued Liability, (1) - (2)                          | \$ (55,004)                           | \$ (42,413)        |
| 4. Funded Ratio based on Valuation Assets                                   | 404.5%                                | 120.7%             |
| 5. Past Service Cost Amortization Payment                                   | (4,095)                               | (2,297)            |
| 6. DCR Plan Rate Payroll Projected for FY24                                 | 1,796,078                             | 1,796,078          |
| 7. Past Service Cost Rate, (5) ÷ (6)  | (0.23%)                               | (0.13%)            |
| <b>Total Employer Contribution Rate, not less than<br/>Normal Cost Rate</b> | <b>0.31%</b>                          | <b>0.86%</b>       |

The table below shows the total employer contribution rate based on total DB and DCR Plan payroll for informational purposes.

| Total Employer Contribution Rate as Percent<br>of Total Payroll             | Occupational<br>Death &<br>Disability | Retiree<br>Medical |
|---|---------------------------------------|--------------------|
| 1. Total Normal Cost  | \$ 5,517                              | \$ 15,517          |
| 2. Total DB and DCR Plan Rate Payroll Projected<br>for FY24                 | 2,588,883                             | 2,588,883          |
| 3. Employer Normal Cost Rate, (1) ÷ (2)                                     | 0.21%                                 | 0.60%              |
| 4. Past Service Cost Amortization Payment                                   | (4,095)                               | (2,297)            |
| 5. Past Service Cost Rate, (4) ÷ (2)  | (0.16%)                               | (0.09%)            |
| <b>Total Employer Contribution Rate, not less than<br/>Normal Cost Rate</b> | <b>0.21%</b>                          | <b>0.60%</b>       |

**All Members**

**Schedule of Past Service Cost Amortizations - Occupational Death & Disability (\$'s in 000's)**

| Layer                      | Amortization Period |                 | Balances |                    | Beginning-of-Year Payment |
|----------------------------|---------------------|-----------------|----------|--------------------|---------------------------|
|                            | Date Created        | Years Remaining | Initial  | Outstanding        |                           |
| Initial Unfunded Liability | 06/30/2007          | 9               | \$ (140) | \$ (118)           | \$ (15)                   |
| FY08 Gain                  | 06/30/2008          | 10              | (904)    | (786)              | (95)                      |
| Change in Assumptions      | 06/30/2009          | 11              | (196)    | (177)              | (20)                      |
| FY09 Gain                  | 06/30/2009          | 11              | (1,478)  | (1,330)            | (148)                     |
| Change in Assumptions      | 06/30/2010          | 12              | 103      | 95                 | 10                        |
| FY10 Gain                  | 06/30/2010          | 12              | (1,276)  | (1,187)            | (124)                     |
| FY11 Gain                  | 06/30/2011          | 13              | (1,111)  | (1,059)            | (104)                     |
| FY12 Gain                  | 06/30/2012          | 14              | (1,582)  | (1,537)            | (143)                     |
| FY13 Gain                  | 06/30/2013          | 15              | (983)    | (970)              | (86)                      |
| Change in Assumptions      | 06/30/2014          | 16              | (1,325)  | (1,319)            | (112)                     |
| PRPA Modification          | 06/30/2014          | 16              | (118)    | (117)              | (10)                      |
| FY14 Gain                  | 06/30/2014          | 16              | (2,098)  | (2,088)            | (177)                     |
| FY15 Gain                  | 06/30/2015          | 17              | (2,514)  | (2,520)            | (204)                     |
| FY16 Gain                  | 06/30/2016          | 18              | (2,357)  | (2,372)            | (185)                     |
| FY17 Gain                  | 06/30/2017          | 19              | (2,902)  | (2,923)            | (220)                     |
| FY18 Gain                  | 06/30/2018          | 20              | (2,852)  | (2,866)            | (209)                     |
| Change in Assumptions      | 06/30/2018          | 20              | (905)    | (911)              | (66)                      |
| FY19 Gain                  | 06/30/2019          | 21              | (3,765)  | (3,792)            | (268)                     |
| FY20 Gain                  | 06/30/2020          | 22              | (5,595)  | (5,640)            | (388)                     |
| FY21 Gain                  | 06/30/2021          | 23              | (9,110)  | (9,173)            | (614)                     |
| Change in Assumptions      | 06/30/2022          | 24              | 1,222    | 1,227              | 80                        |
| FY22 Gain                  | 06/30/2022          | 24              | (8,083)  | (8,116)            | (530)                     |
| FY23 Gain                  | 06/30/2023          | 25              | (7,325)  | (7,325)            | (467)                     |
| <b>Total</b>               |                     |                 |          | <b>\$ (55,004)</b> | <b>\$ (4,095)</b>         |

**All Members**

**Schedule of Past Service Cost Amortizations - Retiree Medical (\$'s in 000's)**

| Layer                          | Amortization Period |                 | Balances |                    | Beginning-of-Year Payment |
|--------------------------------|---------------------|-----------------|----------|--------------------|---------------------------|
|                                | Date Created        | Years Remaining | Initial  | Outstanding        |                           |
| Initial Unfunded Liability     | 06/30/2007          | 9               | \$ (356) | \$ (298)           | \$ (39)                   |
| Change in Assumptions          | 06/30/2008          | 10              | 182      | 158                | 19                        |
| FY08 Gain                      | 06/30/2008          | 10              | (764)    | (662)              | (80)                      |
| Change in Assumptions          | 06/30/2009          | 11              | (130)    | (117)              | (13)                      |
| FY09 Gain                      | 06/30/2009          | 11              | (476)    | (430)              | (48)                      |
| Change in Assumptions          | 06/30/2010          | 12              | (531)    | (493)              | (51)                      |
| FY10 Loss                      | 06/30/2010          | 12              | 533      | 494                | 52                        |
| FY11 Loss                      | 06/30/2011          | 13              | 890      | 848                | 83                        |
| Change in Assumptions          | 06/30/2012          | 14              | 28,265   | 27,462             | 2,554                     |
| FY12 Loss                      | 06/30/2012          | 14              | 1,178    | 1,143              | 106                       |
| FY13 Loss                      | 06/30/2013          | 15              | 10,854   | 10,702             | 947                       |
| Change in Assumptions          | 06/30/2014          | 16              | (24,856) | (24,766)           | (2,094)                   |
| FY14 Loss                      | 06/30/2014          | 16              | 8,215    | 8,186              | 692                       |
| FY15 Gain                      | 06/30/2015          | 17              | (9,438)  | (9,467)            | (768)                     |
| EGWP Gain                      | 06/30/2016          | 18              | (19,559) | (19,681)           | (1,536)                   |
| FY16 Loss                      | 06/30/2016          | 18              | 11,483   | 11,555             | 902                       |
| Change in Assumptions          | 06/30/2017          | 19              | 23,532   | 23,688             | 1,784                     |
| FY17 Gain                      | 06/30/2017          | 19              | (1,708)  | (1,719)            | (129)                     |
| FY18 Gain                      | 06/30/2018          | 20              | (113)    | (114)              | (8)                       |
| Change in Assumptions/Methods  | 06/30/2018          | 20              | (9,642)  | (9,685)            | (706)                     |
| FY19 Gain                      | 06/30/2019          | 21              | (12,132) | (12,221)           | (864)                     |
| Change in Assumptions          | 06/30/2020          | 22              | 7,485    | 7,545              | 519                       |
| FY20 Gain                      | 06/30/2020          | 22              | (7,370)  | (7,429)            | (511)                     |
| Prescription Drug Plan Changes | 06/30/2021          | 23              | (2,029)  | (2,043)            | (137)                     |
| FY21 Gain                      | 06/30/2021          | 23              | (15,622) | (15,729)           | (1,053)                   |
| Change in Assumptions          | 06/30/2022          | 24              | (22,348) | (22,439)           | (1,465)                   |
| FY22 Gain                      | 06/30/2022          | 24              | (8,336)  | (8,370)            | (547)                     |
| FY23 Loss                      | 06/30/2023          | 25              | 1,469    | 1,469              | 94                        |
| <b>Total</b>                   |                     |                 |          | <b>\$ (42,413)</b> | <b>\$ (2,297)</b>         |

Section 1.3: Actuarial Gain/(Loss) for FY23 (\$'s in 000's)

|  | <b>Occupational<br/>Death &amp;<br/>Disability</b> | <b>Retiree<br/>Medical</b> |
|--|--|----------------------------|
| <b>1. Expected Actuarial Accrued Liability</b>   |  |                            |
| a. Actuarial Accrued Liability as of June 30, 2022   | \$ 14,952  | \$ 169,396                 |
| b. Normal Cost   | 5,068  | 13,669                     |
| c. Interest on (a) and (b) at 7.25%  | 1,451  | 13,272                     |
| d. Employer Group Waiver Plan  | 0  | 161                        |
| e. Benefit Payments  | (625)  | (356)                      |
| f. Interest on (d) and (e) at 7.25%, adjusted for timing   | (24)   | (7)                        |
| g. Experience Study Assumptions/Methods  | <u>0</u>   | <u>0</u>                   |
| h. Expected Actuarial Accrued Liability as of June 30, 2023<br>(a) + (b) + (c) + (d) + (e) + (f) + (g) | \$ 20,822  | \$ 196,135                 |
| 2. Actual Actuarial Accrued Liability as of June 30, 2023  | <u>18,064</u>                                      | <u>204,540</u>             |
| <b>3. Liability Gain/(Loss), (1)(h) - (2)</b>  | <b>\$ 2,758</b>                                    | <b>\$ (8,405)</b>          |
| <b>4. Expected Actuarial Asset Value</b>   |  |                            |
| a. Actuarial Asset Value as of June 30, 2022   | \$ 62,938  | \$ 212,638                 |
| b. Interest on (a) at 7.25%  | 4,563  | 15,416                     |
| c. Employer Contributions  | 6,126  | 18,753                     |
| d. Employer Group Waiver Plan  | 0  | 161                        |
| e. Interest on (c) and (d) at 7.25%, adjusted for timing   | 218  | 674                        |
| f. Benefit Payments  | (625)  | (356)                      |
| g. Administrative Expenses   | (34)   | (45)                       |
| h. Interest on (f) and (g) at 7.25%, adjusted for timing   | <u>(25)</u>  | <u>(14)</u>                |
| i. Expected Actuarial Asset Value as of June 30, 2023<br>(a) + (b) + (c) + (d) + (e) + (f) + (g) + (h) | \$ 73,161  | \$ 247,227                 |
| 5. Actuarial Asset Value as of June 30, 2023   | <u>73,068</u>                                      | <u>246,953</u>             |
| <b>6. Actuarial Asset Gain/(Loss), (5) - (4)(i)</b>  | <b>\$ (93)</b>                                     | <b>\$ (274)</b>            |
| <b>7. Total Actuarial Gain/(Loss), (3) + (6)</b>   | <b>\$ 2,665</b>                                    | <b>\$ (8,679)</b>          |
| <b>8. Contribution Gain/(Loss)</b>   | <b>\$ 4,660</b>                                    | <b>\$ 7,215</b>            |
| <b>9. Administrative Expense Gain/(Loss)</b>   | <b>\$ -</b>  | <b>\$ (5)</b>              |
| <b>10. FY23 Gain/(Loss), (7) + (8) + (9)</b>   | <b>\$ 7,325</b>                                    | <b>\$ (1,469)</b>          |



