

# 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, 2024



**Gallagher**

Insurance | Risk Management | Consulting



Insurance | Risk Management | Consulting

April 23, 2025

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

### **Certification of Actuarial Valuation**

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

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

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

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

PERS DCR is funded by Employer Contributions in accordance with the funding policy adopted by the Alaska Retirement Management Board (Board). The funding objective for PERS DCR is to pay required contributions that remain level as a percent of PERS DCR compensation. The Board has also established a funding policy objective that the required contributions be sufficient to pay the Normal Costs of active plan members, plan expenses, and amortize the Unfunded Actuarial Accrued Liability as a level percent of PERS DCR compensation over closed layered 25-year periods. This objective is currently being met and is projected to continue to be met as required by the Alaska State statutes. Absent future gains/losses and/or changes in actuarial assumptions/methods, actuarially determined contributions are expected to remain level as a percent of pay and the funded status of the occupational death & disability trust and the retiree medical trust are expected to remain above 100%.

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

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

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

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

A summary of the actuarial assumptions and methods used in this actuarial valuation is shown in Sections 4.2 and 4.3. We certify that the assumptions and methods used for funding purposes, as described in Sections 4.2 and 4.3 of this report, meet the requirements of all applicable Actuarial Standards of Practice.

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

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

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

### ACFR Information

We have prepared the following information in this report for the Actuarial Section and Statistical Section of the ACFR: (i) member data tables in Section 3; (ii) summary of actuarial assumptions in Section 4.3; and (iii) historical information in Section 5.

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

### Risk Information

Actuarial Standard of Practice No. 51 (ASOP 51) applies to actuaries performing funding calculations related to a pension plan. ASOP 51 does not apply to actuaries performing services in connection with other post-employment benefits, such as medical benefits. Accordingly, ASOP 51 does not apply to the retiree medical portion of PERS DCR. We also believe ASOP 51 does not apply to the occupational death & disability portion of PERS DCR. Therefore, information related to ASOP 51 is not included in this report. However, it may be beneficial to review the ASOP 51 information provided in the PERS valuation report for information on risks that may also relate to the occupational death & disability benefits provided by this plan.

### Use of Models

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

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

Gallagher used manual rate models to determine relative plan values for the defined benefit (DB) retiree medical plan and the DCR retiree medical plan, and to reflect the different Medicare coordination methods between the two plans. The manual rate models are intended to provide benchmark data and pricing capabilities, calculate per capita costs, and calculate actuarial values of different commercial health plans. Gallagher relied on the models, which were developed using industry data by actuaries and consultants at OptumInsight.

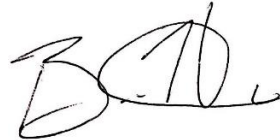
This report was prepared under the overall direction of David Kershner, who meets the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein. He is a Fellow of the Society of Actuaries, an Enrolled Actuary, a Member of the American Academy of Actuaries,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

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

Respectfully submitted,



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



Brett Hunter, ASA, EA, MAAA  
Senior Consultant

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



Robert Besenhofer, ASA, MAAA, FCA  
Director

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# 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, 2024.

## 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.

Funded Status as of June 30 (\$ in thousands)	2023	2024
<b>Occupational Death &amp; Disability</b>		
a. Actuarial Accrued Liability	\$ 18,064	\$ 21,094
b. Valuation Assets	<u>73,068</u>	<u>84,077</u>
c. Unfunded Actuarial Accrued Liability, (a) - (b)	\$ (55,004)	\$ (62,983)
d. Funded Ratio based on Valuation Assets, (b) ÷ (a)	404.5%	398.6%
e. Fair Value of Assets	\$ 71,888	\$ 83,889
f. Funded Ratio based on Fair Value of Assets, (e) ÷ (a)	398.0%	397.7%

Funded Status as of June 30 (\$ in thousands)	2023	2024
<b>Retiree Medical</b>		
a. Actuarial Accrued Liability	\$ 204,540	\$ 233,700
b. Valuation Assets	<u>246,953</u>	<u>281,915</u>
c. Unfunded Actuarial Accrued Liability, (a) - (b)	\$ (42,413)	\$ (48,215)
d. Funded Ratio based on Valuation Assets, (b) ÷ (a)	120.7%	120.6%
e. Fair Value of Assets	\$ 242,977	\$ 281,261
f. Funded Ratio based on Fair Value of Assets, (e) ÷ (a)	118.8%	120.4%

# Executive Summary

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 FY24 investment return based on fair value of assets was approximately 9.1% compared to the expected investment return of 7.25% (net of investment expenses). This resulted in a market asset gain of \$1,353,000 (occupational death & disability) and \$4,562,000 (retiree medical). Due to the recognition of investment gains and losses over a 5-year period, the FY24 investment return based on actuarial value of assets was approximately 7.6%, which resulted in an actuarial asset gain of \$276,000 (occupational death & disability) and \$953,000 (retiree medical).

## 2. Salary Increases

Salary increases for continuing active members during FY24 were higher than expected based on the valuation assumptions, resulting in a liability loss of approximately \$470,000.

## 3. Demographic Experience

The number of active members increased 5.3% from 25,448 at June 30, 2023 to 26,800 at June 30, 2024. The average age of active members increased from 41.30 to 41.46 and average credited service increased from 5.26 to 5.46 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, 2024 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 \$1,983,000. The EGWP subsidy received by the plan during FY24 was \$280,000, as compared to the expected EGWP subsidy for FY24 of \$313,000.

## 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. As a result of changes to the Standard Medicare Part D plan under the Inflation Reduction Act, EGWP subsidies are expected to be higher than originally anticipated for 2025 and beyond. EGWP subsidies were updated based on estimates provided by Segal Consulting. Because of the significant increase in the EGWP subsidy for FY25 and beyond due to the Inflation Reduction Act, and uncertainty regarding future subsidy levels, the ARMB has adopted a smoothing of EGWP subsidy estimates over five years<sup>1</sup>. In addition, the prescription drug and EGWP trend assumption was updated to reflect recent survey information indicating higher initial trend rates in part due to the recent higher-than-expected inflationary environment. The effects of these assumption changes are shown on page 5.

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

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<sup>1</sup> Implementation of 5-year smoothing of the EGWP subsidy increased the June 30, 2024 Retiree Medical Actuarial Accrued Liability by \$27M (13.3%).



# Executive Summary

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

Occupational Death & Disability	FY 2026	FY 2027
<b>Peace Officer/Firefighter</b>		
a. Employer Normal Cost Rate	0.69%	0.69%
b. Past Service Cost Rate	<u>(0.19)%</u>	<u>(0.18)%</u>
c. Total Employer Contribution Rate, (a) + (b), not less than (a)	0.69%	0.69%
<b>Others</b>		
a. Employer Normal Cost Rate	0.24%	0.24%
b. Past Service Cost Rate	<u>(0.24)%</u>	<u>(0.25)%</u>
c. Total Employer Contribution Rate, (a) + (b), not less than (a)	0.24%	0.24%
<b>Retiree Medical</b>	<b>FY 2026</b>	<b>FY 2027</b>
a. Employer Normal Cost Rate	0.86%	0.82%
b. Past Service Cost Rate	<u>(0.13)%</u>	<u>(0.13)%</u>
c. Total Employer Contribution Rate, (a) + (b), not less than (a)	0.86%	0.82%
<b>Total</b>	<b>FY 2026</b>	<b>FY 2027</b>
<b>Peace Officer/Firefighter</b>		
d. Employer Normal Cost Rate	1.55%	1.51%
e. Past Service Cost Rate	<u>(0.32)%</u>	<u>(0.31)%</u>
f. Total Employer Contribution Rate, (a) + (b), not less than (a)	1.55%	1.51%
<b>Others</b>		
d. Employer Normal Cost Rate	1.10%	1.06%
e. Past Service Cost Rate	<u>(0.37)%</u>	<u>(0.38)%</u>
f. Total Employer Contribution Rate, (a) + (b), not less than (a)	1.10%	1.06%

# Executive Summary

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	0.69% / 0.24%	0.86%	1.55% / 1.10%
June 30, 2024	FY27 <sup>1</sup>	TBD	TBD	TBD

<sup>1</sup> FY27 contribution rates will be adopted by the Board at the September 2025 meeting.

