



Agenda Item No. (7)

To: OPEB Retirement Investment Trust Board  
Meeting of March 21, 2024

From: Alice Ng, Director of Fiscal Resources  
Joseph M. Wire, Auditor-Controller

Subject: **RECEIVE THE JULY 1, 2023 OPEB ACTUARIAL VALUATION REPORT**

**Recommendation**

Staff recommends that the Trust Board adopt a motion to receive the July 1, 2023 OPEB Actuarial Valuation Report, as submitted by the Golden Gate Bridge, Highway and Transportation District’s (District) OPEB Actuary, Foster & Foster, Inc. (“F&F”).

**Summary**

The July 1, 2023 OPEB Actuarial Valuation Report is attached. It is the District’s policy to fund, at minimum, the Actuarially Determined Contribution (“ADC”), as determined by the Trust’s actuary. This year’s valuation will be used for the funding of the ADC and for inclusion in the District’s operating budget for fiscal years FY 24/25 and FY 25/26.

**Participant Data**

For the July 1, 2023 valuation date, the study included 638 active employees and 880 retirees and surviving spouses. As of the last valuation date of July 1, 2021, there were 656 active employees and 826 retirees and surviving spouses.

<b>At Valuation date of July 1, 2023</b>				
	<b>Bus Operators</b>	<b>Non Rep</b>	<b>Coalition</b>	<b>Total District</b>
<b>Actives</b>	163	147	328	<b>638</b>
Retirees & Surviving Spouses*	354	186	340	<b>880</b>
<b>Total Participants</b>	<b>517</b>	<b>333</b>	<b>668</b>	<b>1518</b>
Actives % of total	32%	44%	49%	<b>42%</b>
Retirees % of total	68%	56%	51%	<b>58%</b>
* Includes 19 pre 65 retirees who waived benefits. It's added here to capture any liability should any return to PEMCHA at age 65.				

<b>At Valuation date of July 1, 2021</b>				
	<b>Bus Operators</b>	<b>Non Rep</b>	<b>Coalition</b>	<b>Total District</b>
Actives	213	137	306	<b>656</b>
Retirees & Surviving Spouses	328	171	327	<b>826</b>
<b>Total Participants</b>	<b>541</b>	<b>308</b>	<b>633</b>	<b>1482</b>
Actives % of total	39%	44%	48%	<b>44%</b>
Retirees % of total	61%	56%	52%	<b>56%</b>

During FY 22/23, the District paid \$9.8 million in OPEB benefits for retirees. In the last valuation during FY 23/24, District-paid retiree benefits was estimated to be \$11.1 million. This current valuation estimates District-paid retiree benefits for FY 24/25 and FY 25/26 to be **\$12.3 million and \$12.8 million**, respectively.

**Plan Assets**

The market value of Trust at July 1, 2023 was **\$115.5 million**<sup>1</sup>. The investment returns at market value since the previous valuation (July 1, 2021) were -12.4% for FY 21/22 and 8.9% for FY 22/23. This results in an average annual loss return of -2.3% over the two-year period, as compared to the 6.75% actuarial assumed return, which is the targeted return as per the Trust’s investment policy.

Asset smoothing was adopted in the last valuation to reduce the volatility of the District’s future Trust contributions. Assets and losses are spread over a rolling five-year period while keeping the actuarial value of assets within a corridor of 80% to 120% of market value. The smoothed actuarial value of assets at July 1, 2023 was **\$117.8 million**. Investment returns on an actuarial basis were 5.6% for FY 21/22 and 6.2% for FY 22/23, resulting in an average annual return on a smoothed basis of 5.9% over the two-year period since the prior valuation.

**Actuarial Accrued Liability (“AAL”) and Plan Funded Status**

	<b>July 1, 2021</b>	<b>July 1, 2023</b>	<b>Change</b>
Actuarial Accrued Liability ("AAL")	\$ 158,770,399	\$ 186,561,750	\$ 27,791,351
Actuarial Value of Plan Assets	\$ 104,786,680	\$ 117,825,119	\$ 13,038,439
Unfunded AAL ("UAAL")	\$ 53,983,719	\$ 68,736,631	\$ 14,752,912
<b>Funded %</b>	<b>66.0%</b>	<b>63.2%</b>	<b>-2.8%</b>

Based on an **AAL of \$186.6 million** and an Actuarial Value of Assets of \$117.8 million, the Trust’s UAAL as of July 1, 2023 is **\$68.7 million**. This is an increase of \$14.8 million (or 27%) from the July 1, 2021 valuation report, which had estimated the UAAL at \$54 million as of July 1, 2021. The funded ratio decreased by -2.8% from 66% at July 1, 2021, to **63.2%** at July 1, 2023.

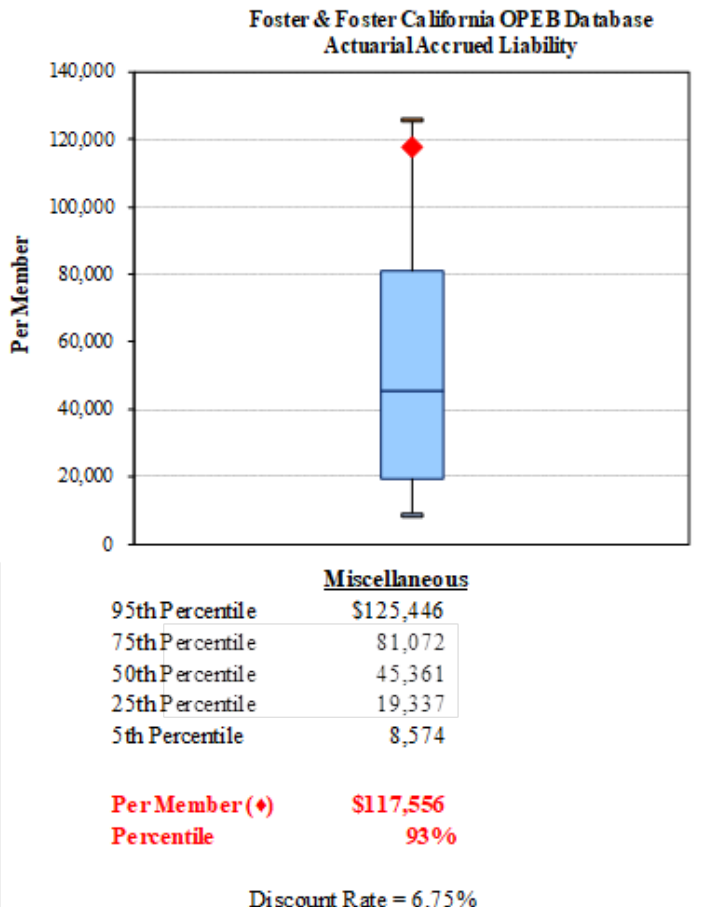
<sup>1</sup> Trust assets and investment returns reported by Actuary may vary slightly from what is reported by Investment Advisor due to timing of reporting.

The UAAL is being amortized over 14 years for 2023/24 and an average 13.6 years for 2024/25. A change was made to the UAAL amortization methodology with this valuation, from single layer (total UAAL amortized over a fixed, decreasing period) to multiple layers (July 1, 2021 UAAL will continue with the original fixed period, but gains and losses from this and subsequent valuations will be amortized over separate 15-year periods).

The sources of the \$14.8 million increase in UAAL since the prior valuation are:

1. Expected change due to passage of time (-\$8.7 million reduction)
2. Increase to the healthcare trend assumption on future premiums (+\$9.9 million increase)
3. Experience loss due to demographics experience and data changes (+\$8.1 million increase)
4. Investment return on assets lower than expected (+\$3.5 million increase)
5. Premium/medical claims higher than expected (+\$3.2 million increase)
6. Bus eligibility plan change (-\$1.1 million reduction)
7. Other assumptions changes, net (-\$0.3 million reduction)

The graph below compares the District’s AAL per participant (actives and retirees) to 274 agencies in F&F’s California OPEB database. The District’s AAL is \$117,556 per participant and is in the 93<sup>rd</sup> percentile of F&F’s California OPEB database. This means only 19 of the 274 agencies in F&F’s California OPEB database has an AAL per participant higher than the District’s \$117,56 per participant.



The historical AAL, UAAL, Plan Assets, and Funded Percentage at each actuarial valuation date since inception of the Trust is summarized below:

Actuarial Valuation Date	7/1/23	7/1/21	7/1/19	7/1/17	7/1/15	7/1/13	7/1/12	7/1/11	7/1/09	7/1/07
Discount Rate	6.75%	6.75%	7.00%	7.00%	7.25%	7.50%	7.50%	7.75%	7.75%	7.75%
<i>In US thousands</i>										
Accrued Actuarial Liability	\$ 186,562	\$ 158,770	\$ 169,765	\$ 172,339	\$ 159,253	\$ 158,737	\$ 190,406	\$ 196,052	\$ 182,930	\$ 152,767
Actuarial Value of Assets	\$ 117,825	\$ 104,787	\$ 85,060	\$ 70,385	\$ 57,175	\$ 41,331	\$ 31,114	\$ 25,217	\$ 9,819	\$ -
Unfunded Liability	\$ 68,737	\$ 53,984	\$ 84,705	\$ 101,954	\$ 102,077	\$ 117,405	\$ 159,292	\$ 170,835	\$ 173,110	\$ 152,767
Funded %	63%	66%	50%	41%	36%	26%	16%	13%	5%	0%

**Actuarially Determined Contribution (“ADC”)**

The Actuarially Determined Contribution (“ADC”) for FY 24/25 and FY 25/26 are summarized below:

	FY 24/25	FY 25/26
<b>ADC</b>		
Normal Cost	\$ 3,691,474	\$ 3,792,991
UAAL Amortization	\$ 6,524,300	\$ 6,741,339
Administrative Expenses	\$ 314,150	\$ 323,575
<b>ADC - \$</b>	<b>\$ 10,529,924</b>	<b>\$ 10,857,905</b>
Projected Payroll	\$ 70,635,326	\$ 72,577,798
<b>ADC - % of Projected Payroll</b>	<b>14.9%</b>	<b>15.0%</b>
Normal Cost	5.2%	5.2%
UAAL Amortization	9.2%	9.3%
Administrative Expenses	0.4%	0.4%
<b>Total ADC</b>	<b>14.9%</b>	<b>15.0%</b>
# of Actives	638	638
<b>ADC - \$ per Active</b>	<b>\$16,505</b>	<b>\$17,019</b>

For FY 24/25, the normal cost (the cost of benefits earned by current employees in the current year) of \$3.7 million, along with the amortization of the UAAL of \$6.5 million and \$0.3 million of administrative expenses, result in a FY 24/25 ADC of **\$10.5 million**.

For FY 25/26, the normal cost of \$3.8 million, along with the amortization of the UAAL of \$6.7 million and \$0.3 million of administrative expenses, result in a FY 25/26 ADC of **\$10.9 million**.

The ADC as a percentage of projected payroll by employee group is as follows:

	Bus Operators	Non Rep	Coalition	Total District
ADC as a % of Projected Payroll	32.4%	10.1%	12.2%	14.9%

The ADC per Active employee by employee group for FY 24/25 and FY 25/26 is summarized below:

	<b>Bus Operators</b>	<b>Non Rep</b>	<b>Coalition</b>	<b>Total District</b>
<b>FY 24/25 ADC</b>	<b>\$ 3,825,572</b>	<b>\$ 2,266,089</b>	<b>\$ 4,438,263</b>	<b>\$ 10,529,924</b>
<b>FY 24/25 ADC Per Active</b>	<b>\$ 23,470</b>	<b>\$ 15,416</b>	<b>\$ 13,531</b>	<b>\$ 16,505</b>
<b>FY 25/26 ADC</b>	<b>\$ 3,915,558</b>	<b>\$ 2,341,079</b>	<b>\$ 4,601,268</b>	<b>\$ 10,857,905</b>
<b>FY 25/26 ADC Per Active</b>	<b>\$ 24,022</b>	<b>\$ 15,926</b>	<b>\$ 14,028</b>	<b>\$ 17,019</b>

**Fiscal Impact**

The ADC of \$10.5 million for FY 24/25 and \$10.9 million for FY 25/26 will be included in their respective future fiscal year budgets.