Section 1.4: History of Unfunded Liability and Funded Ratio (\$'s in 000's)

Occupational Death & Disability

| Valuation Date | Total Actuarial<br>Accrued Liability | Valuation Assets | Assets as a<br>Percent of<br>Actuarial<br>Accrued Liability | Unfunded<br>Actuarial<br>Accrued Liability<br>(UAAL) |
|----------------|--------------------------------------|------------------|---|--|
| June 30, 2007  | \$ 48                                | \$ 188           | 391.7%  | \$ (140)   |
| June 30, 2008  | 242                                  | 1,288            | 532.2%  | (1,046)  |
| June 30, 2009  | 403                                  | 3,138            | 778.7%  | (2,735)  |
| June 30, 2010  | 853                                  | 4,801            | 562.8%  | (3,948)  |
| June 30, 2011  | 1,949                                | 7,049            | 361.7%  | (5,100)  |
| June 30, 2012  | 2,412                                | 9,142            | 379.0%  | (6,730)  |
| June 30, 2013  | 3,603                                | 11,373           | 315.7%  | (7,770)  |
| June 30, 2014  | 3,627                                | 14,995           | 413.4%  | (11,368)   |
| June 30, 2015  | 5,049                                | 19,014           | 376.6%  | (13,965)   |
| June 30, 2016  | 6,763                                | 23,176           | 342.7%  | (16,413)   |
| June 30, 2017  | 7,540                                | 26,944           | 357.3%  | (19,404)   |
| June 30, 2018  | 7,713                                | 30,961           | 401.4%  | (23,248)   |
| June 30, 2019  | 9,774                                | 36,701           | 375.5%  | (26,927)   |
| June 30, 2020  | 10,634                               | 43,029           | 404.6%  | (32,395)   |
| June 30, 2021  | 11,740                               | 53,075           | 452.1%  | (41,335)   |
| June 30, 2022  | 14,952                               | 62,938           | 420.9%  | (47,986)   |

**Retiree Medical**

| <b>Valuation Date</b> | <b>Total Actuarial<br/>Accrued Liability</b> | <b>Valuation Assets</b> | <b>Assets as a<br/>Percent of<br/>Actuarial<br/>Accrued Liability</b> | <b>Unfunded<br/>Actuarial<br/>Accrued Liability<br/>(UAAL)</b> |
|-----------------------|--|-------------------------|---|--|
| June 30, 2007         | \$ 711                                       | \$ 1,067                | 150.1%  | \$ (356)   |
| June 30, 2008         | 1,776  | 2,719                   | 153.1%  | (943)  |
| June 30, 2009         | 3,913  | 5,475                   | 139.9%  | (1,562)  |
| June 30, 2010         | 7,185  | 8,767                   | 122.0%  | (1,582)  |
| June 30, 2011         | 11,302                                       | 12,009                  | 106.3%  | (707)  |
| June 30, 2012         | 44,509                                       | 15,773                  | 35.4%   | 28,736   |
| June 30, 2013         | 60,282                                       | 20,336                  | 33.7%   | 39,946   |
| June 30, 2014         | 50,217                                       | 26,466                  | 52.7%   | 23,751   |
| June 30, 2015         | 58,683                                       | 44,188                  | 75.3%   | 14,495   |
| June 30, 2016         | 70,289                                       | 63,851                  | 90.8%   | 6,438  |
| June 30, 2017         | 109,703                                      | 81,559                  | 74.3%   | 28,144   |
| June 30, 2018         | 118,598                                      | 100,097                 | 84.4%   | 18,501   |
| June 30, 2019         | 124,946                                      | 118,783                 | 95.1%   | 6,163  |
| June 30, 2020         | 150,701                                      | 144,747                 | 96.0%   | 5,954  |
| June 30, 2021         | 168,472                                      | 180,536                 | 107.2%  | (12,064)   |
| June 30, 2022         | 169,396                                      | 212,638                 | 125.5%  | (43,242)   |

## Section 2: Plan Assets

### Section 2.1: Summary of Fair Value of Assets (\$'s in 000's)

| As of June 30, 2023                  | Occupational<br>Death &<br>Disability | Retiree<br>Medical | Allocation<br>Percent |
|--------------------------------------|---------------------------------------|--------------------|-----------------------|
| Cash and Short-Term Investments      |                                       |                    |                       |
| - Cash and Cash Equivalents          | \$ 937                                | \$ 3,111           | 1.3%                  |
| - Subtotal                           | \$ 937                                | \$ 3,111           | 1.3%                  |
| Fixed Income Investments             |                                       |                    |                       |
| - Domestic Fixed Income Pool         | \$ 13,036                             | \$ 44,081          | 18.2%                 |
| - International Fixed Income Pool    | 0                                     | 0                  | 0.0%                  |
| - Tactical Fixed Income Pool         | 0                                     | 0                  | 0.0%                  |
| - High Yield Pool                    | 0                                     | 0                  | 0.0%                  |
| - Treasury Inflation Protection Pool | 0                                     | 0                  | 0.0%                  |
| - Emerging Debt Pool                 | 0                                     | 0                  | 0.0%                  |
| - Subtotal                           | \$ 13,036                             | \$ 44,081          | 18.2%                 |
| Equity Investments                   |                                       |                    |                       |
| - Domestic Equity Pool               | \$ 17,727                             | \$ 59,940          | 24.7%                 |
| - International Equity Pool          | 10,088                                | 34,110             | 14.1%                 |
| - Private Equity Pool                | 11,631                                | 39,328             | 16.2%                 |
| - Emerging Markets Equity Pool       | 2,207                                 | 7,461              | 3.1%                  |
| - Alternative Equity Strategies      | 5,826                                 | 19,704             | 8.1%                  |
| - Subtotal                           | \$ 47,479                             | \$ 160,543         | 66.2%                 |
| Other Investments                    |                                       |                    |                       |
| - Real Estate Pool                   | \$ 4,851                              | \$ 16,402          | 6.8%                  |
| - Other Investments Pool             | 5,397                                 | 18,251             | 7.5%                  |
| - Absolute Return Pool               | 0                                     | 0                  | 0.0%                  |
| - Other Assets                       | 0                                     | 0                  | 0.0%                  |
| - Subtotal                           | \$ 10,248                             | \$ 34,653          | 14.3%                 |
| Total Cash and Investments           | \$ 71,700                             | \$ 242,388         | 100.0%                |
| Net Accrued Receivables              | 188                                   | 589                |                       |
| Net Assets                           | \$ 71,888                             | \$ 242,977         |                       |
| Peace Officer / Firefighter          | \$ 20,950                             | N/A                |                       |
| Others                               | 50,938                                | N/A                |                       |
| All Members                          | \$ 71,888                             | \$ 242,977         |                       |

Section 2.2: Changes in Fair Value of Assets During FY23 (\$'s in 000's)

| Fiscal Year 2023   | Occupational<br>Death &<br>Disability | Retiree<br>Medical |
|--|---------------------------------------|--------------------|
| 1. Fair Value of Assets as of June 30, 2022  | \$ 61,458                             | \$ 207,686         |
| 2. Additions:  |                                       |                    |
| a. Member Contributions  | \$ 0                                  | \$ 0               |
| b. Employer Contributions  | 6,126                                 | 18,753             |
| c. Interest and Dividend Income  | 1,039                                 | 3,516              |
| d. Net Appreciation/(Depreciation) in<br>Fair Value of Investments                         | 4,103                                 | 13,864             |
| e. Employer Group Waiver Plan  | 0                                     | 161                |
| f. Other   | 0                                     | 2                  |
| g. Total Additions   | \$ 11,268                             | \$ 36,296          |
| 3. Deductions:   |                                       |                    |
| a. Medical Benefits  | \$ 0                                  | \$ 356             |
| b. Death & Disability Benefits   | 625                                   | 0                  |
| c. Investment Expenses   | 179                                   | 604                |
| d. Administrative Expenses   | 34                                    | 45                 |
| e. Total Deductions  | \$ 838                                | \$ 1,005           |
| 4. Fair Value of Assets as of June 30, 2023  | \$ 71,888                             | \$ 242,977         |
| 5. Approximate Fair Value Investment Return Rate<br>during FY23 Net of Investment Expenses | 7.7%                                  | 7.7%               |

## Section 2.3: Development of Actuarial Value of Assets (\$'s in 000's)

The actuarial value of assets and the fair value were \$0 at June 30, 2006. Investment gains and losses are recognized 20% per year over 5 years. In no event may valuation assets be less than 80% or more than 120% of fair value as of the current valuation date.

