



**Alameda County Employees' Retirement Association**  
**BOARD OF RETIREMENT**

**AUDIT COMMITTEE/BOARD MEETING**  
**NOTICE and AGENDA**

**ACERA MISSION:**

**To provide ACERA members and employers with flexible, cost-effective, participant-oriented benefits through prudent investment management and superior member services.**

**Wednesday, June 18, 2025**  
**12:30 p.m.**

<b>LOCATION AND TELECONFERENCE</b>	<b>COMMITTEE MEMBERS</b>	
	<b>HENRY LEVY, CHAIR</b>	<b>TREASURER</b>
	<b>TARRELL GAMBLE, VICE-CHAIR</b>	<b>APPOINTED</b>
	<b>ROSS CLIPPINGER</b>	<b>ELECTED SAFETY</b>
	<b>STEVEN WILKINSON</b>	<b>APPOINTED</b>
	<b>GEORGE WOOD</b>	<b>ELECTED GENERAL</b>
<b>ACERA</b> <b>C.G. "BUD" QUIST BOARD ROOM</b> <b>475 14<sup>TH</sup> STREET, 10<sup>TH</sup> FLOOR</b> <b>OAKLAND, CALIFORNIA 94612-1900</b> <b>MAIN LINE: 510.628.3000</b> <b>FAX: 510.268.9574</b>		
<b>The public can observe the meeting and offer public comment by using the below Webinar ID and Passcode after clicking on the below link or calling the below call-in number.</b>		
<b>Link: <a href="https://zoom.us/join">https://zoom.us/join</a></b>		
<b>Call-In: 1 (669) 900-6833 US</b>		
<b>Webinar ID: 879 6337 8479</b>		
<b>Passcode: 699406</b>		
<b>For help joining a Zoom meeting, see:</b>		
<b><a href="https://support.zoom.us/hc/en-us/articles/201362193">https://support.zoom.us/hc/en-us/articles/201362193</a></b>		

The Alternate Retired Member votes in the absence of the Elected Retired Member, or, if the Elected Retired Member is present, then votes if both Elected General Members, or the Safety Member and an Elected General Member, are absent.

The Alternate Safety Member votes in the absence of the Elected Safety Member, either of the two Elected General Members, or both the Retired and Alternate Retired Members.

This is a meeting of the Audit Committee if a quorum of the Audit Committee attends, and it is a meeting of the Board if a quorum of the Board attends. This is a joint meeting of the Audit Committee and the Board if a quorum of each attends.

*Note regarding accommodations:* If you require a reasonable modification or accommodation for a disability, please contact ACERA between 9:00 a.m. and 5:00 p.m. at least 72 hours before the meeting at [accommodation@acera.org](mailto:accommodation@acera.org) or at 510-628-3000.

Public comments are limited to four (4) minutes per person in total. The order of items on the agenda is subject to change without notice. Board and Committee agendas and minutes and all documents distributed to the Board or a Committee in connection with a public meeting (unless exempt from disclosure) are posted online at [www.acera.org](http://www.acera.org) and also may be inspected at 475 14<sup>th</sup> Street, 10<sup>th</sup> Floor, Oakland, CA 94612-1900.

# ***AUDIT COMMITTEE/BOARD MEETING***

NOTICE and AGENDA, Page 2 of 3 - Wednesday, June 18, 2025

## **Call to Order**

12:30 p.m.

## **Roll Call**

## **Public Input (Time Limit: 4 minutes per speaker)**

## **Action Items: Matters for Discussion and Possible Motion by the Committee**

### *External Audit:*

1. **Discussion and possible motion to recommend that the Board adopt the audited Schedule of Employer Allocations (Pension and OPEB) and the audited Schedule of Pension and OPEB Amounts by Employer based on addenda to the Governmental Accounting Standards Board (GASB) Statement No. 67 and Statement No. 74, valuations as of December 31, 2024**

- Erica Haywood  
- Robert Griffin, Engagement Partner  
- Kenneth Yu, Project Manager  
Williams, Adley & Company-CA, LLP

### *Recommendation:*

Staff recommends the Audit Committee recommend that the Board of Retirement adopt the audited Schedule of Employer Allocations and Schedule of Pension Amounts by Employer and the audited Schedule of Employer Allocations and Schedule of OPEB Amounts by Employer Based on the Governmental Accounting Standards Board (GASB) Statement No. 67 and Statement No. 74, as of December 31, 2024.

## **Information Items: These items are not presented for Committee action but consist of status updates and cyclical reports.**

### *External Audit*

1. **Presentation and discussion of GASB Statement No. 68 and GASB Statement No. 75 Valuations and Employer Schedules as of December 31, 2024**

- Erica Haywood  
- Andy Yeung, Segal  
- Eva Yum, Segal

### *Internal Audit*

2. **Progress report on the Internal Audit Plan**

- Harsh Jadhav

3. **Business Impact Analysis Update**

- Marlon Montenegro  
- Vijay Jagar

## ***AUDIT COMMITTEE/BOARD MEETING***

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### **Trustee Remarks**

### **Future Discussion Items**

### **Establishment of Next Meeting Date**

October 16, 2025 at 12:30 PM



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MEMORANDUM TO THE AUDIT COMMITTEE

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DATE: June 18, 2025  
TO: Members of the Audit Committee  
FROM: Erica Haywood, Fiscal Services Officer *EH*  
SUBJECT: **Audited Schedule of Employer Allocations and Schedule of Pension Amounts by Employer and Audited Schedule of Employer Allocations and Schedule of OPEB Amounts by Employer Based on the Governmental Accounting Standards Board (GASB) Statement No. 67 and Statement No. 74, as of December 31, 2024**

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**Executive Summary**

Presented for review and possible adoption are the 2024 audited schedules of employer allocations (pension and OPEB) and schedules of pension and OPEB amounts by employer.

During the June 18, 2025, Audit Committee meeting, staff will present the audited set of schedules prepared by ACERA staff using Segal's addenda to the GASB Statement No. 67 and GASB Statement No. 74 Actuarial Valuations as of December 31, 2024. These worksheets include the audited Schedule of Employer Allocations and Schedule of Pension Amounts by Employer and the audited Schedule of Employer Allocations and Schedule of OPEB Amounts by Employer, with related notes.

In combination with the GASB Statement No. 68 and GASB Statement No. 75 actuarial valuations, the audited allocation schedules contain all the required pension and OPEB liability reporting information employers need to complete their June 30, 2025, fiscal year-end reporting requirements. Once the Board has adopted the audited set of schedules, staff will distribute the audited schedules and the GASB Statement No. 68 and Statement No. 75 actuarial valuations to ACERA's participating employers.

**Recommendations**

1. Staff recommends the Audit Committee recommend that the Board of Retirement adopt the audited Schedule of Employer Allocations and Schedule of Pension Amounts by Employer and the audited Schedule of Employer Allocations and Schedule of OPEB Amounts by Employer Based on the Governmental Accounting Standards Board (GASB) Statement No. 67 and Statement No. 74, as of December 31, 2024.

**Attachments:**

1. Schedule of Employer Allocations and Schedule of Pension Amounts by Employer as of 12/31/24
2. Schedule of Employer Allocations and Schedule of OPEB Amounts by Employer as of 12/31/24

**Alameda County Employees' Retirement Association  
(ACERA)**

**Schedule of Employer Allocations and Schedule of Pension Amounts  
by Employer**

As of and for the Year Ended December 31, 2024

**Alameda County Employees' Retirement Association (ACERA)**  
**Schedule of Employer Allocations and Schedule of Pension Amounts by Employer**  
As of and for the Year Ended December 31, 2024

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## **Independent Auditor's Report**

Board of Retirement  
Alameda County Employees' Retirement Association  
Oakland, California

### **Opinion**

We have audited the accompanying schedule of employer allocations of the Alameda County Employees' Retirement Association (ACERA); and the specified column totals included in the schedule of pension amounts by employer of ACERA (the columns titled net pension liability, total deferred outflows of resources, total deferred inflows of resources and total employer pension expense), as of and for the year ended December 31, 2024; and the related notes (collectively the schedules).

In our opinion, the schedules referred to above present fairly, in all material respects, the employer allocations and net pension liability, total deferred outflows of resources, total deferred inflows of resources, and total employer pension expense for ACERA, as of and for the year ended December 31, 2024, in accordance with accounting principles generally accepted in the United States of America.

### **Basis for Opinion**

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

### **Responsibilities of Management for the Schedules**

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

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

### **Auditor's Responsibilities for the Audit of the Schedules**

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

In performing an audit in accordance with generally accepted auditing standards, we:

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

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

#### **Report on the Audit of the Financial Statements**

We have audited, in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, the financial statements of ACERA, as of and for the year ended December 31, 2024, and our report thereon, dated June XX, 2025, expressed an unmodified opinion on those financial statements.

#### **Restriction on Use**

Our report is intended solely for the information and use of ACERA management, the Board of Retirement, ACERA employers and their auditors, and is not intended to be and should not be used by anyone other than these specified parties.

Oakland, California  
June XX, 2025



**Alameda County Employees' Retirement Association (ACERA)**  
**Schedule of Employer Allocations as of and for the Year Ended December 31, 2024**  
**Actual Employer Contributions by Employer and Membership Class**

Employer	Excluding ACOE and LARPD		ACOE Members Only		LARPD Members Only		All General Members Combined	
	General Contributions	Contribution Percentage <sup>1</sup>	General Contributions	Contribution Percentage	General Contributions	Contribution Percentage	General Contributions	General NPL Percentage
Alameda County	\$ 164,097,407	63.705%	\$ -	0.000%	\$ -	0.000%	\$ 164,097,407	63.572%
Alameda Health System	74,315,754	28.851%	-	0.000%	-	0.000%	74,315,754	28.791%
Superior Court	14,604,606	5.670%	-	0.000%	-	0.000%	14,604,606	5.658%
First 5	2,969,817	1.153%	-	0.000%	-	0.000%	2,969,817	1.151%
Housing Authority	1,599,785	0.621%	-	0.000%	-	0.000%	1,599,785	0.620%
LARPD	-	0.000%	-	0.000%	425,248	100.000%	425,248	0.165%
ACOE	-	0.000%	110,000	100.000%	-	0.000%	110,000	0.043%
<b>Total for All Employers</b>	<b>\$ 257,587,369</b>	<b>100.000%</b>	<b>\$ 110,000</b>	<b>100.000%</b>	<b>\$ 425,248</b>	<b>100.000%</b>	<b>\$ 258,122,617</b>	<b>100.000%</b>

Employer	Safety Members		General and Safety Total		Adjusted Total <sup>2,3,4</sup>	
	Safety Contributions	Contribution Percentage	Total Contributions	Contribution Percentage	Adjusted Total Contributions	Adjusted Contribution Percentage <sup>1</sup>
Alameda County	\$ 52,983,658	100.000%	\$ 217,081,065	69.777%	\$ 298,255,244 <sup>2</sup>	75.817%
Alameda Health System	-	0.000%	74,315,754	23.888%	74,315,754	18.891%
Superior Court	-	0.000%	14,604,606	4.694%	14,604,606	3.713%
First 5	-	0.000%	2,969,817	0.955%	2,969,817	0.755%
Housing Authority	-	0.000%	1,599,785	0.514%	1,599,785	0.407%
LARPD	-	0.000%	425,248	0.137%	1,472,280 <sup>3</sup>	0.374%
ACOE	-	0.000%	110,000	0.035%	169,854 <sup>4</sup>	0.043%
<b>Total for All Employers</b>	<b>\$ 52,983,658</b>	<b>100.000%</b>	<b>\$ 311,106,275</b>	<b>100.000%</b>	<b>\$ 393,387,340</b>	<b>100.000%</b>

<sup>1</sup> The unrounded percentages are used in the allocation of the NPL amongst the employers.

<sup>2</sup> This includes \$164,097,407 of County General actual employer contributions and \$134,157,837 of County Safety adjusted employer contributions used for purposes of determining the proportionate share of the non-OPEB SRBR NPL for the County. The County made voluntary County Safety contributions of \$800,000,000 on June 29, 2021 to reduce their Safety UAAL and associated contribution rates. The voluntary County Safety UAAL contributions are amortized to provide a UAAL contribution rate credit for County Safety over 13 years effective FY 21-22. Similar to the approach approved by ACERA for ACOE to determine ACOE's proportionate share of the non-OPEB SRBR NPL, the County Safety's proportionate share of the non-OPEB SRBR NPL by using the County Safety's actual contributions made in 2024 in the amount of \$52,983,658 plus the contribution credit applied in 2024 in the amount of \$81,174,179 for a total adjusted County Safety contribution of \$134,157,837.

<sup>3</sup> LARPD made voluntary LARPD General contributions of \$12,611,250 on June 29, 2021 to reduce their General UAAL and associated contribution rates. The voluntary LARPD General UAAL contributions are amortized to provide a UAAL contribution rate credit for LARPD General over 16 years effective FY 21-22. Similar to the approach approved by ACERA for ACOE to determine ACOE's proportionate share of the non-OPEB SRBR NPL, LARPD's proportionate share of the non-OPEB SRBR NPL is determined by using LARPD's actual contributions made in 2024 in the amount of \$425,248 plus the contribution credit applied in 2024 in the amount of \$1,047,032 for a total adjusted LARPD contribution of \$1,472,280.

<sup>4</sup> ACOE made a lump sum contribution of \$750,000 in 2019 to partially pay off their UAAL. That lump sum is greater than the amount that ACOE would have to make on an installment basis over 20 years. In order to have a more level allocation of the NPL to ACOE, ACERA approved an approach to determine ACOE's proportionate share of the non-OPEB SRBR NPL by using ACOE's required contributions determined in our December 31, 2022 valuation in the amount of \$110,000 based on an April 1, 2024 payment date plus the amortization of the remaining balance of the original \$750,000 lump sum amount (an amount of \$59,854 which represents the additional UAAL contribution ACOE would have been required to pay had they not made the additional lump sum contribution in 2019).

See accompanying notes, pages 6 - 9.

**Alameda County Employees' Retirement Association (ACERA)**  
**Schedule of Employer Allocations as of and for the Year Ended December 31, 2024**  
**Allocation of Net Pension Liability (NPL)**

Employer	General NPL, Excluding ACOE and LARPD (Excl. non-OPEB SRBR NPL)		ACOE Members Only (Excl. non-OPEB SRBR NPL)		LARPD Members Only (Excl. non-OPEB SRBR NPL)		All General Members Combined (Excl. non-OPEB SRBR NPL)	
	NPL	Percentage <sup>1</sup>	NPL	Percentage <sup>1</sup>	NPL	Percentage <sup>1</sup>	NPL	General NPL Percentage
Alameda County	\$ 777,834,830	63.705%	\$ -	0.000%	\$ -	0.000%	\$ 777,834,830	63.641%
Alameda Health System	352,262,616	28.851%	-	0.000%	-	0.000%	352,262,616	28.821%
Superior Court	69,227,000	5.670%	-	0.000%	-	0.000%	69,227,000	5.664%
First 5	14,077,170	1.153%	-	0.000%	-	0.000%	14,077,170	1.152%
Housing Authority	7,583,109	0.621%	-	0.000%	-	0.000%	7,583,109	0.620%
LARPD	-	0.000%	-	0.000%	89,438	100.000%	89,438	0.007%
ACOE	-	0.000%	1,157,503	100.000%	-	0.000%	1,157,503	0.095%
<b>Total for All Employers</b>	<b>\$ 1,220,984,725</b>	<b>100.000%</b>	<b>\$ 1,157,503</b>	<b>100.000%</b>	<b>\$ 89,438</b>	<b>100.000%</b>	<b>\$ 1,222,231,666</b>	<b>100.000%</b>

Employer	Safety Members (Excl. non-OPEB SRBR NPL)		General and Safety Total (Excl. non-OPEB SRBR NPL)		General and Safety Non-OPEB SRBR Only NPL		Total	
	NPL	Percentage <sup>1</sup>	NPL	Percentage	NPL	Percentage <sup>2</sup>	NPL	Percentage
Alameda County	\$ 148,166,584	100.000%	\$ 926,001,414	67.572%	\$ 71,302,782	75.817%	\$ 997,304,196	68.100%
Alameda Health System	-	0.000%	352,262,616	25.705%	17,766,393	18.891%	370,029,009	25.268%
Superior Court	-	0.000%	69,227,000	5.052%	3,491,469	3.713%	72,718,469	4.966%
First 5	-	0.000%	14,077,170	1.027%	709,983	0.755%	14,787,153	1.010%
Housing Authority	-	0.000%	7,583,109	0.553%	382,455	0.407%	7,965,564	0.544%
LARPD	-	0.000%	89,438	0.007%	351,973	0.374%	441,411	0.030%
ACOE	-	0.000%	1,157,503	0.084%	40,606	0.043%	1,198,109	0.082%
<b>Total for All Employers</b>	<b>\$ 148,166,584</b>	<b>100.000%</b>	<b>\$ 1,370,398,250</b>	<b>100.000%</b>	<b>\$ 94,045,661</b>	<b>100.000%</b>	<b>\$ 1,464,443,911</b>	<b>100.000%</b>

<sup>1</sup> Allocation based on the actual employer contributions within each membership class.

<sup>2</sup> Allocated based on the actual employer contributions in total, with an adjustment to reflect the total annual UAAL contribution ACOE would have been required to make of \$169,854 in 2024 had they not made the additional contribution in 2019 to partially pay off their UAAL. Following this approach approved by ACERA for ACOE, there is an adjustment to reflect the total annual contribution County Safety would have been required to make of \$134,157,837 in 2024 had they not made the voluntary County Safety UAAL contribution in 2021. There is also an adjustment to reflect the total annual contribution LARPD would have been required to make of \$1,472,280 in 2024 had they not made the voluntary LARPD General UAAL contribution in 2021.

See accompanying notes, pages 6 - 9.

**Alameda County Employees' Retirement Association (ACERA)**  
**Schedule of Pension Amounts by Employer**  
As of and for the Year Ended December 31, 2024

Schedule of Employer Allocations	Deferred Outflows of Resources						Deferred Inflows of Resources					Pension Expense		
	Net Pension Liability	Differences Between Actual and Expected Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan Investments	Changes of Assumptions	Proportionate Share of Contributions	Total Deferred Outflows of Resources	Differences Between Expected and Actual Experience	Net Difference Between Actual and Projected Investment Earnings on Pension Plan Investments	Changes of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Proportionate Share of Contributions	Total Deferred Inflows of Resources	Proportionate Share of Plan Pension Expense	Proportionate Share of Contributions	Total Employer Pension Expense
Alameda County	\$ 997,304,196	\$ 75,552,811	\$ 12,911,096	\$ 12,201,128	\$ 883,307	\$ 101,548,342	\$ 19,032,924	\$ -	\$ 47,791,314	\$ 13,201,182	\$ 80,025,420	\$ 251,314,717	\$ (2,076,644)	\$ 249,238,073
Alameda Health System	370,029,009	17,743,945	785,055	3,350,582	11,700,383	33,579,965	5,404,094	-	14,200,358	1,240,607	20,845,059	71,494,468	1,165,144	72,659,612
Superior Court	72,718,469	3,487,058	154,279	658,460	1,839,824	6,139,621	1,062,018	-	2,790,668	3,453,414	7,306,100	14,050,165	(472,629)	13,577,536
First 5 of Alameda County	14,787,153	709,086	31,372	133,896	3,993,667	4,868,021	215,959	-	567,477	-	783,436	2,857,071	1,463,822	4,320,893
Housing Authority	7,965,564	381,971	16,900	72,128	634,685	1,105,684	116,333	-	305,689	1,114,047	1,536,069	1,539,052	(69,501)	1,469,551
LARPD	441,411	794,040	225,110	78,616	2,604	1,100,370	1,167,546	-	416,635	44,337	1,628,518	528,698	(12,599)	516,099
ACOE	1,198,109	218,790	-	2,497	18	221,305	2,296	408	3,634	901	7,239	187,903	2,407	190,310
<b>Total for All Employers</b>	<b>\$ 1,464,443,911</b>	<b>\$ 98,887,701</b>	<b>\$ 14,123,812</b>	<b>\$ 16,497,307</b>	<b>\$ 19,054,488</b>	<b>\$ 148,563,308</b>	<b>\$ 27,001,170</b>	<b>\$ 408</b>	<b>\$ 66,075,775</b>	<b>\$ 19,054,488</b>	<b>\$ 112,131,841</b>	<b>\$ 341,972,074</b>	<b>\$ -</b>	<b>\$ 341,972,074</b>

See accompanying notes, pages 6 - 9.