Attachment: July 1, 2023 OPEB Actuarial Valuation Report



**GOLDEN GATE BRIDGE  
HIGHWAY AND TRANSPORTATION DISTRICT  
RETIREE HEALTHCARE PLAN**



**July 1, 2023 Actuarial Valuation**  
Plan Funding for 2024/25 and 2025/26

**Foster & Foster, Inc.**  
Doug Pryor, ASA, EA, MAAA  
Cathy Wandro, ASA, FCA, MAAA  
Katherine Moore, ASA, MAAA

December 15, 2023

## Contents

Topic	Page
Benefit Summary	1
Implied Subsidy	16
Data Summary	17
Assets	19
Results	23
Foster & Foster California OPEB Database	47
Actuarial Certification	50
Exhibits	
Premiums	E - 1
Participant Statistics	E - 5
Actuarial Assumptions	E - 17
Actuarial Methods	E - 29
Definitions	E - 31



## BENEFIT SUMMARY

### General Benefit Provisions

<p>■ Eligibility</p>	<ul style="list-style-type: none"> <li>• Retire directly from the District</li> <li>• Age/service requirements vary by employee group and hire date</li> </ul>
<p>■ OPEB Benefits</p>	<ul style="list-style-type: none"> <li>• Medical (including prescription drug), dental, vision, and life insurance</li> <li>• Dependent coverage and retiree contributions vary based on eligibility</li> <li>• Benefits established through employee agreements and MOUs</li> <li>• Medical benefits provided through PEMHCA under the unequal method</li> </ul>
<p>■ PEMHCA Minimum</p>	<ul style="list-style-type: none"> <li>• District joined PEMHCA in 2021</li> <li>• District paid CalPERS \$1/month for retirees in 2021, then pays 5% of PEMHCA minimum for each year in PEMHCA until reaching 100% of the PEMHCA minimum in 20 years:                             <ul style="list-style-type: none"> <li>➢ PEMHCA minimum = \$151/month in 2023 and \$157/month in 2024</li> <li>➢ Retiree minimum = \$15.10/month in 2023 and \$23.55 in 2024</li> </ul> </li> </ul>
<p>■ Implied Subsidy for PEMHCA Plans</p>	<ul style="list-style-type: none"> <li>• Active employee premiums subsidize retiree costs</li> <li>• Implied subsidy occurs when pre-Medicare retiree rates are less than actual retiree cost</li> </ul>



December 15, 2023

1



## BENEFIT SUMMARY

### Bus Operators

<p>■ Retirement Eligibility</p>	<ul style="list-style-type: none"> <li>• Retire from District within 120 days of separation and eligible for ATU pension:                             <ul style="list-style-type: none"> <li>➢ Age 65 (PEPRA age 62 and 5 years of service)</li> <li>➢ Age 55, 15 years of service</li> <li>➢ Age 50, 25 years of service (PEPRA age 52, 5 years of service)</li> <li>➢ 20 years of service, 80 points (age plus service <math>\geq</math> 80)</li> </ul> </li> </ul>																	
<p>■ District Contribution to Medical<sup>1</sup></p>	<ul style="list-style-type: none"> <li>• Maximum District Contribution:                             <ul style="list-style-type: none"> <li>➢ Enrolled in Kaiser, PERS Platinum, or PERS Gold: Premium of plan elected</li> <li>➢ Enrolled in other plan: PERS Gold premium cap</li> </ul> </li> <li>• District contributes a percent of the Maximum District contribution:                             <table border="1" style="margin-left: 20px;"> <thead> <tr> <th rowspan="2">Points at Retirement (age + service)</th> <th colspan="2">% of Maximum District Contribution</th> </tr> <tr> <th>Hired &lt; 1/1/2003 (Minimum age 52)</th> <th>Hired <math>\geq</math> 1/1/2003 (Minimum age 55)</th> </tr> </thead> <tbody> <tr> <td>80+</td> <td>100%</td> <td>100%</td> </tr> <tr> <td>75-79</td> <td>100%</td> <td>80%</td> </tr> <tr> <td>70-74</td> <td>80%</td> <td>70%</td> </tr> <tr> <td>&lt; 70</td> <td>PEMHCA minimum</td> <td>PEMHCA minimum</td> </tr> </tbody> </table> </li> <li>• 15 years of service required for family coverage</li> <li>• District pays PEMHCA minimum if less than 15 years of service at retirement</li> </ul>	Points at Retirement (age + service)	% of Maximum District Contribution		Hired < 1/1/2003 (Minimum age 52)	Hired $\geq$ 1/1/2003 (Minimum age 55)	80+	100%	100%	75-79	100%	80%	70-74	80%	70%	< 70	PEMHCA minimum	PEMHCA minimum
Points at Retirement (age + service)	% of Maximum District Contribution																	
	Hired < 1/1/2003 (Minimum age 52)	Hired $\geq$ 1/1/2003 (Minimum age 55)																
80+	100%	100%																
75-79	100%	80%																
70-74	80%	70%																
< 70	PEMHCA minimum	PEMHCA minimum																

<sup>1</sup> Applies to retirements after 7/1/2021.



December 15, 2023

2



## BENEFIT SUMMARY

### Bus Operators

■ Health Reimbursement Arrangement (HRA) Plan

- District contribution above PEMHCA minimum will be reimbursed to retirees
- In addition, District contributes annually to HRA if retiree is enrolled in Kaiser, PERS Platinum, or PERS Gold

➢ 2023 and 2024 annual amounts:

	Kaiser	PERS Platinum	PERS Gold
Under 65	\$1,500/3,000/3,000 (EE/2-party/family)	\$2,500/5,000/5,000 (EE/ 2-party/family)	\$3,500/7,000/7,000 (EE/2-party/family)
Over 65	\$550/1,100 (EE/2-party)	\$400/800 (EE/2-party)	

➢ No annual District HRA contribution if enrolled in other plans

- Unused HRA balances carry-over for Medicare retirees, but not for retirees under 65



December 15, 2023

3



## BENEFIT SUMMARY

### Bus Operators

■ Retiree Medicare Part B Equivalent Contribution (Under Age 65)

- Retired < 1/1/21: No Medicare Part B premium equivalent contribution
- Retired ≥ 1/1/21:
  - Enrolled in Kaiser, PERS Platinum, or PERS Gold: Retiree pays 50% of Medicare Part B premium equivalent less the monthly equivalent of the annual active cash stipend amounts if enrolled in Kaiser or PERS Gold
  - Enrolled in other plans: Retiree pays 100% of Medicare Part B premium equivalent for self and spouse
- 2023 and 2024 annual active cash stipend amounts used to offset retiree contribution if enrolled in Kaiser or PERS Gold:

	Kaiser or PERS Gold
EE only	\$1,000
2-Party	2,000
Family	3,000

■ Surviving Spouse Benefit

- Medical benefit continues to surviving spouse if retire has 15 or more years of service
- PEMHCA minimum if < 15 years of service and surviving spouse has pension benefit

■ Dental and Vision

- Same eligibility as retirement benefits
- District pays 100% of premiums



December 15, 2023

4





## BENEFIT SUMMARY

### Bus Operators

<p>■ Life Insurance</p>	<ul style="list-style-type: none"> <li>• Retired before 6/1/77: \$2,500 life insurance</li> <li>• Retired on or after 6/1/77 with 3+ years of service:             <ul style="list-style-type: none"> <li>➢ \$18,000 life insurance less \$2,000 times number of years since retirement</li> <li>➢ \$3,000 minimum life insurance</li> </ul> </li> </ul>
<p>■ Opt Out Provision</p>	<ul style="list-style-type: none"> <li>• District provides \$3,000 annual HRA contribution to retirees that permanently opt out of District retiree health benefits (medical, dental, vision and life)</li> <li>• Benefit continues to surviving spouse if retire has 15 or more years of service</li> <li>• PEMHCA minimum if opts back into PEMHCA medical plan in future</li> </ul>
<p>■ Benefit Change since prior valuation</p>	<ul style="list-style-type: none"> <li>• Eligibility date for points used to determine maximum District contribution changed from 3/31/2020 to 1/1/2003</li> <li>• Under age 65 HRA contribution amounts increased for Kaiser and decreased for PERS Platinum (Kaiser \$550/1,100/2,200 =&gt; \$1,500/3,000/3000, PERS Platinum \$3,500/7,000/7,000 =&gt; \$2,500/5,000/5,000)</li> <li>• Active stipend increased for PERS Gold (\$500/1,500/2,000 =&gt; (\$1,000/2,000/3,000))</li> </ul>



December 15, 2023



## BENEFIT SUMMARY

### Non-Represented

<p>■ Retirement Eligibility</p>	<ul style="list-style-type: none"> <li>• Retire from District within 120 days of separation and eligible for retiree pension             <ul style="list-style-type: none"> <li>➢ CalPERS Classic members: Age 50, 5 years of service</li> <li>➢ CalPERS PEPRA members: Age 52, 5 years of service</li> <li>➢ Disability (5 years of service for non-industrial disability)</li> </ul> </li> </ul>										
<p>■ District Contribution to Medical<sup>2</sup></p>	<ul style="list-style-type: none"> <li>• Maximum District Contribution:             <ul style="list-style-type: none"> <li>➢ Enrolled in Kaiser, PERS Platinum, or PERS Gold: Premium of plan elected</li> <li>➢ Enrolled in other plan: PERS Gold premium cap</li> </ul> </li> <li>• District contributes a percent of the Maximum District contribution based on age and service at retirement:             <table border="1" style="margin-left: 20px; width: 100%;"> <thead> <tr> <th style="text-align: center;">Points at Retirement (age + service)</th> <th style="text-align: center;">% of Maximum District Contribution</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">80+</td> <td style="text-align: center;">100%</td> </tr> <tr> <td style="text-align: center;">75-79</td> <td style="text-align: center;">80%</td> </tr> <tr> <td style="text-align: center;">70-74</td> <td style="text-align: center;">70%</td> </tr> <tr> <td style="text-align: center;">&lt; 70</td> <td style="text-align: center;">PEMHCA minimum</td> </tr> </tbody> </table> </li> <li>• Age 55 and 10 years of service for District contribution for retiree</li> <li>• Age 55 and 15 years of service for District contribution for spouse/dependents</li> </ul>	Points at Retirement (age + service)	% of Maximum District Contribution	80+	100%	75-79	80%	70-74	70%	< 70	PEMHCA minimum
Points at Retirement (age + service)	% of Maximum District Contribution										
80+	100%										
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70-74	70%										
< 70	PEMHCA minimum										

<sup>2</sup> Applies to retirements after 7/1/2021.



December 15, 2023



## BENEFIT SUMMARY

### Non-Represented

■ Health Reimbursement Arrangement (HRA) Plan

- District contribution above PEMHCA minimum will be reimbursed to retirees
- In addition, District contributes annually to HRA if enrolled in Kaiser, PERS Platinum, or PERS Gold
  - 2023 and 2024 annual amounts:

	Kaiser	PERS Platinum	PERS Gold
Under 65	\$1,500/3,000/3,000 (EE/2-party/family)	\$2,500/5,000/5,000 (EE/2-party/family)	\$3,500/7,000/7,000 (EE/2-party/family)
Over 65	\$550/1,100 (EE/2-party)	\$400/800 (EE/2-party)	

- No annual District HRA contribution if enrolled in other plans
- Unused HRA balances carry-over for Medicare retirees, but not for retirees under 65



## BENEFIT SUMMARY

### Non-Represented

■ Retiree Medicare Part B Equivalent Contribution (Under Age 65)

- Enrolled in Kaiser or PERS Gold: Retiree pays to District the Medicare Part B premium equivalents for self and spouse less the monthly equivalent of the annual active cash stipend amount for plan elected
- Enrolled in other plans: Retiree pays the Medicare Part B premium equivalents for self and spouse to the District
- 2023 and 2024 annual active cash stipend amounts used to offset retiree contribution if enrolled in Kaiser or PERS Gold:

	Kaiser or PERS Gold
EE only	\$1,000
2-Party	2,000
Family	3,000

■ Surviving Spouse Benefit

- Medical benefit continues to surviving spouse if retiree elects a pension benefit with survivor benefits

■ Dental and Vision

- Same eligibility as retirement benefits
- District pays 100% of premiums



## BENEFIT SUMMARY

### Non-Represented

<p>■ Life Insurance</p>	<ul style="list-style-type: none"> <li>● Retired before 7/1/76: \$25,000 life insurance</li> <li>● Retired between 7/1/76 and 7/1/15:             <ul style="list-style-type: none"> <li>➢ Less than 10 years of service - \$3,000 life insurance</li> <li>➢ 10+ years of service –                 <ul style="list-style-type: none"> <li>▪ \$9,000 life insurance less \$1,000 times number of years since retirement</li> <li>▪ \$3,000 minimum life insurance</li> </ul> </li> </ul> </li> <li>● Retired on or after 7/1/15:             <ul style="list-style-type: none"> <li>➢ Less than 10 years of service - \$3,000 life insurance</li> <li>➢ 10+ years of service –                 <ul style="list-style-type: none"> <li>▪ \$24,000 life insurance less \$1,000 times number of years since retirement</li> <li>▪ \$3,000 minimum life insurance</li> </ul> </li> </ul> </li> </ul>
<p>■ Board Members</p>	<ul style="list-style-type: none"> <li>● Not eligible for retiree healthcare benefit</li> </ul>
<p>■ Benefit Changes since prior valuation</p>	<ul style="list-style-type: none"> <li>● None</li> </ul>



## BENEFIT SUMMARY

### Coalition

<p>■ Retirement Eligibility</p>	<ul style="list-style-type: none"> <li>● Retire from District within 120 days of separation and eligible for retiree pension             <ul style="list-style-type: none"> <li>➢ Employees in CalPERS:                 <ul style="list-style-type: none"> <li>▪ Classic members: Age 50, 5 years of service</li> <li>▪ PEPRAs members: Age 52, 5 years of service</li> <li>▪ Disability (5 years of service for non-industrial disability)</li> </ul> </li> <li>➢ Employees in IBU and MEBA:                 <ul style="list-style-type: none"> <li>▪ Age 65</li> <li>▪ Age 55, 10 years of service</li> <li>▪ Disability: 10 years of service</li> </ul> </li> </ul> </li> </ul>
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## BENEFIT SUMMARY

### Coalition

**■ District Contribution to Medical<sup>3</sup>**

- Maximum District Contribution:
  - Enrolled in Kaiser, PERS Platinum, or PERS Gold: Premium of plan elected
  - Enrolled in other plan: PERS Gold premium cap
- District contributes a percent of the Maximum District contribution based on age and service at retirement:

Points at Retirement (age + service)	% of Maximum District Contribution
80+	100%
75-79	80%
70-74	70%
< 70	PEMHCA minimum

- Age 55 and 10 years of service required for District contribution for retiree above the PEMHCA minimum
- Age 55 and 15 years of service required for District contribution for spouse/dependent coverage

<sup>3</sup> Applies to retirements after 7/1/2021.