|  | <b>Occupational<br/>Death &amp;<br/>Disability</b> | <b>Retiree<br/>Medical</b> |
|--|--|----------------------------|
| 1. Investment Gain/(Loss) for FY23   |  |                            |
| a. Fair Value as of June 30, 2022  | \$ 61,458  | \$ 207,686                 |
| b. Contributions   | 6,126  | 18,753                     |
| c. Employer Group Waiver Plan  | 0  | 161                        |
| d. Benefit Payments  | 625  | 356                        |
| e. Administrative Expenses   | 34   | 45                         |
| f. Actual Investment Return (net of investment expenses)                                     | 4,963  | 16,778                     |
| g. Expected Return Rate (net of investment expenses)   | 7.25%  | 7.25%                      |
| h. Expected Return   | 4,649  | 15,717                     |
| i. Investment Gain/(Loss) for the Year (f) - (h)   | 314  | 1,061                      |
| 2. Actuarial Value as of June 30, 2023   |  |                            |
| a. Fair Value as of June 30, 2023  | \$ 71,888  | \$ 242,977                 |
| b. Deferred Investment Gain/(Loss)   | (1,180)  | (3,976)                    |
| c. Preliminary Actuarial Value as of June 30, 2023, (a) - (b)                                | 73,068   | 246,953                    |
| d. Upper Limit: 120% of Fair Value as of June 30, 2023                                       | 86,265   | 291,572                    |
| e. Lower Limit: 80% of Fair Value as of June 30, 2023  | 57,511   | 194,382                    |
| f. Actuarial Value at June 30, 2023, (c) limited by (d) and (e)                              | 73,068   | 246,953                    |
| 3. Ratio of Actuarial Value of Assets to Fair Value of Assets                                |  |                            |
|  | 101.6%   | 101.6%                     |
| 4. Approximate Actuarial Value Investment Return Rate during FY23 Net of Investment Expenses |  |                            |
|  | 7.1%   | 7.1%                       |
| 5. Actuarial Value Allocation <sup>1</sup>   |  |                            |
| a. Peace Officer / Firefighter   | \$ 21,294  | \$ 30,016                  |
| b. Others  | 51,774   | 216,937                    |
| c. All Members   | \$ 73,068  | \$ 246,953                 |

<sup>1</sup> Occupational death & disability allocated using fair value of assets. Retiree medical allocated based on retiree medical actuarial accrued liability.

The tables below show the development of the gains/(losses) to be recognized in the current year (\$'s in 000's):

| <b>Occupational Death &amp; Disability</b> |                            |  |   |   |
|--|----------------------------|--|---|---|
| <b>Fiscal Year Ending</b>                  | <b>Asset Gain / (Loss)</b> | <b>Gain / (Loss) Recognized in Prior Years</b> | <b>Gain / (Loss) Recognized This Year</b> | <b>Gain / (Loss) Deferred to Future Years</b> |
| June 30, 2019                              | \$ (370)                   | \$ (296)                                       | \$ (74)                                   | \$ 0  |
| June 30, 2020                              | (1,178)                    | (708)  | (236)                                     | (234)   |
| June 30, 2021                              | 9,901                      | 3,960  | 1,980                                     | 3,961   |
| June 30, 2022                              | (8,596)                    | (1,719)  | (1,719)                                   | (5,158)                                       |
| June 30, 2023                              | <u>314</u>                 | <u>0</u>                                       | <u>63</u>                                 | <u>251</u>                                    |
| <b>Total</b>                               | <b>\$ 71</b>               | <b>\$ 1,237</b>                                | <b>\$ 14</b>                              | <b>\$ (1,180)</b>                             |

| <b>Retiree Medical</b>    |                            |  |   |   |
|---------------------------|----------------------------|--|---|---|
| <b>Fiscal Year Ending</b> | <b>Asset Gain / (Loss)</b> | <b>Gain / (Loss) Recognized in Prior Years</b> | <b>Gain / (Loss) Recognized This Year</b> | <b>Gain / (Loss) Deferred to Future Years</b> |
| June 30, 2019             | \$ (1,212)                 | \$ (968)                                       | \$ (244)                                  | \$ 0  |
| June 30, 2020             | (3,825)                    | (2,295)  | (765)                                     | (765)   |
| June 30, 2021             | 33,513                     | 13,406   | 6,703                                     | 13,404  |
| June 30, 2022             | (29,106)                   | (5,821)  | (5,821)                                   | (17,464)                                      |
| June 30, 2023             | <u>1,061</u>               | <u>0</u>                                       | <u>212</u>                                | <u>849</u>                                    |
| <b>Total</b>              | <b>\$ 431</b>              | <b>\$ 4,322</b>                                | <b>\$ 85</b>                              | <b>\$ (3,976)</b>                             |

## Section 2.4: Historical Asset Rates of Return

| Year Ending   | Actuarial Value |            | Fair Value |            |
|---------------|-----------------|------------|------------|------------|
|               | Annual          | Cumulative | Annual     | Cumulative |
| June 30, 2008 | 5.0%            | 5.0%       | (7.1%)     | (7.1%)     |
| June 30, 2009 | 2.4%            | 3.7%       | (13.0%)    | (10.1%)    |
| June 30, 2010 | 3.9%            | 3.8%       | 6.6%       | (4.8%)     |
| June 30, 2011 | 7.3%            | 4.6%       | 19.2%      | 0.7%       |
| June 30, 2012 | 6.9%            | 5.1%       | 2.0%       | 0.9%       |
| June 30, 2013 | 7.9%            | 5.5%       | 11.8%      | 2.7%       |
| June 30, 2014 | 10.9%           | 6.3%       | 18.0%      | 4.7%       |
| June 30, 2015 | 9.5%            | 6.7%       | 3.3%       | 4.6%       |
| June 30, 2016 | 6.7%            | 6.7%       | 0.2%       | 4.1%       |
| June 30, 2017 | 7.8%            | 6.8%       | 12.6%      | 4.9%       |
| June 30, 2018 | 7.9%            | 6.9%       | 7.9%       | 5.2%       |
| June 30, 2019 | 6.6%            | 6.9%       | 6.2%       | 5.2%       |
| June 30, 2020 | 6.4%            | 6.8%       | 4.3%       | 5.2%       |
| June 30, 2021 | 11.3%           | 7.2%       | 29.6%      | 6.7%       |
| June 30, 2022 | 8.2%            | 7.2%       | (6.3%)     | 5.8%       |
| June 30, 2023 | 7.1%            | 7.2%       | 7.7%       | 5.9%       |

Rates of return are shown based on combined assets for OD&D and Retiree Medical.

Cumulative returns are since fiscal year ending June 30, 2008.

## Section 3: Member Data

### Section 3.1: Summary of Members Included

| As of June 30  | 2019          | 2020          | 2021          | 2022          | 2023                |
|--|---------------|---------------|---------------|---------------|---------------------|
| <b>Active Members - Peace Officer / Firefighter</b>                          |               |               |               |               |                     |
| 1. Number  | 2,038         | 2,228         | 2,350         | 2,482         | 2,548 <sup>1</sup>  |
| 2. Average Age   | 35.76         | 35.92         | 36.40         | 36.65         | 36.84               |
| 3. Average Credited Service  | 5.09          | 5.36          | 5.71          | 5.91          | 6.22                |
| 4. Average Entry Age   | 30.67         | 30.56         | 30.69         | 30.74         | 30.62               |
| 5. Average Annual Earnings   | \$ 84,593     | \$ 87,365     | \$ 90,022     | \$ 95,429     | \$ 103,066          |
| <b>Active Members - Others</b>   |               |               |               |               |                     |
| 1. Number  | 19,864        | 20,695        | 21,583        | 22,220        | 22,900 <sup>2</sup> |
| 2. Average Age   | 41.49         | 41.78         | 41.79         | 41.87         | 41.80               |
| 3. Average Credited Service  | 4.25          | 4.59          | 4.84          | 5.02          | 5.15                |
| 4. Average Entry Age   | 37.24         | 37.19         | 36.95         | 36.85         | 36.65               |
| 5. Average Annual Earnings   | \$ 58,223     | \$ 59,603     | \$ 61,129     | \$ 62,371     | \$ 65,746           |
| <b>Active Members - Total</b>  |               |               |               |               |                     |
| 1. Number  | 21,902        | 22,923        | 23,933        | 24,702        | 25,448 <sup>3</sup> |
| 2. Average Age   | 40.96         | 41.21         | 41.26         | 41.35         | 41.30               |
| 3. Average Credited Service  | 4.33          | 4.66          | 4.93          | 5.11          | 5.26                |
| 4. Average Entry Age   | 36.63         | 36.55         | 36.33         | 36.24         | 36.04               |
| 5. Average Annual Earnings   | \$ 60,676     | \$ 62,302     | \$ 63,966     | \$ 65,693     | \$ 69,483           |
| <b>Disabilitants and Beneficiaries (Occupational Death &amp; Disability)</b> |               |               |               |               |                     |
| 1. Number  | 16            | 15            | 14            | 16            | 18                  |
| 2. Average Age   | 42.28         | 44.66         | 47.27         | 46.22         | 46.69               |
| 3. Average Monthly Death & Disability Benefit                                | \$ 2,404      | \$ 2,698      | \$ 2,601      | \$ 2,791      | \$ 3,161            |
| <b>Retirees, Surviving Spouses, and Dependent Spouses (Retiree Medical)</b>  |               |               |               |               |                     |
| 1. Number  | 43            | 66            | 93            | 166           | 241                 |
| 2. Average Age   | 69.72         | 68.85         | 69.75         | 69.46         | 69.45               |
| <b>Total Number of Members</b>   | <b>21,961</b> | <b>23,004</b> | <b>24,040</b> | <b>24,884</b> | <b>25,707</b>       |

Average annual earnings ("valuation pay") are the annualized earnings for the fiscal year ending on the valuation date.