## Alameda County Employees' Retirement Association (ACERA)

### Notes to the Schedule of Employer Allocations and Schedule of Pension Amounts by Employer As of and for the Year Ended December 31, 2024

#### 1. PLAN DESCRIPTION

ACERA is a cost-sharing multiple-employer defined benefit pension plan. The pension plan provides basic lifetime retirement, disability, and death benefits to members who meet the minimum age and length-of-service requirements. ACERA meets member and beneficiary obligations through member contributions, participating employer contributions, and investment income.

#### 2. SUMMARY OF SIGNIFICANT ACCOUNTING AND REPORTING POLICIES

##### Basis of Accounting

ACERA follows generally accepted accounting principles and reporting guidelines set forth by the Governmental Accounting Standards Board (GASB). The schedule of employer allocations and schedule of pension amounts by employer are prepared on the accrual basis of accounting. Employer and employee contributions are recognized when due, pursuant to formal commitments as well as statutory or contractual requirements.

##### Estimates

The preparation of the schedule of employer allocations and schedule of pension amounts by employer in accordance with generally accepted accounting principles in the United States requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

##### Contributions

Member and employer contribution rates are based on recommendations made by an independent actuary and adopted by the Board of Retirement. These rates are based on membership type (General and Safety) and tier (Tiers 1, 2, 3, and 4). Active members are required by statute to contribute toward pension plan benefits. Participating employers are required by statute to contribute the necessary amounts to fund estimated benefits not otherwise funded by member contributions or expected investment earnings.

#### 3. ACTUARIAL METHODS AND ASSUMPTIONS

An actuarial valuation is performed for the pension plan on an annual basis. ACERA retains an independent actuarial firm to conduct the actuarial valuations and to establish the contribution rate requirements for the plan.

##### Actuarial Methods and Assumptions Used to Determine Total Pension Liability

The components of the collective net pension liability of the plan as of December 31, 2024 and December 31, 2023 are as follows:

<i>(Dollars in thousands)</i>	<u>12/31/2024</u>	<u>12/31/2023</u>
Total Pension Liability	\$12,397,161	\$11,961,224
Less: Plan Fiduciary Net Position	<u>10,932,717</u>	<u>10,218,484</u>
<b>Net Pension Liability</b>	<b><u>\$ 1,464,444</u></b>	<b><u>\$ 1,742,740</u></b>

The Net Pension Liability (NPL) was measured as of December 31, 2024 and 2023. Plan Fiduciary Net Position (FNP) was valued as of the measurement date while the Total Pension Liability (TPL) was determined by rolling forward the TPL from actuarial valuations as of December 31, 2023 and 2022, respectively.

## Alameda County Employees' Retirement Association (ACERA)

### Notes to the Schedule of Employer Allocations and Schedule of Pension Amounts by Employer As of and for the Year Ended December 31, 2024

The TPL and plan FNP include liabilities and assets for non-health postemployment benefits (non-OPEB). The assets for non-OPEB are held in the SRBR to pay non-vested Supplemental COLA and the retired death benefit. The TPL as of December 31, 2024 has been adjusted to include an additional \$211.3 million, calculated by rolling forward the total unlimited non-OPEB Actuarial Accrued Liability (AAL) as of December 31, 2023. The TPL as of December 31, 2023 has been adjusted to include an additional \$200.3 million, calculated by rolling forward the total unlimited non-OPEB AAL as of December 31, 2022.

The plan FNP as of December 31, 2024 was also adjusted to include \$117.3 million (\$117.6 million set aside in the SRBR reserve to pay non-OPEB benefits and subtracting \$0.03 million to reflect the proportionate share of the net deferred investment losses that is commensurate with the size of the non-OPEB reserve). The plan FNP as of December 31, 2023 was also adjusted to include \$109.2 million (\$111.3 million set aside in the SRBR reserve to pay non-OPEB benefits and subtracting \$2.1 million to reflect the proportionate share of the net deferred investment losses that is commensurate with the size of the non-OPEB reserve). In 2023, the Board authorized a one-time transfer of \$54.2 million from the OPEB SRBR to the non-OPEB SRBR to equalize the sufficiency periods of the OPEB and non-OPEB benefits.

The liability and assets associated with the OPEB component of the SRBR have been excluded from the total pension liability and the fiduciary net position reported above.

The TPLs as of December 31, 2024 and 2023 were determined by actuarial valuations as of December 31, 2023 and 2022, respectively. The actuarial assumptions used to develop the December 31, 2024 and 2023 TPLs are the same assumptions used in the December 31, 2024 and 2023 funding valuations, respectively. These assumptions were applied to all periods included in the measurement:

Measurement Date	December 31, 2024	December 31, 2023
Investment Rate of Return	7.00%, net of pension plan investment expense, including inflation	7.00%, net of pension plan investment expense, including inflation
Inflation Rate	2.50%	2.50%
Real Across-the-Board Salary Increases	0.50%	0.50%
Projected Salary Increases	General: 8.00% to 3.45% and Safety: 11.40% to 4.00%, vary by service and include inflation and real across-the-board salary increase	General: 8.00% to 3.45% and Safety: 11.40% to 4.00%, vary by service and include inflation and real across-the-board salary increase
Cost of Living Adjustments	2.75% of retirement income for General Tiers 1 and 3, and Safety Tier 1; 2.00% for General Tiers 2 and 4, and Safety Tiers 2, 2C, 2D, and 4	2.75% of retirement income for General Tiers 1 and 3, and Safety Tier 1; 2.00% for General Tiers 2 and 4, and Safety Tiers 2, 2C, 2D, and 4
Date of Experience Study	December 1, 2019 through November 30, 2022	December 1, 2019 through November 30, 2022

#### Changes to NPL Allocation Methodology

The Board of Retirement adopted the Declining Employer Payroll Policy on October 18, 2018 and determined that the Policy applied to the Alameda County Office of Education (ACOE) and the Livermore Area Recreation and Park District (LARPD) Tier - 1 members who were included as part of the General (non-LARPD Tier-3 and Tier-4) membership class in prior funding and GASB valuations. As a result, an asset share calculated in accordance with the Policy was allocated to each of these two employers as of December 31, 2017. In addition, because the allocated assets were less than the actuarial accrued liability

## **Alameda County Employees' Retirement Association (ACERA)**

### **Notes to the Schedule of Employer Allocations and Schedule of Pension Amounts by Employer As of and for the Year Ended December 31, 2024**

(AAL) attributable to these Tier-1 members for each of the two employers, there was also an implicit allocation of unfunded actuarial accrued liability (UAAL).

Pursuant to the Declining Employer Payroll Policy, (1) changes in assets and AAL for ACOE have been tracked separately since January 1, 2018, and effective with the December 31, 2018 valuation, ACOE is in its own separate membership class and ACOE's NPL was determined separately; (2) changes in assets and AAL for LARPD Tier-1 members have been tracked separately since January 1, 2018, and effective with the December 31, 2018 valuation, the assets and AAL for LARPD Tier-1 members were combined with the assets and AAL for LARPD Tier-3 and Tier-4, forming a new combined membership class that includes LARPD members from all tiers.

ACOE made a lump sum contribution of \$750,000 in 2019 to partially pay off their UAAL. That lump sum is greater than the amount that ACOE would have to make on an installment basis over 20 years. The non-OPEB SRBR NPL is allocated to the employers in proportion to the total employer contributions made by those employers to the Pension Plan. In order to have a more level allocation of the NPL to ACOE, ACERA approved an approach which determines ACOE's proportionate share of the non-OPEB SRBR NPL by using ACOE's required contributions determined in the December 31, 2022 valuation in the amount of \$110,000 based on an April 1, 2024 payment date plus the amortization of the remaining balance of the original \$750,000 lump sum amount (an amount of \$59,854 which represents the additional UAAL contribution ACOE would have been required to pay if they did not make the additional lump sum contribution in 2019).

The County made voluntary contributions of \$800.0 million on June 29, 2021 to reduce their Safety UAAL and associated contribution rates. Also on June 29, 2021, LARPD made voluntary contributions of \$12.6 million to reduce their General UAAL and associated contribution rates. The \$800.0 million County Safety UAAL contributions are amortized over 13 years effective with FY 21-22 to provide a UAAL contribution rate credit for County Safety members. The \$12.6 million LARPD General UAAL contributions are amortized over 16 years effective with FY 21-22 to provide a UAAL contribution rate credit for LARPD General members. Similar to the approach approved for ACOE, County Safety and LARPD's proportionate shares of the non-OPEB SRBR NPL are determined by using the County Safety and LARPD's required contributions, respectively, as if they had not made the voluntary UAAL contributions in 2021.

#### **Discount Rate**

The discount rate used to measure the TPL as of December 31, 2024 and 2023 was 7.00%. In order to reflect the provisions of Article 5.5 of the Statute, future allocations of 50% excess earnings to the Supplemental Retiree Benefits Reserve (SRBR) have been treated as an additional outflow against the plan's FNP in the Governmental Accounting Standards Board (GASB) crossover test. It is estimated that the additional outflow would average approximately 0.75% of assets over time, based on the results of the actuary's stochastic modeling of the 50% allocation of future excess earnings to the SRBR.

The projection of cash flows used to determine the discount rates assumes that plan member contributions will be made at the current member contribution rates, and that employer contributions will be made at rates equal to the actuarially determined contribution rates<sup>1</sup> plus additional future contributions that would follow from the future allocation of excess earnings to the SRBR. Projected employer contributions that are intended to fund the service cost for future plan members and their beneficiaries, as well as projected contributions from future plan members, are not included. Based on those assumptions, the pension plan's FNP was projected to be available to make all projected future benefit payments for the current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the TPL as of December 31, 2024 and 2023.

**Alameda County Employees' Retirement Association (ACERA)**

**Notes to the Schedule of Employer Allocations and Schedule of Pension Amounts by Employer**

**As of and for the Year Ended December 31, 2024**

**4. ADDITIONAL FINANCIAL AND ACTUARIAL INFORMATION**

Additional financial and actuarial information supporting the schedule of employer allocations and schedule of pension amounts by employer can be obtained from ACERA's Annual Comprehensive Financial Report for the year ended December 31, 2024, and ACERA's GASB 68 Actuarial Valuation Based on December 31, 2024 Measurement Date for Employer Reporting as of June 30, 2025.

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<sup>1</sup> For this purpose, only employer contributions that are intended to fund benefits of current plan members and their beneficiaries are included.

**Alameda County Employees' Retirement Association  
(ACERA)**

**Schedule of Employer Allocations and Schedule of OPEB Amounts by  
Employer**

As of and for the Year Ended December 31, 2024



**Alameda County Employees' Retirement Association (ACERA)**  
**Schedule of Employer Allocations and Schedule of OPEB Amounts by Employer**  
As of and for the Year Ended December 31, 2024

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## **Independent Auditor's Report**

Board of Retirement  
Alameda County Employees' Retirement Association  
Oakland, California

### **Opinion**

We have audited the accompanying schedule of employer allocations of the Alameda County Employees' Retirement Association (ACERA); and the specified column totals included in the schedule of OPEB amounts by employer of ACERA (the columns titled net OPEB liability, total deferred outflows of resources, total deferred inflows of resources and total employer OPEB expense), as of and for the year ended December 31, 2024; and the related notes (collectively the schedules).

In our opinion, the schedules referred to above present fairly, in all material respects, the employer allocations and net OPEB liability, total deferred outflows of resources, total deferred inflows of resources, and total employer OPEB expense for ACERA, as of and for the year ended December 31, 2024, in accordance with accounting principles generally accepted in the United States of America.

### **Basis for Opinion**

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

### **Responsibilities of Management for the Schedules**

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

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

### **Auditor's Responsibilities for the Audit of the Schedules**

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

In performing an audit in accordance with generally accepted auditing standards, we:

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

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

#### **Report on the Audit of the Financial Statements**

We have audited, in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, the financial statements of ACERA, as of and for the year ended December 31, 2024, and our report thereon, dated June \_\_, 2025, expressed an unmodified opinion on those financial statements.

#### **Restriction on Use**

Our report is intended solely for the information and use of ACERA management, the Board of Retirement, ACERA employers and their auditors, and is not intended to be and should not be used by anyone other than these specified parties.

Oakland, California  
June \_\_, 2025

**Alameda County Employees' Retirement Association (ACERA)**  
**Schedule of Employer Allocations as of and for the Year Ended December 31, 2024**  
**Actual Employer Contributions by Employer and Net OPEB Liability NOL Allocation**

Employer	Actual Employer Contributions by Employer for the Year Ended December 31, 2024 <sup>1</sup>		Allocation of Net OPEB Liability as of December 31, 2024	
	Contributions	Contribution Percentage *	NOL	Contribution Percentage *
Alameda County <sup>2</sup>	\$ 298,255,244	75.817%	\$ 173,596,806	75.817%
Alameda Health System	74,315,754	18.891%	43,254,822	18.891%
Superior Court	14,604,606	3.713%	8,500,481	3.713%
First 5	2,969,817	0.755%	1,728,555	0.755%
Housing Authority	1,599,785	0.407%	931,141	0.407%
LARPD <sup>3</sup>	1,472,280	0.374%	856,927	0.374%
Office of Education (ACOE) <sup>4</sup>	169,854	0.043%	98,862	0.043%
<b>Total for All Employers</b>	<b>\$ 393,387,340</b>	<b>100.000%</b>	<b>\$ 228,967,594</b>	<b>100.000%</b>

\* The unrounded percentages are used in the allocation of the NOL amongst the employers.

**Notes:**

1. Allocated based on the actual January 1, 2024 through December 31, 2024 employer contributions in total as provided by ACERA, with an adjustment to reflect the total annual UAAL contribution ACOE would have been required to make of \$169,854 in 2024 had they not made the additional contribution in 2019 to partially pay off their UAAL for the pension plan. There is an adjustment to reflect the total annual contribution County Safety would have been required to make of \$134,157,837 in 2024 had they not made the voluntary County Safety UAAL contribution in 2021 to the pension plan. There is also an adjustment to reflect the total annual contribution LARPD would have been required to make of \$1,472,280 in 2024 had they not made the voluntary LARPD General UAAL contribution in 2021 to the pension plan.

2. This includes \$164,097,407 of County General actual employer contributions and \$134,157,837 of County Safety adjusted employer contributions used for purposes of determining the proportionate share of the OPEB SRBR NOL for the County. The County made voluntary County Safety contributions of \$800,000,000 on June 29, 2021 to reduce their Safety UAAL for the pension plan and associated contribution rates. The voluntary County Safety UAAL contributions are amortized to provide a UAAL contribution rate credit for County Safety over 13 years effective FY 21-22. Similar to the approach approved by ACERA for ACOE to determine ACOE's proportionate share of the OPEB SRBR NOL, County Safety's proportionate share of the OPEB SRBR NOL is determined by using the County Safety's actual contributions made in 2024 in the amount of \$52,983,658 plus the contribution credit applied in 2024 in the amount of \$81,174,179 for a total adjusted County Safety contribution of \$134,157,837.

3. LARPD made voluntary LARPD General contributions of \$12,611,250 on June 29, 2021 to reduce their General UAAL for the pension plan and associated contribution rates. The voluntary LARPD General UAAL contributions are amortized to provide a UAAL contribution rate credit for LARPD General over 16 years effective FY 21-22. Similar to the approach approved by ACERA for ACOE to determine ACOE's proportionate share of the OPEB SRBR NOL, LARPD's proportionate share of the OPEB SRBR NOL is determined by using LARPD's actual contributions made in 2024 in the amount of \$425,248 plus the contribution credit applied in 2024 in the amount of \$1,047,032 for a total adjusted LARPD contribution of \$1,472,280.

4. ACOE made a lump sum contribution of \$750,000 in 2019 to partially pay off their UAAL to the pension plan. That lump sum is greater than the amount that ACOE would have to make on an installment basis over 20 years. In order to have a more level allocation of the NPL and NOL to ACOE, ACERA approved an approach to determine ACOE's proportionate share of the OPEB SRBR NOL by using ACOE's required contributions determined in the December 31, 2022 valuation in the amount of \$110,000 based on an April 1, 2024 payment date plus the amortization of the remaining balance of the original \$750,000 lump sum amount (an amount of \$59,854 which represents the additional UAAL contribution ACOE would have been required to pay if they did not make the additional lump sum contribution in 2019).

See accompanying notes, pages 5 - 7.

**Alameda County Employees' Retirement Association (ACERA)**  
**Schedule of OPEB Amounts by Employer**  
As of and for the Year Ended December 31, 2024

Schedule of Employer Allocations	Deferred Outflows of Resources						Deferred Inflows of Resources					OPEB Expense		
	Net OPEB Liability	Differences Between Actual and Expected Experience	Net Difference Between Projected and Actual Earnings on OPEB Plan Investments	Changes of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Proportionate Share of Contributions	Total Deferred Outflows of Resources	Differences Between Expected and Actual Experience	Net Difference Between Actual and Projected Earnings on OPEB Plan Investments	Changes of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Proportionate Share of Contributions	Total Deferred Inflows of Resources	Proportionate Share of Plan OPEB Expense	Net Amortization of Deferred Amounts from Changes in Proportion and Differences Between Employer Contributions and Proportionate Share of Contributions	Total Employer OPEB Expense
Alameda County	\$ 173,596,806	\$ -	\$ 98,490,102	\$ 19,001,720	\$ 431,245	\$ 117,923,067	\$ 52,358,732	\$ -	\$ 24,869,795	\$ 1,324,671	\$ 78,553,198	\$ 18,889,912	\$ 331	\$ 18,890,243
Alameda Health System	43,254,822	-	24,540,611	4,734,627	1,361,054	30,636,292	13,046,137	-	6,196,765	525,220	19,768,122	4,706,765	(51,419)	4,655,346
Superior Court	8,500,481	-	4,822,745	930,454	218,532	5,971,731	2,563,840	-	1,217,794	347,287	4,128,921	924,977	(15,568)	909,409
First 5 of Alameda County	1,728,555	-	980,695	189,206	286,808	1,456,709	521,352	-	247,636	-	768,988	188,092	76,225	264,317
Housing Authority	931,141	-	528,282	101,922	45,554	675,758	280,842	-	133,397	93,017	507,256	101,322	(15,119)	86,203
LARPD	856,927	-	486,178	93,798	25,250	605,226	258,459	-	122,765	85,099	466,323	93,245	(6,644)	86,601
ACOE	98,862	-	56,089	10,821	7,631	74,541	29,818	-	14,163	780	44,761	10,758	12,194	22,952
<b>Total for All Employers</b>	<b>\$ 228,967,594</b>	<b>\$ -</b>	<b>\$ 129,904,702</b>	<b>\$ 25,062,548</b>	<b>\$ 2,376,074</b>	<b>\$ 157,343,324</b>	<b>\$ 69,059,180</b>	<b>\$ -</b>	<b>\$ 32,802,315</b>	<b>\$ 2,376,074</b>	<b>\$ 104,237,569</b>	<b>\$ 24,915,071</b>	<b>\$ -</b>	<b>\$ 24,915,071</b>

See accompanying notes, pages 5 - 7.