# Executive Summary

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

The following table shows the FY24 gain/(loss) on actuarial accrued liability as of June 30, 2024 (\$ in thousands):

	Occupational Death & Disability	Retiree Medical
Retirement Experience	\$ 0	\$ (110)
Termination Experience	(241)	(2,364)
Disability Experience	1,733	269
Active Mortality Experience	1,800	425
Inactive Mortality Experience	(358)	(100)
Salary Increases	(470)	N/A
New Entrants	(109)	(1,693)
Rehires	(81)	(5,038)
Transfers Between P/F and Others	(57)	(32)
Metcalf Transfers <sup>1</sup>	29	1,284
Benefit Payments Different than Expected	324	1,188
Per Capita Claims Cost	N/A	(1,983)
Programming Changes <sup>2</sup>	N/A	(78)
Miscellaneous <sup>3</sup>	<u>846</u>	<u>1,718</u>
Total	\$ 3,416	\$ (6,514)

Other items that increased/(decreased) the actuarial accrued liability as of June 30, 2024 are shown below (\$ in thousands):

	Occupational Death & Disability	Retiree Medical
Updated EGWP Estimates - Inflation Reduction Act	N/A	\$ (21,696)
Updated Healthcare Cost Trend Rates	N/A	<u>13,049</u>
Total	N/A	\$ (8,647)

<sup>1</sup> These liability gains would be offset, in whole or in part, by amounts that were transferred in FY24 to the DB trusts on behalf of Metcalfe transfers from DCR to DB.

<sup>2</sup> Includes adjustments to the participation rate for current disabled participants.

<sup>3</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.

# 1 Actuarial Funding Results

## 1.1 Actuarial Liabilities and Normal Cost (\$ in thousands)

Peace Officer / Firefighter

As of June 30, 2024	Present Value of Projected Benefits	Actuarial Accrued (Past Service) Liability
<b>Active Members</b>		
Occupational Death Benefits	\$ 4,590	\$ (196)
Occupational Disability Benefits	21,695	7,812
Medical and Prescription Drug Benefits	67,306	38,131
Medicare Part D Subsidy	(18,261)	(10,414)
Subtotal	\$ 75,330	\$ 35,333
<b>Benefit Recipients</b>		
Survivor Benefits	\$ 993	\$ 993
Disability Benefits	8,654	8,654
Medical and Prescription Drug Benefits	2,298	2,298
Medicare Part D Subsidy	(601)	(601)
Subtotal	\$ 11,344	\$ 11,344
<b>Total</b>	<b>\$ 86,674</b>	<b>\$ 46,677</b>
<b>Total Occupational Death &amp; Disability</b>	<b>\$ 35,932</b>	<b>\$ 17,263</b>
<b>Total Retiree Medical, Net of Part D Subsidy</b>	<b>\$ 50,742</b>	<b>\$ 29,414</b>
<b>Total Retiree Medical, Gross of Part D Subsidy</b>	<b>\$ 69,604</b>	<b>\$ 40,429</b>
<b>As of June 30, 2024</b>		
<b>Normal Cost</b>		
<b>Active Members</b>		
Occupational Death Benefits		\$ 596
Occupational Disability Benefits		1,582
Medical and Prescription Drug Benefits		3,120
Medicare Part D Subsidy		(843)
Subtotal		\$ 4,455
<b>Administrative Expense Load</b>		
Occupational Death & Disability		\$ 12
Retiree Medical		14
Subtotal		\$ 26
<b>Total</b>		<b>\$ 4,481</b>
<b>Total Occupational Death &amp; Disability</b>		<b>\$ 2,190</b>
<b>Total Retiree Medical, Net of Part D Subsidy</b>		<b>\$ 2,291</b>
<b>Total Retiree Medical, Gross of Part D Subsidy</b>		<b>\$ 3,134</b>

# 1 Actuarial Funding Results

## 1.1 Actuarial Liabilities and Normal Cost (\$ in thousands)

### Others

As of June 30, 2024	Present Value of Projected Benefits	Actuarial Accrued (Past Service) Liability
<b>Active Members</b>		
Occupational Death Benefits	\$ 8,251	\$ 627
Occupational Disability Benefits	17,373	1,911
Medical and Prescription Drug Benefits	379,406	264,109
Medicare Part D Subsidy	(109,894)	(76,809)
Subtotal	\$ 295,136	\$ 189,838
<b>Benefit Recipients</b>		
Survivor Benefits	\$ 342	\$ 342
Disability Benefits	951	951
Medical and Prescription Drug Benefits	24,006	24,006
Medicare Part D Subsidy	(7,020)	(7,020)
Subtotal	\$ 18,279	\$ 18,279
<b>Total</b>	<b>\$ 313,415</b>	<b>\$ 208,117</b>
<b>Total Occupational Death &amp; Disability</b>	<b>\$ 26,917</b>	<b>\$ 3,831</b>
<b>Total Retiree Medical, Net of Part D Subsidy</b>	<b>\$ 286,498</b>	<b>\$ 204,286</b>
<b>Total Retiree Medical, Gross of Part D Subsidy</b>	<b>\$ 403,412</b>	<b>\$ 288,115</b>

As of June 30, 2024	Normal Cost
<b>Active Members</b>	
Occupational Death Benefits	\$ 1,289
Occupational Disability Benefits	2,713
Medical and Prescription Drug Benefits	20,068
Medicare Part D Subsidy	(5,780)
Subtotal	\$ 18,290
<b>Administrative Expense Load</b>	
Occupational Death & Disability	\$ 21
Retiree Medical	27
Subtotal	\$ 48
<b>Total</b>	<b>\$ 18,338</b>
<b>Total Occupational Death &amp; Disability</b>	<b>\$ 4,023</b>
<b>Total Retiree Medical, Net of Part D Subsidy</b>	<b>\$ 14,315</b>
<b>Total Retiree Medical, Gross of Part D Subsidy</b>	<b>\$ 20,095</b>

# 1 Actuarial Funding Results

## 1.1 Actuarial Liabilities and Normal Cost (\$ in thousands)

### All Members

As of June 30, 2024	Present Value of Projected Benefits	Actuarial Accrued (Past Service) Liability
<b>Active Members</b>		
Occupational Death Benefits	\$ 12,841	\$ 431
Occupational Disability Benefits	39,068	9,723
Medical and Prescription Drug Benefits	446,712	302,240
Medicare Part D Subsidy	(128,155)	(87,223)
Subtotal	\$ 370,466	\$ 225,171
<b>Benefit Recipients</b>		
Survivor Benefits	\$ 1,335	\$ 1,335
Disability Benefits	9,605	9,605
Medical and Prescription Drug Benefits	26,304	26,304
Medicare Part D Subsidy	(7,621)	(7,621)
Subtotal	\$ 29,623	\$ 29,623
<b>Total</b>	<b>\$ 400,089</b>	<b>\$ 254,794</b>
<b>Total Occupational Death &amp; Disability</b>	<b>\$ 62,849</b>	<b>\$ 21,094</b>
<b>Total Retiree Medical, Net of Part D Subsidy</b>	<b>\$ 337,240</b>	<b>\$ 233,700</b>
<b>Total Retiree Medical, Gross of Part D Subsidy</b>	<b>\$ 473,016</b>	<b>\$ 328,544</b>

As of June 30, 2024	Normal Cost
<b>Active Members</b>	
Occupational Death Benefits	\$ 1,885
Occupational Disability Benefits	4,295
Medical and Prescription Drug Benefits	23,188
Medicare Part D Subsidy	(6,623)
Subtotal	\$ 22,745
<b>Administrative Expense Load</b>	
Occupational Death & Disability	\$ 33
Retiree Medical	41
Subtotal	\$ 74
<b>Total</b>	<b>\$ 22,819</b>
<b>Total Occupational Death &amp; Disability</b>	<b>\$ 6,213</b>
<b>Total Retiree Medical, Net of Part D Subsidy</b>	<b>\$ 16,606</b>
<b>Total Retiree Medical, Gross of Part D Subsidy</b>	<b>\$ 23,229</b>