<sup>1</sup> Includes 2,122 male active members and 426 female active members.

<sup>2</sup> Includes 9,965 male active members and 12,935 female active members.

<sup>3</sup> Includes 12,087 male active members and 13,361 female active members.



Section 3.2: Age and Service Distribution of Active Members

Annual Earnings by Age

| Age          | Number        | Total Annual Earnings  | Average Annual Earnings |
|--------------|---------------|------------------------|-------------------------|
| 0 - 19       | 143           | \$ 5,378,986           | \$ 37,615               |
| 20 - 24      | 1,517         | 75,148,590             | 49,538                  |
| 25 - 29      | 3,053         | 185,336,531            | 60,706                  |
| 30 - 34      | 4,164         | 286,365,469            | 68,772                  |
| 35 - 39      | 4,141         | 310,775,487            | 75,048                  |
| 40 - 44      | 3,475         | 262,666,273            | 75,587                  |
| 45 - 49      | 2,628         | 193,235,695            | 73,530                  |
| 50 - 54      | 2,343         | 169,026,128            | 72,141                  |
| 55 - 59      | 1,857         | 132,227,768            | 71,205                  |
| 60 - 64      | 1,443         | 99,829,595             | 69,182                  |
| 65 - 69      | 515           | 36,480,948             | 70,837                  |
| 70 - 74      | 130           | 9,363,700              | 72,028                  |
| 75+          | 39            | 2,351,172              | 60,286                  |
| <b>Total</b> | <b>25,448</b> | <b>\$1,768,186,342</b> | <b>\$ 69,482</b>        |

Annual Earnings by Credited Service

| Years of Service | Number        | Total Annual Earnings  | Average Annual Earnings |
|------------------|---------------|------------------------|-------------------------|
| 0                | 4,585         | \$ 235,247,729         | \$ 51,308               |
| 1                | 3,411         | 200,557,849            | 58,797                  |
| 2                | 2,479         | 158,155,465            | 63,798                  |
| 3                | 2,107         | 139,685,242            | 66,296                  |
| 4                | 2,030         | 141,460,353            | 69,685                  |
| <b>0 - 4</b>     | <b>14,612</b> | <b>\$ 875,106,638</b>  | <b>\$ 59,890</b>        |
| 5 - 9            | 6,347         | 489,054,190            | 77,053                  |
| 10 - 14          | 3,614         | 315,892,775            | 87,408                  |
| 15 - 19          | 874           | 88,031,212             | 100,722                 |
| 20 - 24          | 1             | 101,527                | 101,527                 |
| 25 - 29          | 0             | 0                      | 0                       |
| 30 - 34          | 0             | 0                      | 0                       |
| 35 - 39          | 0             | 0                      | 0                       |
| 40+              | 0             | 0                      | 0                       |
| <b>Total</b>     | <b>25,448</b> | <b>\$1,768,186,342</b> | <b>\$ 69,482</b>        |

Years of Credited Service by Age

| Age          | Years of Service |              |              |            |          |          |          |          |          | Total         |
|--------------|------------------|--------------|--------------|------------|----------|----------|----------|----------|----------|---------------|
|              | 0 - 4            | 5 - 9        | 10 - 14      | 15 - 19    | 20 - 24  | 25 - 29  | 30 - 34  | 35 - 39  | 40+      |               |
| 0 - 19       | 143              | 0            | 0            | 0          | 0        | 0        | 0        | 0        | 0        | 143           |
| 20 - 24      | 1,508            | 9            | 0            | 0          | 0        | 0        | 0        | 0        | 0        | 1,517         |
| 25 - 29      | 2,664            | 382          | 7            | 0          | 0        | 0        | 0        | 0        | 0        | 3,053         |
| 30 - 34      | 2,761            | 1,153        | 248          | 2          | 0        | 0        | 0        | 0        | 0        | 4,164         |
| 35 - 39      | 2,054            | 1,227        | 731          | 129        | 0        | 0        | 0        | 0        | 0        | 4,141         |
| 40 - 44      | 1,623            | 975          | 683          | 194        | 0        | 0        | 0        | 0        | 0        | 3,475         |
| 45 - 49      | 1,212            | 741          | 529          | 146        | 0        | 0        | 0        | 0        | 0        | 2,628         |
| 50 - 54      | 1,052            | 685          | 473          | 133        | 0        | 0        | 0        | 0        | 0        | 2,343         |
| 55 - 59      | 760              | 546          | 427          | 124        | 0        | 0        | 0        | 0        | 0        | 1,857         |
| 60 - 64      | 582              | 418          | 343          | 100        | 0        | 0        | 0        | 0        | 0        | 1,443         |
| 65 - 69      | 188              | 167          | 131          | 28         | 1        | 0        | 0        | 0        | 0        | 515           |
| 70 - 74      | 52               | 28           | 36           | 14         | 0        | 0        | 0        | 0        | 0        | 130           |
| 75+          | 13               | 16           | 6            | 4          | 0        | 0        | 0        | 0        | 0        | 39            |
| <b>Total</b> | <b>14,612</b>    | <b>6,347</b> | <b>3,614</b> | <b>874</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>25,448</b> |

Total and average annual earnings ("valuation pay") are the annualized earnings for the fiscal year ending on the valuation date.

Section 3.3: Member Data Reconciliation

|   | Actives       | Retirees<br>and<br>Surviving<br>Spouses | Dependent<br>Spouses | OD&D<br>Disabilitants | OD&D<br>Beneficiaries | Total         |
|---|---------------|---|----------------------|-----------------------|-----------------------|---------------|
| <b>As of June 30, 2022 <sup>1</sup></b> | <b>24,702</b> | <b>124</b>                              | <b>42</b>            | <b>15</b>             | <b>1</b>              | <b>24,884</b> |
| New Entrants                            | 4,225         | 0                                       | 0                    | 0                     | 0                     | 4,225         |
| Rehires                                 | 787           | 0                                       | 0                    | 0                     | 0                     | 787           |
| Vested Terminations                     | (768)         | 0                                       | 0                    | 0                     | 0                     | (768)         |
| Non-Vested Terminations                 | (2,366)       | 0                                       | 0                    | 0                     | 0                     | (2,366)       |
| Refund of Contributions                 | (778)         | 0                                       | 0                    | 0                     | 0                     | (778)         |
| Disability Retirements                  | (1)           | 0                                       | 0                    | 2                     | 0                     | 1             |
| Age Retirements                         | (55)          | 55                                      | 25                   | 0                     | 0                     | 25            |
| Deaths With Beneficiary                 | (29)          | 0                                       | 0                    | 0                     | 0                     | (29)          |
| Deaths Without Beneficiary              | (2)           | 0                                       | 0                    | 0                     | 1                     | (1)           |
| Converted To/From DB Plan               | (304)         | 0                                       | 0                    | 0                     | 0                     | (304)         |
| Added Dependent Coverage                | 0             | 0                                       | 5                    | 0                     | 0                     | 5             |
| Dropped Dependent Coverage              | 0             | 0                                       | (1)                  | 0                     | 0                     | (1)           |
| Transfers In/Out                        | 22            | 0                                       | 0                    | (1)                   | 0                     | 21            |
| Data Corrections                        | 15            | (9)                                     | 0                    | 0                     | 0                     | 6             |
| <b>Net Change</b>                       | <b>746</b>    | <b>46</b>                               | <b>29</b>            | <b>1</b>              | <b>1</b>              | <b>823</b>    |
| <b>As of June 30, 2023 <sup>2</sup></b> | <b>25,448</b> | <b>170</b>                              | <b>71</b>            | <b>16</b>             | <b>2</b>              | <b>25,707</b> |

<sup>1</sup> 94 participants are expected to receive retiree medical benefits in a different plan and are included for OD&D benefits only.

<sup>2</sup> 90 participants are expected to receive retiree medical benefits in a different plan and are included for OD&D benefits only.

### Section 3.4: Schedule of Active Member Data

| Valuation Date | Number | Annual Earnings (000's) | Annual Average Earnings | Percent Increase in Average Earnings | Number of Participating Employers |
|----------------|--------|-------------------------|-------------------------|--------------------------------------|-----------------------------------|
| June 30, 2023  | 25,448 | \$ 1,768,186            | \$ 69,482               | 5.8%                                 | 151                               |
| June 30, 2022  | 24,702 | 1,622,742               | 65,693                  | 2.7%                                 | 151                               |
| June 30, 2021  | 23,933 | 1,530,905               | 63,966                  | 2.7%                                 | 151                               |
| June 30, 2020  | 22,923 | 1,428,140               | 62,302                  | 2.7%                                 | 153                               |
| June 30, 2019  | 21,902 | 1,328,934               | 60,676                  | 2.3%                                 | 155                               |
| June 30, 2018  | 20,378 | 1,209,152               | 59,336                  | 2.3%                                 | 155                               |
| June 30, 2017  | 19,171 | 1,112,398               | 58,025                  | 1.5%                                 | 157                               |
| June 30, 2016  | 18,215 | 1,041,437               | 57,175                  | 3.4%                                 | 157                               |
| June 30, 2015  | 17,098 | 945,496                 | 55,299                  | 1.9%                                 | 159                               |
| June 30, 2014  | 15,800 | 857,150                 | 54,250                  | 3.7%                                 | 159                               |

Total and average annual earnings ("valuation pay") are the annualized earnings for the fiscal year ending on the valuation date.

Note: The number of participating employers as of June 30, 2022 was changed from 150 to 151 based on the audited financial statements.