## BENEFIT SUMMARY

### Coalition

**■ Health Reimbursement Arrangement (HRA) Plan**

- District contribution above PEMHCA minimum will be reimbursed to retirees up to the Maximum District Contribution
- In addition, District contributes annually to HRA if enrolled in Kaiser, PERS Platinum, or PERS Gold

- Annual HRA amounts for 2023 and 2024:

	Kaiser	PERS Platinum	PERS Gold
Under 65	\$1,500/3,000/3,000 (Single/2-party/family)	\$3,500/7,000/7,000 (Single/2-party/family)	
Over 65	\$550/1,100 (Single/2-party)	\$400/800 (Single/2-party)	

- No annual District HRA contribution if enrolled in other plans
- Unused HRA balances carry-over for Medicare retirees, but not for retirees under 65



## BENEFIT SUMMARY

<b>Coalition</b>													
<p>■ Retiree Medicare Part B Equivalent Contribution (Under Age 65)</p>	<ul style="list-style-type: none"> <li>• Enrolled in Kaiser or PERS Gold: Retiree pays to District the Medicare Part B premium equivalents for self and spouse less the monthly equivalent of the annual active cash stipend amount for plan elected</li> <li>• Enrolled in other plans: Retiree pays the Medicare Part B premium equivalents for self and spouse to the District</li> <li>• 2023 and 2024 annual active cash stipend amounts used to offset retiree contribution if enrolled in Kaiser or PERS Gold:                             <table border="1" style="margin-left: 20px; border-collapse: collapse; width: 100%;"> <thead> <tr> <th></th> <th style="text-align: center;">Kaiser</th> <th style="text-align: center;">PERS Gold</th> </tr> </thead> <tbody> <tr> <td>Single</td> <td style="text-align: center;">\$1,000</td> <td style="text-align: center;">\$1,000</td> </tr> <tr> <td>2-Party</td> <td style="text-align: center;">2,000</td> <td style="text-align: center;">1,000</td> </tr> <tr> <td>Family</td> <td style="text-align: center;">3,000</td> <td style="text-align: center;">2,000</td> </tr> </tbody> </table> </li> </ul>		Kaiser	PERS Gold	Single	\$1,000	\$1,000	2-Party	2,000	1,000	Family	3,000	2,000
	Kaiser	PERS Gold											
Single	\$1,000	\$1,000											
2-Party	2,000	1,000											
Family	3,000	2,000											
<p>■ Surviving Spouse Benefit</p>	<ul style="list-style-type: none"> <li>• Medical benefit continues to surviving spouse if retiree elects a pension with survivor benefits and has 15 or more years of service at retirement</li> <li>• PEMHCA minimum if less than 15 years of service</li> </ul>												
<p>■ Dental and Vision</p>	<ul style="list-style-type: none"> <li>• Same eligibility as retirement benefits</li> <li>• District pays 100% of premiums</li> </ul>												



December 15, 2023



## BENEFIT SUMMARY

<b>Coalition</b>	
<p>■ Life Insurance</p>	<ul style="list-style-type: none"> <li>• Retired before 7/1/76: \$25,000 life insurance</li> <li>• Retired between 7/1/76 and 7/1/15:                             <ul style="list-style-type: none"> <li>➢ Less than 10 years of service - \$3,000 life insurance</li> <li>➢ 10+ years of service –                                     <ul style="list-style-type: none"> <li>▪ \$9,000 life insurance less \$1,000 times number of years since retirement</li> <li>▪ \$3,000 minimum life insurance</li> </ul> </li> </ul> </li> <li>• Retired on or after 7/1/15:                             <ul style="list-style-type: none"> <li>➢ Less than 10 years of service - \$3,000 life insurance</li> <li>➢ 10+ years of service –                                     <ul style="list-style-type: none"> <li>▪ \$24,000 life insurance less \$1,000 times number of years since retirement</li> <li>▪ \$3,000 minimum life insurance</li> </ul> </li> </ul> </li> </ul>
<p>■ Benefit Changes since prior valuation</p>	<ul style="list-style-type: none"> <li>• None</li> </ul>



December 15, 2023



## BENEFIT SUMMARY

### Total District

■ Cash Pay-As-You-Go (\$000s)	<u>Fiscal Year</u>	<u>Medical</u>	<u>Dental</u>	<u>Vision</u>	<u>Life</u>	<u>Total</u>
	• 2017/18	\$8,970	\$1,158	\$115	\$23	\$10,267
• 2018/19	\$9,089	\$1,131	\$118	\$33	\$10,371	
• 2019/20	\$9,067	\$1,029	\$105	\$28	\$10,230	
• 2020/21	\$8,875	\$1,087	\$112	\$69	\$10,144	
• 2021/22	\$8,708	\$1,216	\$114	\$67	\$10,106	
• 2022/23	\$8,585	\$ 985	\$108	\$75	\$ 9,752	



December 15, 2023

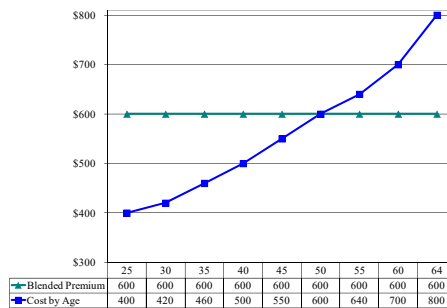
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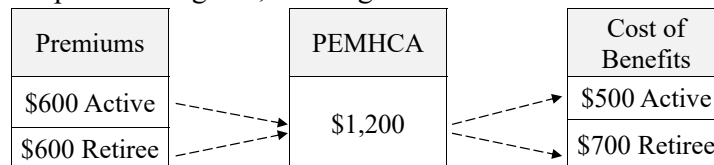
## IMPLIED SUBSIDY

### ■ Implied Subsidy

- Non-Medicare eligible retirees pay active rates instead of actual cost
- Active employee premiums subsidize non Medicare retiree cost
  - General trend:



- Sample active age 40, retire age 60:



- GASBS 75 includes active “implied subsidy” with retiree cost
- Implied subsidy cost is included with medical liability



December 15, 2023

16



**DATA SUMMARY**

**Participant Statistics**  
**July 1, 2023**

	<b>Bus Operators</b>	<b>Non-Rep</b>	<b>Coalition</b>	<b>Total</b>
■ Actives				
• Count	163	147	328	638
• Average				
> Age	52.6	50.0	48.0	49.6
> District Service	12.1	12.3	10.4	11.3
> Salary	\$70,500	\$149,000	\$107,800	\$107,800
• Total Payroll (\$000's)	11,490	21,907	35,348	68,745
■ Retirees & Surviving Spouses <sup>4</sup>				
• Count	354	186	340	880
• Average				
> Age	73.5	74.3	73.0	73.5
> Retirement Age	59.7	60.5	59.6	59.8

<sup>4</sup> Includes 19 waived retirees under 65. Excludes 69 waived retirees over 65.



December 15, 2023

17



**DATA SUMMARY**

**Participant Statistics**  
**July 1, 2021**

	<b>Bus Operators</b>	<b>Non-Rep</b>	<b>Coalition</b>	<b>Total</b>
■ Actives				
• Count	213	137	306	656
• Average				
> Age	50.6	50.9	48.6	49.7
> District Service	11.2	13.1	10.8	11.4
> Salary	\$66,300	\$129,300	\$91,600	\$91,300
• Total Payroll (\$000's)	14,125	17,714	28,034	59,873
■ Retirees & Surviving Spouses				
• Count	328	171	327	826
• Average				
> Age	73.0	74.5	73.7	73.6
> Retirement Age	59.3	60.4	59.4	59.5



December 15, 2023

18



**ASSETS**

**Market Value of Plan Assets**

**Golden Gate Bridge Highway and Transportation District OPEB Trust**  
(Amounts in 000's)

	2021/22 <sup>5</sup>			2022/23 <sup>6</sup>		
■ Account	Liquidity	Invest.	Total	Liquidity	Invest.	Total
■ <b>Market Value (Beginning of Year)</b>	\$(25)	\$120,951	\$120,926	\$515	\$107,408	\$107,924
• Contributions	12,033	-	12,033	8,130	-	8,130
• Transfers	(1,600)	1,600	-	2,000	(2,000)	-
• Benefit Payments	(9,553)	-	(9,553)	(9,823)	-	(9,823)
• Admin. Expenses	(341)	-	(341)	(292)	-	(292)
• Net Inv. Earnings	2	(15,142)	(15,141)	76	9,486	9,562
■ <b>Market Value (End of Year)</b>	515	107,408	107,924	606	114,894	115,501
■ <b>Approximate Return</b>	0.7%	(12.4)%	(12.4)%	3.7%	8.9%	8.9%

<sup>5</sup> Reflects \$92,892 of accounts payable (\$65,785 of benefit payments and \$27,107 of administrative expenses).

<sup>6</sup> Reflects \$179,876 of accounts payable (\$136,856 of benefit payments and \$43,020 of administrative expenses).



December 15, 2023

19



**ASSETS**

**Actuarial Value of Assets**

(Amounts in 000's)

	2021/22	2022/23
■ <b>Actuarial Value of Assets (Beginning of Year)</b>	\$104,787	\$112,840
• Contributions	12,033	8,130
• Benefit Payments	(9,553)	(9,823)
• Administrative Expenses	(341)	(292)
• Expected Earnings (net of inv. expense)	7,144	7,551
■ Expected AVA at End of Year	114,069	118,406
■ Market Value at End of Year	107,924	115,501
■ MVA - Expected AVA	(6,146)	(2,905)
■ 1/5 of (MVA - Expected AVA)	(1,229)	(581)
■ Preliminary AVA	112,840	117,825
■ Minimum AVA (80% of MVA)	86,339	92,401
■ Maximum AVA (120% of MVA)	129,508	138,601
■ <b>Actuarial Value of Assets (End of Year)</b>	112,840	117,825
■ <b>Approximate Return</b>	5.6%	6.2%



December 15, 2023

20

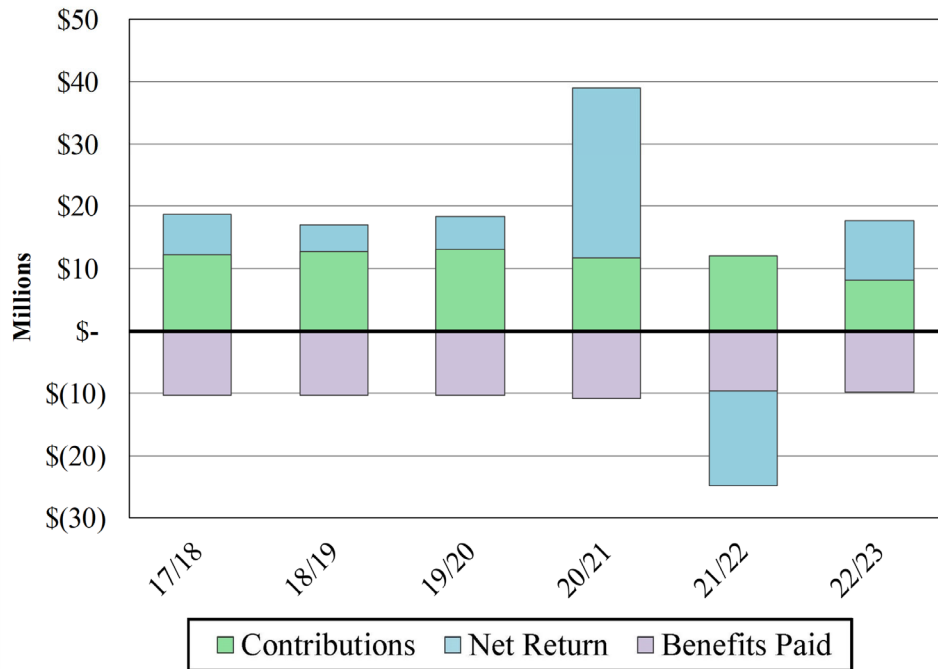




**ASSETS**

**Historical Trust (Market Value) Asset Changes**

(Amounts in millions)



December 15, 2023

21



**ASSETS**

**Asset Allocation**

Asset Class	Investment Policy	
	Range	Target Allocation
<u>Investment Account</u>		
■ Domestic Equity	26%-46%	36.0%
■ International Equity	9%-29%	19.0%
■ Fixed Income	5%-45%	25.0%
■ Private Equity	0%-10%	6.7%
■ Private Debt	0%-10%	6.7%
■ Real Assets	0%-10%	6.6%
■ Cash Equivalents	0%-20%	<u>0.0%</u>
■ Total		100.0%
<u>Liquidity Account</u>		
■ Cash Equivalents	100%	100%



December 15, 2023

22



**RESULTS**

**Actuarial Obligations**

	<b>July 1, 2021 Valuation</b>	<b>July 1, 2023 Valuation</b>
<b>■ Present Value of Benefits</b>		
• Actives	\$ 82,632,726	\$ 89,210,964
• Retirees	<u>102,622,376</u>	<u>126,034,074</u>
• Total	185,255,102	215,245,038
<b>■ Actuarial Accrued Liability</b>		
• Actives	56,148,023	60,527,646
• Retirees	<u>102,622,376</u>	<u>126,034,074</u>
• Total	158,770,399	186,561,720
<b>■ Actuarial Value of Assets</b>	<u>104,786,680</u>	<u>117,825,119</u>
<b>■ Unfunded AAL</b>	53,983,719	68,736,601
<b>■ Funded Percent</b>	66.0%	63.2%
<b>■ Normal Cost</b>	3,318,562	3,691,475
<b>■ Pay-As-You-Go Cost</b>		
• Actives	315,408	794,745
• Retirees	<u>9,416,027</u>	<u>11,477,879</u>
• Total	9,731,435	12,272,624



December 15, 2023

23



**RESULTS**

**Unfunded Actuarial Accrued Liability (Gain)/Loss Analysis**

(\$000's)

	<b>AAL</b>	<b>(Assets)</b>	<b>UAAL</b>
<b>■ Actual on 7/1/21</b>	\$158,770	\$(104,787)	\$53,984
• Expected change due to the passage of time	<u>7,916</u>	<u>(16,580)</u>	<u>(8,666)</u>
<b>■ Expected on 7/1/23</b>	166,686	(121,367)	45,318
<b>■ Bus Eligibility Plan Change</b>	(1,127)	-	(1,127)
<b>■ Assumption Changes</b>			
• Demographic Assumptions (CalPERS)	(221)	-	(221)
• Healthcare Trend & PEMHCA Minimum Trend	9,855	-	9,855
<b>■ Estimated Experience (Gain)/Loss</b>			
• Premiums/claims different than expected	3,237	-	3,237
• Demographic experience and other <sup>7</sup>	8,132	-	8,132
• Asset (Gain)/Loss <sup>8</sup>	<u>-</u>	<u>3,542</u>	<u>3,542</u>
<b>■ Total (Gain)/Loss</b>	19,876	3,542	23,419
<b>■ Actual on 7/1/23</b>	186,562	(117,825)	68,737

<sup>7</sup> Difference between expected and actual deaths, retirement, terminations and disabilities, and data changes. Includes approximately \$8.9 million for the addition of 54 retirees with medical coverage that were not included in the prior valuation.