# 1 Actuarial Funding Results

## 1.2 Actuarial Contributions as of June 30, 2024 for FY27 (\$ in thousands)

### Peace Officer / Firefighter

Normal Cost Rate	Occupational Death & Disability	Retiree Medical
1. Total Normal Cost	\$ 2,190	\$ 2,291
2. DCR Plan Rate Payroll Projected for FY25	318,945	318,945
3. Employer Normal Cost Rate, (1) ÷ (2)	0.69%	0.71%

Past Service Rate		
1. Actuarial Accrued Liability	\$ 17,263	\$ 29,414
2. Valuation Assets	24,306	35,482
3. Unfunded Actuarial Accrued Liability, (1) - (2)	\$ (7,043)	\$ (6,068)
4. Funded Ratio based on Valuation Assets	140.8%	120.6%
5. Past Service Cost Amortization Payment	(570)	(356)
6. DCR Plan Rate Payroll Projected for FY25	318,945	318,945
7. Past Service Cost Rate, (5) ÷ (6)	(0.18%)	(0.11%)
<b>Total Employer Contribution Rate, not less than Normal Cost Rate</b>	<b>0.69%</b>	<b>0.71%</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 of Total Payroll	Occupational Death & Disability	Retiree Medical
1. Total Normal Cost	\$ 2,190	\$ 2,291
2. Total DB and DCR Plan Rate Payroll Projected for FY25	454,007	454,007
3. Employer Normal Cost Rate, (1) ÷ (2)	0.48%	0.51%
4. Past Service Cost Amortization Payment	(570)	(356)
5. Past Service Cost Rate, (4) ÷ (2)	(0.13%)	(0.07%)
<b>Total Employer Contribution Rate, not less than Normal Cost Rate</b>	<b>0.48%</b>	<b>0.51%</b>

# 1 Actuarial Funding Results

## 1.2 Actuarial Contributions as of June 30, 2024 for FY27 (\$ in thousands) (continued)

Peace Officer / Firefighter

### Schedule of Past Service Cost Amortizations - Occupational Death & Disability (\$ in thousands)

Layer	Amortization Period		Balances		Beginning-of-Year Payment
	Date Created	Years Remaining	Initial	Outstanding	
Initial Unfunded Liability	06/30/2007	8	\$ (100)	\$ (78)	\$ (11)
FY08 Gain	06/30/2008	9	(586)	(479)	(63)
Change in Assumptions	06/30/2009	10	(104)	(90)	(11)
FY09 Loss	06/30/2009	10	446	383	46
Change in Assumptions	06/30/2010	11	79	70	8
FY10 Gain	06/30/2010	11	(282)	(253)	(28)
FY11 Loss	06/30/2011	12	73	65	7
FY12 Gain	06/30/2012	13	(349)	(330)	(32)
FY13 Gain	06/30/2013	14	(204)	(196)	(18)
Change in Assumptions	06/30/2014	15	(1,274)	(1,247)	(110)
PRPA Modification	06/30/2014	15	(91)	(88)	(8)
FY14 Gain	06/30/2014	15	(95)	(93)	(8)
FY15 Gain	06/30/2015	16	(664)	(655)	(55)
FY16 Loss	06/30/2016	17	4	4	0
FY17 Gain	06/30/2017	18	(525)	(526)	(41)
FY18 Gain	06/30/2018	19	(262)	(262)	(20)
Change in Assumptions	06/30/2018	19	(633)	(634)	(48)
FY19 Loss	06/30/2019	20	219	219	16
FY20 Gain	06/30/2020	21	(792)	(798)	(56)
FY21 Gain	06/30/2021	22	(1,842)	(1,855)	(127)
Change in Assumptions	06/30/2022	23	1,590	1,601	107
FY22 Gain	06/30/2022	23	(887)	(892)	(60)
FY23 Gain	06/30/2023	24	(355)	(356)	(23)
FY24 Gain	06/30/2024	25	(553)	(553)	(35)
<b>Total</b>				<b>\$ (7,043)</b>	<b>\$ (570)</b>



# 1 Actuarial Funding Results

## 1.2 Actuarial Contributions as of June 30, 2024 for FY27 (\$ in thousands) (continued)

Peace Officer / Firefighter

### Schedule of Past Service Cost Amortizations - Retiree Medical (\$ in thousands)

Layer	Amortization Period		Balances		Beginning-of-Year Payment
	Date Created	Years Remaining	Initial	Outstanding	
Initial Unfunded Liability	06/30/2007	8	\$ (21)	\$ (18)	\$ (3)
Change in Assumptions	06/30/2008	9	17	12	2
FY08 Gain	06/30/2008	9	(62)	(51)	(7)
Change in Assumptions	06/30/2009	10	(8)	(8)	(1)
FY09 Gain	06/30/2009	10	(38)	(33)	(4)
Change in Assumptions	06/30/2010	11	41	36	4
FY10 Gain	06/30/2010	11	(46)	(39)	(4)
FY11 Loss	06/30/2011	12	70	63	7
Change in Assumptions	06/30/2012	13	3,085	2,917	286
FY12 Gain	06/30/2012	13	(273)	(257)	(25)
FY13 Loss	06/30/2013	14	880	849	79
Change in Assumptions	06/30/2014	15	(3,034)	(2,968)	(263)
FY14 Loss	06/30/2014	15	1,213	1,187	105
FY15 Gain	06/30/2015	16	(712)	(704)	(60)
EGWP Gain	06/30/2016	17	(1,675)	(1,669)	(135)
FY16 Loss	06/30/2016	17	1,116	1,112	90
Change in Assumptions	06/30/2017	18	2,244	2,242	175
FY17 Gain	06/30/2017	18	(50)	(50)	(4)
FY18 Gain	06/30/2018	19	(231)	(232)	(17)
Change in Assumptions/Methods	06/30/2018	19	(649)	(648)	(49)
FY19 Gain	06/30/2019	20	(1,291)	(1,296)	(94)
Change in Assumptions	06/30/2020	21	1,116	1,124	79
FY20 Gain	06/30/2020	21	(1,082)	(1,090)	(77)
Prescription Drug Plan Changes	06/30/2021	22	(235)	(237)	(16)
FY21 Gain	06/30/2021	22	(1,726)	(1,741)	(120)
Change in Assumptions	06/30/2022	23	(1,769)	(1,780)	(119)
FY22 Gain	06/30/2022	23	(1,976)	(1,988)	(133)
FY23 Loss	06/30/2023	24	51	51	3
Change in Assumptions	06/30/2024	25	(4,052)	(4,052)	(259)
FY24 Loss	06/30/2024	25	3,200	3,200	204
<b>Total</b>				<b>\$ (6,068)</b>	<b>\$ (356)</b>

# 1 Actuarial Funding Results

## 1.2 Actuarial Contributions as of June 30, 2024 for FY27 (\$ in thousands) (continued)

### Others

Normal Cost Rate	Occupational Death & Disability	Retiree Medical
1. Total Normal Cost	\$ 4,023	\$ 14,315
2. DCR Plan Rate Payroll Projected for FY25	1,701,979	1,701,979
3. Employer Normal Cost Rate, (1) ÷ (2)	0.24%	0.84%

Past Service Rate		
1. Actuarial Accrued Liability	\$ 3,831	\$ 204,286
2. Valuation Assets	59,771	246,433
3. Unfunded Actuarial Accrued Liability, (1) - (2)	\$ (55,940)	\$ (42,147)
4. Funded Ratio based on Valuation Assets	1,560.2%	120.6%
5. Past Service Cost Amortization Payment	(4,172)	(2,336)
6. DCR Plan Rate Payroll Projected for FY25	1,701,979	1,701,979
7. Past Service Cost Rate, (5) ÷ (6)	(0.25%)	(0.14%)
<b>Total Employer Contribution Rate, not less than Normal Cost Rate</b>	<b>0.24%</b>	<b>0.84%</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 of Total Payroll	Occupational Death & Disability	Retiree Medical
1. Total Normal Cost	\$ 4,023	\$ 14,315
2. Total DB and DCR Plan Rate Payroll Projected for FY25	2,346,530	2,346,530
3. Employer Normal Cost Rate, (1) ÷ (2)	0.17%	0.61%
4. Past Service Cost Amortization Payment	(4,172)	(2,336)
5. Past Service Cost Rate, (4) ÷ (2)	(0.18%)	(0.10%)
<b>Total Employer Contribution Rate, not less than Normal Cost Rate</b>	<b>0.17%</b>	<b>0.61%</b>