### Section 3.5: Active Member Payroll Reconciliation

| Payroll Field  | Payroll Data (000's) |
|--|----------------------|
| a) DRB actual reported salaries FY23 in employer list  | \$ 1,652,928         |
| b) DRB actual reported salaries FY23 in valuation data | 1,577,264            |
| c) Annualized valuation data                           | 1,768,186            |
| d) Valuation payroll as of June 30, 2023               | 1,857,424            |
| e) Rate payroll for FY24                               | 1,796,078            |

- a) Actual reported salaries from DRB employer listing showing all payroll paid during FY23, including those who were not active as of June 30, 2023
- b) Payroll from valuation data for people who are in active status as of June 30, 2023
- c) Payroll from (b) annualized for both new entrants and part-timers
- d) Payroll from (c) with one year of salary scale applied to estimate salaries payable for the upcoming year
- e) Payroll from (d) with the part-timer annualization removed

# Section 4: Basis of the Actuarial Valuation

## Section 4.1: Summary of Plan Provisions

### Effective Date

July 1, 2006, with amendments through June 30, 2023.

### 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.

### Employers Included

Currently there are 151 employers participating in PERS DCR, including the State of Alaska, and 150 political subdivisions and public organizations.

### Membership

An employee of a participating employer who first enters service on or after July 1, 2006, or a member of the defined benefit plan who works for an employer who began participation on or after July 1, 2006, and meets the following criteria is a member in the Plan:

- Permanent full-time or part-time employees of the State of Alaska, participating political subdivisions or public organizations. An employee must be regularly scheduled to work 30 or more hours per week to be considered full-time by the PERS. An employee must be regularly scheduled to work 15 or more hours per week but less than 30 hours to be considered a part-time employee for PERS purposes.
- Elected state officials.
- Elected municipal officials who are compensated and receive at least \$2,001.00 per month.

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

### 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.

## Retiree Medical Benefits

- Member must retire directly from the plan to be eligible for retiree medical coverage. Normal retirement eligibility is the earlier of a) 25 years of service as a peace officer or firefighter and 30 years of service for any other employee or b) Medicare eligible and 10 years of service.
- No subsidized retiree medical benefits are provided until normal retirement eligibility. The member's and any covered dependent's premium is 100% until the member is Medicare eligible. Upon the member's Medicare-eligibility, the required contribution will follow the service-based schedule shown below.
- Coverage cannot be denied except for failure to pay premium.
- Members who are receiving disability benefits or survivors who are receiving monthly survivor benefits are not eligible until the member meets, or would have met if he/she had lived, the normal retirement eligibility requirements.
- The following is a summary of the medical benefit design adopted in July 2016. The plan description below is used for valuation purposes and indicates participant cost-sharing. Please refer to the benefit handbook for more details.

| Plan Design Feature   | In-Network <sup>1</sup>  | Out-of-Network <sup>1 2</sup> |
|---|--|-------------------------------|
| Deductible (single / family)  | \$300 / \$600  |                               |
| Medical services (participant share)                                  | 20%  | 40%                           |
| Emergency Room Copay (non-emergent use)                               | \$100  | \$100                         |
| Medical Out-of-Pocket Maximum (single / family, including deductible) | \$1,500 / \$3,000  | \$3,000 / \$6,000             |
| Medicare Coordination   | Exclusion  | Exclusion                     |
| Pharmacy  | No Deductible  | No Deductible                 |
| Retail Generic (per 30-day fill)                                      | 20% \$10 min / \$50 max  |                               |
| Retail Non-Formulary Brand (per 30-day fill)                          | 25% \$25 min / \$75 max  | 40%                           |
| Retail Formulary Brand (per 30-day fill)                              | 35% \$80 min / \$150 max   |                               |
| Mail-Order Generic  | \$20 copay   |                               |
| Mail-Order Non-Formulary Brand  | \$50 copay   | 40%                           |
| Mail-Order Formulary Brand  | \$100 copay  |                               |
| Pharmacy Out-of-Pocket Max (single / family)                          | \$1,000 / \$2,000  |                               |
| Medicare Pharmacy Arrangement   | Retiree Drug Subsidy / Employer Group Waiver Plan effective 1/1/2019 |                               |
| Wellness / Preventative   | 100% covered, not subject to deductible                              | 20%, after deductible         |

<sup>1</sup> Section 1.1 of the AlaskaCare Defined Contribution Retiree Benefit Plan states that this health plan shall be updated from time to time to reflect changes in benefits, including annual adjustments to the premium, deductible, coinsurance, medical out-of-pocket limit, and prescription drug out-of-pocket limit.

<sup>2</sup> OON applies only to non-Medicare eligible participants.

- Buck 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. The estimated 2024 reimbursements under EGWP were provided by Segal Consulting (who worked with the EGWP administrator, Optum, to develop those estimates). 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.
- Starting in 2022, prior authorization is required for certain specialty medications. There is no change to the medications that are covered by the plan.
- The retiree medical plan’s coverage is supplemental to Medicare. Medicare coordination is described in the DCR Plan Handbook, referred to in the industry as exclusion coordination: Medicare payment is deducted from the Medicare allowable expense and plan parameters are applied to the remaining amount. Starting in 2019, the prescription drug coverage is through a Medicare Part D EGWP arrangement.
- The premium for Medicare-eligible retirees will be based on the member’s years of service. The percentage of premium paid by the member is as follows:

| <b>Years of Service</b> | <b>Percent of Premium Paid by Member</b> |
|-------------------------|--|
| < 15                    | 30%                                      |
| 15 – 19                 | 25%                                      |
| 20 – 24                 | 20%                                      |
| 25 – 29                 | 15%                                      |
| 30+                     | 10%                                      |

- The premium for dependents who are not eligible for Medicare aligns with the member’s subsidy. While a member is not Medicare-eligible, premiums are 100% of the estimated cost.
- Members have a separate defined contribution Health Reimbursement Arrangement account, which is not reflected in this valuation, that can be used to pay for premiums or other medical expenses.
- For valuation purposes, retiree premiums were assumed to equal the percentages outlined in the table above times the age-related plan costs. Future premiums calculated and charged to DCR participants will need to be determined reflecting any appropriate adjustments to the defined benefit (DB) plan data because current DB premiums were determined using information based upon enrollment with members who have double coverage.
- Coverage will continue for surviving spouses of covered retired members.

### **Occupational Disability Benefits**

- Benefit is 40% of salary at date of disability.
- For Peace Officer and Firefighters there is a Disability Benefit Adjustment such that:
  - The disability benefit is increased by 75% of the cost-of-living increase in the preceding calendar year or 9%, whichever is less.
  - At the time the disabled member retires, the retirement benefit will be increased by a percentage equal to the total cumulative percentage that has been applied to the disability benefit. Monthly annuity payments are made from the member's contribution balance until the fund is exhausted, at which the plan pays all remaining payments.
- For Others, there is no increase in the occupational disability benefit after commencement.
- Member earns service while on occupational disability.
- Benefits cease when the member becomes eligible for normal retirement at Medicare-eligible age and 10 years of service, or at any age with 30 years of service for Others members or 25 years of service for Peace Officer/Firefighter members.
- Peace Officer/Firefighter members may select the defined contribution account or the monthly benefit payable as if they were retiring under Tier 3 (service continues during disability, final average salary is as of date of disability), but with payments first made from the member's DC account until it's exhausted.
- No subsidized retiree medical benefits are provided until normal retirement eligibility. The member's premium is 100% of the estimated cost until they are Medicare eligible. Medicare-eligible premiums follow the service-based schedule above.

### **Occupational Death Benefits**

- Benefit is 40% of salary for Others members and 50% of salary for Peace Officer/Firefighter members.
- Survivor's Pension Adjustment: A survivor's pension is increased by 50% of the cost-of-living increase in the preceding calendar year or 6%, whichever is less, if the recipient is at least age 60 on July 1, or under age 60 if the recipient has been receiving PERS benefits for at least 5 years as of July 1.
- Benefits cease when the member would have become eligible for normal retirement.
- The period during which the survivor is receiving benefits is counted as service credit toward retiree medical benefits.
- No subsidized retiree medical benefits are provided until the member would have been eligible for normal retirement. The surviving spouse's premium is 100% of the estimated cost until the member would have been Medicare eligible. Medicare-eligible premiums follow the service-based schedule above.

### **Changes in Benefit Provisions Valued Since the Prior Valuation**

There were no changes in benefit provisions since the prior valuation.



## Section 4.2: Description of Actuarial Methods and Valuation Procedures

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.

### **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.

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 DCR Plan 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.

### **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.

### **Changes in Methods Since the Prior Valuation**

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

## Valuation of Retiree Medical and Prescription Drug Benefits

The methodology used for the valuation of the retiree medical benefits is described in Section 5.2 of the State of Alaska Public Employees' Retirement System Defined Benefit Plan Actuarial Valuation Report as of June 30, 2023.

Starting in 2022, prior authorization is required for certain specialty medications. There is no change to the medications that are covered by the plan. Segal provided an estimate of the impact of this change to the DB retiree health plan cost for calendar year 2022. The resulting adjustment factors for pre-Medicare prescription drug, Medicare prescription drug, and EGWP costs were applied to claims experience incurred before January 1, 2022. Those base claims costs were used for the DCR valuation with further adjustments as noted below. Additionally, starting in 2022, certain common preventive benefits are covered for the DB plan. The resulting adjustment factor for pre-Medicare medical costs was applied to claims experience incurred before January 1, 2022. However, 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, 2023 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 FY24 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 FY24 medical claims costs for Medicare eligible retirees were further reduced 29.5%.

FY22 and FY23 experience was thoroughly reviewed to assess the impact of COVID-19 and whether an adjustment to FY22 and FY23 claims was appropriate for use in the June 30, 2023 valuation. FY22 and FY23 per capita claims were reasonable when compared to pre-COVID levels, so no adjustments were made to the claims used in the per capita claims cost development.

No implicit subsidies are assumed. Employees projected to retire with 30 years of service (25 years of service for Peace/Fire) prior to Medicare are valued with commencement deferred to Medicare eligibility, because those members will be required to pay the full plan premium prior to Medicare. Explicit subsidies for disabled and normal retirement are determined using the plan-defined percentages of age-related total projected plan costs, again with no implicit subsidy assumed.