# Alameda County Employees' Retirement Association (ACERA)

## Notes to the Schedule of Employer Allocations and Schedule of OPEB Amounts by Employer

### As of and for the Year Ended December 31, 2024

#### 1. PLAN DESCRIPTION

ACERA administers a non-vested medical benefits program for eligible retired members. The benefits include medical, dental and vision subsidies as well as Medicare Part B premium reimbursement. The subsidies are paid from the 401(h) account in the form of a monthly medical allowance. The maximum levels of the monthly medical allowances are reviewed annually by the Board of Retirement.

Retired members with a minimum of ten years of service credit or those retired with service-connected disability are eligible to receive monthly medical, dental and vision allowance benefits if they enroll in one of the ACERA sponsored medical plans or Medicare exchange. Retired members eligible for the monthly medical allowance benefit may also be reimbursed for the lowest standard Medicare Part B premium with proof of enrollment in Medicare Part B.

#### 2. SUMMARY OF SIGNIFICANT ACCOUNTING AND REPORTING POLICIES

##### Basis of Accounting

ACERA follows generally accepted accounting principles and reporting guidelines set forth by the Governmental Accounting Standards Board (GASB). The schedule of employer allocations and schedule of OPEB amounts by employer are prepared on the accrual basis of accounting. Employer and employee contributions are recognized when due, pursuant to formal commitments as well as statutory or contractual requirements.

##### Estimates

The preparation of the schedule of employer allocations and schedule of OPEB amounts by employer in accordance with generally accepted accounting principles in the United States requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

##### Contributions

There are no legal or contractual contribution requirements for the OPEB plan. Funding for the OPEB plan relies entirely on semi-annual earnings allocations from the total fund to the Supplemental Retiree Benefits Reserve (SRBR) as mandated by Article 5.5 of the 1937 Act. The OPEB assets are held in the 401(h) account and the SRBR to pay the non-vested benefits.

#### 3. ACTUARIAL METHODS AND ASSUMPTIONS

An actuarial valuation is performed for the OPEB plan on an annual basis. ACERA retains an independent actuarial firm to conduct the actuarial valuations.

##### Actuarial Methods and Assumptions Used to Determine Total OPEB Liability

The components of the collective Net OPEB Liability of the plan as of December 31, 2024 and December 31, 2023 are as follows:

<i>(Dollars in thousands)</i>	<u>12/31/2024</u>	<u>12/31/2023</u>
Total OPEB Liability	\$ 1,330,606	\$ 1,268,808
Less: Plan Fiduciary Net Position	<u>1,101,638</u>	<u>1,060,337</u>
<b>Net OPEB Liability</b>	<b><u>\$ 228,968</u></b>	<b><u>\$ 208,471</u></b>

The Total OPEB Liability (TOL) as of December 31, 2024 was determined by rolling forward the liability results used in determining the sufficiency of the SRBR to provide medical and dental subsidy benefits as of December 31, 2023. The TOL has been adjusted to reflect the health care trend preliminary assumptions adopted for the sufficiency study for the SRBR as of December 31, 2024.

**Alameda County Employees' Retirement Association (ACERA)**  
**Notes to the Schedule of Employer Allocations and Schedule of OPEB Amounts by Employer**  
**As of and for the Year Ended December 31, 2024**

The TOL as of December 31, 2023 was determined by rolling forward the liability results used in determining the sufficiency of the SRBR to provide medical and dental subsidy benefits as of December 31, 2022. The TOL has been adjusted to reflect the health care trend assumptions used for the sufficiency study for the SRBR as of December 2023.

The OPEB plan's Fiduciary Net Position (FNP) as of December 31, 2024 of \$1,101.6 million was determined by taking the \$1,107.3 million in the SRBR and 401(h) account set aside by the Retirement Board to pay OPEB benefits as of December 31, 2024, less the estimated implicit subsidy SRBR transfer to the Employers' Advance Reserve of \$2.5 million, less the proportionate share of the net deferred investment loss that is commensurate with the size of the OPEB SRBR reserve of \$3.2 million. The OPEB plan's FNP as of December 31, 2023 of \$1,060.3 million was determined by taking the \$1,085.2 million in the SRBR and 401(h) account set aside by the Retirement Board to pay OPEB benefits as of December 31, 2023, less the estimated implicit subsidy SRBR transfer to the Employers' Advance Reserve of \$4.1 million, less the proportionate share of the net deferred investment loss that is commensurate with the size of the OPEB SRBR reserve of \$20.8 million. The December 31, 2023 OPEB FNP also reflects a \$52.4 million one-time transfer from the OPEB SRBR to the non-OPEB SRBR the Board authorized to equalize the sufficiency period of the OPEB and non-OPEB benefits.

These assumptions were applied to all periods included in the measurement:

<b>Valuation Date</b>	<b>December 31, 2024</b>	<b>December 31, 2023</b>
<b>Investment Rate of Return</b>	7.00%, net of OPEB plan investment expense, including inflation.	7.00%, net of OPEB plan investment expense, including inflation.
<b>Inflation</b>	2.50%	2.50%
<b>Health Care Premium Trend Rates</b>	Used to project health care costs after calendar year 2025:	Used to project health care costs after calendar year 2024:
<b>Non-Medicare Medical Plan</b>	7.75% graded to ultimate 4.50% over 13 years.	8.50% in 2024, 7.50% in 2025, then graded from 7.00% in 2026 to ultimate 4.50% over 10 years
<b>Medicare Medical Plan</b>	7.50% graded to ultimate 4.50% over 12 years.	16.47% <sup>2</sup> in 2024, then graded from 7.00% in 2025 to ultimate 4.50% over 10 years.
<b>Dental</b>	6.00% in 2025, then 5.00% graded to ultimate 4.00% over 3 years.	0.00% in 2024 to reflect a two-year rate guarantee (premiums fixed at 2024 level for 2024 and 2025) and 4.00% thereafter.
<b>Vision</b>	3.00%	0.00% in 2024 to reflect a five-year rate guarantee (premiums fixed at 2021 level for 2022, 2023, 2024 and 2025) and 4.00% thereafter.
<b>Medicare Part B<sup>1</sup></b>	6.20% until 2033, then 5.75% graded to ultimate 4.50% over 6 years.	4.50%
<b>Other Assumptions</b>	Same as those proposed in the experience study for the period December 1, 2019 through November 30, 2022.	Same as those proposed in the experience study for the period December 1, 2019 through November 30, 2022.

<sup>1</sup> The actual 2024 premium increase of 5.90% reflecting the standard 2025 premium of \$185.00 per month was reflected in the current year GASB 74 valuation with December 31, 2024 measurement date. The updated Part B trend assumptions were based on the intermediate Part B premium estimates in Table V.E2 of the 2024 Medicare Trustees report. The proposed 6.20% initial trend assumption represents the average trend shown for years 2025 through 2033 of the Trustees report. The actual 2023 premium increase of 5.93% reflecting the standard 2024 premium of \$174.70 per month was reflected in the current year GASB 74 valuation with December 31, 2023 measurement date.

<sup>2</sup> The initial 16.47% trend rate reflects an estimated increase to the baseline monthly Kaiser Senior Advantage premium of \$28 (8.00%) plus a one-time estimated increase of \$30 (7.84%) due to the Inflation Reduction Act of 2022 (IRA).

**Alameda County Employees' Retirement Association (ACERA)**  
**Notes to the Schedule of Employer Allocations and Schedule of OPEB Amounts by Employer**  
**As of and for the Year Ended December 31, 2024**

**Discount Rate**

The discount rate used to measure the TOL as of December 31, 2024 and 2023 was 7.00%. In order to reflect the provisions of Article 5.5 of the Statute, future allocations of excess earnings to the SRBR have been treated as an additional outflow against the pension plan's FNP. Based on the results of the actuary's stochastic modeling of 50% allocation of future excess earnings to the SRBR would have the same impact as an outflow that would average approximately 0.75% of pension plan assets over time. This approximated outflow along with the additional future employer contributions that would result from those future allocations of excess earnings to the SRBR were incorporated into the GASB 67 crossover test for the pension plan. The crossover test for the OPEB SRBR includes projected benefits which equal to the OPEB assets currently available in the SRBR as the remaining OPEB SRBR benefits would be paid from future excess earnings.

The projection of cash flows used to determine the discount rates assumed benefits are paid out of current OPEB SRBR assets. Based on those assumptions, the SRBR OPEB Plan's Fiduciary Net Position was projected to be available to make all projected future benefit payments for the current plan members. Therefore, the long-term expected rate of return on the OPEB plan investments was applied to all periods of projected benefit payments to determine the Total OPEB Liability as of December 31, 2024 and December 31, 2023.

**4. ADDITIONAL FINANCIAL AND ACTUARIAL INFORMATION**

Additional financial and actuarial information supporting the schedule of employer allocations and schedule of OPEB amounts by employer can be obtained from ACERA's Annual Comprehensive Financial Report for the year ended December 31, 2024, and ACERA's GASB 75 Actuarial Valuation Based on December 31, 2024 Measurement Date for Employer Reporting as of June 30, 2025.





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MEMORANDUM TO THE AUDIT COMMITTEE

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DATE: June 18, 2025  
TO: Members of the Audit Committee  
FROM: Erica Haywood, Fiscal Services Officer *EH*  
SUBJECT: **Governmental Accounting Standards Board (GASB) Statement No. 68  
and GASB Statement No. 75 Actuarial Valuations Based on December 31,  
2024, Measurement Date for Employer Reporting as of June 30, 2025**

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**Executive Summary**

Provided for review and discussion are the GASB Statement No. 68 and Statement No. 75 Actuarial Valuations (GASB 68/75 actuarial valuations) based on December 31, 2024, Measurement Date for Employer Reporting as of June 30, 2025. The purpose of the GASB 68/75 actuarial valuations is to provide information required for employer pension and OPEB liability reporting, respectively.

During the June 18, 2025, Audit Committee meeting, Andy Yeung and Eva Yum, Segal, will present and discuss the GASB 68/75 actuarial valuations, which include a complete set of schedules, note disclosures, and required supplementary information necessary for the participating employers to complete their June 30, 2025, fiscal year-end financial reporting requirements.

Once the Board adopts the audited set of schedules, staff will distribute the schedules and the GASB 68/75 actuarial valuations to ACERA's participating employers accompanied by the following statement:

"To complete financial statements, each participating employer will need to record its own proportionate share of the collective pension and OPEB amounts for all benefits provided through the Alameda County Employees' Retirement Association's (ACERA) cost-sharing, multi-employer, defined-benefit pension plan. ACERA has provided the *Schedule of Employer Allocations (Pension and OPEB)* and the *Schedules of Pension and OPEB Amounts by Employer*, with related notes, prepared by ACERA using Segal's Addenda to the Governmental Accounting Standards Board Statement No. 67 and Statement No. 74 Valuations as of December 31, 2024, and audited by independent auditor Williams, Adley & Company-CA, LLP, in accordance with the AICPA recommendation. The Governmental Accounting Standards Board Statement No. 68 and Statement No. 75 Actuarial Valuations Based on December 31, 2024, Measurement Date for Employer Reporting as of June 30, 2025, were prepared in accordance with the methodology set forth in the Governmental Accounting Standards Board Statement No. 68 and Statement No. 75 and are based on data maintained and provided by ACERA. Please note that ACERA is not responsible for employers' compliance with the requirements of Governmental Accounting Standards Board Statement No. 68 and Statement No. 75. Employers are solely responsible for accurately presenting financial statements within the requirements of the Governmental Accounting Standards Board Statement No. 68 and Statement No. 75."

**Attachments:**

1. GASB 68 Actuarial Valuation based on 12/31/24 Measurement Date for Employer Reporting as of 6/30/25
2. GASB 75 Actuarial Valuation based on 12/31/24 Measurement Date for Employer Reporting as of 6/30/25

# Alameda County Employees' Retirement Association (ACERA)

**Governmental Accounting Standards Board  
Statement No. 68 (GASB 68) Actuarial Valuation as of  
December 31, 2024 for Employer Reporting as of  
June 30, 2025**



This valuation report should only be copied, reproduced, or shared with other parties in its entirety as necessary for the proper administration of the Plan.

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## Segal



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June 6, 2025

Board of Retirement  
Alameda County Employees' Retirement Association  
475 14<sup>th</sup> Street, Suite 1000  
Oakland, CA 94612

Dear Board Members:

We are pleased to submit this Governmental Accounting Standards Board Statement No. 68 (GASB 68) Actuarial Valuation as of December 31, 2024 for the Alameda County Employees' Retirement Association ("ACERA" or "the Plan") for employer reporting as of June 30, 2025. It contains various information that will need to be disclosed in order for ACERA employers to comply with GASB 68. Please refer to ACERA's Actuarial Valuation and Review as of December 31, 2023, dated May 21, 2024 for the data and ACERA's Actuarial Valuation and Review as of December 31, 2024, dated May 23, 2025 for the assumptions and plan of benefits underlying these calculations.

This report has been prepared in accordance with generally accepted actuarial principles and practices for the exclusive use and benefit of the Board of Retirement (the Board), based upon information provided by the staff of the Plan and the Plan's other service providers.

The measurements shown in this actuarial valuation may not be applicable for other purposes. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period) and changes in plan provisions or applicable law.

The actuarial calculations were completed under the supervision of Eva Yum, FSA, MAAA, Enrolled Actuary. We are members of the American Academy of Actuaries and we meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein. To the best of our knowledge, the information supplied in the actuarial valuation is complete and accurate. The assumptions used in this actuarial valuation were selected by the Board of Retirement based upon our analysis and

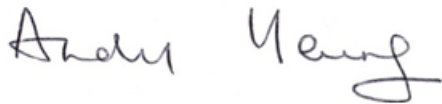
recommendations. In our opinion, the assumptions are reasonable and take into account the experience of ACERA and reasonable expectations. In addition, in our opinion, the combined effect of these assumptions is expected to have no significant bias.

Segal makes no representation or warranty as to the future status of the Plan and does not guarantee any particular result. This document does not constitute legal, tax, accounting or investment advice or create or imply a fiduciary relationship. The Board is encouraged to discuss any issues raised in this report with the Plan's legal, tax and other advisors before taking, or refraining from taking, any action.

We look forward to reviewing this report with you and to answering any questions.

Sincerely,

Segal



Andy Yeung, ASA, MAAA, FCA, EA  
Vice President and Actuary



Eva Yum, FSA, MAAA, EA  
Vice President and Actuary

ST/jl

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# Section 1: Actuarial Valuation Summary

## Purpose and basis

This report has been prepared by Segal to present certain disclosure information required by Governmental Accounting Standards Board Statement No. 68 (GASB 68) as of December 31, 2024 for employer reporting as of June 30, 2025. The results used in preparing this GASB 68 report are comparable to those used in preparing the Governmental Accounting Standards Board Statement No. 67 (GASB 67) report for the plan based on a reporting date and a measurement date as of December 31, 2024. This report is based on:

- The benefit provisions of ACERA, as administered by the Board;
- The characteristics of covered active, inactive, and retired members and beneficiaries as of November 30, 2023,<sup>1</sup> provided by the staff of ACERA;
- The assets of the Plan as of December 31, 2024, provided by ACERA;
- Economic assumptions regarding future salary increases and investment earnings adopted by the Board for the December 31, 2024 valuation; and
- Other actuarial assumptions, regarding employee terminations, retirement, death, etc. adopted by the Board for the December 31, 2024 valuation.

## General observations on a GASB 68 actuarial valuation

1. The Governmental Accounting Standards Board (GASB) rules only define pension liability and expense for financial reporting purposes, they do not apply to contribution amounts for pension funding purposes. Employers and plans should continue to develop and adopt funding policies under current practices.
2. When measuring pension liability, GASB uses the same actuarial cost method (Entry Age method) and the same type of discount rate (expected return on assets) as ACERA uses for funding. This means that the Total Pension Liability (TPL) measure for financial reporting shown in this report is generally determined on the same basis as ACERA's actuarial accrued liability (AAL) measure for funding. We note that the same is generally true for the service cost for financial reporting shown in this report and the normal cost component of the annual plan cost for funding.

<sup>1</sup> Data as of November 30 has been adjusted to December 31 by adding one month of age and, for active members, one month of service.

## Section 1: Actuarial Valuation Summary

3. The Net Pension Liability (NPL) is equal to the difference between the TPL and the Plan Fiduciary Net Position (FNP). The Plan FNP is equal to the fair value of assets and therefore, the NPL measure is very similar to an unfunded actuarial accrued liability (UAAL) on a market value basis.

### Highlights of the valuation

1. The reporting date for the employers is June 30, 2025 and the NPL was measured as of December 31, 2024. The TPL was determined based upon rolling forward the results from an actuarial valuation as of December 31, 2023 while the Plan FNP was valued as of the measurement date. In addition, any changes in actuarial assumptions or plan provisions that occurred between the valuation date and the measurement date have been reflected. Consistent with the provisions of GASB 68, the assets and liabilities measured as of December 31, 2024 are not adjusted or rolled forward to the June 30, 2025 reporting date.  
  
Similar to last year, we have included in the TPL as of December 31, 2024 the non-OPEB unlimited AAL of \$211.3 million, which was calculated by rolling forward the total unlimited non-OPEB AAL as of December 31, 2023.
2. The NPL decreased from \$1.7 billion as of December 31, 2023 to \$1.5 billion as of December 31, 2024 primarily due to favorable investment experience,<sup>1</sup> a return on the market value of assets of 9.2% during calendar year 2024 that was greater than the assumption of 7.00% used in the December 31, 2023 valuation (a gain of about \$223 million<sup>2</sup>). Changes in these values during the last two fiscal years can be found in *Section 2, Exhibit 3 – Schedule of changes in Net Pension Liability* on page 22.
3. The pension expense increased from \$250.0 million calculated last year to \$342.0 million calculated this year. The primary cause of the increase was due to: (a) full recognition of investment gain from the December 31, 2019 valuation and (b) this year's pension expense does not include the one-time decrease related to last year's asset transfer from the OPEB to non-OPEB SRBR. These increases were somewhat offset by a gain from the return on the market value of assets of 9.2% during calendar year 2024 that was greater than the assumption of 7.00% used in the December 31, 2023 valuation (a gain of about \$223 million that is being recognized over a period of five years starting with the development of this year's pension expense).
4. As we disclosed in our December 31, 2024 funding valuation report, the 7.00% investment return assumption that the Board approved on December 21, 2023 for determining the liabilities for funding purposes and used for establishing the employer and employee contribution rates has continued to be developed without considering the impact of any future 50/50 excess earnings allocation. This is based on our understanding that Article 5.5 of the Statute, which authorizes the allocation of 50% of excess

<sup>1</sup> The market value investment return for ACERA as a whole was 9.00% net of administrative expenses, or 9.19% gross of administrative expenses, during 2024. In allocating the end of year market value of assets between the Pension Plan and the SRBR, we have taken into consideration that for ACERA as a whole, the actuarial value of assets was higher than the market value of assets as of December 31, 2024 and there are deferred investment losses scheduled to be recognized in the next few years. As a result, the plan FNP allocated to the Pension Plan and the SRBR has generally been done in proportion to the actuarial value of assets and the market value investment return of 9.2% for the Pension Plan is very close to the 9.0% investment return for the SRBR (OPEB and non-OPEB SRBR combined).

<sup>2</sup> This amount represents the investment income on the Plan FNP for the Pension Plan and non-OPEB SRBR that is above the assumed earnings (actual market return of 9.2% versus 7.00% assumed in the valuation) for the year ending December 31, 2024.

## Section 1: Actuarial Valuation Summary

earnings to the Supplemental Retiree Benefits Reserve (SRBR), does not allow for the use of a different investment return for funding than is used for interest crediting. This would appear in effect to preclude the prefunding of the SRBR through the use of an assumption lower than the market earnings assumption of 7.00%.