# 1 Actuarial Funding Results

## 1.2 Actuarial Contributions as of June 30, 2024 for FY27 (\$ in thousands) (continued)

### Others

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

Layer	Amortization Period		Balances		Beginning-of-Year Payment
	Date Created	Years Remaining	Initial	Outstanding	
Initial Unfunded Liability	06/30/2007	8	\$ (40)	\$ (32)	\$ (5)
FY08 Gain	06/30/2008	9	(318)	(262)	(34)
Change in Assumptions	06/30/2009	10	(92)	(78)	(9)
FY09 Gain	06/30/2009	10	(1,924)	(1,651)	(199)
Change in Assumptions	06/30/2010	11	24	21	2
FY10 Gain	06/30/2010	11	(994)	(887)	(99)
FY11 Gain	06/30/2011	12	(1,184)	(1,089)	(114)
FY12 Gain	06/30/2012	13	(1,233)	(1,165)	(115)
FY13 Gain	06/30/2013	14	(779)	(752)	(70)
Change in Assumptions	06/30/2014	15	(51)	(48)	(5)
PRPA Modification	06/30/2014	15	(27)	(27)	(2)
FY14 Gain	06/30/2014	15	(2,003)	(1,957)	(173)
FY15 Gain	06/30/2015	16	(1,850)	(1,829)	(155)
FY16 Gain	06/30/2016	17	(2,361)	(2,350)	(190)
FY17 Gain	06/30/2017	18	(2,377)	(2,373)	(185)
FY18 Gain	06/30/2018	19	(2,590)	(2,588)	(195)
Change in Assumptions	06/30/2018	19	(272)	(272)	(20)
FY19 Gain	06/30/2019	20	(3,984)	(3,998)	(291)
FY20 Gain	06/30/2020	21	(4,803)	(4,835)	(342)
FY21 Gain	06/30/2021	22	(7,268)	(7,325)	(504)
Change in Assumptions	06/30/2022	23	(368)	(371)	(25)
FY22 Gain	06/30/2022	23	(7,196)	(7,244)	(485)
FY23 Gain	06/30/2023	24	(6,970)	(6,999)	(457)
FY24 Gain	06/30/2024	25	(7,829)	(7,829)	(500)
<b>Total</b>				<b>\$ (55,940)</b>	<b>\$ (4,172)</b>

# 1 Actuarial Funding Results

## 1.2 Actuarial Contributions as of June 30, 2024 for FY27 (\$ in thousands) (continued)

### Others

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

Layer	Amortization Period		Balances		Beginning-of-Year Payment
	Date Created	Years Remaining	Initial	Outstanding	
Initial Unfunded Liability	06/30/2007	8	\$ (335)	\$ (260)	\$ (37)
Change in Assumptions	06/30/2008	9	165	137	18
FY08 Gain	06/30/2008	9	(702)	(573)	(75)
Change in Assumptions	06/30/2009	10	(122)	(104)	(12)
FY09 Gain	06/30/2009	10	(438)	(377)	(45)
Change in Assumptions	06/30/2010	11	(572)	(510)	(57)
FY10 Loss	06/30/2010	11	579	513	57
FY11 Loss	06/30/2011	12	820	757	79
Change in Assumptions	06/30/2012	13	25,180	23,797	2,338
FY12 Loss	06/30/2012	13	1,451	1,369	134
FY13 Loss	06/30/2013	14	9,974	9,613	894
Change in Assumptions	06/30/2014	15	(21,822)	(21,348)	(1,888)
FY14 Loss	06/30/2014	15	7,002	6,850	606
FY15 Gain	06/30/2015	16	(8,726)	(8,626)	(729)
EGWP Gain	06/30/2016	17	(17,884)	(17,792)	(1,443)
FY16 Loss	06/30/2016	17	10,367	10,313	836
Change in Assumptions	06/30/2017	18	21,288	21,250	1,658
FY17 Gain	06/30/2017	18	(1,658)	(1,655)	(129)
FY18 Loss	06/30/2018	19	118	118	8
Change in Assumptions/Methods	06/30/2018	19	(8,993)	(8,982)	(676)
FY19 Gain	06/30/2019	20	(10,841)	(10,884)	(794)
Change in Assumptions	06/30/2020	21	6,369	6,411	454
FY20 Gain	06/30/2020	21	(6,288)	(6,330)	(448)
Prescription Drug Plan Changes	06/30/2021	22	(1,794)	(1,807)	(124)
FY21 Gain	06/30/2021	22	(13,896)	(13,999)	(962)
Change in Assumptions	06/30/2022	23	(20,579)	(20,715)	(1,387)
FY22 Gain	06/30/2022	23	(6,360)	(6,402)	(429)
FY23 Loss	06/30/2023	24	1,418	1,424	93
Change in Assumptions	06/30/2024	25	(4,595)	(4,595)	(293)
FY24 Loss	06/30/2024	25	260	260	17
<b>Total</b>				<b>\$ (42,147)</b>	<b>\$ (2,336)</b>

# 1 Actuarial Funding Results

## 1.2 Actuarial Contributions as of June 30, 2024 for FY27 (\$ in thousands) (continued)

### All Members

Normal Cost Rate	Occupational Death & Disability	Retiree Medical
1. Total Normal Cost	\$ 6,213	\$ 16,606
2. DCR Plan Rate Payroll Projected for FY25	2,020,924	2,020,924
3. Employer Normal Cost Rate, (1) ÷ (2)	0.31%	0.82%
<b>Past Service Rate</b>		
1. Actuarial Accrued Liability	\$ 21,094	\$ 233,700
2. Valuation Assets	84,077	281,915
3. Unfunded Actuarial Accrued Liability, (1) - (2)	\$ (62,983)	\$ (48,215)
4. Funded Ratio based on Valuation Assets	398.6%	120.6%
5. Past Service Cost Amortization Payment	(4,742)	(2,692)
6. DCR Plan Rate Payroll Projected for FY25	2,020,924	2,020,924
7. Past Service Cost Rate, (5) ÷ (6)	(0.23%)	(0.13%)
<b>Total Employer Contribution Rate, not less than Normal Cost Rate</b>	<b>0.31%</b>	<b>0.82%</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 of Total Payroll	Occupational Death & Disability	Retiree Medical
1. Total Normal Cost	\$ 6,213	\$ 16,606
2. Total DB and DCR Plan Rate Payroll Projected for FY25	2,800,537	2,800,537
3. Employer Normal Cost Rate, (1) ÷ (2)	0.22%	0.59%
4. Past Service Cost Amortization Payment	(4,742)	(2,692)
5. Past Service Cost Rate, (4) ÷ (2)	(0.17%)	(0.10%)
<b>Total Employer Contribution Rate, not less than Normal Cost Rate</b>	<b>0.22%</b>	<b>0.59%</b>

# 1 Actuarial Funding Results

## 1.2 Actuarial Contributions as of June 30, 2024 for FY27 (\$ in thousands) (continued)

### All Members

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

Layer	Amortization Period		Balances		Beginning-of-Year Payment
	Date Created	Years Remaining	Initial	Outstanding	
Initial Unfunded Liability	06/30/2007	8	\$ (140)	\$ (110)	\$ (16)
FY08 Gain	06/30/2008	9	(904)	(741)	(97)
Change in Assumptions	06/30/2009	10	(196)	(168)	(20)
FY09 Gain	06/30/2009	10	(1,478)	(1,268)	(153)
Change in Assumptions	06/30/2010	11	103	91	10
FY10 Gain	06/30/2010	11	(1,276)	(1,140)	(127)
FY11 Gain	06/30/2011	12	(1,111)	(1,024)	(107)
FY12 Gain	06/30/2012	13	(1,582)	(1,495)	(147)
FY13 Gain	06/30/2013	14	(983)	(948)	(88)
Change in Assumptions	06/30/2014	15	(1,325)	(1,295)	(115)
PRPA Modification	06/30/2014	15	(118)	(115)	(10)
FY14 Gain	06/30/2014	15	(2,098)	(2,050)	(181)
FY15 Gain	06/30/2015	16	(2,514)	(2,484)	(210)
FY16 Gain	06/30/2016	17	(2,357)	(2,346)	(190)
FY17 Gain	06/30/2017	18	(2,902)	(2,899)	(226)
FY18 Gain	06/30/2018	19	(2,852)	(2,850)	(215)
Change in Assumptions	06/30/2018	19	(905)	(906)	(68)
FY19 Gain	06/30/2019	20	(3,765)	(3,779)	(275)
FY20 Gain	06/30/2020	21	(5,595)	(5,633)	(398)
FY21 Gain	06/30/2021	22	(9,110)	(9,180)	(631)
Change in Assumptions	06/30/2022	23	1,222	1,230	82
FY22 Gain	06/30/2022	23	(8,083)	(8,136)	(545)
FY23 Gain	06/30/2023	24	(7,325)	(7,355)	(480)
FY24 Gain	06/30/2024	25	(8,382)	(8,382)	(535)
<b>Total</b>				<b>\$ (62,983)</b>	<b>\$ (4,742)</b>