The State transitioned to an Employer Group Waiver Program (EGWP) for DCR participants effective January 1, 2019. The estimated 2024 reimbursements under EGWP were provided by Segal Consulting (who worked with the EGWP administrator, Optum, to develop those estimates).

## 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. Buck 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 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), which will be considered at the next measurement date.

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.

## Section 4.3: Summary of Actuarial Assumptions

The demographic and economic assumptions used in the June 30, 2023 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.

### **Investment Return**

7.25% per year, net of investment expenses.

### **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.

### **Payroll Growth**

2.75% per year (inflation + productivity).

### **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.

### **Mortality (Pre-Commencement)**

Mortality rates based on the 2017-2021 actual experience, to the extent the experience was statistically credible.

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

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

Employee mortality for Others in accordance with the following tables:

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

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

## **Mortality (Post-Commencement)**

Mortality rates based on the 2017-2021 actual experience, to the extent the experience was statistically credible.

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

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

Retiree mortality for Others in accordance with the following tables:

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

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

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

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

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

## **Turnover**

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

## **Disability**

No changes to the incidence rates from the prior valuation due to insufficient 2017-2021 actual experience (see Tables 3a and 3b). For retiree medical benefits, the disability rates cease once a member is eligible for retirement. However, the disability rates continue after retirement eligibility for occupational death & disability benefits.

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

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

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

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

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

- Occ D&D: 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.

## **Retirement**

Retirement rates based on the 2017-2021 actual experience (see Table 4).

## **Spouse Age Difference**

Males are assumed to be three years older than their wives. Females are assumed to be two years younger than their husbands.

## **Percent Married for Occupational Death & Disability**

For Others, 75% of male members and 70% of female members are assumed to be married at termination from active service. For Peace Officer/Firefighters, 85% of male members and 60% of female members are assumed to be married at termination from active service.

## **Dependent Spouse Medical Coverage Election**

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

## **Part-Time Service**

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

## **Peace Officer / Firefighter Occupational Disability Retirement Benefit Commencement**

The occupational disability retirement benefit is assumed to be first payable from the member's DC account and the retirement benefit payable from the occupational death & disability trust will commence five years later.

## **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.

## Administrative Expenses

The Normal Cost as of June 30, 2023 was increased by \$34,000 for occupational death & disability and \$51,000 for retiree medical. These amounts are based on the average of actual administrative expenses during the last two fiscal years.

## 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      75.0%         |
|                              |                       |                      | 15 – 19    80.0%        |
|                              |                       |                      | 20 – 24    85.0%        |
|                              |                       |                      | 25 – 29    90.0%        |
|                              |                       |                      | 30+        95.0%        |

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

### Healthcare Per Capita Claims Cost

Sample claims cost rates (before base claims cost adjustments described below) adjusted to age 65 for FY24 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           | \$ 17,338 | \$ 3,947           |
| Medicare Parts A & B   | \$ 1,761  | \$ 4,300           |
| Medicare Part D – EGWP | N/A       | \$ 1,267           |

Members are assumed to attain Medicare eligibility at age 65. All costs are for the 2024 fiscal year (July 1, 2023 – June 30, 2024).

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.

### 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.

### 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+     | 0.0%    | 0.0%               |

### Healthcare Third Party Administrator Fees

\$497 per person per year; assumed to increase at 4.50% per year.



## 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 FY24 pre-Medicare medical claims costs to get the FY25 medical claims costs.

|           | Medical<br>Pre-65 | Medical<br>Post-65 | Prescription<br>Drugs / EGWP |
|-----------|-------------------|--------------------|------------------------------|
| FY24      | 6.70%             | 5.50%              | 7.20%                        |
| FY25      | 6.40%             | 5.40%              | 6.90%                        |
| FY26      | 6.20%             | 5.40%              | 6.65%                        |
| FY27      | 6.05%             | 5.35%              | 6.35%                        |
| FY28      | 5.85%             | 5.35%              | 6.10%                        |
| FY29      | 5.65%             | 5.30%              | 5.80%                        |
| FY30      | 5.45%             | 5.30%              | 5.55%                        |
| FY31-FY38 | 5.30%             | 5.30%              | 5.30%                        |
| FY39      | 5.25%             | 5.25%              | 5.25%                        |
| FY40      | 5.20%             | 5.20%              | 5.20%                        |
| FY41      | 5.10%             | 5.10%              | 5.10%                        |
| FY42      | 5.05%             | 5.05%              | 5.05%                        |
| FY43      | 4.95%             | 4.95%              | 4.95%                        |
| FY44      | 4.90%             | 4.90%              | 4.90%                        |
| FY45      | 4.80%             | 4.80%              | 4.80%                        |
| FY46      | 4.75%             | 4.75%              | 4.75%                        |
| FY47      | 4.70%             | 4.70%              | 4.70%                        |
| FY48      | 4.60%             | 4.60%              | 4.60%                        |
| 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.

## Changes in Assumptions Since the Prior Valuation

The healthcare per capita claims cost assumption is updated annually as described in Section 4.2. The amounts included in the Normal Cost for administrative expenses were changed from \$33,000 to \$34,000 for occupational death & disability, and from \$39,000 to \$51,000 for retiree medical (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.

**Table 1: Salary Scales**

| Peace Officer / Firefighter |                  | Others           |                  |
|-----------------------------|------------------|------------------|------------------|
| Years of Service            | Percent Increase | Years of Service | Percent Increase |
| < 1                         | 8.50%            | < 1              | 6.75%            |
| 1                           | 7.75%            | 1                | 6.00%            |
| 2                           | 7.25%            | 2                | 5.50%            |
| 3                           | 7.00%            | 3                | 5.00%            |
| 4                           | 6.75%            | 4                | 4.75%            |
| 5                           | 6.25%            | 5                | 4.25%            |
| 6                           | 5.75%            | 6                | 4.05%            |
| 7                           | 5.50%            | 7                | 3.95%            |
| 8                           | 5.25%            | 8                | 3.75%            |
| 9                           | 5.05%            | 9                | 3.55%            |
| 10                          | 4.95%            | 10               | 3.45%            |
| 11                          | 4.85%            | 11               | 3.25%            |
| 12                          | 4.75%            | 12               | 3.10%            |
| 13                          | 4.65%            | 13               | 3.05%            |
| 14                          | 4.55%            | 14               | 3.00%            |
| 15                          | 4.45%            | 15               | 2.95%            |
| 16                          | 4.35%            | 16               | 2.90%            |
| 17                          | 4.25%            | 17+              | 2.85%            |
| 18                          | 4.05%            |                  |                  |
| 19                          | 4.05%            |                  |                  |
| 20+                         | 3.85%            |                  |                  |

## Table 2a: Turnover Rates for Peace Officer / Firefighter

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

| Years of Service | Male   | Female |
|------------------|--------|--------|
| < 1              | 17.00% | 27.00% |
| 1                | 12.00% | 21.00% |
| 2                | 11.00% | 15.00% |
| 3                | 11.00% | 13.00% |
| 4                | 10.00% | 9.00%  |

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

| Age     | Male   | Female |
|---------|--------|--------|
| < 30    | 6.60%  | 10.20% |
| 30 - 34 | 6.80%  | 10.00% |
| 35 - 39 | 6.70%  | 9.90%  |
| 40 - 44 | 6.50%  | 9.50%  |
| 45 - 49 | 6.50%  | 9.30%  |
| 50 - 54 | 8.50%  | 9.10%  |
| 55 - 59 | 9.80%  | 9.60%  |
| 60 - 64 | 12.50% | 10.30% |
| 65+     | 19.20% | 10.70% |

## Table 2b: Turnover Rates for Others

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

| Years of Service | Male   | Female |
|------------------|--------|--------|
| < 1              | 28.00% | 29.00% |
| 1                | 20.00% | 24.00% |
| 2                | 16.00% | 19.00% |
| 3                | 14.00% | 16.00% |
| 4                | 12.00% | 14.00% |

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

| Age     | Male   | Female |
|---------|--------|--------|
| < 30    | 13.70% | 15.80% |
| 30 - 34 | 12.20% | 11.20% |
| 35 - 39 | 9.70%  | 10.20% |
| 40 - 44 | 8.50%  | 10.60% |
| 45 - 49 | 8.90%  | 8.90%  |
| 50 - 54 | 8.40%  | 8.70%  |
| 55 - 59 | 8.70%  | 9.50%  |
| 60 - 64 | 10.10% | 11.80% |
| 65+     | 11.20% | 15.70% |

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

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

**Table 3b: Disability Rates for Others**

| Age  | Male    | Female  | Age | Male    | Female  |
|------|---------|---------|-----|---------|---------|
| < 23 | 0.0327% | 0.0376% | 46  | 0.1125% | 0.1154% |
| 23   | 0.0360% | 0.0400% | 47  | 0.1208% | 0.1236% |
| 24   | 0.0392% | 0.0424% | 48  | 0.1329% | 0.1360% |
| 25   | 0.0425% | 0.0448% | 49  | 0.1451% | 0.1484% |
| 26   | 0.0456% | 0.0472% | 50  | 0.1572% | 0.1608% |
| 27   | 0.0489% | 0.0496% | 51  | 0.1694% | 0.1734% |
| 28   | 0.0501% | 0.0510% | 52  | 0.1815% | 0.1858% |
| 29   | 0.0513% | 0.0524% | 53  | 0.2132% | 0.2168% |
| 30   | 0.0524% | 0.0538% | 54  | 0.2450% | 0.2478% |
| 31   | 0.0536% | 0.0554% | 55  | 0.2766% | 0.2788% |
| 32   | 0.0548% | 0.0568% | 56  | 0.3084% | 0.3098% |
| 33   | 0.0566% | 0.0586% | 57  | 0.3401% | 0.3408% |
| 34   | 0.0584% | 0.0606% | 58  | 0.4068% | 0.4096% |
| 35   | 0.0602% | 0.0624% | 59  | 0.4736% | 0.4784% |
| 36   | 0.0620% | 0.0644% | 60  | 0.5405% | 0.5470% |
| 37   | 0.0638% | 0.0662% | 61  | 0.6072% | 0.6158% |
| 38   | 0.0669% | 0.0696% | 62  | 0.6740% | 0.6844% |
| 39   | 0.0701% | 0.0728% | 63  | 0.8526% | 0.8450% |
| 40   | 0.0734% | 0.0762% | 64  | 1.0314% | 1.0054% |
| 41   | 0.0765% | 0.0794% | 65  | 1.2101% | 1.1660% |
| 42   | 0.0797% | 0.0826% | 66  | 1.3889% | 1.3264% |
| 43   | 0.0879% | 0.0908% | 67  | 1.5675% | 1.4870% |
| 44   | 0.0962% | 0.0990% | 68  | 1.0451% | 0.9914% |
| 45   | 0.1043% | 0.1072% | 69  | 0.5225% | 0.4956% |
|      |         |         | 70+ | 0.5225% | 0.4956% |