Actuarial Standard of Practice (ASOP) No. 4 (“Measuring Pension Obligations and Determining Pension Plan Costs or Contributions”) states that some plan provisions, including gain sharing provisions, “may create pension obligations that are difficult to appropriately measure using traditional valuation procedures.” ASOP No. 4 further states that “for such plan provisions, the actuary should consider using alternative valuation procedures, such as stochastic modeling...to reflect the impact of variations in experience from year to year.” Accordingly, we performed a stochastic model to estimate the impact of the 50% allocation of future excess earnings to the SRBR as part of our triennial experience study recommending assumptions for use starting with the December 31, 2023 valuation. The results of our model indicated that the 50/50 allocation of future excess earnings would have about the same impact as an “outflow” (i.e., assets not available to fund the benefits included in the determination of the TPL) that would average approximately 0.75% of assets over time. This approximated outflow was incorporated into our GASB crossover test<sup>1</sup> in *Appendix A*, along with the additional future employer contributions that would result from those future allocations of excess earnings to the SRBR under ACERA’s funding policy. (The choice of this methodology by the Board in 2015 to reflect the impact of the SRBR was a result of several meetings with ACERA and its auditors, as well as with administrative staff, auditors, and consultants representing the County of Alameda, and after twice consulting with GASB staff.)

5. As of December 31, 2024, the deferred investment loss for the entire Plan was \$82.6 million. After offsetting this loss by the balance in the Contingency Reserve, the residual loss is \$51.3 million. Generally speaking, the proportionate share of the net deferred investment loss as of December 31, 2024 for the Pension Plan was equal to \$47.8 million and in calculating the Plan FNP we have adjusted the Pension Plan’s valuation value of assets in the funding valuation to reflect that amount. We have also continued the practice of adjusting the Plan FNP as of December 31, 2024 to include the \$117.6 million set aside by the Retirement Board in the SRBR reserve to pay non-vested Supplemental COLA and retired member death benefits<sup>2</sup> as of December 31, 2024. We have subtracted from the Plan FNP the proportionate share of the net deferred investment loss that is commensurate with the size of the non-OPEB SRBR reserve, or \$0.3 million. The net effect of the adjustments to the Plan FNP as of December 31, 2024 for non-OPEB SRBR benefits was an addition of \$117.3 million.
6. The \$94.0 million difference between the \$211.3 million added to the TPL and the net \$117.3 million added to the Plan FNP as of December 31, 2024 represents the NPL attributable to non-OPEB SRBR benefits.

<sup>1</sup> The purpose of the GASB crossover test is to determine if the full expected return (or 7.00% in this case) can be used as the discount rate to determine the TPL and the NPL. That is, if there is no crossover point where the projected benefit payments would exceed the Plan FNP, then the full expected return assumption can be used. As detailed later in this report, ACERA **does** pass the crossover test, which means that the full 7.00% investment rate of return assumption can be used as the discount rate to determine the TPL and the resulting NPL.

<sup>2</sup> We have excluded the liability and the assets associated with the OPEB component of the SRBR reserve account because it is our understanding that those amounts are reportable under GASB 74/75.



## Section 1: Actuarial Valuation Summary

7. For the December 31, 2024 measurement date, the Plan FNP amount of \$10,932,716,498 includes the net fair value of assets of \$12,034,355,047, less OPEB-related SRBR assets of \$1,101,638,549. The OPEB-related SRBR assets include \$1,094,286,987 in the SRBR-OPEB reserve (after reducing the reserve by the \$2,472,346 SRBR implicit subsidy transfer), and \$10,521,170 in the 401(h) reserve, minus a proportionate share of the deferred market losses commensurate with the size of the OPEB to total SRBR and 401(h) reserve to valuation and 401(h) reserves of \$3,169,608. For the December 31, 2023 measurement date, the Plan FNP amount of \$10,218,483,831 includes the net fair value of assets of \$11,278,820,795, less OPEB-related SRBR assets of \$1,060,336,964. The OPEB-related SRBR assets include \$1,070,992,004 in the SRBR-OPEB reserve (after reducing the reserve by the \$4,116,000 SRBR implicit subsidy transfer), and \$10,116,636 in the 401(h) reserve, minus a proportionate share of the deferred market losses commensurate with the size of the OPEB to total SRBR and 401(h) reserve to valuation and 401(h) reserves of \$20,771,676.
8. The Alameda County Office of Education (ACOE) made a lump sum contribution of \$750,000 in 2019 to partially pay off their UAAL. That lump sum is greater than the amount that ACOE would have to make on an installment basis over 20 years. In order to have a more level allocation of the NPL to ACOE, ACERA approved an approach outlined in our March 2, 2020 letter to determine ACOE's proportionate share of the non-OPEB SRBR NPL by using ACOE's required contributions determined as if they had not made the additional lump sum contribution in 2019. We have continued to use that method in determining ACOE's proportionate share of the non-OPEB SRBR NPL in this valuation.
9. The County made voluntary County Safety contributions of \$800 million on around June 29, 2021 to reduce their Safety UAAL and associated contribution rates. The Livermore Area Recreation and Park District (LARPD) also made voluntary LARPD General contributions of \$12.611 million on around June 29, 2021 to reduce their General UAAL and associated contribution rates. We amortized the voluntary County Safety UAAL contributions over 13 years effective FY 21-22 to provide a UAAL contribution rate credit for County Safety and the voluntary LARPD General UAAL contributions over 16 years effective FY 21-22 to provide a UAAL contribution rate credit for LARPD General. Similar to the approach approved by ACERA as described in the previous item for determining ACOE's proportionate share of the non-OPEB SRBR NPL, we have determined the County Safety and LARPD's proportionate share of the non-OPEB SRBR NPL by using the County Safety and LARPD's required contributions, respectively, as if they had not made the voluntary UAAL contributions in 2021.
10. Employer contributions shown in this report are on a net basis after (a) considering the total cash contributions made by the employers, (b) reducing by the employer contributions made to the 401(h) account, and (c) increasing by the amount of transfer from the SRBR to the Employers Advance Reserve for employer contributions made to the 401(h) account in (b).
11. The discount rate used to measure the TPL and NPL as of December 31, 2024 was 7.00%, following the same assumptions used by ACERA in the actuarial funding valuation as of December 31, 2024. The detailed calculations used in the derivation of the 7.00% discount rate can be found in *Appendix A*. Various other information that is required to be disclosed can be found throughout *Section 2*.

## Section 1: Actuarial Valuation Summary

### Summary of key valuation results

Valuation Result	Current Year	Prior Year
<b>Reporting and Measurement Dates</b>		
Reporting date for employer under GASB 68 <sup>1</sup>	June 30, 2025	June 30, 2024
Measurement date for employer under GASB 68	December 31, 2024	December 31, 2023
<b>Disclosure elements</b>		
Service cost <sup>2</sup>	\$266,109,280	\$257,507,229
Total Pension Liability	12,397,160,409	11,961,224,043
Plan Fiduciary Net Position	10,932,716,498	10,218,483,831
Net Pension Liability	1,464,443,911	1,742,740,212
Pension expense	341,972,074	250,028,752
<b>Schedule of contributions</b>		
Actuarially determined contributions	\$311,106,275	\$288,640,038
Actual contributions	311,106,275	288,640,038
Contribution deficiency / (excess)	0	0
<b>Demographic data<sup>3</sup></b>		
Number of retired members and beneficiaries	11,252	11,026
Number of inactive members <sup>4</sup>	4,039	3,838
Number of active members	11,865	11,547
<b>Key assumptions</b>		
Investment rate of return	7.00%	7.00%
Inflation rate	2.50%	2.50%
"Across-the-board" salary increase	0.50%	0.50%
Projected salary increases <sup>5</sup>	General: 8.00% to 3.45% Safety: 11.40% to 4.00%	General: 8.00% to 3.45% Safety: 11.40% to 4.00%
<b>Cost-of-living adjustments (COLA)</b>		
• Tiers with 3% COLA	2.75%	2.75%
• Tiers with 2% COLA	2.00%	2.00%

<sup>1</sup> The reporting date and measurement date for the Plan are December 31, 2024 and December 31, 2023 for the current and prior years, respectively.

<sup>2</sup> The service cost is based on the previous year's valuation, meaning the service cost as of the December 31, 2024 and December 31, 2023 measurement dates are based on the valuations as of December 31, 2023 and December 31, 2022, respectively. The December 31, 2024 service cost has been calculated using the assumptions shown in the Prior Year column, but the December 31, 2023 service cost has been calculated using the assumptions from the December 31, 2022 valuation. Please refer to the note on the next page for the assumptions used for the December 31, 2023 service cost.

<sup>3</sup> Data shown as of the December 31, 2023 measurement date is used in the measurement of the TPL as of December 31, 2024.

<sup>4</sup> Includes members who left their contributions on deposit even though they have less than five years of service.

<sup>5</sup> Includes inflation at 2.50% plus real across-the-board salary increase of 0.50% plus merit and promotion increases that vary by service.

## Section 1: Actuarial Valuation Summary

### Note to footnote 2 from prior page

The December 31, 2023 service cost has been calculated using the following assumptions as of December 31, 2022:

- Investment rate of return: 7.00%
- Inflation rate 2.75%
- “Across-the-board” salary increase 0.50%
- Projected salary increases: General: 8.35% to 3.65%  
Safety: 11.25% to 4.05%
  - Projected salary increases include inflation at 2.75% plus across-the-board increase of 0.50% plus merit and promotion increases that vary by service.
- Cost-of-living adjustments Tiers with 3% COLA: 2.75%  
Tiers with 2% COLA: 2.00%

## Section 1: Actuarial Valuation Summary

### Important information about actuarial valuations

In order to prepare a valuation, Segal relies on a number of input items. These include:

Input Item	Description
<b>Plan provisions</b>	Plan provisions define the rules that will be used to determine benefit payments, and those rules, or the interpretation of them, may change over time. Even where they appear precise, outside factors may change how they operate. It is important to keep Segal informed with respect to plan provisions and administrative procedures, and to review the plan summary included in our report (as well as the plan summary included in our funding valuation report) to confirm that Segal has correctly interpreted the plan of benefits.
<b>Member information</b>	An actuarial valuation for a plan is based on data provided to the actuary by ACERA. Segal does not audit such data for completeness or accuracy, other than reviewing it for obvious inconsistencies compared to prior data and other information that appears unreasonable. It is important for Segal to receive the best possible data and to be informed about any known incomplete or inaccurate data.
<b>Financial Information</b>	The valuation is based on the fair value of assets as of the valuation date, as provided by ACERA.
<b>Actuarial assumptions</b>	In preparing an actuarial valuation, Segal starts by developing a forecast of the benefits to be paid to existing plan members for the rest of their lives and the lives of their beneficiaries. This requires actuarial assumptions as to the probability of death, disability, withdrawal, and retirement of members in each year, as well as forecasts of the plan's benefits for each of those events. In addition, the benefits forecasted for each of those events in each future year reflect actuarial assumptions as to salary increases and cost-of-living adjustments. The forecasted benefits are then discounted to a present value, typically based on an estimate of the rate of return that will be achieved on the plan's assets. All of these factors are uncertain and unknowable. Thus, there will be a range of reasonable assumptions, and the results may vary materially based on which assumptions are selected within that range. That is, there is no right answer (except with hindsight). It is important for any user of an actuarial valuation to understand and accept this constraint. The actuarial model may use approximations and estimates that will have an immaterial impact on our results. In addition, the actuarial assumptions may change over time, and while this can have a significant impact on the reported results, it does not mean that the previous assumptions or results were unreasonable or wrong.
<b>Actuarial models</b>	Segal valuation results are based on proprietary actuarial modeling software. The actuarial valuation models generate a comprehensive set of liability and cost calculations that are presented to meet regulatory, legislative and client requirements. Deterministic cost projections are based on a proprietary forecasting model. Our Actuarial Technology and Systems unit, comprised of both actuaries and programmers, is responsible for the initial development and maintenance of these models. The models have a modular structure that allows for a high degree of accuracy, flexibility and user control. The client team programs the assumptions and the plan provisions, validates the models, and reviews test lives and results, under the supervision of the responsible actuary. The discount rate used for calculating Total Pension Liability is based on a model developed by our Actuarial Technology and Systems unit, comprised of both actuaries and programmers. The model allows the client team, under the supervision of the responsible actuary, control over the entry of future expected contribution income, benefit payments and administrative expenses. The projection of fiduciary net position and the discounting of benefits is part of the model.

## Section 1: Actuarial Valuation Summary

The user of Segal's actuarial valuation (or other actuarial calculations) should keep the following in mind:

- The actuarial valuation is prepared at the request of the Board. Segal is not responsible for the use or misuse of its report, particularly by any other party.
- An actuarial valuation is a measurement at a specific date — it is not a prediction of a plan's future financial condition. Accordingly, Segal did not perform an analysis of the potential range of financial measurements, except where otherwise noted.
- If ACERA is aware of any event or trend that was not considered in this valuation that may materially change the results of the valuation, Segal should be advised, so that we can evaluate it.
- Segal does not provide investment, legal, accounting or tax advice and is not acting as a fiduciary to the Plan. This valuation is based on Segal's understanding of applicable guidance in these areas and of the Plan's provisions, but they may be subject to alternative interpretations. The Board should look to their other advisors for expertise in these areas.
- While Segal maintains extensive quality assurance procedures, an actuarial valuation involves complex computer models and numerous inputs. In the event that an inaccuracy is discovered after presentation of Segal's valuation, Segal may revise that valuation or make an appropriate adjustment in the next valuation.
- Segal's report shall be deemed to be final and accepted by ACERA upon delivery and review. The Association should notify Segal immediately of any questions or concerns about the final content.

# Section 2: GASB 68 Information

## General information about the pension plan

### Plan administration

The Alameda County Employees' Retirement Association (ACERA) was established by the Alameda County Board of Supervisors in 1947. ACERA is administered by the Board of Retirement (the Board) and governed by the County Employees' Retirement Law of 1937 (California Government Code Section 31450 et. seq.). ACERA is a cost-sharing, multiple employer, defined benefit, public employee retirement system whose main function is to provide service retirement, disability, death, and survivor benefits to the General and Safety members employed by the County of Alameda (Alameda County). ACERA also provides retirement benefits to the employee members of:

- First 5 Alameda County (First 5);
- Housing Authority of the County of Alameda (Housing Authority);
- Alameda Health System;
- Livermore Area Recreation and Park District (LARPD);
- Superior Court of California—County of Alameda (Alameda Superior Court); and
- Alameda County Office of Education (ACOE).

The management of ACERA is vested with the ACERA Board of Retirement. The Board consists of nine members and two alternates:

- The County Treasurer is a member of the Board of Retirement by law and is elected by the general public;
- Four members are appointed by the Board of Supervisors, one of whom may be a County Supervisor;
- Two active members are elected by the General members;
- One active member and one alternate are elected by the Safety members; and
- One retired member and one alternate are elected by the retired members.

All members of the Board of Retirement serve terms of three years except for the County Treasurer whose term runs concurrent with their term as County Treasurer.

## Section 2: GASB 68 Information

### Plan membership

At December 31, 2024, pension plan membership consisted of the following:

Membership	Count
Retired members and beneficiaries	11,252
Inactive <sup>1</sup> members	4,039
Active members	11,865
<b>Total</b>	<b>27,156</b>

**Note:** Data as of December 31, 2024 is **not** used in the measurement of the TPL as of December 31, 2024.

### Benefits provided

ACERA provides service retirement, disability, death, and survivor benefits to eligible employees. The first date of ACERA membership varies by employer, as follows:

- Alameda County, Alameda Health System and Alameda Superior Court Employees
  - Membership for these employees is effective on the first day of the second pay period following the employee's hire date in an ACERA covered position. This is the date of entry into ACERA membership.
  - As of the date of entry, payroll deductions for retirement contributions begin and service credit for each hour worked is earned.
  - During the short period between the beginning of employment and the ACERA plan date of entry, the employee does not pay contributions or earn service credit. A member may purchase this service credit (referred to as "days prior to entry") any time before retirement without changing the membership, but date of entry does not change.
- Housing Authority and LARPD Employees
  - Membership for these employees is effective on the first day of employee's hire in an ACERA covered position. The first date of employment is the date of entry into ACERA membership.
  - As of this date of entry, payroll deductions for retirement contributions begin and service credit for each hour work is earned.
- First 5 Employees
  - Membership for these employees is effective on the first day of the second pay period following the employee's hire date.
- Office of Education Employees
  - This is a closed plan with no more active employees (i.e., there is no new ACERA membership). However, the employer does retain retired members and beneficiaries in ACERA as of the December 31, 2024 valuation date.

<sup>1</sup> Includes terminated members due a refund of member contributions.

## Section 2: GASB 68 Information

There are separate retirement benefits for General and Safety members. Safety membership is extended to those involved in active law enforcement, deferred firefighters, or positions that have been designated as Safety by the Board of Retirement (e.g. Juvenile Hall Group Counselor, Probation Officer, etc.). All other employees are classified as General members.

Any new member who becomes a member on or after January 1, 2013 is placed into Tier 4 and is subject to the provisions of California Public Employees' Pension Reform Act of 2013 (PEPRA), California Government Code 7522 et seq. and Assembly Bill (AB) 197.

General members enrolled in Tiers 1, 2, or 3 are eligible to retire once they attain the age of 70 regardless of service or at age 50 with five or more years of retirement service credit and a total of 10 years of qualifying membership. A non-Tier 4 General member with 30 years of service is eligible to retire regardless of age. General members enrolled in Tier 4 are eligible to retire once they have attained the age of 52 and have acquired five years of retirement service credit, or at age 70 regardless of service.

Safety members enrolled in Tiers 1, 2, 2C, or 2D are eligible to retire once they attain the age of 70 regardless of service or at age 50 with five or more years of retirement service credit and a total of 10 years of qualifying membership. A non-Tier 4 Safety member with 20 years of service is eligible to retire regardless of age. Safety members enrolled in Tier 4 are eligible to retire once they have attained the age of 50 and have acquired five years of retirement service credit, or at age 70 regardless of service.

The retirement benefit a member will receive is based upon age at retirement, final average compensation, years of retirement service credit and retirement plan and tier.

The tiers and their basic provisions are listed below:

<b>Tier Name</b>	<b>Service Retirement Governing Code Section</b>	<b>Effective Date</b>	<b>Basic Provisions (Maximum COLA)</b>	<b>Final Average Salary Period</b>	<b>Plan Sponsors</b>
General Tier 1	§31676.12	Various	2.0% at 57 (3% COLA)	Highest 1-year	All
General Tier 2	§31676.1	June 30, 1983 <sup>1</sup>	2.0% at 61 (2% COLA)	Highest 3-years	All except LARPD
General Tier 3	§31676.18	October 1, 2008	2.5% at 55 (3% COLA)	Highest 1-year	LARPD
General Tier 4	§7522.20(a)	January 1, 2013	2.5% at 67 (2% COLA)	Highest 3-years	All
Safety Tier 1	§31664.1	Various	3.0% at 50 (3% COLA)	Highest 1-year	County
Safety Tier 2	§31664.1	June 30, 1983	3.0% at 50 (2% COLA)	Highest 3-years	County
Safety Tier 2C	§31664	October 17, 2010	2.6% at 55 (2% COLA)	Highest 3-years	County
Safety Tier 2D	§31664.2	October 17, 2010	3.0% at 55 (2% COLA)	Highest 3-years	County
Safety Tier 4	§7522.25(d)	January 1, 2013	2.7% at 57 (2% COLA)	Highest 3-years	County

<sup>1</sup> For Housing Authority members, the effective date is September 30, 2011.



## Section 2: GASB 68 Information

For members enrolled in Tiers 1, 2, 2C, 2D, or 3, the maximum monthly retirement allowance is 100% of final compensation. There is no maximum for members enrolled in Tier 4.