# 1 Actuarial Funding Results

## 1.2 Actuarial Contributions as of June 30, 2024 for FY27 (\$ in thousands) (continued)

### All Members

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

Layer	Amortization Period		Balances		Beginning-of-Year Payment
	Date Created	Years Remaining	Initial	Outstanding	
Initial Unfunded Liability	06/30/2007	8	\$ (356)	\$ (278)	\$ (40)
Change in Assumptions	06/30/2008	9	182	149	20
FY08 Gain	06/30/2008	9	(764)	(624)	(82)
Change in Assumptions	06/30/2009	10	(130)	(112)	(13)
FY09 Gain	06/30/2009	10	(476)	(410)	(49)
Change in Assumptions	06/30/2010	11	(531)	(474)	(53)
FY10 Loss	06/30/2010	11	533	474	53
FY11 Loss	06/30/2011	12	890	820	86
Change in Assumptions	06/30/2012	13	28,265	26,714	2,624
FY12 Loss	06/30/2012	13	1,178	1,112	109
FY13 Loss	06/30/2013	14	10,854	10,462	973
Change in Assumptions	06/30/2014	15	(24,856)	(24,316)	(2,151)
FY14 Loss	06/30/2014	15	8,215	8,037	711
FY15 Gain	06/30/2015	16	(9,438)	(9,330)	(789)
EGWP Gain	06/30/2016	17	(19,559)	(19,461)	(1,578)
FY16 Loss	06/30/2016	17	11,483	11,425	926
Change in Assumptions	06/30/2017	18	23,532	23,492	1,833
FY17 Gain	06/30/2017	18	(1,708)	(1,705)	(133)
FY18 Gain	06/30/2018	19	(113)	(114)	(9)
Change in Assumptions/Methods	06/30/2018	19	(9,642)	(9,630)	(725)
FY19 Gain	06/30/2019	20	(12,132)	(12,180)	(888)
Change in Assumptions	06/30/2020	21	7,485	7,535	533
FY20 Gain	06/30/2020	21	(7,370)	(7,420)	(525)
Prescription Drug Plan Changes	06/30/2021	22	(2,029)	(2,044)	(140)
FY21 Gain	06/30/2021	22	(15,622)	(15,740)	(1,082)
Change in Assumptions	06/30/2022	23	(22,348)	(22,495)	(1,506)
FY22 Gain	06/30/2022	23	(8,336)	(8,390)	(562)
FY23 Loss	06/30/2023	24	1,469	1,475	96
Change in Assumptions	06/30/2024	25	(8,647)	(8,647)	(552)
FY24 Loss	06/30/2024	25	3,460	3,460	221
<b>Total</b>				<b>\$ (48,215)</b>	<b>\$ (2,692)</b>

# 1 Actuarial Funding Results

## 1.3 Actuarial Gain/(Loss) for FY24 (\$ in thousands)

	Occupational Death & Disability	Retiree Medical
<b>1. Expected Actuarial Accrued Liability</b>		
a. Actuarial Accrued Liability as of June 30, 2023	\$ 18,064	\$ 204,540
b. Normal Cost	5,483	15,466
c. Interest on (a) and (b) at 7.25%	1,707	15,950
d. Employer Group Waiver Plan	0	281
e. Benefit Payments	(716)	(400)
f. Interest on (d) and (e) at 7.25%, adjusted for timing	(28)	(4)
g. Experience Study Assumptions/Methods	0	(8,647)
h. Expected Actuarial Accrued Liability as of June 30, 2024 (a) + (b) + (c) + (d) + (e) + (f) + (g)	\$ 24,510	\$ 227,186
2. Actual Actuarial Accrued Liability as of June 30, 2024	21,094	233,700
<b>3. Liability Gain/(Loss), (1)(h) - (2)</b>	<b>\$ 3,416</b>	<b>\$ (6,514)</b>
<b>4. Expected Actuarial Asset Value</b>		
a. Actuarial Asset Value as of June 30, 2023	\$ 73,068	\$ 246,953
b. Interest on (a) at 7.25%	5,297	17,904
c. Employer Contributions	5,999	15,708
d. Employer Group Waiver Plan	0	281
e. Interest on (c) and (d) at 7.25%, adjusted for timing	214	569
f. Benefit Payments	(716)	(400)
g. Administrative Expenses	(32)	(37)
h. Interest on (f) and (g) at 7.25%, adjusted for timing	(29)	(16)
i. Expected Actuarial Asset Value as of June 30, 2024 (a) + (b) + (c) + (d) + (e) + (f) + (g) + (h)	\$ 83,801	\$ 280,962
5. Actuarial Asset Value as of June 30, 2024	84,077	281,915
<b>6. Actuarial Asset Gain/(Loss), (5) - (4)(i)</b>	<b>\$ 276</b>	<b>\$ 953</b>
<b>7. Total Actuarial Gain/(Loss), (3) + (6)</b>	<b>\$ 3,692</b>	<b>\$ (5,561)</b>
<b>8. Contribution Gain/(Loss)</b>	<b>\$ 4,687</b>	<b>\$ 2,085</b>
<b>9. Administrative Expense Gain/(Loss)</b>	<b>\$ 3</b>	<b>\$ 16</b>
<b>10. FY24 Gain/(Loss), (7) + (8) + (9)</b>	<b>\$ 8,382</b>	<b>\$ (3,460)</b>



# 1 Actuarial Funding Results

## 1.4 History of Unfunded Liability and Funded Ratio (\$ in thousands)

### Occupational Death & Disability

Valuation Date	Total Actuarial Accrued Liability	Valuation Assets	Assets as a Percent of Actuarial Accrued Liability	Unfunded Actuarial Accrued Liability (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)
June 30, 2023	18,064	73,068	404.5%	(55,004)
June 30, 2024	21,094	84,077	398.6%	(62,983)

# 1 Actuarial Funding Results

## 1.4 History of Unfunded Liability and Funded Ratio (\$ in thousands) (continued)

### Retiree Medical

Valuation Date	Total Actuarial Accrued Liability	Valuation Assets	Assets as a Percent of Actuarial Accrued Liability	Unfunded Actuarial Accrued Liability (UAAL)
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)
June 30, 2023	204,540	246,953	120.7%	(42,413)
June 30, 2024	233,700	281,915	120.6%	(48,215)

## 2 Plan Assets

### 2.1 Summary of Fair Value of Assets (\$ in thousands)

As of June 30, 2024	Occupational Death & Disability	Retiree Medical	Allocation Percent
Cash and Short-Term Investments			
- Cash and Cash Equivalents	\$ 475	\$ 1,395	0.5%
- Subtotal	\$ 475	\$ 1,395	0.5%
Fixed Income Investments			
- Domestic Fixed Income Pool	\$ 16,915	\$ 56,837	20.2%
- 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	\$ 16,915	\$ 56,837	20.2%
Equity Investments			
- Domestic Equity Pool	\$ 21,394	\$ 71,885	25.6%
- International Equity Pool	11,258	37,827	13.4%
- Private Equity Pool	13,269	44,586	15.8%
- Emerging Markets Equity Pool	2,720	9,141	3.2%
- Alternative Equity Strategies	6,070	20,396	7.2%
- Subtotal	\$ 54,711	\$ 183,835	65.2%
Other Investments			
- Real Estate Pool	\$ 5,525	\$ 18,563	6.6%
- Other Investments Pool	6,277	21,092	7.5%
- Absolute Return Pool	0	0	0.0%
- Other Assets	0	0	0.0%
- Subtotal	\$ 11,802	\$ 39,655	14.1%
Total Cash and Investments	\$ 83,903	\$ 281,722	100.0%
Net Accrued Receivables	(14)	(461)	
Net Assets	\$ 83,889	\$ 281,261	
Peace Officer / Firefighter	\$ 24,252	N/A	
Others	59,637	N/A	
All Members	\$ 83,889	\$ 281,261	