**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%     |

## Section 5: Historical Information<sup>1</sup>

### Section 5.1: Funding Progress

#### Funding Progress - Occupational Death & Disability (\$'s in 000's)

| Valuation Date | Actuarial Accrued Liability | Valuation Assets | Assets as Pct. of Actuarial Accrued Liability | Unfunded Actuarial Accrued Liability (UAAL) | Active Member Payroll | UAAL as Pct. of Active Member Payroll |
|----------------|-----------------------------|------------------|---|---|-----------------------|---------------------------------------|
| June 30, 2023  | \$ 18,064                   | \$ 73,068        | 404.5%  | \$ (55,004)                                 | \$ 1,796,078          | (3.1%)                                |
| June 30, 2022  | 14,952                      | 62,938           | 420.9%  | (47,986)                                    | 1,645,341             | (2.9%)                                |
| June 30, 2021  | 11,740                      | 53,075           | 452.1%  | (41,335)                                    | 1,548,116             | (2.7%)                                |
| June 30, 2020  | 10,634                      | 43,029           | 404.6%  | (32,395)                                    | 1,443,017             | (2.2%)                                |
| June 30, 2019  | 9,774                       | 36,701           | 375.5%  | (26,927)                                    | 1,342,839             | (2.0%)                                |
| June 30, 2018  | 7,713                       | 30,961           | 401.4%  | (23,248)                                    | 1,218,186             | (1.9%)                                |
| June 30, 2017  | 7,540                       | 26,944           | 357.3%  | (19,404)                                    | 1,131,441             | (1.7%)                                |
| June 30, 2016  | 6,763                       | 23,176           | 342.7%  | (16,413)                                    | 1,059,791             | (1.5%)                                |
| June 30, 2015  | 5,049                       | 19,014           | 376.6%  | (13,965)                                    | 958,135               | (1.5%)                                |
| June 30, 2014  | 3,627                       | 14,995           | 413.4%  | (11,368)                                    | 865,146               | (1.3%)                                |
| June 30, 2013  | 3,603                       | 11,373           | 315.7%  | (7,770)                                     | 802,645               | (1.0%)                                |
| June 30, 2012  | 2,412                       | 9,142            | 379.0%  | (6,730)                                     | 675,976               | (1.0%)                                |
| June 30, 2011  | 1,949                       | 7,049            | 361.7%  | (5,100)                                     | 564,434               | (0.9%)                                |
| June 30, 2010  | 853                         | 4,801            | 562.8%  | (3,948)                                     | 455,113               | (0.9%)                                |
| June 30, 2009  | 403                         | 3,138            | 778.7%  | (2,735)                                     | 340,360               | (0.8%)                                |
| June 30, 2008  | 242                         | 1,288            | 532.2%  | (1,046)                                     | 221,931               | (0.5%)                                |
| June 30, 2007  | 48                          | 188              | 391.7%  | (140)                                       | 115,329               | (0.1%)                                |

Change in assumptions reflected in 2022, 2018, 2014, 2010, and 2009 valuations.

<sup>1</sup> GASB 74 replaced GASB 43 effective for the fiscal year ending June 30, 2017. At the request of the State, historical accounting information has been included in this section as if GASB 43 were still effective.



**Funding Progress - Retiree Medical (\$'s in 000's)**

| <b>Valuation Date</b> | <b>Actuarial Accrued Liability</b> | <b>Valuation Assets</b> | <b>Assets as Pct. of Actuarial Accrued Liability</b> | <b>Unfunded Actuarial Accrued Liability (UAAL)</b> | <b>Active Member Payroll</b> | <b>UAAL as Pct. of Active Member Payroll</b> |
|-----------------------|------------------------------------|-------------------------|--|--|------------------------------|--|
| June 30, 2023         | \$ 204,540                         | \$ 246,953              | 120.7%   | \$ (42,413)  | \$ 1,796,078                 | (2.4%)                                       |
| June 30, 2022         | 169,396                            | 212,638                 | 125.5%   | (43,242)   | 1,645,341                    | (2.6%)                                       |
| June 30, 2021         | 168,472                            | 180,536                 | 107.2%   | (12,064)   | 1,548,116                    | (0.8%)                                       |
| June 30, 2020         | 150,701                            | 144,747                 | 96.0%  | 5,954  | 1,443,017                    | 0.4%   |
| June 30, 2019         | 124,946                            | 118,783                 | 95.1%  | 6,163  | 1,342,839                    | 0.5%   |
| June 30, 2018         | 118,598                            | 100,097                 | 84.4%  | 18,501   | 1,218,186                    | 1.5%   |
| June 30, 2017         | 109,703                            | 81,559                  | 74.3%  | 28,144   | 1,131,441                    | 2.5%   |
| June 30, 2016         | 70,289                             | 63,851                  | 90.8%  | 6,438  | 1,059,791                    | 0.6%   |
| June 30, 2015         | 58,683                             | 44,188                  | 75.3%  | 14,495   | 958,135                      | 1.5%   |
| June 30, 2014         | 50,217                             | 26,466                  | 52.7%  | 23,751   | 865,146                      | 2.7%   |
| June 30, 2013         | 60,282                             | 20,336                  | 33.7%  | 39,946   | 802,645                      | 5.0%   |
| June 30, 2012         | 44,509                             | 15,773                  | 35.4%  | 28,736   | 675,976                      | 4.3%   |
| June 30, 2011         | 11,302                             | 12,009                  | 106.3%   | (707)  | 564,434                      | (0.1%)                                       |
| June 30, 2010         | 7,185                              | 8,767                   | 122.0%   | (1,582)  | 455,113                      | (0.3%)                                       |
| June 30, 2009         | 3,913                              | 5,475                   | 139.9%   | (1,562)  | 340,360                      | (0.5%)                                       |
| June 30, 2008         | 1,776                              | 2,719                   | 153.1%   | (943)  | 221,931                      | (0.4%)                                       |
| June 30, 2007         | 711                                | 1,067                   | 150.1%   | (356)  | 115,329                      | (0.3%)                                       |

Change in assumptions reflected in 2022, 2020, 2018, 2017, 2014, 2012, 2011, 2010, 2009, and 2008 valuations.

Change in methods reflected in 2018 valuation.

Change in plan provisions reflected in 2021 and 2016 valuations.

## Section 5.2: Solvency Test

### Solvency Test - Occupational Death & Disability (\$'s in 000's)

| Valuation Date | Actuarial Accrued Liability (AAL) |                  |                                  | Valuation Assets | Portion of AAL Covered by Valuation Assets |        |        |
|----------------|-----------------------------------|------------------|----------------------------------|------------------|--|--------|--------|
|                | (1)                               | (2)              | (3)                              |                  | (1)  | (2)    | (3)    |
|                | Active Member Contributions       | Inactive Members | Active Members Employer Financed |                  |  |        |        |
| June 30, 2023  | \$ 0                              | \$ 9,559         | \$ 8,505                         | \$ 73,068        | 100.0%                                     | 100.0% | 100.0% |
| June 30, 2022  | 0                                 | 7,593            | 7,359                            | 62,938           | 100.0%                                     | 100.0% | 100.0% |
| June 30, 2021  | 0                                 | 5,743            | 5,997                            | 53,075           | 100.0%                                     | 100.0% | 100.0% |
| June 30, 2020  | 0                                 | 5,432            | 5,202                            | 43,029           | 100.0%                                     | 100.0% | 100.0% |
| June 30, 2019  | 0                                 | 5,350            | 4,424                            | 36,701           | 100.0%                                     | 100.0% | 100.0% |
| June 30, 2018  | 0                                 | 3,978            | 3,735                            | 30,961           | 100.0%                                     | 100.0% | 100.0% |
| June 30, 2017  | 0                                 | 3,437            | 4,103                            | 26,944           | 100.0%                                     | 100.0% | 100.0% |
| June 30, 2016  | 0                                 | 3,147            | 3,616                            | 23,176           | 100.0%                                     | 100.0% | 100.0% |
| June 30, 2015  | 0                                 | 2,502            | 2,547                            | 19,014           | 100.0%                                     | 100.0% | 100.0% |
| June 30, 2014  | 0                                 | 1,367            | 2,260                            | 14,995           | 100.0%                                     | 100.0% | 100.0% |
| June 30, 2013  | 0                                 | 666              | 2,937                            | 11,373           | 100.0%                                     | 100.0% | 100.0% |
| June 30, 2012  | 0                                 | 197              | 2,215                            | 9,142            | 100.0%                                     | 100.0% | 100.0% |
| June 30, 2011  | 0                                 | 228              | 1,721                            | 7,049            | 100.0%                                     | 100.0% | 100.0% |
| June 30, 2010  | 0                                 | 0                | 853                              | 4,801            | 100.0%                                     | 100.0% | 100.0% |
| June 30, 2009  | 0                                 | 0                | 403                              | 3,138            | 100.0%                                     | 100.0% | 100.0% |
| June 30, 2008  | 0                                 | 0                | 242                              | 1,288            | 100.0%                                     | 100.0% | 100.0% |
| June 30, 2007  | 0                                 | 0                | 48                               | 188              | 100.0%                                     | 100.0% | 100.0% |

Change in assumptions reflected in 2022, 2018, 2014, 2010, and 2009 valuations.