<sup>8</sup> Asset gain due to contributions greater than expected offset by investment return lower than expected.



December 15, 2023

24



**RESULTS**

**Actuarial Accrued Liability (Gain)/Loss Analysis by Benefit Type**  
 (\$000's)

	<b>Medical</b>	<b>Dental</b>	<b>Vision</b>	<b>Life</b>	<b>Total AAL</b>
■ Actual AAL on 7/1/21	\$135,610	\$19,303	\$2,175	\$1,682	\$158,770
● Expected change due to passage of time	<u>6,799</u>	<u>954</u>	<u>108</u>	<u>54</u>	<u>7,916</u>
■ Expected AAL on 7/1/23	142,409	20,257	2,283	1,736	166,686
■ Bus Eligibility Plan Change	(1,127)	-	-	-	(1,127)
■ Assumption Changes					
● Demographic Assumptions (CalPERS)	(147)	(27)	(3)	(44)	(221)
● Healthcare Trend & PEMHCA Minimum Trend	9,855	-	-	-	9,855
■ Estimated Experience (Gain)/Loss					
● Premiums/Claims different than expected	4,488	(1,124)	(127)	-	3,237
● Demographic and other <sup>9</sup>	<u>7,318</u>	<u>561</u>	<u>73</u>	<u>180</u>	<u>8,132</u>
■ Total (Gain)/Loss	20,387	(590)	(57)	136	19,876
■ Actual AAL on 7/1/23	162,796	19,667	2,226	1,872	186,562

<sup>9</sup> Difference between expected and actual deaths, retirement, terminations and disabilities, and data changes. Includes approximately \$8.9 million for the addition of 54 retirees with medical coverage that were not included in the prior valuation.



**RESULTS**

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## RESULTS

### Actuarially Determined Contribution (ADC)

	July 1, 2021 Valuation			July 1, 2023 Valuation	
	2021/22	2022/23	2023/24	2024/25	2025/26
<b>■ ADC - \$</b>					
• Normal Cost	\$3,318,562	\$3,409,822	\$3,503,593	\$3,691,475	\$3,792,991
• Administrative Expenses	320,000	329,600	339,488	314,150	323,575
• UAAL Amortization	<u>4,571,017</u>	<u>4,390,821</u>	<u>4,266,154</u>	<u>6,524,299</u>	<u>6,741,339</u>
• Total ADC	8,209,579	8,130,243	8,109,235	10,529,924	10,857,905
<b>■ Projected Payroll</b>	59,873,056	61,519,565	63,211,353	70,635,326	72,577,798
<b>■ ADC - %</b>					
• Normal Cost	5.5%	5.5%	5.5%	5.2%	5.2%
• Administrative Expenses	0.5%	0.5%	0.5%	0.4%	0.4%
• UAAL Amortization	<u>7.6%</u>	<u>7.1%</u>	<u>6.7%</u>	<u>9.2%</u>	<u>9.3%</u>
• Total ADC	13.7%	13.2%	12.8%	14.9%	15.0%
<b>■ Number of Actives</b>	656	656	656	638	638
<b>■ ADC - \$ Per Capita</b>	\$12,515	\$12,394	\$12,362	\$16,505	\$17,019



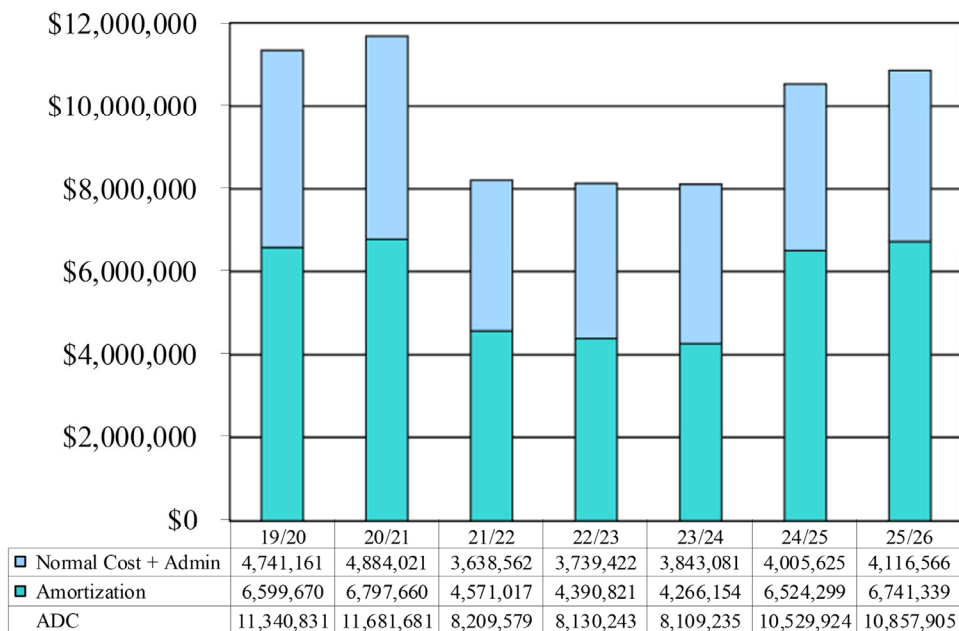
December 15, 2023

27



## RESULTS

### Historical Actuarially Determined Contributions (ADC)



December 15, 2023

28



**RESULTS**

**Actuarial Obligations by Employee Group**  
**July 1, 2023**

	<b>Bus Operators</b>	<b>Non-Represented</b>	<b>Coalition</b>	<b>Total</b>
■ <b>Present Value of Benefits</b>				
• Actives	\$27,196,012	\$20,574,980	\$41,439,972	\$89,210,964
• Retirees	<u>54,605,439</u>	<u>25,525,340</u>	<u>45,903,294</u>	<u>126,034,074</u>
• Total	81,801,451	46,100,320	87,343,266	215,245,038
■ <b>Actuarial Accrued Liability</b>				
• Actives	19,064,894	14,418,764	27,043,988	60,527,646
• Retirees	<u>54,605,439</u>	<u>25,525,340</u>	<u>45,903,294</u>	<u>126,034,074</u>
• Total	73,670,333	39,944,104	72,947,282	186,561,720
■ <b>Actuarial Value of Assets<sup>10</sup></b>	<u>46,527,314</u>	<u>25,227,141</u>	<u>46,070,663</u>	<u>117,825,119</u>
■ <b>Unfunded AAL</b>	27,143,019	14,716,963	26,876,619	68,736,601
■ <b>2024/25 Normal Cost</b>	1,154,032	795,046	1,742,396	3,691,475
■ <b>2024/25 Pay-As-You Go Costs</b>				
• Actives	324,780	208,635	261,331	794,745
• Retirees	<u>4,987,882</u>	<u>2,314,660</u>	<u>4,175,337</u>	<u>11,477,879</u>
• Total	5,312,661	2,523,294	4,436,668	12,272,624

<sup>10</sup> Assets allocated in proportion to Actuarial Accrued Liability for this illustration.



December 15, 2023

29



**RESULTS**

**Actuarially Determined Contribution (ADC) by Employee Group**  
**2024/25 Fiscal Year**

	<b>Bus Operators</b>	<b>Non-Represented</b>	<b>Coalition</b>	<b>Total</b>
■ <b>ADC - \$</b>				
• Normal Cost	\$1,154,032	\$795,046	\$1,742,396	\$3,691,475
• Administrative Expenses <sup>11</sup>	122,727	67,578	123,845	314,150
• UAAL Amortization	<u>2,548,813</u>	<u>1,403,465</u>	<u>2,572,022</u>	<u>6,524,299</u>
• Total	3,825,572	2,266,089	4,438,263	10,529,924
■ <b>Projected Payroll</b>	11,806,103	22,509,089	36,320,134	70,635,326
■ <b>ADC - %</b>				
• Normal Cost	9.8%	3.5%	4.8%	5.2%
• Administrative Expenses	1.0%	0.3%	0.3%	0.4%
• UAAL Amortization	<u>21.6%</u>	<u>6.2%</u>	<u>7.1%</u>	<u>9.2%</u>
• Total	32.4%	10.1%	12.2%	14.9%
■ <b>Number of Actives</b>	163	147	328	638
■ <b>ADC - \$ Per Capita</b>	\$23,470	\$15,416	\$13,531	\$16,505

<sup>11</sup> Administrative expenses allocated in proportion to Actuarial Accrued Liability for this illustration.



December 15, 2023

30



## RESULTS

### Actuarial Obligations Rolled-Forward to July 1, 2024

	Bus Operators	Non- Represented	Coalition	Total
■ <b>Present Value of Benefits</b>				
• Actives	\$28,913,056	\$21,891,468	\$44,151,601	\$94,956,125
• Retirees	<u>53,117,806</u>	<u>24,909,352</u>	<u>44,653,863</u>	<u>122,681,021</u>
• Total	82,030,862	46,800,820	88,805,464	217,637,146
■ <b>Actuarial Accrued Liability</b>				
• Actives	21,393,519	16,119,164	30,535,950	68,048,633
• Retirees	<u>53,117,806</u>	<u>24,909,352</u>	<u>44,653,863</u>	<u>122,681,021</u>
• Total	74,511,325	41,028,516	75,189,813	190,729,654
■ <b>Actuarial Value of Assets<sup>12</sup></b>	<u>47,765,683</u>	<u>26,301,439</u>	<u>48,200,629</u>	<u>122,267,751</u>
■ <b>Unfunded AAL</b>	26,745,642	14,727,077	26,989,184	68,461,903
■ <b>2025/26 Normal Cost</b>	1,185,768	816,910	1,790,313	3,792,991
■ <b>2025/26 Pay-As-You Go Costs</b>				
• Actives	578,130	348,174	493,200	1,419,504
• Retirees	<u>5,031,493</u>	<u>2,251,494</u>	<u>4,127,267</u>	<u>11,410,254</u>
• Total	5,609,623	2,599,668	4,620,467	12,829,758

<sup>12</sup> Assets allocated in proportion to Actuarial Accrued Liability for this illustration.



December 15, 2023

31



## RESULTS

### Actuarially Determined Contribution (ADC) by Employee Group 2025/26 Fiscal Year

	Bus Operators	Non- Represented	Coalition	Total
■ <b>ADC - \$</b>				
• Normal Cost	\$1,185,768	\$816,910	\$1,790,313	\$3,792,991
• Administrative Expenses <sup>13</sup>	125,025	69,807	128,743	323,575
• UAAL Amortization	<u>2,604,765</u>	<u>1,454,362</u>	<u>2,682,212</u>	<u>6,741,339</u>
• Total	3,915,558	2,341,079	4,601,268	10,857,905
■ <b>Projected Payroll</b>	12,130,771	23,128,089	37,318,938	72,577,798
■ <b>ADC - %</b>				
• Normal Cost	9.8%	3.5%	4.8%	5.2%
• Administrative Expenses	1.0%	0.3%	0.3%	0.4%
• UAAL Amortization	<u>21.5%</u>	<u>6.3%</u>	<u>7.2%</u>	<u>9.3%</u>
• Total	32.3%	10.1%	12.3%	15.0%
■ <b>Number of Actives</b>	163	147	328	638
■ <b>ADC - \$ Per Capita</b>	\$24,022	\$15,926	\$14,028	\$17,019

<sup>13</sup> Administrative expenses allocated in proportion to Actuarial Accrued Liability for this illustration.



December 15, 2023

32



**RESULTS**

**Actuarial Obligations Rolled-Forward to July 1, 2025**

	<b>Bus Operators</b>	<b>Non-Represented</b>	<b>Coalition</b>	<b>Total</b>
■ <b>Present Value of Benefits</b>				
• Actives	\$30,529,126	\$23,153,582	\$46,861,826	\$100,544,534
• Retirees	<u>51,549,784</u>	<u>24,199,229</u>	<u>43,354,045</u>	<u>119,103,058</u>
• Total	82,078,910	47,352,811	90,215,871	219,647,592
■ <b>Actuarial Accrued Liability</b>				
• Actives	23,694,364	17,813,088	34,127,361	75,634,813
• Retirees	<u>51,549,784</u>	<u>24,199,229</u>	<u>43,354,045</u>	<u>119,103,058</u>
• Total	75,244,148	42,012,317	77,481,406	194,737,871
■ <b>Actuarial Value of Assets<sup>14</sup></b>	<u>49,446,659</u>	<u>27,608,376</u>	<u>50,916,873</u>	<u>127,971,908</u>
■ <b>Unfunded AAL</b>	25,797,489	14,403,941	26,564,533	66,765,963
■ <b>2026/27 Normal Cost</b>	1,218,376	839,375	1,839,547	3,897,298
■ <b>2026/27 Pay-As-You Go Costs</b>				
• Actives	838,972	519,715	711,499	2,070,186
• Retirees	<u>4,959,897</u>	<u>2,241,932</u>	<u>4,055,949</u>	<u>11,257,778</u>
• Total	5,798,869	2,761,647	4,767,448	13,327,964

<sup>14</sup> Assets allocated in proportion to Actuarial Accrued Liability for this illustration.