## 2 Plan Assets

### 2.2 Changes in Fair Value of Assets During FY24 (\$ in thousands)

Fiscal Year 2024	Occupational Death & Disability	Retiree Medical
1. Fair Value of Assets as of June 30, 2023	\$ 71,888	\$ 242,977
2. Additions:		
a. Member Contributions	\$ 0	\$ 0
b. Employer Contributions	6,862	19,245
c. Interest and Dividend Income	1,270	4,280
d. Net Appreciation/(Depreciation) in Fair Value of Investments	5,691	19,164
e. Employer Group Waiver Plan	0	281
f. Transfer In	0	0
g. Other	<u>0</u>	<u>2</u>
h. Total Additions	\$ 13,823	\$ 42,972
3. Deductions:		
a. Medical Benefits	\$ 0	\$ 400
b. Death & Disability Benefits	716	0
c. Investment Expenses	211	714
d. Administrative Expenses	32	37
e. Transfer Out	<u>863</u>	<u>3,537</u>
f. Total Deductions	\$ 1,822	\$ 4,688
4. Fair Value of Assets as of June 30, 2024	\$ 83,889	\$ 281,261
5. Approximate Fair Value Investment Return Rate during FY24 Net of Investment Expenses	9.1%	9.1%

## 2 Plan Assets

### 2.3 Development of Actuarial Value of Assets (\$ in thousands)

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.

	Occupational Death & Disability	Retiree Medical
1. Investment Gain/(Loss) for FY24		
a. Fair Value as of June 30, 2023	\$ 71,888	\$ 242,977
b. Contributions	6,862	19,245
c. Employer Group Waiver Plan	0	281
d. Benefit Payments	716	400
e. Administrative Expenses	32	37
f. Transfers In/(Out)	(863)	(3,537)
g. Actual Investment Return (net of investment expenses)	6,750	22,732
h. Expected Return Rate (net of investment expenses)	7.25%	7.25%
i. Expected Return	5,397	18,170
j. Investment Gain/(Loss) for the Year (f) - (h)	1,353	4,562
2. Actuarial Value as of June 30, 2024		
a. Fair Value as of June 30, 2024	\$ 83,889	\$ 281,261
b. Deferred Investment Gain/(Loss)	(188)	(654)
c. Preliminary Actuarial Value as of June 30, 2024, (a) - (b)	84,077	281,915
d. Upper Limit: 120% of Fair Value as of June 30, 2024	100,666	337,513
e. Lower Limit: 80% of Fair Value as of June 30, 2024	67,112	225,009
f. Actuarial Value at June 30, 2024, (c) limited by (d) and (e)	84,077	281,915
3. Ratio of Actuarial Value of Assets to Fair Value of Assets	100.2%	100.2%
4. Approximate Actuarial Value Investment Return Rate during FY24 Net of Investment Expenses	7.6%	7.6%
5. Actuarial Value Allocation <sup>1</sup>		
a. Peace Officer / Firefighter	\$ 24,306	\$ 35,482
b. Others	59,771	246,433
c. All Members	\$ 84,077	\$ 281,915

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

## 2 Plan Assets

### 2.3 Development of Actuarial Value of Assets (\$ in thousands) (continued)

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

Occupational Death & Disability				
Fiscal Year Ending	Asset Gain / (Loss)	Gain / (Loss) Recognized in Prior Years	Gain / (Loss) Recognized This Year	Gain / (Loss) Deferred to Future Years
June 30, 2020	\$ (1,178)	\$ (944)	\$ (234)	\$ 0
June 30, 2021	9,901	5,940	1,980	1,981
June 30, 2022	(8,596)	(3,438)	(1,719)	(3,439)
June 30, 2023	314	63	63	188
June 30, 2024	<u>1,353</u>	<u>0</u>	<u>271</u>	<u>1,082</u>
<b>Total</b>	<b>\$ 1,794</b>	<b>\$ 1,621</b>	<b>\$ 361</b>	<b>\$ (188)</b>

Retiree Medical				
Fiscal Year Ending	Asset Gain / (Loss)	Gain / (Loss) Recognized in Prior Years	Gain / (Loss) Recognized This Year	Gain / (Loss) Deferred to Future Years
June 30, 2020	\$ (3,825)	\$ (3,060)	\$ (765)	\$ 0
June 30, 2021	33,513	20,109	6,702	6,702
June 30, 2022	(29,106)	(11,642)	(5,821)	(11,643)
June 30, 2023	1,061	212	212	637
June 30, 2024	<u>4,562</u>	<u>0</u>	<u>912</u>	<u>3,650</u>
<b>Total</b>	<b>\$ 6,205</b>	<b>\$ 5,619</b>	<b>\$ 1,240</b>	<b>\$ (654)</b>

## 2 Plan Assets

### 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%
June 30, 2024	7.6%	7.2%	9.1%	6.1%

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.

## 3 Member Data

### 3.1 Summary of Members Included

As of June 30	2020	2021	2022	2023	2024
<b>Active Members - Peace Officer / Firefighter</b>					
1. Number	2,228	2,350	2,482	2,548	2,711 <sup>1</sup>
2. Average Age	35.92	36.40	36.65	36.84	37.17
3. Average Credited Service	5.36	5.71	5.91	6.22	6.50
4. Average Entry Age	30.56	30.69	30.74	30.62	30.67
5. Average Annual Earnings	\$ 87,365	\$ 90,022	\$ 95,429	\$ 103,066	\$ 111,879
<b>Active Members - Others</b>					
1. Number	20,695	21,583	22,220	22,900	24,089 <sup>2</sup>
2. Average Age	41.78	41.79	41.87	41.80	41.94
3. Average Credited Service	4.59	4.84	5.02	5.15	5.34
4. Average Entry Age	37.19	36.95	36.85	36.65	36.60
5. Average Annual Earnings	\$ 59,603	\$ 61,129	\$ 62,371	\$ 65,746	\$ 69,952
<b>Active Members - Total</b>					
1. Number	22,923	23,933	24,702	25,448	26,800 <sup>3</sup>
2. Average Age	41.21	41.26	41.35	41.30	41.46
3. Average Credited Service	4.66	4.93	5.11	5.26	5.46
4. Average Entry Age	36.55	36.33	36.24	36.04	36.00
5. Average Annual Earnings	\$ 62,302	\$ 63,966	\$ 65,693	\$ 69,483	\$ 74,193
<b>Disabilitants and Beneficiaries (Occupational Death &amp; Disability)</b>					
1. Number	15	14	16	18	21
2. Average Age	44.66	47.27	46.22	46.69	46.88
3. Average Monthly Death & Disability Benefit	\$ 2,698	\$ 2,601	\$ 2,791	\$ 3,161	\$ 3,305
<b>Retirees, Surviving Spouses, and Dependent Spouses (Retiree Medical)</b>					
1. Number	66	93	166	241	314
2. Average Age	68.85	69.75	69.46	69.45	69.82
<b>Total Number of Members</b>	<b>23,004</b>	<b>24,040</b>	<b>24,884</b>	<b>25,707</b>	<b>27,135</b>

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

<sup>1</sup> Includes 2,265 male active members and 446 female active members.

<sup>2</sup> Includes 10,507 male active members and 13,582 female active members.

<sup>3</sup> Includes 12,772 male active members and 14,028 female active members.