The member may elect an unmodified retirement allowance or choose an optional retirement allowance. The unmodified retirement allowance provides the highest monthly benefit and a 60% continuance to an eligible surviving spouse or domestic partner. An eligible surviving spouse or domestic partner is one married to or registered with the member one year prior to the effective retirement date. There are four optional retirement allowances the member may choose. Each of the optional retirement allowances requires a reduction in the unmodified retirement allowance in order to allow the member the ability to provide certain benefits to a surviving spouse, domestic partner, or named beneficiary having an insurable interest in the life of the member.

ACERA provides an annual cost-of-living benefit to all retirees. The cost-of-living adjustment, based upon the Consumer Price Index for the San Francisco-Oakland-Hayward Area (with 1982-84 as the base period), is capped at 3.0% for General Tiers 1 and 3 and Safety Tier 1, and at 2.0% for General Tiers 2 and 4 and Safety Tiers 2, 2C, 2D, and 4.

### Contributions

The County of Alameda and the other participating agencies contribute to the retirement plan based upon actuarially determined contribution rates adopted by the Board of Retirement. Employer contribution rates are adopted annually based upon recommendations received from ACERA's actuary after the completion of the annual actuarial valuation. The average employer contribution rate for calendar year 2024 (based on the December 31, 2022 valuation for the second half of 2023/2024 and on the December 31, 2023 valuation for the first half of 2024/2025) was 23.17% of compensation.

Members are required to make contributions to ACERA regardless of the retirement plan or tier in which they are included. The average member contribution rate for calendar year 2024 (based on the December 31, 2022 valuation for the second half of 2023/2024 and on the December 31, 2023 valuation for the first half of 2024/2025) was 10.01% of compensation.

## Section 2: GASB 68 Information

### Exhibit 1 – Net Pension Liability

Line Description	Current Year	Prior Year
<b>Reporting and Measurement Dates</b>		
Reporting date for employer under GASB 68	June 30, 2025	June 30, 2024
Measurement date for employer under GASB 68	December 31, 2024	December 31, 2023
<b>Components of the Net Pension Liability</b>		
Total Pension Liability	\$12,397,160,409	\$11,961,224,043
Plan Fiduciary Net Position	(10,932,716,498)	(10,218,483,831)
<b>Net Pension Liability</b>	<b>\$1,464,443,911</b>	<b>\$1,742,740,212</b>
Plan Fiduciary Net Position as a percentage of the Total Pension Liability <sup>1</sup>	88.19%	85.43%

The NPL for the Plan in this valuation was measured as of December 31, 2024. The Plan FNP was valued as of the measurement date and the TPL was determined based upon rolling forward the TPL from the actuarial funding valuation as of December 31, 2023.

### Plan provisions

The plan provisions used in the measurement of the NPL as of December 31, 2024 are the same as those used in ACERA's actuarial funding valuation as of December 31, 2024.

### Actuarial assumptions

The TPL as of December 31, 2024 uses the same actuarial assumptions as the actuarial funding valuation as of December 31, 2024. The actuarial assumptions used in that funding valuation were based on the results of an experience study for the period December 1, 2019 through November 30, 2022. In particular, the following actuarial assumptions were applied to all periods included in the measurement of the TPL as of December 31, 2024:

<sup>1</sup> These funded percentages are not necessarily appropriate for assessing the sufficiency of Plan assets to cover the estimated cost of settling the Plan's benefit obligation or the need for or the amount of future contributions.

## Section 2: GASB 68 Information

Assumption Type	Assumption
Investment rate of return	7.00%, net of pension plan investment expense, including inflation
Inflation rate	2.50%
“Across-the-board” salary increase	0.50%
Projected salary increases	General: 8.00% to 3.45% Safety: 11.40% to 4.00% The above salary increases vary by service and include inflation and “across-the-board” salary increase
Cost-of-living adjustments	2.75% for General Tiers 1 and 3, and Safety Tier 1. For members with a sufficient COLA bank, withdrawals from the bank can be made to increase the retiree COLA up to 3% per year. 2.00% for General Tiers 2 and 4, and Safety Tiers 2, 2C, 2D, and 4
Other assumptions	See analysis of actuarial experience during the period December 1, 2019 through November 30, 2022

Detailed information regarding all actuarial assumptions can be found in the December 31, 2024 Actuarial Valuation and Review.

## Section 2: GASB 68 Information

### Exhibit 2 – Discount rate

#### Determination of discount rate and investment rates of return

The long-term expected rate of return on pension plan investments<sup>1</sup> was determined in 2023 using a building-block method in which expected future real rates of return (expected returns, net of inflation and, beginning with December 31, 2023, any applicable investment management expenses) are developed for each major asset class. These returns are combined to produce the long-term expected arithmetic rate of return for the portfolio by weighting the expected arithmetic real rates of return by the target asset allocation percentage, adding expected inflation and subtracting expected investment expenses (beginning with December 31, 2023, including only investment consulting fees, custodian fees and other miscellaneous investment expenses and fees but excluding investment manager fees) and a risk margin. Beginning with December 31, 2023 this portfolio return is further adjusted to an expected geometric real rate of return for the portfolio.

The target allocation (approved by the Board) and projected arithmetic real rates of return for each major asset class, after deducting inflation and applicable investment management expenses, are shown in the following table. This information was used in the derivation of the long-term expected investment rate of return assumption in the actuarial funding valuation as of December 31, 2024. This information will be subject to change every three years based on the results of an actuarial experience study.

<sup>1</sup> Note that the investment return assumption for funding purposes was developed net of both investment and administrative expenses; however, the same investment return assumption was used for financial reporting purposes and is considered gross of administrative expenses for financial reporting purposes. (This resulted in an increase in the margin for adverse deviation when using that investment return assumption for financial reporting.)

## Section 2: GASB 68 Information

Asset Class	Target Allocation	Long-Term Expected Arithmetic Real Rate of Return <sup>1</sup>
US Large Cap Equity	21.60%	6.00%
US Small Cap Equity	2.40%	6.65%
International Developed Equity	16.30%	7.01%
International Small Cap Equity	2.90%	7.34%
Emerging Markets Equity	4.80%	8.80%
Core Fixed Income	10.50%	1.97%
High Yield Bonds	1.50%	4.63%
Global Fixed Income	2.00%	1.17%
Private Equity	11.00%	9.84%
Core Real Estate	6.30%	3.86%
Value Added Real Estate	1.80%	6.70%
Opportunistic Real Estate	0.90%	8.60%
Commodities	0.90%	4.21%
Private Credit	4.00%	6.47%
Absolute Return	8.00%	2.10%
Infrastructure	5.10%	7.30%
<b>Total</b>	<b>100.00%</b>	<b>5.89%</b>

### Discount rate

The discount rate used to measure the TPL was 7.00% as of December 31, 2024. Our understanding is that Article 5.5 of the Statute, which authorizes the allocation of 50% of excess earnings to the SRBR, does not allow for the use of a different investment return assumption for funding than is used for interest crediting. In order to reflect the provisions of Article 5.5, we have treated future allocations to the SRBR as an additional outflow against the Plan FNP in the GASB crossover test, as mentioned earlier in *Section 1*. Again, we are estimating that the additional outflow would average approximately 0.75% of assets over time, based on the results of our stochastic modeling of the 50% allocation of future excess earnings to the SRBR.

<sup>1</sup> Arithmetic real rates of return are net of inflation.

## Section 2: GASB 68 Information

The projection of cash flows used to determine the discount rate assumes plan member contributions will be made at the current contribution rates and that employer contributions will be made at rates equal to the actuarially determined contribution rates<sup>1</sup> plus additional future contributions that would follow from the future allocation of excess earnings to the SRBR. Projected employer contributions that are intended to fund the service costs for future plan members and their beneficiaries, as well as projected contributions from future plan members, are not included. Based on those assumptions, the Plan FNP was projected to be available to make all projected future benefit payments for current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the TPL as of December 31, 2024.

### Discount rate sensitivity

The following presents the NPL of ACERA as of December 31, 2024 calculated using the current discount rate of 7.00%, as well as what ACERA's NPL would be if it were calculated using a discount rate that is 1-percentage-point lower (6.00%) or 1-percentage-point higher (8.00%) than the current rate.

Employer	1% Decrease in Discount Rate (6.00%)	Current Discount Rate (7.00%)	1% Increase in Discount Rate (8.00%)
Alameda County	\$2,166,832,070	\$997,304,196	\$38,037,177
Health System	689,714,707	370,029,009	106,854,369
Superior Court	135,543,421	72,718,469	20,999,127
First 5	27,562,480	14,787,153	4,270,130
Housing Authority	14,847,394	7,965,564	2,300,240
LARPD	8,262,007	441,411	(5,901,318)
ACOE	1,544,499	1,198,109	892,220
<b>Total NPL for all employers</b>	<b>\$3,044,306,578</b>	<b>\$1,464,443,911</b>	<b>\$167,451,945</b>

<sup>1</sup> For this purpose, only employer contributions that are intended to fund benefits of current plan members and their beneficiaries are included.

## Section 2: GASB 68 Information

### Exhibit 3 – Schedule of changes in Net Pension Liability

Line Description	Current Year	Prior Year
<b>Reporting and Measurement Dates</b>		
Reporting date for employer under GASB 68	June 30, 2025	June 30, 2024
Measurement date for employer under GASB 68	December 31, 2024	December 31, 2023
<b>Total Pension Liability</b>		
Service cost	\$266,109,280	\$257,507,229
Interest	833,368,865	800,570,343
Change of benefit terms	0	13,984,543
Differences between expected and actual experience	(19,414,126)	123,459,445
Changes of assumptions	0	(103,670,090)
Benefit payments, including refunds of member contributions	(644,127,653)	(619,678,768)
<b>Net change in Total Pension Liability</b>	<b>\$435,936,366</b>	<b>\$472,172,702</b>
Total Pension Liability — beginning	11,961,224,043	11,489,051,341
<b>Total Pension Liability — ending</b>	<b>\$12,397,160,409</b>	<b>\$11,961,224,043</b>
<b>Plan Fiduciary Net Position</b>		
Contributions — employer	\$311,106,275	\$288,640,038
Contributions — member	134,489,875	126,471,922
Net investment income	931,187,277	1,126,918,417
Benefit payments, including refunds of member contributions	(644,127,653)	(619,678,768)
Administrative expense	(18,423,107)	(15,865,268)
Other <sup>1</sup>	0	54,206,000
<b>Net change in Plan Fiduciary Net Position</b>	<b>\$714,232,667</b>	<b>\$960,692,341</b>
Plan Fiduciary Net Position — beginning	10,218,483,831	9,257,791,490
<b>Plan Fiduciary Net Position — ending</b>	<b>\$10,932,716,498</b>	<b>\$10,218,483,831</b>
<b>Net Pension Liability</b>		
Net Pension Liability — ending	\$1,464,443,911	\$1,742,740,212
Plan Fiduciary Net Position as a percentage of the Total Pension Liability	88.19%	85.43%
Covered payroll <sup>2</sup>	\$1,342,932,389	\$1,251,821,379
Plan Net Pension Liability as percentage of covered payroll	109.05%	139.22%

<sup>1</sup> One time transfer of assets from OPEB to non-OPEB SRBR to equalize the sufficiency periods.

<sup>2</sup> Covered payroll is defined as the payroll on which contributions to the pension plan are based.

## Section 2: GASB 68 Information

### Exhibit 4 – Schedule of employer contributions

#### Total for All Employers

Year Ended December 31	Actuarially Determined Contributions	Contributions in Relation to the Actuarially Determined Contributions	Contribution Deficiency / (Excess)	Covered Payroll <sup>1</sup>	Contributions as a Percentage of Covered Payroll
2015	\$224,607,104	\$224,607,104	\$0	\$945,858,017 <sup>2</sup>	23.75%
2016	241,728,451	241,728,451	0	947,567,631	25.51%
2017	247,063,550	247,063,550	0	995,178,209	24.83%
2018	269,684,809	269,684,809	0	1,046,033,851	25.78%
2019	298,526,950	298,526,950	0	1,081,586,887	27.60%
2020	309,758,947	309,752,998	5,949 <sup>3</sup>	1,111,848,569	27.86%
2021	303,964,590	1,116,575,840	(812,611,250) <sup>4</sup>	1,153,918,121	96.76% <sup>5</sup>
2022	281,646,702	281,646,702	0	1,198,970,345	23.49%
2023	288,640,038	288,640,038	0	1,251,821,379	23.06%
2024	311,106,275	311,106,275	0	1,342,932,389	23.17%

See accompanying notes to this schedule on next page.

<sup>1</sup> For years ended December 31, 2017 and later, covered payroll represents compensation earnable and pensionable compensation and is defined as the payroll on which contributions to the pension plan are based. For the years ended before December 31, 2017, covered payroll was referred to as covered-employee payroll and only compensation earnable and pensionable compensation that would go into the determination of retirement benefits was included.

<sup>2</sup> ACERA indicated that this amount is based on 27 pay periods for 2015.

<sup>3</sup> Actuarially Determined Contribution for the Office of Education of \$78,000 less actual contributions paid of \$72,051.

<sup>4</sup> Voluntary County Safety contributions of \$800,000,000 and LARPD General contributions of \$12,611,250 to reduce their UAAL contribution rates.

<sup>5</sup> Contributions as a percentage of covered payroll is 26.34% if excluding the voluntary County Safety and LARPD General contributions.



## Section 2: GASB 68 Information

### **Methods and assumptions used to establish the actuarially determined contribution for the year ended December 31, 2024**

#### **Valuation date**

Actuarially determined contribution rates for the first six months of calendar year 2024 (or the second half of fiscal year 2023/2024) are calculated based on the December 31, 2022 valuation. Actuarially determined contribution rates for the last six months of calendar year 2024 (or the first half of fiscal year 2024/2025) are calculated based on the December 31, 2023 valuation.

#### **Actuarial cost method**

Entry age actuarial cost method

#### **Amortization method**

Level percent of payroll (3.25% payroll growth assumed in the December 31, 2022 valuation; 3.00% payroll growth assumed in the December 31, 2023 valuation)

#### **Remaining amortization period**

##### ***December 31, 2022 valuation***

Prior to January 1, 2012, the total UAAL was amortized on a 30-year decreasing period, with 21 years remaining as of December 31, 2011 (and 10 years remaining as of December 31, 2022). On or after January 1, 2012, any new UAAL resulting from plan amendments are amortized over separate decreasing 15-year periods; early retirement incentive programs (ERIPs) are amortized over separate decreasing five-year periods; assumption and method changes are amortized over separate decreasing 20-year periods; and experience gains/losses are also amortized over separate decreasing 20-year periods.

The voluntary County Safety UAAL contributions are amortized over a 13-year period effective July 1, 2021 (with 11.5 years remaining as of December 31, 2022). The voluntary LARPD General UAAL contributions are amortized over a 16-year period effective July 1, 2021. Effective December 31, 2022, the existing LARPD General UAAL layers are amortized over 14.5 years.

##### ***December 31, 2023 valuation***

Prior to January 1, 2012, the total UAAL was amortized on a 30-year decreasing period, with 21 years remaining as of December 31, 2011 (and 9 years remaining as of December 31, 2023). On or after January 1, 2012, any new UAAL resulting from plan amendments are amortized over separate decreasing 15-year periods; early retirement incentive programs (ERIPs) are

## Section 2: GASB 68 Information

amortized over separate decreasing five-year periods; assumption and method changes are amortized over separate decreasing 20-year periods; and experience gains/losses are also amortized over separate decreasing 20-year periods.

The voluntary County Safety UAAL contributions are amortized over a 13-year period effective July 1, 2021 (with 10.5 years remaining as of December 31, 2023). The voluntary LARPD General UAAL contributions are amortized over a 16-year period effective July 1, 2021. Effective December 31, 2023, the existing LARPD General UAAL layers are amortized over 13.5 years.

### Asset valuation method

The actuarial value of assets is determined by recognizing any difference between the actual and the expected market return over 10 six-month interest crediting periods. The actuarial value of assets is further adjusted, if necessary, to be within 40% of the market value of assets. The valuation value of assets is the actuarial value of assets reduced by the value of the non-valuation reserves.

### Actuarial assumptions

Assumption Type	Assumption Used in the December 31, 2022 Actuarial Valuation	Assumption Used in the December 31, 2023 Actuarial Valuation
Investment rate of return	7.00%, net of pension plan administrative and investment expense, including inflation	7.00%, net of pension plan administrative and investment expense, including inflation
Inflation rate	2.75%	2.50%
"Across-the-board" salary increases	0.50%	0.50%
Projected salary increases	General: 8.35% to 3.65% Safety: 11.25% to 4.05% The above increases vary by service, including inflation and "across-the-board" salary increase	General: 8.00% to 3.45% Safety: 11.40% to 4.00% The above increases vary by service, including inflation and "across-the-board" salary increase
Cost-of-living adjustments	2.75% for General Tiers 1 and 3, and Safety Tier 1; 2.00% for General Tiers 2 and 4, and Safety Tiers 2, 2C, 2D, and 4	2.75% for General Tiers 1 and 3, and Safety Tier 1; 2.00% for General Tiers 2 and 4, and Safety Tiers 2, 2C, 2D, and 4
Other assumptions	Same as those used in the funding actuarial valuation as of December 31, 2022	Same as those used in the funding actuarial valuation as of December 31, 2023

## Section 2: GASB 68 Information

### Exhibit 5 – Determination of proportionate share

Employer Allocations as of December 31, 2023  
Actual Employer Contributions by Employer and Membership Class  
January 1, 2023 to December 31, 2023

Employer	General Excluding ACOE and LARP Contribution	General Excluding ACOE and LARP Percentage <sup>1</sup>	General ACOE Only Contribution	General ACOE Only Percentage	General LARP Only Contribution	General LARP Only Percentage	General Combined Contribution	General Combined Percentage
Alameda County	\$153,656,002	63.930%	\$0	0.000%	\$0	0.000%	\$153,656,002	63.781%
Health System	68,496,541	28.498%	0	0.000%	0	0.000%	68,496,541	28.432%
Superior Court	14,051,632	5.846%	0	0.000%	0	0.000%	14,051,632	5.833%
First 5	2,408,479	1.002%	0	0.000%	0	0.000%	2,408,479	1.000%
Housing Authority	1,741,120	0.724%	0	0.000%	0	0.000%	1,741,120	0.723%
LARP	0	0.000%	0	0.000%	454,796	100.000%	454,796	0.189%
ACOE	0	0.000%	101,000	100.000%	0	0.000%	101,000	0.042%
<b>Total All Employers</b>	<b>\$240,353,774</b>	<b>100.000%</b>	<b>\$101,000</b>	<b>100.000%</b>	<b>\$454,796</b>	<b>100.000%</b>	<b>\$240,909,570</b>	<b>100.000%</b>

Employer	Safety Contribution	Safety Percentage	Total Contribution	Total Percentage	Adjusted Total Contribution	Adjusted Total <sup>2,3,4</sup> Percentage <sup>1</sup>
Alameda County	\$47,730,468	100.000%	\$201,386,470	69.771%	\$283,753,532 <sup>2</sup>	76.256%
Health System	0	0.000%	68,496,541	23.731%	68,496,541	18.407%
Superior Court	0	0.000%	14,051,632	4.868%	14,051,632	3.776%
First 5	0	0.000%	2,408,479	0.834%	2,408,479	0.647%
Housing Authority	0	0.000%	1,741,120	0.603%	1,741,120	0.468%
LARP	0	0.000%	454,796	0.158%	1,500,857 <sup>3</sup>	0.403%
ACOE	0	0.000%	101,000	0.035%	160,854 <sup>4</sup>	0.043%
<b>Total All Employers</b>	<b>\$47,730,468</b>	<b>100.000%</b>	<b>\$288,640,038</b>	<b>100.000%</b>	<b>\$372,113,015</b>	<b>100.000%</b>

## Section 2: GASB 68 Information

### Notes for actual employer contributions for 2023

1. The unrounded percentages are used in the allocation of the NPL amongst the employers.
2. This includes \$153,656,002 of County General actual employer contributions and \$130,097,530 of County Safety adjusted employer contributions used for purposes of determining the proportionate share of the non-OPEB SRBR NPL for the County. The County made voluntary County Safety contributions of \$800,000,000 on around June 29, 2021 to reduce their Safety UAAL and associated contribution rates. We have amortized the voluntary County Safety UAAL contributions to provide a UAAL contribution rate credit for County Safety over 13 years effective FY 21-22. Similar to the approach approved by ACERA for ACOE to determine ACOE's proportionate share of the non-OPEB SRBR NPL, we determined the County Safety's proportionate share of the non-OPEB SRBR NPL by using the County Safety's actual contributions made in 2023 in the amount of \$47,730,468 plus the contribution credit applied in 2023 in the amount of \$82,367,062 for a total adjusted County Safety contribution of \$130,097,530.
3. LARPD made voluntary LARPD General contributions of \$12,611,250 on around June 29, 2021 to reduce their General UAAL and associated contribution rates. We have amortized the voluntary LARPD General UAAL contributions to provide a UAAL contribution rate credit for LARPD General over 16 years effective FY 21-22. Similar to the approach approved by ACERA for ACOE to determine ACOE's proportionate share of the non-OPEB SRBR NPL, we determined LARPD's proportionate share of the non-OPEB SRBR NPL by using LARPD's actual contributions made in 2023 in the amount of \$454,796 plus the contribution credit applied in 2023 in the amount of \$1,046,061 for a total adjusted LARPD contribution of \$1,500,857.
4. ACOE made a lump sum contribution of \$750,000 in 2019 to partially pay off their UAAL. That lump sum is greater than the amount that ACOE would have to make on an installment basis over 20 years. In order to have a more level allocation of the NPL to ACOE, ACERA approved an approach outlined in our March 2, 2020 letter to determine ACOE's proportionate share of the non-OPEB SRBR NPL by using ACOE's required contributions determined in our December 31, 2021 valuation in the amount of \$101,000 based on an April 1, 2023 payment date plus the amortization of the remaining balance of the original \$750,000 lump sum amount (an amount of \$59,854 which represents the additional UAAL contribution ACOE would have been required to pay had they not made the additional lump sum contribution in 2019).