**RESULTS**

**Actuarially Determined Contribution (ADC) by Employee Group**  
**2026/27 Fiscal Year**

	<b>Bus Operators</b>	<b>Non-Represented</b>	<b>Coalition</b>	<b>Total</b>
■ <b>ADC - \$</b>				
• Normal Cost	\$1,218,376	\$839,375	\$1,839,547	\$3,897,298
• Administrative Expenses <sup>15</sup>	127,159	72,191	133,932	333,282
• UAAL Amortization	<u>2,654,311</u>	<u>1,506,907</u>	<u>2,795,691</u>	<u>6,956,909</u>
• Total	3,999,846	2,418,473	4,769,170	11,187,489
■ <b>Projected Payroll</b>	12,464,367	23,764,111	38,345,209	74,573,687
■ <b>ADC - %</b>				
• Normal Cost	9.8%	3.5%	4.8%	5.2%
• Administrative Expenses	1.0%	0.3%	0.3%	0.4%
• UAAL Amortization	<u>21.3%</u>	<u>6.3%</u>	<u>7.3%</u>	<u>9.3%</u>
• Total	32.1%	10.2%	12.4%	15.0%
■ <b>Number of Actives</b>	163	147	328	638
■ <b>ADC - \$ Per Capita</b>	\$24,539	\$16,452	\$14,540	\$17,535

<sup>15</sup> Administrative expenses allocated in proportion to Actuarial Accrued Liability for this illustration.



## RESULTS

### Actuarial Obligations Rolled-Forward to July 1, 2026

	Bus Operators	Non- Represented	Coalition	Total
■ <b>Present Value of Benefits</b>				
• Actives	\$31,992,519	\$24,356,716	\$49,515,425	\$105,864,660
• Retirees	<u>49,830,861</u>	<u>23,506,436</u>	<u>42,016,155</u>	<u>115,353,452</u>
• Total	81,823,380	47,863,152	91,531,580	221,218,112
■ <b>Actuarial Accrued Liability</b>				
• Actives	25,921,545	19,499,769	37,771,133	83,192,447
• Retirees	<u>49,830,861</u>	<u>23,506,436</u>	<u>42,016,155</u>	<u>115,353,452</u>
• Total	75,752,406	43,006,205	79,787,288	198,545,899
■ <b>Actuarial Value of Assets<sup>16</sup></b>	<u>51,078,691</u>	<u>28,998,428</u>	<u>53,799,350</u>	<u>133,876,469</u>
■ <b>Unfunded AAL</b>	24,673,715	14,007,777	25,987,938	64,669,430
■ <b>2027/28 Normal Cost</b>	1,251,882	862,458	1,890,134	4,004,474
■ <b>2027/28 Pay-As-You Go Costs</b>				
• Actives	1,102,761	633,709	1,003,085	2,739,557
• Retirees	<u>4,884,193</u>	<u>2,256,157</u>	<u>3,959,764</u>	<u>11,100,113</u>
• Total	5,986,954	2,889,866	4,962,849	13,839,670

<sup>16</sup> Assets allocated in proportion to Actuarial Accrued Liability for this illustration.



December 15, 2023

35



## RESULTS

### Actuarially Determined Contribution (ADC) by Employee Group 2027/28 Fiscal Year

	Bus Operators	Non- Represented	Coalition	Total
■ <b>ADC - \$</b>				
• Normal Cost	\$1,251,882	\$862,458	\$1,890,134	\$4,004,474
• Administrative Expenses <sup>17</sup>	129,251	74,568	139,461	343,280
• UAAL Amortization	<u>2,700,414</u>	<u>1,557,934</u>	<u>2,913,754</u>	<u>7,172,102</u>
• Total	4,081,547	2,494,960	4,943,349	11,519,856
■ <b>Projected Payroll</b>	12,807,137	24,417,624	39,399,702	76,624,463
■ <b>ADC - %</b>				
• Normal Cost	10.0%	3.6%	4.9%	5.4%
• Administrative Expenses	1.0%	0.3%	0.4%	0.5%
• UAAL Amortization	<u>21.7%</u>	<u>6.6%</u>	<u>7.6%</u>	<u>9.6%</u>
• Total	31.9%	10.2%	12.5%	15.0%
■ <b>Number of Actives</b>	163	147	328	638
■ <b>ADC - \$ Per Capita</b>	\$25,040	\$16,973	\$15,071	\$18,056

<sup>17</sup> Administrative expenses allocated in proportion to Actuarial Accrued Liability for this illustration.



December 15, 2023

36





## RESULTS

### Actuarial Obligations Rolled-Forward to July 1, 2027

	Bus Operators	Non- Represented	Coalition	Total
■ <b>Present Value of Benefits</b>				
• Actives	\$33,285,189	\$25,463,825	\$52,122,597	\$110,871,611
• Retirees	<u>48,069,884</u>	<u>22,776,759</u>	<u>40,661,643</u>	<u>111,508,286</u>
• Total	81,355,073	48,240,584	92,784,240	222,379,897
■ <b>Actuarial Accrued Liability</b>				
• Actives	28,063,249	21,146,275	41,486,183	90,695,707
• Retirees	<u>48,069,884</u>	<u>22,776,759</u>	<u>40,661,643</u>	<u>111,508,286</u>
• Total	76,133,133	43,923,034	82,147,826	202,203,993
■ <b>Actuarial Value of Assets<sup>18</sup></b>	<u>52,730,445</u>	<u>30,421,461</u>	<u>56,896,271</u>	<u>140,048,177</u>
■ <b>Unfunded AAL</b>	23,402,688	13,501,573	25,251,555	62,155,816
■ <b>2028/29 Normal Cost</b>	1,286,308	886,176	1,942,113	4,114,597
■ <b>2028/29 Pay-As-You Go Costs</b>				
• Actives	1,322,265	748,919	1,278,487	3,349,672
• Retirees	<u>4,795,369</u>	<u>2,207,662</u>	<u>3,816,950</u>	<u>10,819,980</u>
• Total	6,117,634	2,956,581	5,095,437	14,169,652

<sup>18</sup> Assets allocated in proportion to Actuarial Accrued Liability for this illustration.



December 15, 2023

37



## RESULTS

### Actuarially Determined Contribution (ADC) by Employee Group 2028/29 Fiscal Year

	Bus Operators	Non- Represented	Coalition	Total
■ <b>ADC - \$</b>				
• Normal Cost	\$1,286,308	\$886,176	\$1,942,113	\$4,114,597
• Administrative Expenses <sup>19</sup>	131,295	76,998	145,285	353,578
• UAAL Amortization	<u>2,743,360</u>	<u>1,608,849</u>	<u>3,035,664</u>	<u>7,387,873</u>
• Total	4,160,963	2,572,023	5,123,062	11,856,048
■ <b>Projected Payroll</b>	13,159,333	25,089,109	40,483,194	78,731,636
■ <b>ADC - %</b>				
• Normal Cost	10.3%	3.7%	5.1%	5.5%
• Administrative Expenses	1.1%	0.3%	0.4%	0.5%
• UAAL Amortization	<u>22.0%</u>	<u>6.8%</u>	<u>7.9%</u>	<u>9.9%</u>
• Total	31.6%	10.3%	12.7%	15.1%
■ <b>Number of Actives</b>	163	147	328	638
■ <b>ADC - \$ Per Capita</b>	\$25,527	\$17,497	\$15,619	\$18,583

<sup>19</sup> Administrative expenses allocated in proportion to Actuarial Accrued Liability for this illustration.



December 15, 2023

38



**RESULTS**

**Actuarial Obligations by Cash/Implied Subsidy**  
**July 1, 2023**

	<b>Cash Benefit</b>	<b>Implied Subsidy</b>	<b>Total</b>
■ <b>Present Value of Benefits</b>			
• Actives	\$78,598,935	\$10,612,029	\$89,210,964
• Retirees	<u>114,960,561</u>	<u>11,073,513</u>	<u>126,034,074</u>
• Total	193,559,496	21,685,542	215,245,038
■ <b>Actuarial Accrued Liability</b>			
• Actives	53,548,175	6,979,471	60,527,646
• Retirees	<u>114,960,561</u>	<u>11,073,513</u>	<u>126,034,074</u>
• Total	168,508,736	18,052,984	186,561,720
■ <b>Actuarial Value of Assets<sup>20</sup></b>	<u>106,423,557</u>	<u>11,401,562</u>	<u>117,825,119</u>
■ <b>Unfunded AAL</b>	62,085,179	6,651,422	68,736,601
■ <b>2024/25 Normal Cost</b>	3,240,767	450,708	3,691,475
■ <b>2024/25 Pay-As-You Go Costs</b>			
• Actives	667,716	127,030	794,745
• Retirees	<u>10,289,340</u>	<u>1,188,538</u>	<u>11,477,879</u>
• Total	10,957,056	1,315,568	12,272,624

<sup>20</sup> Assets allocated in proportion to Actuarial Accrued Liability for this illustration.



December 15, 2023

39



**RESULTS**

**Actuarially Determined Contribution (ADC) by Cash/Implied Subsidy**  
**2024/25 Fiscal Year**

	<b>Cash Benefit</b>	<b>Implied Subsidy</b>	<b>Total</b>
■ <b>ADC - \$</b>			
• Normal Cost	\$3,240,767	\$450,708	\$3,691,475
• Administrative Expenses <sup>21</sup>	314,150	-	314,150
• UAAL Amortization	<u>5,894,329</u>	<u>629,971</u>	<u>6,524,299</u>
• Total	9,449,245	1,080,679	10,529,924
■ <b>Projected Payroll</b>	70,635,326	70,635,326	70,635,326
■ <b>ADC - %</b>			
• Normal Cost	4.6%	0.6%	5.2%
• Administrative Expenses	0.4%	0.0%	0.4%
• UAAL Amortization	<u>8.3%</u>	<u>0.9%</u>	<u>9.2%</u>
• Total	13.4%	1.5%	14.9%
■ <b>Number of Actives</b>	638	638	638
■ <b>ADC - \$ Per Capita</b>	\$14,811	\$1,694	\$16,505

<sup>21</sup> Administrative expenses allocated to cash benefit for this illustration.



December 15, 2023

40



**RESULTS**

**Actuarial Obligations by Benefit**  
**July 1, 2023**

	Medical	Dental	Vision	Life	Total
■ <b>Present Value of Benefits</b>					
• Actives	\$78,894,339	\$8,698,623	\$991,393	\$626,608	\$89,210,964
• Retirees	<u>109,192,747</u>	<u>13,856,961</u>	<u>1,565,787</u>	<u>1,418,579</u>	<u>126,034,074</u>
• Total	188,087,086	22,555,584	2,557,180	2,045,187	215,245,038
■ <b>Actuarial Accrued Liability</b>					
• Actives	53,603,274	5,810,317	660,271	453,785	60,527,646
• Retirees	<u>109,192,747</u>	<u>13,856,961</u>	<u>1,565,787</u>	<u>1,418,579</u>	<u>126,034,074</u>
• Total	162,796,021	19,667,278	2,226,058	1,872,364	186,561,720
■ <b>Actuarial Value of Assets<sup>22</sup></b>	<u>102,815,629</u>	<u>12,421,087</u>	<u>1,405,892</u>	<u>1,182,512</u>	<u>117,825,119</u>
■ <b>Unfunded AAL</b>	59,980,392	7,246,191	820,166	689,852	68,736,601
■ <b>2024/25 Normal Cost</b>	3,213,700	403,732	46,121	27,921	3,691,475
■ <b>2024/25 Pay-As-You-Go</b>					
• Actives	702,765	74,021	8,143	9,816	794,745
• Retirees	<u>9,921,664</u>	<u>1,288,434</u>	<u>144,671</u>	<u>123,109</u>	<u>11,477,879</u>
• Total	10,624,430	1,362,455	152,814	132,925	12,272,624

<sup>22</sup> Assets allocated in proportion to Actuarial Accrued Liability for this illustration.



December 15, 2023

41



**RESULTS**

**Actuarially Determined Contribution (ADC) by Benefit**  
**2024/25 Fiscal Year**

	Medical	Dental	Vision	Life	Total
■ <b>ADC - \$</b>					
• Normal Cost	\$3,213,700	\$403,732	\$46,121	\$27,921	\$3,691,475
• Administrative Exp. <sup>23</sup>	274,314	32,981	3,736	3,119	314,150
• UAAL Amortization	<u>5,696,976</u>	<u>684,962</u>	<u>77,589</u>	<u>64,772</u>	<u>6,524,299</u>
• Total	9,184,990	1,121,675	127,446	95,812	10,529,924
■ <b>Projected Payroll</b>	70,635,326	70,635,326	70,635,326	70,635,326	70,635,326
■ <b>ADC - %</b>					
• Normal Cost	4.5%	0.6%	0.1%	0.0%	5.2%
• Administrative Expenses	0.4%	0.0%	0.0%	0.0%	0.4%
• UAAL Amortization	<u>8.1%</u>	<u>1.0%</u>	<u>0.1%</u>	<u>0.1%</u>	<u>9.2%</u>
• Total	13.0%	1.6%	0.2%	0.1%	14.9%
■ <b>Number of Actives</b>	638	638	638	638	638
■ <b>ADC - \$ Per Capita</b>	\$14,397	\$1,758	\$200	\$150	\$16,505

<sup>23</sup> Administrative expenses allocated in proportion to Actuarial Accrued Liability for this illustration.