## 3 Member Data

### 3.2 Age and Service Distribution of Active Members

Annual Earnings by Age

Age	Number	Total Annual Earnings	Average Annual Earnings
0 - 19	164	\$ 6,871,877	\$ 41,902
20 - 24	1,596	83,510,776	52,325
25 - 29	3,136	203,548,298	64,907
30 - 34	4,246	312,316,870	73,556
35 - 39	4,395	351,279,463	79,927
40 - 44	3,724	301,615,175	80,992
45 - 49	2,868	225,386,657	78,587
50 - 54	2,450	188,521,310	76,947
55 - 59	1,927	146,857,930	76,211
60 - 64	1,489	109,417,326	73,484
65 - 69	601	44,782,361	74,513
70 - 74	152	10,839,941	71,315
75+	52	3,433,667	66,032
<b>Total</b>	<b>26,800</b>	<b>\$1,988,381,651</b>	<b>\$ 74,193</b>

Annual Earnings by Credited Service

Years of Service	Number	Total Annual Earnings	Average Annual Earnings
0	4,684	\$ 254,891,822	\$ 54,418
1	3,488	215,386,623	61,751
2	2,819	193,003,578	68,465
3	2,199	156,106,062	70,990
4	1,877	137,788,463	73,409
<b>0 - 4</b>	<b>15,067</b>	<b>\$ 957,176,548</b>	<b>\$ 63,528</b>
5 - 9	6,608	537,044,285	81,272
10 - 14	3,831	355,943,108	92,911
15 - 19	1,292	138,006,186	106,816
20 - 24	2	211,524	105,762
25 - 29	0	0	0
30 - 34	0	0	0
35 - 39	0	0	0
40+	0	0	0
<b>Total</b>	<b>26,800</b>	<b>\$1,988,381,651</b>	<b>\$ 74,193</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	164	0	0	0	0	0	0	0	0	164
20 - 24	1,583	13	0	0	0	0	0	0	0	1,596
25 - 29	2,719	412	5	0	0	0	0	0	0	3,136
30 - 34	2,802	1,174	269	1	0	0	0	0	0	4,246
35 - 39	2,189	1,258	790	158	0	0	0	0	0	4,395
40 - 44	1,678	1,001	745	300	0	0	0	0	0	3,724
45 - 49	1,268	818	539	242	1	0	0	0	0	2,868
50 - 54	1,043	705	509	192	1	0	0	0	0	2,450
55 - 59	769	569	417	172	0	0	0	0	0	1,927
60 - 64	557	428	358	146	0	0	0	0	0	1,489
65 - 69	213	178	151	59	0	0	0	0	0	601
70 - 74	61	37	39	15	0	0	0	0	0	152
75+	21	15	9	7	0	0	0	0	0	52
<b>Total</b>	<b>15,067</b>	<b>6,608</b>	<b>3,831</b>	<b>1,292</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>26,800</b>

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

## 3 Member Data

### 3.3 Member Data Reconciliation

	Actives	Retirees and Surviving Spouses	Dependent Spouses	OD&D Disabilitants	OD&D Beneficiaries	Total
<b>As of June 30, 2023 <sup>1</sup></b>	<b>25,448</b>	<b>170</b>	<b>71</b>	<b>16</b>	<b>2</b>	<b>25,707</b>
New Entrants	4,411	0	0	0	0	4,411
Rehires	847	0	0	0	0	847
Vested Terminations	(660)	0	0	0	0	(660)
Non-Vested Terminations	(2,348)	0	0	0	0	(2,348)
Refund of Contributions	(783)	0	0	0	0	(783)
Disability Retirements	(2)	0	0	2	0	0
Age Retirements	(61)	61	18	0	0	18
Deaths With Beneficiary	(1)	0	0	0	1	0
Deaths Without Beneficiary	(38)	0	0	0	0	(38)
Converted To/From DB Plan	(84)	0	0	0	0	(84)
Added Dependent Coverage	0	0	2	0	0	2
Dropped Dependent Coverage	0	0	(2)	0	0	(2)
Transfers In/Out	9	1	0	0	0	10
Data Corrections	62	(7)	0	0	0	55
<b>Net Change</b>	<b>1,352</b>	<b>55</b>	<b>18</b>	<b>2</b>	<b>1</b>	<b>1,428</b>
<b>As of June 30, 2024 <sup>2</sup></b>	<b>26,800</b>	<b>225</b>	<b>89</b>	<b>18</b>	<b>3</b>	<b>27,135</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.

## 3 Member Data

### 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, 2024	26,800	\$ 1,988,382	\$ 74,193	6.8%	151
June 30, 2023	25,448	1,768,186	69,482	5.8%	151
June 30, 2022	24,702	1,622,742	65,693	2.7%	151
June 30, 2021	23,933	1,530,905	63,966	2.7%	151
June 30, 2020	22,923	1,428,140	62,302	2.7%	153
June 30, 2019	21,902	1,328,934	60,676	2.3%	155
June 30, 2018	20,378	1,209,152	59,336	2.3%	155
June 30, 2017	19,171	1,112,398	58,025	1.5%	157
June 30, 2016	18,215	1,041,437	57,175	3.4%	157
June 30, 2015	17,098	945,496	55,299	1.9%	159

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

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

## 3 Member Data

### 3.5 Active Member Payroll Reconciliation

Payroll Field	Payroll Data (000's)
a) DRB actual reported salaries FY24 in employer list	\$ 1,852,590
b) DRB actual reported salaries FY24 in valuation data	1,780,749
c) Annualized valuation data	1,988,382
d) Valuation payroll as of June 30, 2024	2,088,019
e) Rate payroll for FY25	2,020,924

- a) Actual reported salaries from DRB employer listing showing all payroll paid during FY24, including those who were not active as of June 30, 2024
- b) Payroll from valuation data for people who are in active status as of June 30, 2024
- 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

## 4 Basis of the Actuarial Valuation

### 4.1 Summary of Plan Provisions

#### Effective Date

July 1, 2006, with amendments through June 30, 2024.

#### 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.

## 4 Basis of the Actuarial Valuation

- 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	40%
Retail Non-Formulary Brand (per 30-day fill)	25% \$25 min / \$75 max	
Retail Formulary Brand (per 30-day fill)	35% \$80 min / \$150 max	
Mail-Order Generic	\$20 copay	40%
Mail-Order Non-Formulary Brand	\$50 copay	
Mail-Order Formulary Brand	\$100 copay	
Pharmacy Out-of-Pocket Max (single / family)	\$1,000 / \$2,000	
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

- Gallagher used manual rate models to determine relative plan values for the defined benefit (DB) retiree medical plan and the DCR retiree medical plan outlined above. We applied the ratio of the DCR retiree medical plan value to the DB retiree medical plan value to the per capita costs determined for each of pre/post-Medicare medical and pharmacy benefits to estimate corresponding values for the DCR retiree medical plan design. These factors are noted in Section 4.3. We further adjusted the Medicare medical manual rate to reflect the Medicare coordination method adopted. We reflect estimated discounts and pharmacy rebates in the defined benefit medical cost so no further adjustment was needed for the DCR retiree medical plan. The medical network differential is reflected in the relative plan value adjustments.
- Estimated calendar year 2025 reimbursements under EGWP were provided by Segal Consulting, who worked with the EGWP administrator (Optum) to develop those estimates. Estimated reimbursements from fiscal years 2021 through 2025 were blended, with higher weight given to more recent years, to determine the smoothed fiscal year 2025 and fiscal year 2026 reimbursements.
- Starting in 2022, prior authorization is required for certain specialty medications. There is no change to the medications that are covered by the plan.

<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> Out-of-Network applies only to non-Medicare eligible participants.

## 4 Basis of the Actuarial Valuation

- 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 is based on the member's years of service. The percentage of premium paid by the member is shown below.

Years of Service	Premium Paid by Member
< 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 on 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.

## 4 Basis of the Actuarial Valuation

- 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.
- 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.



## 4 Basis of the Actuarial Valuation

### 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 PERS DCR payroll of active members. The actuarial accrued liability for active members (the portion of the total cost of the plan allocated to prior years under the method) was determined as the excess of the actuarial present value of projected benefits over the actuarial present value of future normal costs.

The actuarial accrued liability for beneficiaries and disabled members currently receiving benefits (if any) was determined as the actuarial present value of the benefits expected to be paid. No future normal costs are payable for these members.

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

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

#### 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.

## 4 Basis of the Actuarial 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, 2024.

Starting in 2022, certain common preventive benefits are covered for the DB plan. Preventive benefits were already covered under the DCR plan, so the pre-65 DCR medical adjustment factor referenced below was increased from 3.1% to 4.4%.