## Section 2: GASB 68 Information

### Allocation of Net Pension Liability (NPL) by Employer as of December 31, 2023 Excluding Non-OPEB SRBR

Employer	General Excluding ACOE and LARPD NPL	General Excluding ACOE and LARPD Percentage <sup>1</sup>	General ACOE Only NPL	General ACOE Only Percentage <sup>1</sup>	General LARPD Only NPL	General LARPD Only Percentage <sup>1</sup>
Alameda County	\$917,374,067	63.930%	\$0	0.000%	\$0	0.000%
Health System	408,945,629	28.498%	0	0.000%	0	0.000%
Superior Court	83,892,608	5.846%	0	0.000%	0	0.000%
First 5	14,379,368	1.002%	0	0.000%	0	0.000%
Housing Authority	10,395,027	0.724%	0	0.000%	0	0.000%
LARPD	0	0.000%	0	0.000%	919,733	100.000%
ACOE	0	0.000%	1,173,711	100.000%	0	0.000%
<b>Total All Employers</b>	<b>\$1,434,986,699</b>	<b>100.000%</b>	<b>\$1,173,711</b>	<b>100.000%</b>	<b>\$919,733</b>	<b>100.000%</b>

Employer	General Combined NPL	General Combined Percentage	Safety NPL	Safety Percentage <sup>1</sup>	Total General and Safety NPL	Total General and Safety Percentage
Alameda County	\$917,374,067	63.835%	\$214,496,861	100.000%	\$1,131,870,928	68.532%
Health System	408,945,629	28.457%	0	0.000%	408,945,629	24.761%
Superior Court	83,892,608	5.838%	0	0.000%	83,892,608	5.080%
First 5	14,379,368	1.001%	0	0.000%	14,379,368	0.871%
Housing Authority	10,395,027	0.723%	0	0.000%	10,395,027	0.629%
LARPD	919,733	0.064%	0	0.000%	919,733	0.056%
ACOE	1,173,711	0.082%	0	0.000%	1,173,711	0.071%
<b>Total All Employers</b>	<b>\$1,437,080,143</b>	<b>100.000%</b>	<b>\$214,496,861</b>	<b>100.000%</b>	<b>\$1,651,577,004</b>	<b>100.000%</b>

## Section 2: GASB 68 Information

### Allocation of Net Pension Liability (NPL) by Employer as of December 31, 2023 Including Non-OPEB SRBR

Employer	General and Safety Non-OPEB SRBR Only NPL	General and Safety Non-OPEB SRBR Only Percentage <sup>2</sup>	Total NPL	Total Percentage
Alameda County	\$69,516,199	76.256%	\$1,201,387,127	68.936%
Health System	16,780,828	18.407%	425,726,457	24.429%
Superior Court	3,442,481	3.776%	87,335,089	5.011%
First 5	590,048	0.647%	14,969,416	0.859%
Housing Authority	426,553	0.468%	10,821,580	0.621%
LARPD	367,692	0.403%	1,287,425	0.074%
ACOE	39,407	0.043%	1,213,118	0.070%
<b>Total All Employers</b>	<b>\$91,163,208</b>	<b>100.000%</b>	<b>\$1,742,740,212</b>	<b>100.000%</b>

### Notes for allocation of NPL for 2023

1. Allocated based on the actual employer contributions within each membership class.
2. Allocated based on the actual employer contributions in total, with an adjustment to reflect the total annual UAAL contribution ACOE would have been required to make of \$160,854 in 2023 had they not made the additional contribution in 2019 to partially pay off their UAAL. This approach is outlined in our March 2, 2020 letter and is approved by ACERA. Following this approach, there is an adjustment to reflect the total annual contribution County Safety would have been required to make of \$130,097,530 in 2023 had they not made the voluntary County Safety UAAL contribution in 2021. There is also an adjustment to reflect the total annual contribution LARPD would have been required to make of \$1,500,857 in 2023 had they not made the voluntary LARPD General UAAL contribution in 2021.

## Section 2: GASB 68 Information

### Additional notes for allocation of NPL for 2023

#### Pension (excluding non-OPEB SRBR)

The Net Pension Liability (NPL) for each membership class is the Total Pension Liability (TPL) minus the Plan Fiduciary Net Position (FNP). The TPL for each membership class is obtained from internal valuation results.

As of December 31, 2023, the total Plan FNP for Pension (excluding non-OPEB SRBR) is \$233.2 million lower than the valuation value of assets as of the same date, due to the inclusion of deferred market losses and the balance of the Contingency Reserve. The Plan FNP for Pension for each membership class is obtained as follows:

- The deferred market gains and losses accumulated up to June 30, 2021 are allocated to each membership class proportionately based on the valuation value of assets for each membership class relative to the total valuation value of assets for all membership classes, both excluding the valuation value of assets for the County Safety UAAL Advance Reserve and the LARPD General UAAL Advance Reserve.<sup>1</sup>
- The deferred market gains and losses accumulated after June 30, 2021 are allocated to each membership class proportionately based on the valuation value of asset for each membership class relative to the total valuation value of assets for all membership classes, both including the valuation value of assets for the County Safety UAAL Advance Reserve and the LARPD General UAAL Advance Reserve.
- The Contingency Reserve is allocated to each membership class taking into consideration the valuation value of assets for each membership class relative to the total valuation value of assets for all membership classes as well as the amount in the Contingency Reserve that originates from the returns derived from the two UAAL Advance Reserves.

The total Plan FNP for Pension as of December 31, 2023 includes the net fair value of assets less SRBR assets. The SRBR assets include the SRBR-OPEB reserve (after reducing the reserve by the SRBR implicit subsidy transfer), the 401(h) reserve, and the non-OPEB SRBR reserve, minus a proportionate share of the deferred market losses commensurate with the size of those SRBR reserves and 401(h) reserve to valuation and 401(h) reserves.

The General ACOE membership class has only one employer (ACOE), so all of the NPL for General ACOE is allocated to the ACOE. The General LARPD membership class has only one employer (LARPD), so all of the NPL for General LARPD is allocated to LARPD. The Safety membership class also has only one employer (County), so all of the NPL for Safety is allocated to the County.

<sup>1</sup> Based on the Board's funding policy and interest crediting policy, the County Safety UAAL Advance Reserve and LARPD General Advance Reserve are subject to a separate five-year asset smoothing schedule that excludes the allocation of any deferred investment gains or losses accumulated up to June 30, 2021 for interest crediting purposes.

## Section 2: GASB 68 Information

For General excluding ACOE and LARPD, the NPL is allocated based on the actual employer contributions within the General membership class excluding any contributions made by ACOE and LARPD. The steps used for the allocation are as follows:

- Calculate the ratio of the employer's contributions to the total contributions for the membership class.
- This ratio is multiplied by the NPL for the membership class to determine the employer's proportionate share of the NPL for the membership class.

### Non-OPEB SRBR

The non-OPEB SRBR assets include the non-OPEB SRBR reserve, minus a proportionate share of the deferred market losses commensurate with the size of the non-OPEB to valuation and SRBR reserves.

For non-OPEB SRBR, the NPL is allocated based on the adjusted employer contributions in total. The steps used for the allocation are as follows:

- Calculate the ratio of the employer's adjusted total contributions to the adjusted total contributions for all employers.
- This ratio is multiplied by the NPL for the non-OPEB SRBR to determine the employer's proportionate share of the NPL for the non-OPEB SRBR.

### Total

The employer's total allocated NPL is the sum of its allocated pension NPL from each membership class and the non-OPEB SRBR. The proportionate share of the total plan NPL is then the ratio of the employer's total allocated NPL to the total NPL of all employers.



## Section 2: GASB 68 Information

### Employer Allocations as of December 31, 2024 Actual Employer Contributions by Employer and Membership Class January 1, 2024 to December 31, 2024

Employer	General Excluding ACOE and LARP Contribution	General Excluding ACOE and LARP Percentage <sup>1</sup>	General ACOE Only Contribution	General ACOE Only Percentage	General LARP Only Contribution	General LARP Only Percentage	General Combined Contribution	General Combined Percentage
Alameda County	\$164,097,407	63.705%	\$0	0.000%	\$0	0.000%	\$164,097,407	63.572%
Health System	74,315,754	28.851%	0	0.000%	0	0.000%	74,315,754	28.791%
Superior Court	14,604,606	5.670%	0	0.000%	0	0.000%	14,604,606	5.658%
First 5	2,969,817	1.153%	0	0.000%	0	0.000%	2,969,817	1.151%
Housing Authority	1,599,785	0.621%	0	0.000%	0	0.000%	1,599,785	0.620%
LARP	0	0.000%	0	0.000%	425,248	100.000%	425,248	0.165%
ACOE	0	0.000%	110,000	100.000%	0	0.000%	110,000	0.043%
<b>Total All Employers</b>	<b>\$257,587,369</b>	<b>100.000%</b>	<b>\$110,000</b>	<b>100.000%</b>	<b>\$425,248</b>	<b>100.000%</b>	<b>\$258,122,617</b>	<b>100.000%</b>

Employer	Safety Contribution	Safety Percentage	Total Contribution	Total Percentage	Adjusted Total Contribution	Adjusted Total <sup>2,3,4</sup> Percentage <sup>1</sup>
Alameda County	\$52,983,658	100.000%	\$217,081,065	69.777%	\$298,255,244 <sup>2</sup>	75.817%
Health System	0	0.000%	74,315,754	23.888%	74,315,754	18.891%
Superior Court	0	0.000%	14,604,606	4.694%	14,604,606	3.713%
First 5	0	0.000%	2,969,817	0.955%	2,969,817	0.755%
Housing Authority	0	0.000%	1,599,785	0.514%	1,599,785	0.407%
LARP	0	0.000%	425,248	0.137%	1,472,280 <sup>3</sup>	0.374%
ACOE	0	0.000%	110,000	0.035%	169,854 <sup>4</sup>	0.043%
<b>Total All Employers</b>	<b>\$52,983,658</b>	<b>100.000%</b>	<b>\$311,106,275</b>	<b>100.000%</b>	<b>\$393,387,340</b>	<b>100.000%</b>

## Section 2: GASB 68 Information

### Notes for actual employer contributions for 2024

1. The unrounded percentages are used in the allocation of the NPL amongst the employers.
2. This includes \$164,097,407 of County General actual employer contributions and \$134,157,837 of County Safety adjusted employer contributions used for purposes of determining the proportionate share of the non-OPEB SRBR NPL for the County. The County made voluntary County Safety contributions of \$800,000,000 on around June 29, 2021 to reduce their Safety UAAL and associated contribution rates. We have amortized the voluntary County Safety UAAL contributions to provide a UAAL contribution rate credit for County Safety over 13 years effective FY 21-22. Similar to the approach approved by ACERA for ACOE to determine ACOE's proportionate share of the non-OPEB SRBR NPL, we determined the County Safety's proportionate share of the non-OPEB SRBR NPL by using the County Safety's actual contributions made in 2024 in the amount of \$52,983,658 plus the contribution credit applied in 2024 in the amount of \$81,174,179 for a total adjusted County Safety contribution of \$134,157,837.
3. LARPD made voluntary LARPD General contributions of \$12,611,250 on around June 29, 2021 to reduce their General UAAL and associated contribution rates. We have amortized the voluntary LARPD General UAAL contributions to provide a UAAL contribution rate credit for LARPD General over 16 years effective FY 21-22. Similar to the approach approved by ACERA for ACOE to determine ACOE's proportionate share of the non-OPEB SRBR NPL, we determined LARPD's proportionate share of the non-OPEB SRBR NPL by using LARPD's actual contributions made in 2024 in the amount of \$425,248 plus the contribution credit applied in 2024 in the amount of \$1,047,032 for a total adjusted LARPD contribution of \$1,472,280.
4. ACOE made a lump sum contribution of \$750,000 in 2019 to partially pay off their UAAL. That lump sum is greater than the amount that ACOE would have to make on an installment basis over 20 years. In order to have a more level allocation of the NPL to ACOE, ACERA approved an approach outlined in our March 2, 2020 letter to determine ACOE's proportionate share of the non-OPEB SRBR NPL by using ACOE's required contributions determined in our December 31, 2022 valuation in the amount of \$110,000 based on an April 1, 2024 payment date plus the amortization of the remaining balance of the original \$750,000 lump sum amount (an amount of \$59,854 which represents the additional UAAL contribution ACOE would have been required to pay had they not made the additional lump sum contribution in 2019).

## Section 2: GASB 68 Information

### Allocation of Net Pension Liability (NPL) by Employer as of December 31, 2024 Excluding Non-OPEB SRBR

Employer	General Excluding ACOE and LARPD NPL	General Excluding ACOE and LARPD Percentage <sup>1</sup>	General ACOE Only NPL	General ACOE Only Percentage <sup>1</sup>	General LARPD Only NPL	General LARPD Only Percentage <sup>1</sup>
Alameda County	\$777,834,830	63.705%	\$0	0.000%	\$0	0.000%
Health System	352,262,616	28.851%	0	0.000%	0	0.000%
Superior Court	69,227,000	5.670%	0	0.000%	0	0.000%
First 5	14,077,170	1.153%	0	0.000%	0	0.000%
Housing Authority	7,583,109	0.621%	0	0.000%	0	0.000%
LARPD	0	0.000%	0	0.000%	89,438	100.000%
ACOE	0	0.000%	1,157,503	100.000%	0	0.000%
<b>Total All Employers</b>	<b>\$1,220,984,725</b>	<b>100.000%</b>	<b>\$1,157,503</b>	<b>100.000%</b>	<b>\$89,438</b>	<b>100.000%</b>

Employer	General Combined NPL	General Combined Percentage	Safety NPL	Safety Percentage <sup>1</sup>	Total General and Safety NPL	Total General and Safety Percentage
Alameda County	\$777,834,830	63.641%	\$148,166,584	100.000%	\$926,001,414	67.572%
Health System	352,262,616	28.821%	0	0.000%	352,262,616	25.705%
Superior Court	69,227,000	5.664%	0	0.000%	69,227,000	5.052%
First 5	14,077,170	1.152%	0	0.000%	14,077,170	1.027%
Housing Authority	7,583,109	0.620%	0	0.000%	7,583,109	0.553%
LARPD	89,438	0.007%	0	0.000%	89,438	0.007%
ACOE	1,157,503	0.095%	0	0.000%	1,157,503	0.084%
<b>Total All Employers</b>	<b>\$1,222,231,666</b>	<b>100.000%</b>	<b>\$148,166,584</b>	<b>100.000%</b>	<b>\$1,370,398,250</b>	<b>100.000%</b>

## Section 2: GASB 68 Information

### Allocation of Net Pension Liability (NPL) by Employer as of December 31, 2024 Including Non-OPEB SRBR

Employer	General and Safety Non-OPEB SRBR Only NPL	General and Safety Non-OPEB SRBR Only Percentage <sup>2</sup>	Total NPL	Total Percentage
Alameda County	\$71,302,782	75.817%	\$997,304,196	68.100%
Health System	17,766,393	18.891%	370,029,009	25.268%
Superior Court	3,491,469	3.713%	72,718,469	4.966%
First 5	709,983	0.755%	14,787,153	1.010%
Housing Authority	382,455	0.407%	7,965,564	0.544%
LARPD	351,973	0.374%	441,411	0.030%
ACOE	40,606	0.043%	1,198,109	0.082%
<b>Total All Employers</b>	<b>\$94,045,661</b>	<b>100.000%</b>	<b>\$1,464,443,911</b>	<b>100.000%</b>

### Notes for allocation of NPL for 2024

1. Allocated based on the actual employer contributions within each membership class.
2. Allocated based on the actual employer contributions in total, with an adjustment to reflect the total annual UAAL contribution ACOE would have been required to make of \$169,854 in 2024 had they not made the additional contribution in 2019 to partially pay off their UAAL. This approach is outlined in our March 2, 2020 letter and is approved by ACERA. Following this approach, there is an adjustment to reflect the total annual contribution County Safety would have been required to make of \$134,157,837 in 2024 had they not made the voluntary County Safety UAAL contribution in 2021. There is also an adjustment to reflect the total annual contribution LARPD would have been required to make of \$1,472,280 in 2024 had they not made the voluntary LARPD General UAAL contribution in 2021.

## Section 2: GASB 68 Information

### Additional notes for allocation of NPL for 2024

#### Pension (excluding non-OPEB SRBR)

The Net Pension Liability (NPL) for each membership class is the Total Pension Liability (TPL) minus the Plan Fiduciary Net Position (FNP). The TPL for each membership class is obtained from internal valuation results.

As of December 31, 2024, the total Plan FNP for Pension (excluding non-OPEB SRBR) is \$47.8 million lower than the valuation value of assets as of the same date, due to the inclusion of deferred market losses and the balance of the Contingency Reserve. The Plan FNP for Pension for each membership class is obtained as follows:

- The deferred market gains and losses accumulated up to June 30, 2021 are allocated to each membership class proportionately based on the valuation value of assets for each membership class relative to the total valuation value of assets for all membership classes, both excluding the valuation value of assets for the County Safety UAAL Advance Reserve and the LARPD General UAAL Advance Reserve.<sup>1</sup>
- The deferred market gains and losses accumulated after June 30, 2021 are allocated to each membership class proportionately based on the valuation value of asset for each membership class relative to the total valuation value of assets for all membership classes, both including the valuation value of assets for the County Safety UAAL Advance Reserve and the LARPD General UAAL Advance Reserve.
- The Contingency Reserve is allocated to each membership class taking into consideration the valuation value of assets for each membership class relative to the total valuation value of assets for all membership classes as well as the amount in the Contingency Reserve that originates from the returns derived from the two UAAL Advance Reserves.