December 15, 2023

42



**RESULTS**

**10-Year Contribution Payment Projection**

Fiscal Year	Benefit Payments			Trust Reimb.	ADC	Payroll	ADC % of Payroll
	Cash Benefit	Implied Subsidy	Total				
2024/25	\$10,957,056	\$1,315,568	\$12,272,624	\$(1,742,700)	\$10,529,924	\$70,635,326	14.9%
2025/26	11,417,315	1,412,443	12,829,758	(1,971,853)	10,857,905	72,577,798	15.0%
2026/27	11,841,352	1,486,612	13,327,964	(2,140,475)	11,187,489	74,573,687	15.0%
2027/28	12,285,612	1,554,058	13,839,670	(2,319,815)	11,519,855	76,624,463	15.0%
2028/29	12,621,289	1,548,363	14,169,652	(2,313,604)	11,856,048	78,731,636	15.1%
2029/30	12,850,221	1,484,916	14,335,137	(2,138,140)	12,196,997	80,896,756	15.1%
2030/31	13,172,893	1,552,894	14,725,787	(2,182,249)	12,543,538	83,121,417	15.1%
2031/32	13,444,188	1,565,119	15,009,307	(2,112,885)	12,896,422	85,407,256	15.1%
2032/33	13,608,319	1,584,483	15,192,802	(1,936,464)	13,256,338	87,755,956	15.1%
2033/34	14,000,180	1,677,123	15,677,303	(2,053,388)	13,623,915	90,169,244	15.1%



**RESULTS**

**10-Year Benefit Payment Projection by Benefit Type**

Fiscal Year	Medical	Dental	Vision	Life	Total
2024/25	\$10,624,430	\$1,362,455	\$152,814	\$132,925	\$12,272,624
2025/26	11,141,994	1,393,484	156,531	137,750	12,829,758
2026/27	11,600,816	1,425,348	160,130	141,670	13,327,964
2027/28	12,068,888	1,460,855	164,219	145,707	13,839,670
2028/29	12,352,949	1,498,377	168,435	149,892	14,169,652
2029/30	12,471,379	1,537,154	172,698	153,907	14,335,137
2030/31	12,828,978	1,564,411	175,873	156,525	14,725,787
2031/32	13,079,097	1,591,956	179,168	159,086	15,009,307
2032/33	13,236,167	1,613,747	181,876	161,012	15,192,802
2033/34	13,684,161	1,645,364	185,316	162,461	15,677,303



## RESULTS

### Amortization Bases

	7/1/21 Valuation			7/1/23 Valuation	
	7/1/21	7/1/22	7/1/23	7/1/24	7/1/25
<b>■ Amortization Balance</b>					
• 7/1/21 UAAL	\$53,983,719	\$52,904,851	\$51,623,282	\$50,121,761	\$48,381,768
• 7/1/23 Val (Gain)/Loss	-	-	-	24,492,282	23,898,980
• Combined (Gain)/Loss for Asset Smoothing <sup>24</sup>	-	<u>(3,445,706)</u>	<u>(6,304,869)</u>	<u>(6,152,140)</u>	<u>(5,514,785)</u>
• Total	53,983,719	49,459,145	45,318,413	68,461,902	66,765,963

<sup>24</sup> Combines the impact of asset smoothing across valuations.



December 15, 2023

45



## RESULTS

### Amortization Payments

	7/1/21 Valuation			7/1/23 Valuation	
	2021/22	2022/23	2023/24	2024/25	2025/26
<b>■ Amortization Payment</b>					
• 7/1/21 UAAL	\$4,571,017	\$4,696,720	\$4,825,880	\$4,958,591	\$5,094,953
• 7/1/23 Val (Gain)/Loss	-	-	-	2,174,345	2,234,139
• Combined (Gain)/Loss for Asset Smoothing <sup>25</sup>	-	<u>(305,898)</u>	<u>(559,726)</u>	<u>(608,637)</u>	<u>(587,752)</u>
• Total	4,571,017	4,390,821	4,266,154	6,524,299	6,741,339
<b>■ Amortization Years</b>	16.0	15.0	13.9	13.6	12.7

<sup>25</sup> Combines the impact of asset smoothing across valuations.



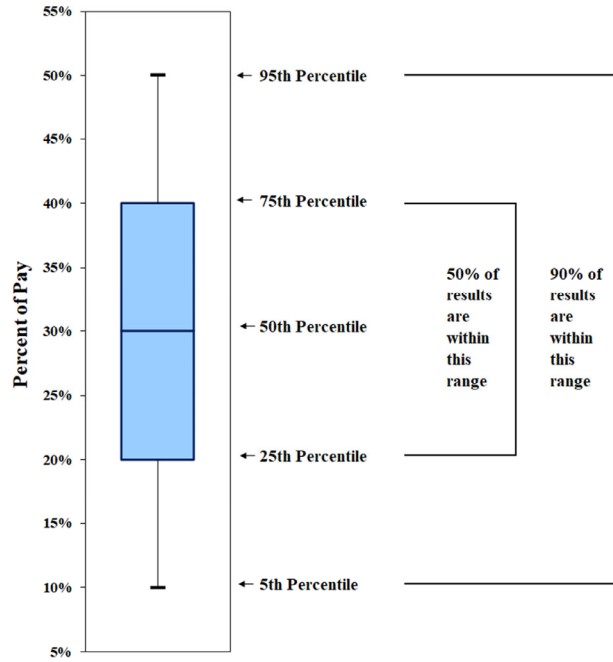
December 15, 2023

46



# FOSTER & FOSTER CALIFORNIA OPEB DATABASE

**Foster & Foster California OPEB Database  
Sample Percentile Graph**

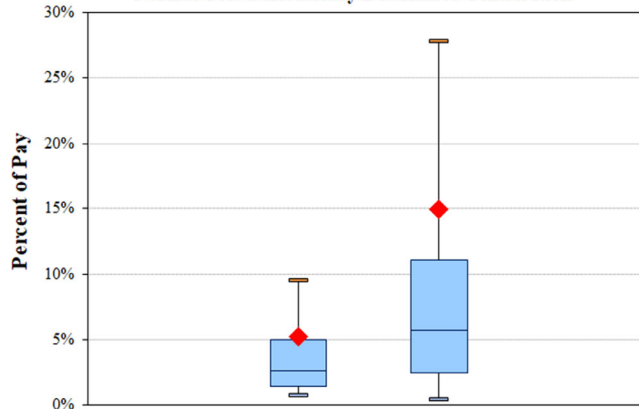


December 15, 2023



# FOSTER & FOSTER CALIFORNIA OPEB DATABASE

**Foster & Foster California OPEB Database  
Normal Cost & Actuarially Determined Contribution**



**Miscellaneous**

	<u>NC</u>	<u>ADC</u>
95th Percentile	9.5%	27.8%
75th Percentile	5.0%	11.0%
50th Percentile	2.5%	5.7%
25th Percentile	1.4%	2.4%
5th Percentile	0.6%	0.3%

<b>Percent of Pay (♦)</b>	<b>5.2%</b>	<b>14.9%</b>
<b>Percentile</b>	<b>78%</b>	<b>82%</b>

Discount Rate = 6.75%, Average Amortization Period = 13.6 Years

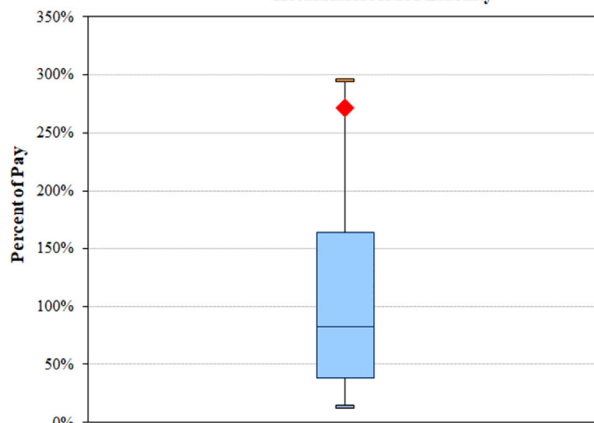


December 15, 2023



# FOSTER & FOSTER CALIFORNIA OPEB DATABASE

**Foster & Foster California OPEB Database  
Actuarial Accrued Liability**



**Miscellaneous**

95th Percentile	295%
75th Percentile	164%
50th Percentile	82%
25th Percentile	38%
5th Percentile	13%

**Percent of Pay (♦)      271%**  
**Percentile                      94%**

Discount Rate = 6.75%



December 15, 2023



## ACTUARIAL CERTIFICATION

This report presents the Golden Gate Bridge, Highway and Transportation District Retiree Healthcare Plan (“Plan”) July 1, 2023 actuarial valuation. The purpose of this valuation is to:

- Determine the Plan’s July 1, 2023 Funded Status and
- Calculate the 2024/25 and 2025/26 Actuarially Determined Contributions.

The report provides information intended for funding the Plan but may not be appropriate for other purposes. Information provided in this report may be useful for the Plan’s financial management. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as: plan experience differing from that anticipated by the assumptions; changes in assumptions; changes expected as part of the natural progression of the plan; and changes in plan provisions or applicable law. Actuarial models necessarily rely on the use of estimates and are sensitive to changes. Small variations in estimates may lead to significant changes in actuarial measurements. Due to the limited scope of this assignment, we did not perform an analysis of the potential range of such measurements.

The valuation is based on Plan provisions, participant data, and asset information provided by the District as summarized in this report, which we relied on and did not audit. We reviewed the participant data for reasonableness.

To the best of our knowledge, this report is complete and accurate and has been conducted using generally accepted actuarial principles and practices. As members of the American Academy of Actuaries meeting the Academy Qualification Standards, we certify the actuarial results and opinions herein.

Respectfully submitted,

*Doug Pryor*

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December 15, 2023

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December 15, 2023



December 15, 2023



**EXHIBIT - PREMIUMS**

**2023 PEMHCA Monthly Medical Premiums**

**Region 1**

Medical Plan	Non-Medicare Eligible			Medicare Eligible		
	Single	2-Party	Family	Single	2-Party	Family
Anthem Select	\$1,128.83	\$2,257.66	\$2,934.96	\$413.59	\$827.18	\$1,240.77
Anthem Traditional	1,210.71	2,421.42	3,147.85	413.59	827.18	1,240.77
Blue Shield Access+	1,035.21	2,070.42	2,691.55	361.90	723.80	1,085.70
Blue Shield Trio	888.94	1,777.88	2,311.24	361.90	723.80	1,085.70
Health Net SmartCare	1,174.50	2,349.00	3,053.70	n/a	n/a	n/a
Kaiser	913.74	1,827.48	2,375.72	283.25	566.50	849.75
Kaiser Summit	n/a	n/a	n/a	336.29	672.58	1,008.87
UnitedHealthcare Alliance	1,044.07	2,088.14	2,714.58	n/a	n/a	n/a
UnitedHealthcare Group	n/a	n/a	n/a	299.68	599.36	899.04
UnitedHealthcare Edge	n/a	n/a	n/a	357.70	715.40	1,073.10
Western Health Advantage	760.17	1,520.34	1,976.44	331.11	662.22	993.33
PERS Platinum	1,200.12	2,400.24	3,120.31	420.02	840.04	1,260.06
PERS Gold	825.61	1,651.22	2,146.59	392.71	785.42	1,178.13
PORAC	825.00	1,875.00	2,300.00	465.00	1,030.00	1,395.00



December 15, 2023

E-1



**EXHIBIT - PREMIUMS**

**2024 PEMHCA Monthly Medical Premiums**

**Region 1**

Medical Plan	Non-Medicare Eligible			Medicare Eligible		
	Single	2-Party	Family	Single	2-Party	Family
Anthem Select	\$1,138.86	\$2,277.72	\$2,961.04	\$405.83	\$811.66	\$1,217.49
Anthem Traditional	1,339.70	2,679.40	3,483.22	405.83	811.66	1,217.49
Blue Shield Access+	1,076.84	2,153.68	2,799.78	392.68	785.36	1,178.04
Blue Shield Trio	946.84	1,893.68	2,461.78	392.68	785.36	1,178.04
Kaiser	1,021.41	2,042.82	2,655.67	324.79	649.58	974.37
Kaiser Summit	n/a	n/a	n/a	386.55	773.10	1,159.65
UnitedHealthcare Alliance	1,091.13	2,182.26	2,836.94	n/a	n/a	n/a
UnitedHealthcare Harmony	937.39	1,874.78	2,437.21	n/a	n/a	n/a
UnitedHealthcare Group	n/a	n/a	n/a	341.72	683.44	1,025.16
UnitedHealthcare Edge	n/a	n/a	n/a	366.01	732.02	1,098.03
Western Health Advantage	807.23	1,614.46	2,098.80	268.62	537.24	805.86
PERS Platinum	1,314.27	2,628.54	3,417.10	448.15	896.30	1,344.45
PERS Gold	914.82	1,829.64	2,378.53	406.60	813.20	1,219.80
PORAC	931.00	2,117.00	2,651.00	465.00	1,030.00	1,395.00



December 15, 2023

E-2





**EXHIBIT - PREMIUMS**

**Dental & Vision Premiums**  
**2023**

**Actives and Retirees**

<b>Group</b>	<b>Plan</b>	<b>Retiree</b>	<b>Two Party</b>	<b>Family</b>
Bus Drivers	Dental	\$85.53	\$153.98	\$213.89
	Vision	8.56	15.43	21.44
Non-Rep/Coalition	Dental	79.35	142.85	238.06
	Vision	9.76	17.68	24.56



December 15, 2023

E-3



**EXHIBIT - PREMIUMS**

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December 15, 2023

E-4



**EXHIBIT – PARTICIPANT STATISTICS**

**Medical Plan Participation**

Medical Plan	Actives	Retirees		
		Pre-65	Post-65	Total
Kaiser HMO	62%	29%	27%	27%
PERS Platinum	16%	45%	45%	45%
PERS Gold	18%	15%	18%	17%
Anthem Medicare Preferred	n/a	n/a	1%	1%
UnitedHealthcare Medicare	n/a	n/a	0%	0%
Opt Out/Waived	4%	11%	9%	10%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>



December 15, 2023

E-5



**EXHIBIT – PARTICIPANT STATISTICS**

**Current Active Medical Plan Coverage**

Medical Plan	Single	2-Party	Family	Total
Kaiser HMO	110	89	194	393
PERS Platinum	24	30	50	104
PERS Gold	30	21	62	113
Waived	-	-	-	28
<b>Total</b>	<b>164</b>	<b>140</b>	<b>306</b>	<b>638</b>