Due to the lack of experience for the DCR retiree medical plan, base claims costs are based on those described in the actuarial valuation as of June 30, 2024 for the Defined Benefit (DB) retiree medical plan covering TRS and PERS. The DB rates were used with some adjustments. The claims costs were adjusted to reflect the differences between the DCR medical plan and the DB medical plan. These differences include network steerage, different coverage levels, different Medicare coordination for medical benefits, and an indexing of the retiree out-of-pocket dollar amounts. To account for higher initial copays, deductibles, and out-of-pocket limits, projected FY25 claims costs were reduced 4.4% for pre-Medicare medical claims, 3.1% for Medicare medical claims, and 8.9% for prescription drugs. In addition, to account for the difference in Medicare coordination, projected FY25 medical claims costs for Medicare eligible retirees were further reduced 29.5%.

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

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

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

## 4 Basis of the Actuarial Valuation

### Healthcare Reform

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

Because the State plan is retiree-only, not all provisions are required. Unlimited lifetime benefits and dependent coverage to age 26 are two of these provisions. The adopted DCR plan does not place lifetime limits on benefits, but does restrict dependent child coverage.

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

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

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

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

## 4 Basis of the Actuarial Valuation

### 4.3 Summary of Actuarial Assumptions

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

#### 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.

## 4 Basis of the Actuarial Valuation

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).

## 4 Basis of the Actuarial Valuation

### **Spouse Age Difference**

Male members are assumed to be three years older than their wives. Female members are assumed to be two years younger than 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 an immaterial impact on liabilities and contribution rates are assumed to be correct in the current year's client data.

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

### **Administrative Expenses**

The Normal Cost as of June 30, 2024 was increased by \$33,000 for occupational death & disability and \$41,000 for retiree medical. These amounts are based on the average of actual administrative expenses during the last two fiscal years.

## 4 Basis of the Actuarial Valuation

### Healthcare Participation

Death / Disability Decrement		Retirement Decrement	
Age	Participation	Age	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%

\* The participation assumption is a combination of (i) service-based rates for retirement from employment at age 65+ and (ii) 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.

## 4 Basis of the Actuarial Valuation

### Healthcare Per Capita Claims Cost

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

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

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

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

### Healthcare 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%



## 4 Basis of the Actuarial Valuation

### Healthcare Third Party Administrator Fees

\$442 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, 6.40% is applied to the FY25 pre-Medicare medical claims costs to get the FY26 pre-Medicare medical claims costs.

Fiscal Year	Medical Pre-65	Medical Post-65	Prescription Drugs / EGWP
FY25	6.40%	5.40%	8.80% <sup>1</sup>
FY26	6.20%	5.40%	8.50%
FY27	6.05%	5.35%	8.20%
FY28	5.85%	5.35%	7.90%
FY29	5.65%	5.30%	7.45%
FY30	5.45%	5.30%	7.05%
FY31	5.30%	5.30%	6.60%
FY32	5.30%	5.30%	6.15%
FY33	5.30%	5.30%	5.70%
FY34-FY38	5.30%	5.30%	5.30%
FY39	5.25%	5.25%	5.30%
FY40	5.20%	5.20%	5.30%
FY41	5.10%	5.10%	5.20%
FY42	5.05%	5.05%	5.10%
FY43	4.95%	4.95%	5.00%
FY44	4.90%	4.90%	4.90%
FY45	4.80%	4.80%	4.85%
FY46	4.75%	4.75%	4.75%
FY47	4.70%	4.70%	4.70%
FY48	4.60%	4.60%	4.65%
FY49	4.55%	4.55%	4.55%
FY50+	4.50%	4.50%	4.50%

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

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<sup>1</sup> The FY25 trend rate applied to the EGWP subsidy is 30.20%.

## 4 Basis of the Actuarial Valuation

### Changes in Assumptions Since the Prior Valuation

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

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

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

## 4 Basis of the Actuarial 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%		

## 4 Basis of the Actuarial Valuation

**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%

## 4 Basis of the Actuarial Valuation

**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%

## 4 Basis of the Actuarial Valuation

**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%

## 4 Basis of the Actuarial Valuation

**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%

## 4 Basis of the Actuarial Valuation

**Table 4: Retirement Rates**

Age	Rate
< 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%



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

## 5.1 Funding Progress

### Funding Progress - Occupational Death & Disability (\$ in thousands)

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, 2024	\$ 21,094	\$ 84,077	398.6%	\$ (62,983)	\$ 2,020,924	(3.1%)
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 as if GASB 43 were still effective.

## 5 Historical Information

### 5.1 Funding Progress (continued)

#### Funding Progress - Retiree Medical (\$ in thousands)

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, 2024	\$ 233,700	\$ 281,915	120.6%	\$ (48,215)	#####	(2.4%)
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 2024, 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.

## 5 Historical Information

### 5.2 Solvency Test

#### Solvency Test - Occupational Death & Disability (\$ in thousands)

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, 2024	\$ 0	\$ 10,940	\$ 10,154	\$ 84,077	100.0%	100.0%	100.0%
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.

## 5 Historical Information

### 5.2 Solvency Test (continued)

#### Solvency Test - Retiree Medical (\$ in thousands)

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, 2024	\$ 0	\$ 18,683	\$ 215,017	\$ 281,915	100.0%	100.0%	100.0%
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 2024, 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.

## 5 Historical Information

### 5.3 Member Data

As of June 30	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Active Members - Peace Officer / Firefighter</b>										
1. Number	1,438	1,605	1,701	1,905	2,038	2,228	2,350	2,482	2,548	2,711
2. Average Age	34.93	35.17	35.59	35.63	35.76	35.92	36.40	36.65	36.84	37.17
3. Average Credited Service	3.71	4.12	4.65	4.83	5.09	5.36	5.71	5.91	6.22	6.50
4. Average Entry Age	31.22	31.05	30.94	30.80	30.67	30.56	30.69	30.74	30.62	30.67
5. Average Annual Earnings	\$ 71,839	\$ 76,213	\$ 77,800	\$ 78,603	\$ 84,593	\$ 87,365	\$ 90,022	\$ 95,429	\$ 103,066	\$ 111,879
<b>Active Members - Others</b>										
1. Number	15,660	16,610	17,470	18,473	19,864	20,695	21,583	22,220	22,900	24,089
2. Average Age	40.54	40.90	41.22	41.34	41.49	41.78	41.79	41.87	41.80	41.94
3. Average Credited Service	3.24	3.51	3.83	4.08	4.25	4.59	4.84	5.02	5.15	5.34
4. Average Entry Age	37.30	37.39	37.39	37.26	37.24	37.19	36.95	36.85	36.65	36.60
5. Average Annual Earnings	\$ 53,780	\$ 55,335	\$ 56,100	\$ 57,349	\$ 58,223	\$ 59,603	\$ 61,129	\$ 62,371	\$ 65,746	\$ 69,952
<b>Active Members - Total</b>										
1. Number	17,098	18,215	19,171	20,378	21,902	22,923	23,933	24,702	25,448	26,800
2. Average Age	40.07	40.39	40.72	40.80	40.96	41.21	41.26	41.35	41.30	41.46
3. Average Credited Service	3.28	3.56	3.90	4.15	4.33	4.66	4.93	5.11	5.26	5.46
4. Average Entry Age	36.79	36.83	36.82	36.65	36.63	36.55	36.33	36.24	36.04	36.00
5. Average Annual Earnings	\$ 55,299	\$ 57,175	\$ 58,025	\$ 59,336	\$ 60,676	\$ 62,302	\$ 63,966	\$ 65,693	\$ 69,483	\$ 74,193
<b>Disabilitants and Beneficiaries (Occupational Death &amp; Disability)</b>										
1. Number	12	12	14	15	16	15	14	16	18	21
2. Average Age	43.00	44.00	42.00	43.66	42.28	44.66	47.27	46.22	46.69	46.88
3. Average Monthly Death & Disability Benefit	2,399	2,442	2,199	2,285	2,404	2,698	\$ 2,601	\$ 2,791	\$ 3,161	\$ 3,305
<b>Retirees, Surviving Spouses, and Dependent Spouses (Retiree Medical)</b>										
1. Number	0	0	9	23	43	66	93	166	241	314
2. Average Age	N/A	N/A	70.76	69.97	69.72	68.85	69.75	69.46	69.45	69.82
<b>Total Number of Members</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>	<b>27,135</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.

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