**Solvency Test - Retiree Medical (\$'s in 000's)**

| Valuation Date | Actuarial Accrued Liability (AAL) |                  |                                  | Valuation Assets | Portion of AAL Covered by Valuation Assets |        |        |
|----------------|-----------------------------------|------------------|----------------------------------|------------------|--|--------|--------|
|                | (1)                               | (2)              | (3)                              |                  | (1)  | (2)    | (3)    |
|                | Active Member Contributions       | Inactive Members | Active Members Employer Financed |                  |  |        |        |
| June 30, 2023  | \$ 0                              | \$ 14,290        | \$ 190,250                       | \$ 246,953       | 100.0%                                     | 100.0% | 100.0% |
| June 30, 2022  | 0                                 | 9,069            | 160,327                          | 212,638          | 100.0%                                     | 100.0% | 100.0% |
| June 30, 2021  | 0                                 | 5,191            | 163,281                          | 180,536          | 100.0%                                     | 100.0% | 100.0% |
| June 30, 2020  | 0                                 | 3,885            | 146,816                          | 144,747          | 100.0%                                     | 100.0% | 95.9%  |
| June 30, 2019  | 0                                 | 2,647            | 122,299                          | 118,783          | 100.0%                                     | 100.0% | 95.0%  |
| June 30, 2018  | 0                                 | 1,915            | 116,683                          | 100,097          | 100.0%                                     | 100.0% | 84.1%  |
| June 30, 2017  | 0                                 | 982              | 108,721                          | 81,559           | 100.0%                                     | 100.0% | 74.1%  |
| June 30, 2016  | 0                                 | 528              | 69,761                           | 63,851           | 100.0%                                     | 100.0% | 90.8%  |
| June 30, 2015  | 0                                 | 339              | 58,344                           | 44,188           | 100.0%                                     | 100.0% | 75.2%  |
| June 30, 2014  | 0                                 | 124              | 50,093                           | 26,466           | 100.0%                                     | 100.0% | 52.6%  |
| June 30, 2013  | 0                                 | 101              | 60,181                           | 20,336           | 100.0%                                     | 100.0% | 33.6%  |
| June 30, 2012  | 0                                 | 0                | 44,509                           | 15,773           | 100.0%                                     | 100.0% | 35.4%  |
| June 30, 2011  | 0                                 | 0                | 11,302                           | 12,009           | 100.0%                                     | 100.0% | 100.0% |
| June 30, 2010  | 0                                 | 0                | 7,185                            | 8,767            | 100.0%                                     | 100.0% | 100.0% |
| June 30, 2009  | 0                                 | 0                | 3,913                            | 5,475            | 100.0%                                     | 100.0% | 100.0% |
| June 30, 2008  | 0                                 | 0                | 1,776                            | 2,719            | 100.0%                                     | 100.0% | 100.0% |
| June 30, 2007  | 0                                 | 0                | 711                              | 1,067            | 100.0%                                     | 100.0% | 100.0% |

Change in assumptions reflected in 2022, 2020, 2018, 2017, 2014, 2012, 2011, 2010, 2009, and 2008 valuations.

Change in methods reflected in 2018 valuation.

Change in plan provisions reflected in 2021 and 2016 valuations.

Section 5.3: Member Data

| As of June 30   | 2014          | 2015          | 2016          | 2017          | 2018          | 2019          | 2020          | 2021          | 2022          | 2023          |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| <b>Active Members - Peace Officer / Firefighter</b>                         |               |               |               |               |               |               |               |               |               |               |
| 1. Number   | 1,313         | 1,438         | 1,605         | 1,701         | 1,905         | 2,038         | 2,228         | 2,350         | 2,482         | 2,548         |
| 2. Average Age  | 34.80         | 34.93         | 35.17         | 35.59         | 35.63         | 35.76         | 35.92         | 36.40         | 36.65         | 36.84         |
| 3. Average Credited Service   | 3.28          | 3.71          | 4.12          | 4.65          | 4.83          | 5.09          | 5.36          | 5.71          | 5.91          | 6.22          |
| 4. Average Entry Age  | 31.52         | 31.22         | 31.05         | 30.94         | 30.80         | 30.67         | 30.56         | 30.69         | 30.74         | 30.62         |
| 5. Average Annual Earnings  | \$ 69,904     | \$ 71,839     | \$ 76,213     | \$ 77,800     | \$ 78,603     | \$ 84,593     | \$ 87,365     | \$ 90,022     | \$ 95,429     | \$ 103,066    |
| <b>Active Members - Others</b>  |               |               |               |               |               |               |               |               |               |               |
| 1. Number   | 14,487        | 15,660        | 16,610        | 17,470        | 18,473        | 19,864        | 20,695        | 21,583        | 22,220        | 22,900        |
| 2. Average Age  | 40.19         | 40.54         | 40.90         | 41.22         | 41.34         | 41.49         | 41.78         | 41.79         | 41.87         | 41.80         |
| 3. Average Credited Service   | 2.94          | 3.24          | 3.51          | 3.83          | 4.08          | 4.25          | 4.59          | 4.84          | 5.02          | 5.15          |
| 4. Average Entry Age  | 37.25         | 37.30         | 37.39         | 37.39         | 37.26         | 37.24         | 37.19         | 36.95         | 36.85         | 36.65         |
| 5. Average Annual Earnings  | \$ 52,831     | \$ 53,780     | \$ 55,335     | \$ 56,100     | \$ 57,349     | \$ 58,223     | \$ 59,603     | \$ 61,129     | \$ 62,371     | \$ 65,746     |
| <b>Active Members - Total</b>   |               |               |               |               |               |               |               |               |               |               |
| 1. Number   | 15,800        | 17,098        | 18,215        | 19,171        | 20,378        | 21,902        | 22,923        | 23,933        | 24,702        | 25,448        |
| 2. Average Age  | 39.74         | 40.07         | 40.39         | 40.72         | 40.80         | 40.96         | 41.21         | 41.26         | 41.35         | 41.30         |
| 3. Average Credited Service   | 2.97          | 3.28          | 3.56          | 3.90          | 4.15          | 4.33          | 4.66          | 4.93          | 5.11          | 5.26          |
| 4. Average Entry Age  | 36.77         | 36.79         | 36.83         | 36.82         | 36.65         | 36.63         | 36.55         | 36.33         | 36.24         | 36.04         |
| 5. Average Annual Earnings  | \$ 54,250     | \$ 55,299     | \$ 57,175     | \$ 58,025     | \$ 59,336     | \$ 60,676     | \$ 62,302     | \$ 63,966     | \$ 65,693     | \$ 69,483     |
| <b>Disabiltants and Beneficiaries (Occupational Death &amp; Disability)</b> |               |               |               |               |               |               |               |               |               |               |
| 1. Number   | 6             | 12            | 12            | 14            | 15            | 16            | 15            | 14            | 16            | 18            |
| 2. Average Age  | 34.00         | 43.00         | 44.00         | 42.00         | 43.66         | 42.28         | 44.66         | 47.27         | 46.22         | 46.69         |
| 3. Average Monthly Death & Disability Benefit                               | 2,554         | 2,399         | 2,442         | 2,199         | 2,285         | 2,404         | \$ 2,698      | \$ 2,601      | \$ 2,791      | \$ 3,161      |
| <b>Retirees, Surviving Spouses, and Dependent Spouses (Retiree Medical)</b> |               |               |               |               |               |               |               |               |               |               |
| 1. Number   | 0             | 0             | 0             | 9             | 23            | 43            | 66            | 93            | 166           | 241           |
| 2. Average Age  | N/A           | N/A           | N/A           | 70.76         | 69.97         | 69.72         | 68.85         | 69.75         | 69.46         | 69.45         |
| <b>Total Number of Members</b>  | <b>15,806</b> | <b>17,110</b> | <b>18,227</b> | <b>19,194</b> | <b>20,416</b> | <b>21,961</b> | <b>23,004</b> | <b>24,040</b> | <b>24,884</b> | <b>25,707</b> |

Average annual earnings ("valuation pay") are the annualized earnings for the fiscal year ending on the valuation date.

# Glossary of Terms

## **Actuarial Accrued Liability**

Total accumulated cost to fund pension or postemployment benefits arising from service in all prior years.

## **Actuarial Cost Method**

Technique used to assign or allocate, in a systematic and consistent manner, the expected cost of a pension or postemployment plan for a group of plan members to the years of service that give rise to that cost.

## **Actuarial Present Value of Projected Benefits**

Amount which, together with future interest, is expected to be sufficient to pay all future benefits.

## **Actuarial Valuation**

Study of probable amounts of future pension or postemployment benefits and the necessary amount of contributions to fund those benefits.

## **Actuary**

Person who performs mathematical calculations pertaining to pension and insurance benefits based on specific procedures and assumptions.

## **GASB 74 and 75**

Governmental Accounting Standards Board Statement Number 74 amends Number 43 effective for the fiscal year beginning after June 15, 2016 and defines new financial reporting requirements for public postemployment benefit plans. Governmental Accounting Standards Board Statement Number 75 amends Number 45 effective for fiscal years beginning after June 15, 2017 and defines new accounting and financial reporting requirements for employers sponsoring public postemployment benefit plans.

## **Normal Cost**

That portion of the actuarial present value of benefits assigned to a particular year in respect to an individual participant or the plan as a whole.

## **Rate Payroll**

Members' earnings used to determine contribution rates.

## **Unfunded Actuarial Accrued Liability (UAAL)**

The portion of the actuarial accrued liability not offset by plan assets.

**Valuation Payroll**

Members' earnings used to determine Normal Cost and Actuarial Accrued Liability.

**Vested Benefits**

Benefits which are unconditionally guaranteed regardless of employment.