December 15, 2023

E-6



EXHIBIT – PARTICIPANT STATISTICS

**Retiree Medical Plan Coverage - Pre 65**

Medical Plan	Single	2-Party	Family	Total
Kaiser HMO	16	16	15	47
PERS Platinum	21	32	21	74
PERS Gold	13	7	4	24
Waived	-	-	-	19
Total	50	55	40	164



December 15, 2023

E-7



EXHIBIT – PARTICIPANT STATISTICS

**Retiree Medical Plan Coverage - Post 65**

Medical Plan	Single	2-Party	Family	Total
Kaiser HMO	118	89	4	211
PERS Platinum	194	142	14	350
PERS Gold	78	56	6	140
Anthem Medicare Preferred	5	1	-	6
UnitedHealthcare Medicare	3	1	-	4
ATU Opt Out with HRA Contribution	-	-	-	5
Waived	-	-	-	69
Total	398	289	24	785



December 15, 2023

E-8



**EXHIBIT – PARTICIPANT STATISTICS**

**Actives by Age and Service – Bus Operators**

Age	District Service							Total
	< 1	1-4	5-9	10-14	15-19	20-24	≥ 25	
< 25	1	-	-	-	-	-	-	1
25-29	1	-	-	-	-	-	-	1
30-34	1	5	4	-	-	-	-	10
35-39	1	3	9	4	-	-	-	17
40-44	-	2	3	5	-	-	-	10
45-49	-	4	10	4	-	2	-	20
50-54	3	2	6	7	3	10	2	33
55-59	2	1	3	9	1	5	3	24
60-64	-	1	11	8	4	5	2	31
≥ 65	-	1	5	6	1	-	3	16
<b>Total</b>	<b>9</b>	<b>19</b>	<b>51</b>	<b>43</b>	<b>9</b>	<b>22</b>	<b>10</b>	<b>163</b>



December 15, 2023

E-9



**EXHIBIT – PARTICIPANT STATISTICS**

**Actives by Age and Service – Non-Represented**

Age	District Service							Total
	< 1	1-4	5-9	10-14	15-19	20-24	≥ 25	
< 25	1	-	-	-	-	-	-	1
25-29	-	-	1	-	-	-	-	1
30-34	1	5	1	-	-	-	-	7
35-39	2	8	13	2	1	-	-	26
40-44	1	2	5	1	5	-	-	14
45-49	-	4	7	2	2	4	-	19
50-54	2	1	7	1	4	4	6	25
55-59	4	3	6	5	1	2	4	25
60-64	-	-	5	6	1	6	3	21
≥ 65	-	-	-	2	1	2	3	8
<b>Total</b>	<b>11</b>	<b>23</b>	<b>45</b>	<b>19</b>	<b>15</b>	<b>18</b>	<b>16</b>	<b>147</b>



December 15, 2023

E-10



**EXHIBIT – PARTICIPANT STATISTICS**

**Actives by Age and Service – Coalition**

Age	District Service							Total
	< 1	1-4	5-9	10-14	15-19	20-24	≥ 25	
< 25	1	1	-	-	-	-	-	2
25-29	1	5	5	-	-	-	-	11
30-34	3	12	11	2	-	-	-	28
35-39	5	14	23	4	1	-	-	47
40-44	4	10	21	4	6	5	-	50
45-49	1	7	11	5	7	7	-	38
50-54	-	7	13	9	8	11	3	51
55-59	-	5	18	11	9	9	3	55
60-64	1	3	10	9	4	5	1	33
≥ 65	-	-	4	1	1	4	3	13
<b>Total</b>	<b>16</b>	<b>64</b>	<b>116</b>	<b>45</b>	<b>36</b>	<b>41</b>	<b>10</b>	<b>328</b>



December 15, 2023

E-11



**EXHIBIT – PARTICIPANT STATISTICS**

**Actives by Age and Service – Total**

Age	District Service							Total
	< 1	1-4	5-9	10-14	15-19	20-24	≥ 25	
< 25	3	1	-	-	-	-	-	4
25-29	2	5	6	-	-	-	-	13
30-34	5	22	16	2	-	-	-	45
35-39	8	25	45	10	2	-	-	90
40-44	5	14	29	10	11	5	-	74
45-49	1	15	28	11	9	13	-	77
50-54	5	10	26	17	15	25	11	109
55-59	6	9	27	25	11	16	10	104
60-64	1	4	26	23	9	16	6	85
≥ 65	-	1	9	9	3	6	9	37
<b>Total</b>	<b>36</b>	<b>106</b>	<b>212</b>	<b>107</b>	<b>60</b>	<b>81</b>	<b>36</b>	<b>638</b>



December 15, 2023

E-12



**EXHIBIT – PARTICIPANT STATISTICS**

**Retirees Medical Plan Coverage by Age – Bus Operators**

Age	Medical Coverage				
	Single	2-Party	Family	Waived	Total
Under 50	1	-	-	-	1
50-54	-	-	2	-	2
55-59	5	3	10	-	18
60-64	16	19	9	-	44
65-69	29	27	7	-	63
70-74	38	32	3	-	73
75-79	44	26	-	2	72
80-84	26	24	-	1	51
85 & Over	23	10	-	-	33
Total	182	141	31	3	357
Average Age	75.1	73.9	62.6	79.1	73.6



December 15, 2023

E-13



**EXHIBIT – PARTICIPANT STATISTICS**

**Retirees Medical Plan Coverage by Age – Non-Represented**

Age	Medical Coverage				
	Single	2-Party	Family	Waived	Total
Under 50	-	-	-	-	-
50-54	-	-	-	1	1
55-59	3	4	4	1	12
60-64	6	6	4	1	17
65-69	9	17	4	3	33
70-74	22	17	1	-	40
75-79	21	15	-	1	37
80-84	12	9	-	1	22
85 & Over	21	8	-	1	30
Total	94	76	13	9	192
Average Age	77.0	73.6	63.1	69.4	74.4



December 15, 2023

E-14



**EXHIBIT – PARTICIPANT STATISTICS**

**Retirees Medical Plan Coverage by Age – Coalition**

Age	Medical Coverage				Total
	Single	2-Party	Family	Waived <sup>26</sup>	
Under 50	-	-	-	-	-
50-54	1	1	-	-	2
55-59	4	4	5	4	17
60-64	14	18	6	12	50
65-69	47	27	4	14	92
70-74	31	24	2	19	76
75-79	32	24	1	13	70
80-84	21	21	2	5	49
85 & Over	27	8	-	9	44
Total	177	127	20	76	400
Average Age	74.8	73.2	66.0	73.1	73.5

<sup>26</sup> Includes 49 retirees over age 65 with unknown employee group.



**EXHIBIT – PARTICIPANT STATISTICS**

**Retirees Medical Plan Coverage by Age – Total**

Age	Medical Coverage				Total
	Single	2-Party	Family	Waived	
Under 50	1	-	-	-	1
50-54	1	1	2	1	5
55-59	12	11	19	5	47
60-64	36	43	19	13	111
65-69	85	71	15	17	188
70-74	91	73	6	19	189
75-79	97	65	1	16	179
80-84	59	54	2	7	122
85 & Over	71	26	-	10	107
Total	453	344	64	88	949
Average Age	75.4	73.6	63.8	72.9	73.7



**EXHIBIT - ACTUARIAL ASSUMPTIONS**

<b>Assumption</b>	<b>July 1, 2021 Valuation</b>	<b>July 1, 2023 Valuation</b>
<ul style="list-style-type: none"> <li>■ Valuation Date</li> </ul>	<ul style="list-style-type: none"> <li>■ July 1, 2021</li> <li>■ ADCs for Fiscal Years 2021/22, 2022/23, and 2023/24</li> <li>■ Basis for 2021/22 and 2022/23 GASBS 75 disclosures</li> </ul>	<ul style="list-style-type: none"> <li>■ July 1, 2023</li> <li>■ ADCs for Fiscal Years 2024/25 and 2025/26</li> <li>■ Basis for 2023/24 and 2024/25 GASBS 75 disclosures</li> </ul>
<ul style="list-style-type: none"> <li>■ Funding Policy</li> </ul>	<ul style="list-style-type: none"> <li>■ Pre-fund full ADC</li> <li>■ Golden Gate Bridge, Highway and Transportation District OPEB Trust</li> </ul>	<ul style="list-style-type: none"> <li>■ Same</li> </ul>
<ul style="list-style-type: none"> <li>■ Discount Rate</li> </ul>	<ul style="list-style-type: none"> <li>■ 6.75%</li> <li>■ Net of investment expenses</li> <li>■ Within reasonable range of BA Capital Market Model</li> </ul>	<ul style="list-style-type: none"> <li>■ 6.75%</li> <li>■ Net of investment expenses</li> <li>■ Within reasonable range of F&amp;F Capital Market Model</li> </ul>
<ul style="list-style-type: none"> <li>■ General Inflation</li> </ul>	<ul style="list-style-type: none"> <li>■ 2.50% per year</li> <li>■ Used for economic assumptions</li> </ul>	<ul style="list-style-type: none"> <li>■ Same</li> </ul>



**EXHIBIT - ACTUARIAL ASSUMPTIONS**

<b>Assumption</b>	<b>July 1, 2021 Valuation</b>	<b>July 1, 2023 Valuation</b>
<ul style="list-style-type: none"> <li>■ Salary Increases</li> </ul>	<ul style="list-style-type: none"> <li>■ 2.75% per year</li> <li>■ Used to increase Normal Cost</li> </ul>	<ul style="list-style-type: none"> <li>■ Same</li> </ul>
<ul style="list-style-type: none"> <li>■ Aggregate Payroll Increases</li> </ul>	<ul style="list-style-type: none"> <li>■ 2.75%</li> <li>■ Used to amortize UAAL as a percent of payroll</li> </ul>	<ul style="list-style-type: none"> <li>■ Same</li> </ul>
<ul style="list-style-type: none"> <li>■ Mortality</li> </ul>	<ul style="list-style-type: none"> <li>■ CalPERS members:                             <ul style="list-style-type: none"> <li>• CalPERS 1997-2015 Experience Study</li> <li>• Mortality projected fully generational with Scale MP-2021</li> </ul> </li> <li>■ ATU, IBU and MEBA members:                             <ul style="list-style-type: none"> <li>• RP-2014 Blue Collar</li> <li>• Mortality projected fully generational with Scale MP-2021</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>■ CalPERS members:                             <ul style="list-style-type: none"> <li>• CalPERS 2000-2019 Experience Study</li> <li>• Mortality projected fully generational with Scale MP-2021</li> </ul> </li> <li>■ ATU, IBU and MEBA members:                             <ul style="list-style-type: none"> <li>• RP-2014 Blue Collar</li> <li>• Mortality projected fully generational with Scale MP-2021</li> </ul> </li> </ul>





**EXHIBIT - ACTUARIAL ASSUMPTIONS**

<b>Assumption</b>	<b>July 1, 2021 Valuation</b>	<b>July 1, 2023 Valuation</b>
<p>■ Termination and Retirement</p>	<p>■ Based on most recent corresponding pension valuations</p> <ul style="list-style-type: none"> <li>● CalPERS members - based on CalPERS 1997-2015 Experience Study</li> <li>● ATU members – based on 1/1/21 ATU valuation</li> <li>● IBU members – based on 7/1/20 IBU valuation</li> <li>● MEBA members – based on 1/1/21 MEBA valuation</li> </ul>	<p>■ Based on most recent corresponding pension valuations</p> <ul style="list-style-type: none"> <li>● CalPERS members - based on CalPERS 2000-2019 Experience Study</li> <li>● ATU members – based on 1/1/23 ATU valuation</li> <li>● IBU members – based on 7/1/22 IBU valuation</li> <li>● MEBA members – based on 1/1/22 MEBA valuation</li> </ul>
<p>■ Disability</p>	<p>■ Bus Operators – 1/1/21 ATU valuation</p> <p>■ Non-Bus Operators – CalPERS 1997-2015 Experience Study</p>	<p>■ Bus Operators – 1/1/23 ATU valuation</p> <p>■ Non-Bus Operators – CalPERS 2000-2019 Experience Study</p>



**EXHIBIT - ACTUARIAL ASSUMPTIONS**

<b>Assumption</b>	<b>July 1, 2021 Valuation</b>			<b>July 1, 2023 Valuation</b>				
<p>■ Medical Trend</p>	<u>Increase from Prior Year</u>			<u>Increase from Prior Year</u>				
		<u>Non-Medicare</u>	<u>Medicare</u>		<u>Pre-Medicare</u>	<u>Post-Medicare</u>	<u>Post-Medicare</u>	
			Non-	Calendar				
		<u>All Plans</u>	<u>Kaiser</u>	<u>Kaiser</u>	<u>Year</u>	<u>Kaiser</u>	<u>Other</u>	
	<u>Year</u>							
	2021	Actual Premiums/Claims			2021	n/a		
	2022	Actual Premiums/Claims			2022	n/a		
	2023	6.50%	5.65%	4.60%	2023	Actual 2023 Premiums		
	2024	6.25%	5.45%	4.45%	2024	Actual 2024 Premiums		
	2025	6.00%	5.25%	4.60%	2025	8.50%	6.25%	7.50%
	2026	5.75%	5.05%	4.45%	2026	7.90%	5.65%	6.90%
	2027	5.55%	4.90%	4.35%	2027	7.35%	5.45%	6.50%
	2028	5.35%	4.75%	4.25%	2028	6.75%	5.25%	6.10%
2029	5.15%	4.60%	4.20%	2029	6.20%	5.05%	5.70%	
2030	4.95%	4.45%	4.05%	2030	5.60%	4.85%	5.25%	
2031-35	4.80%	4.35%	4.00%	2031	5.05%	4.56%	4.85%	
2036-45	4.65%	4.25%	3.95%	2032-38	4.45%	4.45%	4.45%	
2046-55	4.50%	4.20%	3.90%	2039-40	4.35%	4.35%	4.35%	
2056-65	4.35%	4.15%	3.85%	2041	4.30%	4.30%	4.30%	
2066-75	4.05%	3.95%	3.80%	2042-44	4.25%	4.25%	4.25%	
2076+	3.75%	3.75%	3.75%	2045-47	4.20%	4.20%	4.20%	
				2048-50	4.15%	4.15%	4.15%	
				↓	↓	↓	↓	
				2076+	3.45%	3.45%	3.45%	