The total Plan FNP for Pension as of December 31, 2024 includes the net fair value of assets less SRBR assets. The SRBR assets include the SRBR-OPEB reserve (after reducing the reserve by the SRBR implicit subsidy transfer), the 401(h) reserve, and the non-OPEB SRBR reserve, minus a proportionate share of the deferred market losses commensurate with the size of those SRBR reserves and 401(h) reserve to valuation and 401(h) reserves.

The General ACOE membership class has only one employer (ACOE), so all of the NPL for General ACOE is allocated to the ACOE. The General LARPD membership class has only one employer (LARPD), so all of the NPL for General LARPD is allocated to LARPD. The Safety membership class also has only one employer (County), so all of the NPL for Safety is allocated to the County.

<sup>1</sup> Based on the Board's funding policy and interest crediting policy, the County Safety UAAL Advance Reserve and LARPD General Advance Reserve are subject to a separate five-year asset smoothing schedule that excludes the allocation of any deferred investment gains or losses accumulated up to June 30, 2021 for interest crediting purposes.

## Section 2: GASB 68 Information

For General excluding ACOE and LARPD, the NPL is allocated based on the actual employer contributions within the General membership class excluding any contributions made by ACOE and LARPD. The steps used for the allocation are as follows:

- Calculate the ratio of the employer's contributions to the total contributions for the membership class.
- This ratio is multiplied by the NPL for the membership class to determine the employer's proportionate share of the NPL for the membership class.

### Non-OPEB SRBR

The non-OPEB SRBR assets include the non-OPEB SRBR reserve, minus a proportionate share of the deferred market losses commensurate with the size of the non-OPEB to valuation and SRBR reserves.

For non-OPEB SRBR, the NPL is allocated based on the adjusted employer contributions in total. The steps used for the allocation are as follows:

- Calculate the ratio of the employer's adjusted total contributions to the adjusted total contributions for all employers.
- This ratio is multiplied by the NPL for the non-OPEB SRBR to determine the employer's proportionate share of the NPL for the non-OPEB SRBR.

### Total

The employer's total allocated NPL is the sum of its allocated pension NPL from each membership class and the non-OPEB SRBR. The proportionate share of the total plan NPL is then the ratio of the employer's total allocated NPL to the total NPL of all employers.

## Section 2: GASB 68 Information

The following items are allocated based on the corresponding proportionate share within each membership class:

1. Net Pension Liability
2. Service cost
3. Interest on the Total Pension Liability
4. Benefit changes
5. Expensed portion of current-period difference between expected and actual experience in the Total Pension Liability
6. Expensed portion of current-period changes of assumptions or other inputs
7. Member contributions
8. Projected earnings on plan investments
9. Expensed portion of current-period differences between actual and projected earnings on plan investments
10. Administrative expense
11. Other
12. Recognition of beginning of year deferred outflows of resources as pension expense
13. Recognition of beginning of year deferred inflows of resources as pension expense

## Section 2: GASB 68 Information

### Exhibit 6 – Pension expense

#### Total for All Employers

Line Description	Current Year	Prior Year
<b>Reporting and Measurement Dates</b>		
Reporting date for employer under GASB 68	June 30, 2025	June 30, 2024
Measurement date for employer under GASB 68	December 31, 2024	December 31, 2023
<b>Components of Pension Expense</b>		
Service cost	\$266,109,280	\$257,507,229
Interest on the Total Pension Liability	833,368,865	800,570,343
Expensed portion of current-period changes in proportion <sup>1</sup>	0	0
Benefit changes	0	13,984,543
Expensed portion of current-period difference between expected and actual experience in the Total Pension Liability	(4,011,182)	25,247,330
Expensed portion of current-period changes of assumptions or other inputs	0	(21,200,427)
Member contributions	(134,489,875)	(126,471,922)
Projected earnings on plan investments	(707,700,457)	(640,330,282)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(44,697,364)	(97,317,627)
Administrative expense	18,423,107	15,865,268
Other	0	(54,206,000) <sup>2</sup>
Recognition of beginning of year deferred outflows of resources as pension expense	401,758,723	380,494,624
Recognition of beginning of year deferred inflows of resources as pension expense	(286,789,023)	(304,114,327)
Net recognition of beginning of year deferred amounts from changes in proportion <sup>1</sup>	0	0
<b>Pension expense</b>	<b>\$341,972,074</b>	<b>\$250,028,752</b>

<sup>1</sup> Includes differences between employer's contributions and proportionate share of contributions, if any.

<sup>2</sup> One time transfer of assets from OPEB to non-OPEB SRBR to equalize the sufficiency periods.



## Section 2: GASB 68 Information

### Alameda County

Line Description	Current Year	Prior Year
<b>Reporting and Measurement Dates</b>		
Reporting date for employer under GASB 68	June 30, 2025	June 30, 2024
Measurement date for employer under GASB 68	December 31, 2024	December 31, 2023
<b>Components of Pension Expense</b>		
Service cost	\$195,986,702	\$189,860,091
Interest on the Total Pension Liability	613,045,908	589,624,111
Expensed portion of current-period changes in proportion <sup>1</sup>	(631,813)	(3,728,378)
Benefit changes	0	9,824,497
Expensed portion of current-period difference between expected and actual experience in the Total Pension Liability	(2,903,750)	19,875,711
Expensed portion of current-period changes of assumptions or other inputs	0	(15,313,625)
Member contributions	(98,318,362)	(93,027,163)
Projected earnings on plan investments	(526,041,726)	(477,242,122)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(33,542,553)	(73,191,705)
Administrative expense	13,699,477	11,829,905
Other	0	(41,334,604) <sup>2</sup>
Recognition of beginning of year deferred outflows of resources as pension expense	301,537,741	285,311,633
Recognition of beginning of year deferred inflows of resources as pension expense	(212,148,720)	(222,556,958)
Net recognition of beginning of year deferred amounts from changes in proportion <sup>1</sup>	(1,444,831)	3,164,893
<b>Pension expense</b>	<b>\$249,238,073</b>	<b>\$183,096,286</b>

<sup>1</sup> Includes differences between employer's contributions and proportionate share of contributions, if any.

<sup>2</sup> One time transfer of assets from OPEB to non-OPEB SRBR to equalize the sufficiency periods.

## Section 2: GASB 68 Information

### Health System

Line Description	Current Year	Prior Year
<b>Reporting and Measurement Dates</b>		
Reporting date for employer under GASB 68	June 30, 2025	June 30, 2024
Measurement date for employer under GASB 68	December 31, 2024	December 31, 2023
<b>Components of Pension Expense</b>		
Service cost	\$55,084,428	\$52,754,156
Interest on the Total Pension Liability	171,214,138	162,787,927
Expensed portion of current-period changes in proportion <sup>1</sup>	968,893	2,223,316
Benefit changes	0	3,258,089
Expensed portion of current-period difference between expected and actual experience in the Total Pension Liability	(978,396)	4,318,850
Expensed portion of current-period changes of assumptions or other inputs	0	(4,541,355)
Member contributions	(28,388,291)	(26,046,223)
Projected earnings on plan investments	(140,639,153)	(125,381,068)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(8,614,313)	(18,507,064)
Administrative expense	3,655,102	3,101,042
Other	0	(9,977,946) <sup>2</sup>
Recognition of beginning of year deferred outflows of resources as pension expense	77,406,309	72,503,086
Recognition of beginning of year deferred inflows of resources as pension expense	(57,245,356)	(62,441,498)
Net recognition of beginning of year deferred amounts from changes in proportion <sup>1</sup>	196,251	(3,264,036)
<b>Pension expense</b>	<b>\$72,659,612</b>	<b>\$50,787,276</b>

<sup>1</sup> Includes differences between employer's contributions and proportionate share of contributions, if any.

<sup>2</sup> One time transfer of assets from OPEB to non-OPEB SRBR to equalize the sufficiency periods.

## Section 2: GASB 68 Information

### Superior Court

Line Description	Current Year	Prior Year
<b>Reporting and Measurement Dates</b>		
Reporting date for employer under GASB 68	June 30, 2025	June 30, 2024
Measurement date for employer under GASB 68	December 31, 2024	December 31, 2023
<b>Components of Pension Expense</b>		
Service cost	\$10,825,247	\$10,822,181
Interest on the Total Pension Liability	33,647,173	33,394,913
Expensed portion of current-period changes in proportion <sup>1</sup>	(461,434)	545,285
Benefit changes	0	668,376
Expensed portion of current-period difference between expected and actual experience in the Total Pension Liability	(192,275)	885,984
Expensed portion of current-period changes of assumptions or other inputs	0	(931,631)
Member contributions	(5,578,895)	(5,343,218)
Projected earnings on plan investments	(27,638,546)	(25,721,133)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(1,692,893)	(3,796,607)
Administrative expense	718,304	636,159
Other	0	(2,046,912) <sup>2</sup>
Recognition of beginning of year deferred outflows of resources as pension expense	15,211,965	14,873,550
Recognition of beginning of year deferred inflows of resources as pension expense	(11,249,915)	(12,809,478)
Net recognition of beginning of year deferred amounts from changes in proportion <sup>1</sup>	(11,195)	(173,187)
<b>Pension expense</b>	<b>\$13,577,536</b>	<b>\$11,004,282</b>

<sup>1</sup> Includes differences between employer's contributions and proportionate share of contributions, if any.

<sup>2</sup> One time transfer of assets from OPEB to non-OPEB SRBR to equalize the sufficiency periods.

## Section 2: GASB 68 Information

### First 5

Line Description	Current Year	Prior Year
<b>Reporting and Measurement Dates</b>		
Reporting date for employer under GASB 68	June 30, 2025	June 30, 2024
Measurement date for employer under GASB 68	December 31, 2024	December 31, 2023
<b>Components of Pension Expense</b>		
Service cost	\$2,201,291	\$1,854,944
Interest on the Total Pension Liability	6,842,084	5,723,958
Expensed portion of current-period changes in proportion <sup>1</sup>	401,588	751,616
Benefit changes	0	114,561
Expensed portion of current-period difference between expected and actual experience in the Total Pension Liability	(39,099)	151,859
Expensed portion of current-period changes of assumptions or other inputs	0	(159,683)
Member contributions	(1,134,457)	(915,839)
Projected earnings on plan investments	(5,620,243)	(4,408,655)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(344,246)	(650,746)
Administrative expense	146,066	109,039
Other	0	(350,845) <sup>2</sup>
Recognition of beginning of year deferred outflows of resources as pension expense	3,093,322	2,549,358
Recognition of beginning of year deferred inflows of resources as pension expense	(2,287,647)	(2,195,571)
Net recognition of beginning of year deferred amounts from changes in proportion <sup>1</sup>	1,062,234	384,921
<b>Pension expense</b>	<b>\$4,320,893</b>	<b>\$2,958,917</b>

<sup>1</sup> Includes differences between employer's contributions and proportionate share of contributions, if any.

<sup>2</sup> One time transfer of assets from OPEB to non-OPEB SRBR to equalize the sufficiency periods.

## Section 2: GASB 68 Information

### Housing Authority

Line Description	Current Year	Prior Year
<b>Reporting and Measurement Dates</b>		
Reporting date for employer under GASB 68	June 30, 2025	June 30, 2024
Measurement date for employer under GASB 68	December 31, 2024	December 31, 2023
<b>Components of Pension Expense</b>		
Service cost	\$1,185,795	\$1,340,963
Interest on the Total Pension Liability	3,685,703	4,137,922
Expensed portion of current-period changes in proportion <sup>1</sup>	(273,381)	210,607
Benefit changes	0	82,818
Expensed portion of current-period difference between expected and actual experience in the Total Pension Liability	(21,062)	109,781
Expensed portion of current-period changes of assumptions or other inputs	0	(115,437)
Member contributions	(611,111)	(662,071)
Projected earnings on plan investments	(3,027,519)	(3,187,073)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(185,439)	(470,433)
Administrative expense	78,683	78,826
Other	0	(253,630) <sup>2</sup>
Recognition of beginning of year deferred outflows of resources as pension expense	1,666,315	1,842,963
Recognition of beginning of year deferred inflows of resources as pension expense	(1,232,313)	(1,587,206)
Net recognition of beginning of year deferred amounts from changes in proportion <sup>1</sup>	203,880	(115,825)
<b>Pension expense</b>	<b>\$1,469,551</b>	<b>\$1,412,205</b>

<sup>1</sup> Includes differences between employer's contributions and proportionate share of contributions, if any.

<sup>2</sup> One time transfer of assets from OPEB to non-OPEB SRBR to equalize the sufficiency periods.

## Section 2: GASB 68 Information

### LARPD

Line Description	Current Year	Prior Year
<b>Reporting and Measurement Dates</b>		
Reporting date for employer under GASB 68	June 30, 2025	June 30, 2024
Measurement date for employer under GASB 68	December 31, 2024	December 31, 2023
<b>Components of Pension Expense</b>		
Service cost	\$824,694	\$873,771
Interest on the Total Pension Liability	4,623,781	4,592,380
Expensed portion of current-period changes in proportion <sup>1</sup>	(3,847)	(2,349)
Benefit changes	0	36,202
Expensed portion of current-period difference between expected and actual experience in the Total Pension Liability	105,557	(124,804)
Expensed portion of current-period changes of assumptions or other inputs	0	(138,156)
Member contributions	(458,759)	(477,408)
Projected earnings on plan investments	(4,504,552)	(4,167,587)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(301,922)	(664,742)
Administrative expense	119,294	104,562
Other	0	(218,631) <sup>2</sup>
Recognition of beginning of year deferred outflows of resources as pension expense	2,644,575	3,130,420
Recognition of beginning of year deferred inflows of resources as pension expense	(2,523,970)	(2,399,541)
Net recognition of beginning of year deferred amounts from changes in proportion <sup>1</sup>	(8,752)	(3,981)
<b>Pension expense</b>	<b>\$516,099</b>	<b>\$540,136</b>

<sup>1</sup> Includes differences between employer's contributions and proportionate share of contributions, if any.

<sup>2</sup> One time transfer of assets from OPEB to non-OPEB SRBR to equalize the sufficiency periods.

## Section 2: GASB 68 Information

### ACOE

Line Description	Current Year	Prior Year
<b>Reporting and Measurement Dates</b>		
Reporting date for employer under GASB 68	June 30, 2025	June 30, 2024
Measurement date for employer under GASB 68	December 31, 2024	December 31, 2023
<b>Components of Pension Expense</b>		
Service cost	\$1,123	\$1,123
Interest on the Total Pension Liability	310,078	309,132
Expensed portion of current-period changes in proportion <sup>1</sup>	(6)	(97)
Benefit changes	0	0
Expensed portion of current-period difference between expected and actual experience in the Total Pension Liability	17,843	29,949
Expensed portion of current-period changes of assumptions or other inputs	0	(540)
Member contributions	0	0
Projected earnings on plan investments	(228,718)	(222,644)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(15,998)	(36,330)
Administrative expense	6,181	5,735
Other	0	(23,432) <sup>2</sup>
Recognition of beginning of year deferred outflows of resources as pension expense	198,496	283,614
Recognition of beginning of year deferred inflows of resources as pension expense	(101,102)	(124,075)
Net recognition of beginning of year deferred amounts from changes in proportion <sup>1</sup>	2,413	7,215
<b>Pension expense</b>	<b>\$190,310</b>	<b>\$229,650</b>

<sup>1</sup> Includes differences between employer's contributions and proportionate share of contributions, if any.

<sup>2</sup> One time transfer of assets from OPEB to non-OPEB SRBR to equalize the sufficiency periods.

## Section 2: GASB 68 Information

### Notes:

Amounts shown in this exhibit were allocated first by employer within each of the four pension plan membership classes (excl. non-OPEB SRBR) and within the non-OPEB SRBR based on the Employer Allocation Percentage calculations shown in *Section 2, Exhibit 5 – Determination of proportionate share*, and added together to produce the results by employer in total.

In determining the pension expense:

- Any differences between projected and actual investment earnings on pension plan investments are recognized over a period of five years beginning with the year in which they occur.
- Current period differences between expected and actual experience as well as changes of assumptions or other inputs (if any) are recognized over the average expected remaining service lives of all employees, calculated as of the beginning of the measurement period.
- Prior period differences between expected and actual experience as well as changes of assumptions or other inputs continue to be recognized based on the average expected remaining service lives of all employees calculated based on their respective measurement dates.
- Current-period plan changes are recognized immediately.

In addition, there have been changes in each employer's proportionate share of the collective NPL during the measurement period ending December 31, 2024. The net effect of that change on the employer's proportionate share of the collective NPL and collective deferred outflows and deferred inflows of resources, as well as any differences between actual employer contributions<sup>1</sup> and the proportionate share of employer contributions, are recognized as follows:

- Current period changes in proportion and differences between employer's contributions and proportionate share of contributions are recognized over the average expected remaining service lives of all employees, calculated as of the beginning of the measurement period.
- Prior period changes in proportion and differences between employer's contributions and proportionate share of contributions continue to be recognized based on the average expected remaining service lives of all employees calculated based on their respective measurement dates.

<sup>1</sup> Actual employer contributions are reported to us by ACERA for each active employer.



## Section 2: GASB 68 Information

The average expected remaining service lives of all employees is 4.84 years for the measurement period ending December 31, 2024 (calculated as of December 31, 2023). The average expected remaining service lives of all employees was determined by:

- Calculating each active employee's expected remaining service life as the present value of \$1 per year of future service at zero percent interest.
- Setting the remaining service life to zero for each non-active or retired member.
- Dividing the sum of the above amounts by the total number of active, non-active and retired members.

## Section 2: GASB 68 Information

### Exhibit 7 – Deferred outflows and deferred inflows of resources

#### Total for All Employers

Line Description	Current Year	Prior Year
<b>Reporting and Measurement Dates</b>		
Reporting date for employer under GASB 68	June 30, 2025	June 30, 2024
Measurement date for employer under GASB 68	December 31, 2024	December 31, 2023
<b>Deferred Outflows of Resources</b>		
Changes in proportion <sup>1</sup>	\$19,054,488	\$22,750,560
Changes of assumptions or other inputs	16,497,307	79,948,501
Net difference between projected and actual earnings on pension plan investments (if any)	14,123,812 <sup>2</sup>	249,177,800
Difference between actual and expected experience in the Total Pension Liability	98,887,701	144,088,293
<b>Total deferred outflows</b>	<b>\$148,563,308</b>	<b>\$495,965,154</b>
<b>Deferred Inflows of Resources</b>		
Changes in proportion <sup>1</sup>	\$19,054,488	\$22,750,560
Changes of assumptions or other inputs	66,075,775	105,762,883
Net difference between actual and projected earnings on pension plan investments (if any)	408 <sup>2</sup>	0
Difference between expected and actual experience in the Total Pension Liability	27,001,170	21,858,144
<b>Total deferred inflows</b>	<b>\$112,131,841</b>	<b>\$150,371,587</b>
<b>Recognition of Deferred Outflows/(Inflows) by Reporting Date for Employer</b>		
June 30, 2025	N/A	\$114,969,700
June 30, 2026	\$65,316,237	114,024,783
June 30, 2027	161,606,422	210,314,968
June 30, 2028	(142,424,430)	(93,715,884)
June 30, 2029	(48,066,762)	0
Thereafter	0	0

<sup>1</sup> Includes differences between employer's contributions and proportionate share of contributions, if any.

<sup>2</sup> Details on the development of these amounts are provided in the table in the Notes at the end of Exhibit 7.