**EXHIBIT - ACTUARIAL ASSUMPTIONS**

<b>Assumption</b>	<b>July 1, 2021 Valuation</b>	<b>July 1, 2023 Valuation</b>
<ul style="list-style-type: none"> <li>■ Medical Trend (continued)</li> </ul>	<ul style="list-style-type: none"> <li>■ Medical premiums after 2022 and estimated claims after 2021 do not take into account buy-downs (CalPERS subsidizations of premium rates from reserves).</li> </ul>	<ul style="list-style-type: none"> <li>■ N/A</li> </ul>
<ul style="list-style-type: none"> <li>■ Dental Trend</li> </ul>	<ul style="list-style-type: none"> <li>■ 3.00% per year</li> </ul>	<ul style="list-style-type: none"> <li>■ Same</li> </ul>
<ul style="list-style-type: none"> <li>■ Vision Trend</li> </ul>	<ul style="list-style-type: none"> <li>■ 3.00% per year</li> </ul>	<ul style="list-style-type: none"> <li>■ Same</li> </ul>
<ul style="list-style-type: none"> <li>■ Medicare Part B Premium</li> </ul>	<ul style="list-style-type: none"> <li>■ \$148.50/month in 2021</li> <li>■ \$170.10/month in 2022</li> <li>■ Same as non-Kaiser Medicare medical trend thereafter</li> </ul>	<ul style="list-style-type: none"> <li>■ \$164.90/month in 2023</li> <li>■ \$174.70/month in 2024</li> <li>■ Same as non-Kaiser Medicare medical trend thereafter</li> </ul>
<ul style="list-style-type: none"> <li>■ PEMHCA Minimum Increases</li> </ul>	<ul style="list-style-type: none"> <li>■ \$151/month estimated in 2023</li> <li>■ 4.0% increase per year after 2023</li> </ul>	<ul style="list-style-type: none"> <li>■ \$151/month in 2023</li> <li>■ \$157/month in 2024</li> <li>■ 3.5% increase per year after 2024</li> </ul>



**EXHIBIT - ACTUARIAL ASSUMPTIONS**

<b>Assumption</b>	<b>July 1, 2021 Valuation</b>	<b>July 1, 2023 Valuation</b>
<ul style="list-style-type: none"> <li>■ Participation at Retirement</li> </ul>	<ul style="list-style-type: none"> <li>■ 100% - eligible for District-paid benefit</li> <li>■ 60% - PEMHCA minimum only</li> </ul>	<ul style="list-style-type: none"> <li>■ Same</li> <li>■ 20% of waived retirees under age 65 assumed to re-elect at age 65 and receive the PEMHCA minimum only</li> </ul>
<ul style="list-style-type: none"> <li>■ Medical Plan at Retirement</li> </ul>	<ul style="list-style-type: none"> <li>■ Currently covered – same as current plan</li> <li>■ Waived – elect Kaiser</li> </ul>	<ul style="list-style-type: none"> <li>■ Same</li> </ul>
<ul style="list-style-type: none"> <li>■ Spouse Coverage at Retirement</li> </ul>	<ul style="list-style-type: none"> <li>■ 60% married and covering their spouse</li> </ul>	<ul style="list-style-type: none"> <li>■ Same</li> </ul>
<ul style="list-style-type: none"> <li>■ Surviving Spouse Participation</li> </ul>	<ul style="list-style-type: none"> <li>■ 100%</li> </ul>	<ul style="list-style-type: none"> <li>■ Same</li> </ul>



**EXHIBIT - ACTUARIAL ASSUMPTIONS**

<b>Assumption</b>	<b>July 1, 2021 Valuation</b>	<b>July 1, 2023 Valuation</b>
<ul style="list-style-type: none"> <li>■ Spouse Age</li> </ul>	<ul style="list-style-type: none"> <li>■ Actives – Males 3 years older than females</li> <li>■ Retirees – based on data</li> </ul>	<ul style="list-style-type: none"> <li>■ Same</li> </ul>
<ul style="list-style-type: none"> <li>■ Dependent Children</li> </ul>	<ul style="list-style-type: none"> <li>■ Retirees currently covered – remain covered until age 26</li> <li>■ Actives currently covered – remain covered until retiree’s age 65</li> </ul>	<ul style="list-style-type: none"> <li>■ Same</li> </ul>
<ul style="list-style-type: none"> <li>■ Medicare Eligibility</li> </ul>	<ul style="list-style-type: none"> <li>■ 100% eligible for Medicare Parts A and B at age 65</li> </ul>	<ul style="list-style-type: none"> <li>■ Same</li> </ul>



**EXHIBIT - ACTUARIAL ASSUMPTIONS**

<b>Assumption</b>	<b>July 1, 2021 Valuation</b>	<b>July 1, 2023 Valuation</b>
<ul style="list-style-type: none"> <li>■ HRA Utilization</li> </ul>	<ul style="list-style-type: none"> <li>■ Pre-Medicare:                             <ul style="list-style-type: none"> <li>● HRA amount varies by medical plan and employee group</li> <li>● No increases</li> <li>● 40% of HRA contribution used each year</li> </ul> </li> <li>■ Post Medicare:                             <ul style="list-style-type: none"> <li>● HRA amount varies by medical plan</li> <li>● No increases</li> <li>● 40% of HRA contributions used prior to retirees death</li> <li>● Opt outs – 40% of HRA contribution used each year</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>■ Same</li> </ul>



**EXHIBIT - ACTUARIAL ASSUMPTIONS**

<b>Assumption</b>	<b>July 1, 2021 Valuation</b>	<b>July 1, 2023 Valuation</b>
<ul style="list-style-type: none"> <li>■ Administrative Expenses</li> </ul>	<ul style="list-style-type: none"> <li>■ \$320,000 for 2021/22</li> <li>■ Increase by 3.00% per year</li> </ul>	<ul style="list-style-type: none"> <li>■ \$305,000 for 2023/24</li> <li>■ Increase by 3.00% per year</li> </ul>
<ul style="list-style-type: none"> <li>■ Life Insurance</li> </ul>	<ul style="list-style-type: none"> <li>■ Value expected claims</li> </ul>	<ul style="list-style-type: none"> <li>■ Same</li> </ul>
<ul style="list-style-type: none"> <li>■ Age-Related Medical Premiums</li> </ul>	<ul style="list-style-type: none"> <li>■ Claims cost factors from Axene Healthcare Partners health actuaries</li> <li>■ Due to age-risk adjusted federal subsidies to Medicare Advantage plans, no age-based claims costs were included for Anthem Medicare Preferred PPO, Kaiser Senior Advantage, UnitedHealthcare Medicare PPO</li> </ul>	<ul style="list-style-type: none"> <li>■ Claims cost factors from Foster &amp; Foster healthcare actuaries</li> <li>■ Due to age-risk adjusted federal subsidies to Medicare Advantage plans, no age-based claims costs were included for Anthem Medicare Preferred PPO, Kaiser Senior Advantage, UnitedHealthcare Medicare PPO</li> </ul>



**EXHIBIT - ACTUARIAL ASSUMPTIONS**

<ul style="list-style-type: none"> <li>■ Estimated Monthly Age-Based Claims Cost per Retiree</li> </ul>	2022				2024			
	Medical Plan	Age	M	F	Medical Plan	Age	M	F
	Kaiser HMO	51	\$734	\$813	Kaiser HMO	51	\$908	\$1,075
		54	876	899		54	1,044	1,165
		57	1,043	1,006		57	1,201	1,260
		60	1,261	1,139		60	1,376	1,386
		63	1,476	1,278		63	1,570	1,527
	PERS Platinum	51	800	893	PERS Platinum	51	\$1,063	\$1,256
		54	966	994		54	1,221	1,361
		57	1,161	1,119		57	1,402	1,470
		60	1,420	1,277		60	1,605	1,616
		63	1,671	1,437		63	1,829	1,779
		65	378	329		65	447	428
		75	452	393		75	516	495
	85	456	405	85	526	512		
	PERS Gold	51	643	721	PERS Gold	51	\$734	\$867
		54	782	805		54	843	939
57		945	910	57		968	1,015	
60		1,162	1,042	60		1,107	1,115	
63		1,371	1,175	63		1,262	1,227	
65		379	330	65		370	354	
75		453	394	75		427	410	
85		457	406	85		435	424	



**EXHIBIT - ACTUARIAL ASSUMPTIONS**

<b>Assumption</b>	<b>July 1, 2021 Valuation</b>	<b>July 1, 2023 Valuation</b>
<ul style="list-style-type: none"> <li>■ Actuarial Models</li> </ul>	<ul style="list-style-type: none"> <li>■ Our valuations were performed using and relying on ProVal, an actuarial model leased from Wintech. Our use of ProVal is consistent with its intended purpose. We have reviewed and understand ProVal and its operation, sensitivities and dependencies.</li> </ul>	
<ul style="list-style-type: none"> <li>■ Data Quality</li> </ul>	<ul style="list-style-type: none"> <li>■ Our valuations used census data provided by the District. We reviewed the data for reasonableness and resolved any questions with the District. We believe the resulting data can be relied on for all purposes of this valuation.</li> </ul>	



**EXHIBIT - ACTUARIAL ASSUMPTIONS**

<b>Assumption</b>	<b>July 1, 2021 Valuation</b>	<b>July 1, 2023 Valuation</b>
<ul style="list-style-type: none"> <li>■ Basis for Assumptions 6/30/23 Valuation</li> </ul>	<ul style="list-style-type: none"> <li>■ No experience study performed for the plan</li> <li>■ CalPERS 2021 experience study covering 2000 to 2019 experience was used for members participating in the CalPERS pension plan. For participants in other pension plans, the demographic assumptions from the most recent pension valuation were used.</li> <li>■ Mortality improvement is based on Society of Actuaries tables.</li> <li>■ Inflation is based on our estimate for the plan's long term time horizon.</li> <li>■ Medical trends were based on expectations over the short term blended into long term medical trends developed using the Society of Actuaries Getzen Model of Long-Run Medical Cost Trends.</li> <li>■ Age-based claims costs were developed by Foster &amp; Foster healthcare actuaries based on demographic data for the CalPERS health plans provided by CalPERS and Society of Actuaries studies.</li> <li>■ Medical coverage and participation based in part on Plan experience</li> </ul>	



**EXHIBITS - ACTUARIAL METHODS**

	<b>July 1, 2021 Valuation</b>	<b>July 1, 2023 Valuation</b>
<ul style="list-style-type: none"> <li>■ Cost Method</li> </ul>	<ul style="list-style-type: none"> <li>■ Entry Age Normal</li> <li>■ Level percent of pay</li> </ul>	<ul style="list-style-type: none"> <li>■ Same</li> </ul>
<ul style="list-style-type: none"> <li>■ Unfunded Liability Amortization</li> </ul>	<ul style="list-style-type: none"> <li>■ Level percent of payroll</li> <li>■ 30-year fixed (closed) period starting FY 2007/08</li> <li>■ 16 years remaining on 7/1/21</li> </ul>	<ul style="list-style-type: none"> <li>■ Level percent of payroll</li> <li>■ 16-year fixed (closed) period for 7/1/21 UAAL (13 years remaining on 7/1/24)</li> <li>■ Gain/losses amortized over 15-year fixed (closed) period</li> </ul>
<ul style="list-style-type: none"> <li>■ Actuarial Value of Assets</li> </ul>	<ul style="list-style-type: none"> <li>■ Investment gains and losses after June 30, 2019 spread over a rolling 5-year period</li> <li>■ Not less than 80% or more than 120% of market value of assets</li> </ul>	<ul style="list-style-type: none"> <li>■ Same</li> </ul>
<ul style="list-style-type: none"> <li>■ Future New Entrants</li> </ul>	<ul style="list-style-type: none"> <li>■ Valuation Results – Closed group, no new hires included</li> </ul>	<ul style="list-style-type: none"> <li>■ Same</li> </ul>



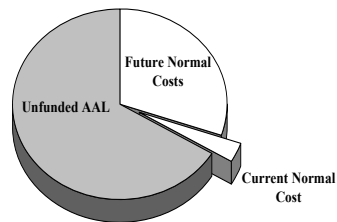
**EXHIBITS - ACTUARIAL METHODS**

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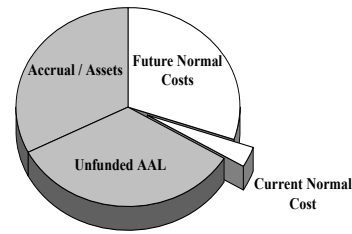


## Present Value of Projected Benefits (PVPB)

### Without Assets



### With Assets



### ■ PVPB - Present Value of all Projected Benefits

- Discounted value, at measurement date of all future expected benefit payments
- Expected benefit payments based on various actuarial assumptions



### ■ AAL – Actuarial Accrued Liability / Actuarial Obligation

- Discounted value at measurement date of benefits “earned” through measurement date based on actuarial cost method
- Portion of PVPB “earned” at measurement

### ■ NC - Normal Cost (called Service Cost under GASB 75)

- Value of benefits “earned” during current year
- Portion of PVPB allocated to current year

### ■ Actuarial Cost Method

- Determines how benefits are “earned” or allocated to each year of service
- Has no effect on PVPB
- Has significant effect on Actuarial Obligations and Normal Cost

### ■ Pay-As-You-Go Cost (PayGo)

- Cash Subsidy – Actual cash benefit payments to retirees
- Implied Subsidy – Difference between cost of retiree benefits and retiree premiums
- PayGo is the expected retiree benefit payments for the year while Normal Cost is the expense for benefits accrued by active employees during the year.