## Section 2: GASB 68 Information

### Alameda County

Line Description	Current Year	Prior Year
<b>Reporting and Measurement Dates</b>		
Reporting date for employer under GASB 68	June 30, 2025	June 30, 2024
Measurement date for employer under GASB 68	December 31, 2024	December 31, 2023
<b>Deferred Outflows of Resources</b>		
Changes in proportion <sup>1</sup>	\$883,307	\$3,166,854
Changes of assumptions or other inputs	12,201,128	59,254,379
Net difference between projected and actual earnings on pension plan investments (if any)	12,911,096	192,492,581
Difference between actual and expected experience in the Total Pension Liability	75,552,811	110,456,525
<b>Total deferred outflows</b>	<b>\$101,548,342</b>	<b>\$365,370,339</b>
<b>Deferred Inflows of Resources</b>		
Changes in proportion <sup>1</sup>	\$13,201,182	\$14,503,394
Changes of assumptions or other inputs	47,791,314	77,332,167
Net difference between actual and projected earnings on pension plan investments (if any)	0	0
Difference between expected and actual experience in the Total Pension Liability	19,032,924	15,771,917
<b>Total deferred inflows</b>	<b>\$80,025,420</b>	<b>\$107,607,478</b>
<b>Recognition of Deferred Outflows/(Inflows) by Reporting Date for Employer</b>		
June 30, 2025	N/A	\$88,080,450
June 30, 2026	\$48,443,275	85,700,369
June 30, 2027	118,995,744	156,431,751
June 30, 2028	(109,403,664)	(72,449,709)
June 30, 2029	(36,512,433)	0
Thereafter	0	0

<sup>1</sup> Includes differences between employer's contributions and proportionate share of contributions, if any.

## Section 2: GASB 68 Information

### Health System

Line Description	Current Year	Prior Year
<b>Reporting and Measurement Dates</b>		
Reporting date for employer under GASB 68	June 30, 2025	June 30, 2024
Measurement date for employer under GASB 68	December 31, 2024	December 31, 2023
<b>Deferred Outflows of Resources</b>		
Changes in proportion <sup>1</sup>	\$11,700,383	\$11,683,571
Changes of assumptions or other inputs	3,350,582	16,039,058
Net difference between projected and actual earnings on pension plan investments (if any)	785,055	43,178,308
Difference between actual and expected experience in the Total Pension Liability	17,743,945	25,826,874
<b>Total deferred outflows</b>	<b>\$33,579,965</b>	<b>\$96,727,811</b>
<b>Deferred Inflows of Resources</b>		
Changes in proportion <sup>1</sup>	\$1,240,607	\$4,748,096
Changes of assumptions or other inputs	14,200,358	21,953,565
Net difference between actual and projected earnings on pension plan investments (if any)	0	0
Difference between expected and actual experience in the Total Pension Liability	5,404,094	3,249,938
<b>Total deferred inflows</b>	<b>\$20,845,059</b>	<b>\$29,951,599</b>
<b>Recognition of Deferred Outflows/(Inflows) by Reporting Date for Employer</b>		
June 30, 2025	N/A	\$20,128,245
June 30, 2026	\$14,278,700	22,636,545
June 30, 2027	32,640,279	40,737,765
June 30, 2028	(25,561,780)	(16,726,343)
June 30, 2029	(8,622,293)	0
Thereafter	0	0

<sup>1</sup> Includes differences between employer's contributions and proportionate share of contributions, if any.

## Section 2: GASB 68 Information

### Superior Court

Line Description	Current Year	Prior Year
<b>Reporting and Measurement Dates</b>		
Reporting date for employer under GASB 68	June 30, 2025	June 30, 2024
Measurement date for employer under GASB 68	December 31, 2024	December 31, 2023
<b>Deferred Outflows of Resources</b>		
Changes in proportion <sup>1</sup>	\$1,839,824	\$3,423,585
Changes of assumptions or other inputs	658,460	3,290,311
Net difference between projected and actual earnings on pension plan investments (if any)	154,279	8,857,756
Difference between actual and expected experience in the Total Pension Liability	3,487,058	5,298,220
<b>Total deferred outflows</b>	<b>\$6,139,621</b>	<b>\$20,869,872</b>
<b>Deferred Inflows of Resources</b>		
Changes in proportion <sup>1</sup>	\$3,453,414	\$3,276,462
Changes of assumptions or other inputs	2,790,668	4,503,635
Net difference between actual and projected earnings on pension plan investments (if any)	0	0
Difference between expected and actual experience in the Total Pension Liability	1,062,018	666,704
<b>Total deferred inflows</b>	<b>\$7,306,100</b>	<b>\$8,446,801</b>
<b>Recognition of Deferred Outflows/(Inflows) by Reporting Date for Employer</b>		
June 30, 2025	N/A	\$4,077,726
June 30, 2026	\$778,195	3,243,895
June 30, 2027	5,876,168	8,453,379
June 30, 2028	(5,578,832)	(3,351,929)
June 30, 2029	(2,242,010)	0
Thereafter	0	0

<sup>1</sup> Includes differences between employer's contributions and proportionate share of contributions, if any.

## Section 2: GASB 68 Information

### First 5

Line Description	Current Year	Prior Year
<b>Reporting and Measurement Dates</b>		
Reporting date for employer under GASB 68	June 30, 2025	June 30, 2024
Measurement date for employer under GASB 68	December 31, 2024	December 31, 2023
<b>Deferred Outflows of Resources</b>		
Changes in proportion <sup>1</sup>	\$3,993,667	\$3,513,801
Changes of assumptions or other inputs	133,896	563,966
Net difference between projected and actual earnings on pension plan investments (if any)	31,372	1,518,238
Difference between actual and expected experience in the Total Pension Liability	709,086	908,126
<b>Total deferred outflows</b>	<b>\$4,868,021</b>	<b>\$6,504,131</b>
<b>Deferred Inflows of Resources</b>		
Changes in proportion <sup>1</sup>	\$0	\$0
Changes of assumptions or other inputs	567,477	771,933
Net difference between actual and projected earnings on pension plan investments (if any)	0	0
Difference between expected and actual experience in the Total Pension Liability	215,959	114,274
<b>Total deferred inflows</b>	<b>\$783,436</b>	<b>\$886,207</b>
<b>Recognition of Deferred Outflows/(Inflows) by Reporting Date for Employer</b>		
June 30, 2025	N/A	\$1,763,084
June 30, 2026	\$1,762,561	1,638,294
June 30, 2027	2,430,550	2,205,317
June 30, 2028	(68,772)	11,229
June 30, 2029	(39,754)	0
Thereafter	0	0

<sup>1</sup> Includes differences between employer's contributions and proportionate share of contributions, if any.

## Section 2: GASB 68 Information

### Housing Authority

Line Description	Current Year	Prior Year
<b>Reporting and Measurement Dates</b>		
Reporting date for employer under GASB 68	June 30, 2025	June 30, 2024
Measurement date for employer under GASB 68	December 31, 2024	December 31, 2023
<b>Deferred Outflows of Resources</b>		
Changes in proportion <sup>1</sup>	\$634,685	\$945,404
Changes of assumptions or other inputs	72,128	407,698
Net difference between projected and actual earnings on pension plan investments (if any)	16,900	1,097,554
Difference between actual and expected experience in the Total Pension Liability	381,971	656,496
<b>Total deferred outflows</b>	<b>\$1,105,684</b>	<b>\$3,107,152</b>
<b>Deferred Inflows of Resources</b>		
Changes in proportion <sup>1</sup>	\$1,114,047	\$171,104
Changes of assumptions or other inputs	305,689	558,040
Net difference between actual and projected earnings on pension plan investments (if any)	0	0
Difference between expected and actual experience in the Total Pension Liability	116,333	82,611
<b>Total deferred inflows</b>	<b>\$1,536,069</b>	<b>\$811,755</b>
<b>Recognition of Deferred Outflows/(Inflows) by Reporting Date for Employer</b>		
June 30, 2025	N/A	\$710,533
June 30, 2026	\$145,350	696,859
June 30, 2027	556,696	1,176,033
June 30, 2028	(699,661)	(288,028)
June 30, 2029	(432,770)	0
Thereafter	0	0

<sup>1</sup> Includes differences between employer's contributions and proportionate share of contributions, if any.

## Section 2: GASB 68 Information

### LARPD

Line Description	Current Year	Prior Year
<b>Reporting and Measurement Dates</b>		
Reporting date for employer under GASB 68	June 30, 2025	June 30, 2024
Measurement date for employer under GASB 68	December 31, 2024	December 31, 2023
<b>Deferred Outflows of Resources</b>		
Changes in proportion <sup>1</sup>	\$2,604	\$14,516
Changes of assumptions or other inputs	78,616	380,980
Net difference between projected and actual earnings on pension plan investments (if any)	225,110	1,955,117
Difference between actual and expected experience in the Total Pension Liability	794,040	710,514
<b>Total deferred outflows</b>	<b>\$1,100,370</b>	<b>\$3,061,127</b>
<b>Deferred Inflows of Resources</b>		
Changes in proportion <sup>1</sup>	\$44,337	\$50,230
Changes of assumptions or other inputs	416,635	631,375
Net difference between actual and projected earnings on pension plan investments (if any)	0	0
Difference between expected and actual experience in the Total Pension Liability	1,167,546	1,970,805
<b>Total deferred inflows</b>	<b>\$1,628,518</b>	<b>\$2,652,410</b>
<b>Recognition of Deferred Outflows/(Inflows) by Reporting Date for Employer</b>		
June 30, 2025	N/A	\$109,858
June 30, 2026	\$(189,462)	13,039
June 30, 2027	981,114	1,186,682
June 30, 2028	(1,103,315)	(900,862)
June 30, 2029	(216,485)	0
Thereafter	0	0

<sup>1</sup> Includes differences between employer's contributions and proportionate share of contributions, if any.



## Section 2: GASB 68 Information

### ACOE

Line Description	Current Year	Prior Year
<b>Reporting and Measurement Dates</b>		
Reporting date for employer under GASB 68	June 30, 2025	June 30, 2024
Measurement date for employer under GASB 68	December 31, 2024	December 31, 2023
<b>Deferred Outflows of Resources</b>		
Changes in proportion <sup>1</sup>	\$18	\$2,829
Changes of assumptions or other inputs	2,497	12,109
Net difference between projected and actual earnings on pension plan investments (if any)	0	78,246
Difference between actual and expected experience in the Total Pension Liability	218,790	231,538
<b>Total deferred outflows</b>	<b>\$221,305</b>	<b>\$324,722</b>
<b>Deferred Inflows of Resources</b>		
Changes in proportion <sup>1</sup>	\$901	\$1,274
Changes of assumptions or other inputs	3,634	12,168
Net difference between actual and projected earnings on pension plan investments (if any)	408	0
Difference between expected and actual experience in the Total Pension Liability	2,296	1,895
<b>Total deferred inflows</b>	<b>\$7,239</b>	<b>\$15,337</b>
<b>Recognition of Deferred Outflows/(Inflows) by Reporting Date for Employer</b>		
June 30, 2025	N/A	\$99,804
June 30, 2026	\$97,618	95,782
June 30, 2027	125,871	124,041
June 30, 2028	(8,406)	(10,242)
June 30, 2029	(1,017)	0
Thereafter	0	0

<sup>1</sup> Includes differences between employer's contributions and proportionate share of contributions, if any.

## Section 2: GASB 68 Information

### Notes:

Pursuant to footnote 2 on page 49, we are providing details on the development of the deferred outflows and inflows of resources amounts pertaining to the net difference between projected and actual investment earnings on pension plan investments in the table below.

### Net Difference Between Projected and Actual Investment Earnings on Pension Plan Investments

Employer	Pension Net Outflows of Resources	Pension Net Inflows of Resources	Non-OPEB SRBR Net Outflows of Resources	Non-OPEB SRBR Net Inflows of Resources	Combined Outflows/(Inflows) of Resources
Alameda County	\$8,481,557	\$0	\$4,429,539	\$0	\$12,911,096
Health System	0	318,646	1,103,701	0	785,055
Superior Court	0	62,621	216,900	0	154,279
First 5	0	12,734	44,106	0	31,372
Housing Authority	0	6,859	23,759	0	16,900
LARPD	203,244	0	21,866	0	225,110
ACOE	0	2,931	2,523	0	(408)
<b>Total for all Employers</b>	<b>\$8,684,801</b>	<b>\$403,791</b>	<b>\$5,842,394</b>	<b>\$0</b>	<b>\$14,123,404</b>

We provided in the table above the breakdown of the deferred outflows/inflows pertaining to the difference between projected and actual investment earnings by the Pension Plan and non-OPEB SRBR related investments. As shown in the table above, the employers of Alameda County and LARPD have net outflows of resources pertaining to the net difference between projected and actual investment earnings on pension plan investments under the Pension Plan, whereas the remaining employers have net inflows of resources for that item under the Pension Plan. This is mainly due to actual return coming in less than projected on the voluntary UAAL contributions made for the Alameda County Safety group and the LARPD group for certain years.

ACOE has a deferred inflow of resources in the Pension Plan pertaining to the net difference between actual and projected investment earnings on Pension Plan investments (an inflow of \$2,931). However, the non-OPEB SRBR Plan has a deferred outflow of resources pertaining to the net difference between projected and actual investment earnings on non-OPEB SRBR investments. The proportionate share for this investments item in the non-OPEB SRBR Plan for ACOE is an outflow of \$2,523, which is less than the deferred inflow amount under the Pension Plan. This results in a net deferred inflow of \$408 for investments for ACOE. This amount for ACOE is displayed on page 49 as a deferred inflow, even though for all employers and for both plans combined (i.e., the Pension Plan and the non-OPEB SRBR Plan), there is a net deferred outflow of resources for investments.

## Section 2: GASB 68 Information

### Exhibit 8 – Reconciliation of Net Pension Liability

Total for All Employers

Line Description	Current Year	Prior Year
<b>Reporting and Measurement Dates</b>		
Reporting date for employer under GASB 68	June 30, 2025	June 30, 2024
Measurement date for employer under GASB 68	December 31, 2024	December 31, 2023
<b>Reconciliation of Net Pension Liability</b>		
Beginning Net Pension Liability	\$1,742,740,212	\$2,231,259,851
• Pension expense	341,972,074	250,028,752
• Employer contributions	(311,106,275)	(288,640,038)
• New net deferred outflows/(inflows)	(194,192,400)	(373,528,056)
• Change in allocation of prior deferred outflows/(inflows)	0	0
• New net deferred flows due to change in proportion <sup>1</sup>	0	0
• Recognition of prior deferred outflows/(inflows)	(114,969,700)	(76,380,297)
• Recognition of prior deferred flows due to change in proportion <sup>1</sup>	0	0
<b>Ending Net Pension Liability</b>	<b>\$1,464,443,911</b>	<b>\$1,742,740,212</b>

<sup>1</sup> Includes differences between employer's contributions and proportionate share of contributions, if any.

## Section 2: GASB 68 Information

### Alameda County

Line Description	Current Year	Prior Year
<b>Reporting and Measurement Dates</b>		
Reporting date for employer under GASB 68	June 30, 2025	June 30, 2024
Measurement date for employer under GASB 68	December 31, 2024	December 31, 2023
<b>Reconciliation of Net Pension Liability</b>		
Beginning Net Pension Liability	\$1,201,387,127	\$1,581,785,390
• Pension expense	249,238,073	183,096,286
• Employer contributions	(217,081,065)	(201,386,470)
• New net deferred outflows/(inflows)	(145,320,613)	(275,020,309)
• Change in allocation of prior deferred outflows/(inflows)	(548,971)	(6,664,807)
• New net deferred flows due to change in proportion <sup>1</sup>	(2,426,166)	(14,503,394)
• Recognition of prior deferred outflows/(inflows)	(89,389,020)	(62,754,676)
• Recognition of prior deferred flows due to change in proportion <sup>1</sup>	1,444,831	(3,164,893)
<b>Ending Net Pension Liability</b>	<b>\$997,304,196</b>	<b>\$1,201,387,127</b>

<sup>1</sup> Includes differences between employer's contributions and proportionate share of contributions, if any.

## Section 2: GASB 68 Information

### Health System

Line Description	Current Year	Prior Year
<b>Reporting and Measurement Dates</b>		
Reporting date for employer under GASB 68	June 30, 2025	June 30, 2024
Measurement date for employer under GASB 68	December 31, 2024	December 31, 2023
<b>Reconciliation of Net Pension Liability</b>		
Beginning Net Pension Liability	\$425,726,457	\$512,556,871
• Pension expense	72,659,612	50,787,276
• Employer contributions	(74,315,754)	(68,496,541)
• New net deferred outflows/(inflows)	(38,214,293)	(74,893,805)
• Change in allocation of prior deferred outflows/(inflows)	809,639	3,921,508
• New net deferred flows due to change in proportion <sup>1</sup>	3,720,552	8,648,701
• Recognition of prior deferred outflows/(inflows)	(20,160,953)	(10,061,589)
• Recognition of prior deferred flows due to change in proportion <sup>1</sup>	(196,251)	3,264,036
<b>Ending Net Pension Liability</b>	<b>\$370,029,009</b>	<b>\$425,726,457</b>

<sup>1</sup> Includes differences between employer's contributions and proportionate share of contributions, if any.

## Section 2: GASB 68 Information

### Superior Court

Line Description	Current Year	Prior Year
<b>Reporting and Measurement Dates</b>		
Reporting date for employer under GASB 68	June 30, 2025	June 30, 2024
Measurement date for employer under GASB 68	December 31, 2024	December 31, 2023
<b>Reconciliation of Net Pension Liability</b>		
Beginning Net Pension Liability	\$87,335,089	\$104,546,389
• Pension expense	13,577,536	11,004,282
• Employer contributions	(14,604,606)	(14,051,632)
• New net deferred outflows/(inflows)	(7,509,911)	(15,363,990)
• Change in allocation of prior deferred outflows/(inflows)	(356,875)	969,766
• New net deferred flows due to change in proportion <sup>1</sup>	(1,771,908)	2,121,158
• Recognition of prior deferred outflows/(inflows)	(3,962,051)	(2,064,071)
• Recognition of prior deferred flows due to change in proportion <sup>1</sup>	11,195	173,187
<b>Ending Net Pension Liability</b>	<b>\$72,718,469</b>	<b>\$87,335,089</b>

<sup>1</sup> Includes differences between employer's contributions and proportionate share of contributions, if any.

## Section 2: GASB 68 Information

First 5

Line Description	Current Year	Prior Year
<b>Reporting and Measurement Dates</b>		
Reporting date for employer under GASB 68	June 30, 2025	June 30, 2024
Measurement date for employer under GASB 68	December 31, 2024	December 31, 2023
<b>Reconciliation of Net Pension Liability</b>		
Beginning Net Pension Liability	\$14,969,416	\$13,481,275
• Pension expense	4,320,893	2,958,917
• Employer contributions	(2,969,817)	(2,408,479)
• New net deferred outflows/(inflows)	(1,527,125)	(2,633,420)
• Change in allocation of prior deferred outflows/(inflows)	319,595	1,386,044
• New net deferred flows due to change in proportion <sup>1</sup>	1,542,100	2,923,786
• Recognition of prior deferred outflows/(inflows)	(805,675)	(353,786)
• Recognition of prior deferred flows due to change in proportion <sup>1</sup>	(1,062,234)	(384,921)
<b>Ending Net Pension Liability</b>	<b>\$14,787,153</b>	<b>\$14,969,416</b>

<sup>1</sup> Includes differences between employer's contributions and proportionate share of contributions, if any.

## Section 2: GASB 68 Information

### Housing Authority

Line Description	Current Year	Prior Year
<b>Reporting and Measurement Dates</b>		
Reporting date for employer under GASB 68	June 30, 2025	June 30, 2024
Measurement date for employer under GASB 68	December 31, 2024	December 31, 2023
<b>Reconciliation of Net Pension Liability</b>		
Beginning Net Pension Liability	\$10,821,580	\$11,989,624
• Pension expense	1,469,551	1,412,205
• Employer contributions	(1,599,785)	(1,741,120)
• New net deferred outflows/(inflows)	(822,634)	(1,903,733)
• Change in allocation of prior deferred outflows/(inflows)	(215,484)	385,276
• New net deferred flows due to change in proportion <sup>1</sup>	(1,049,782)	819,260
• Recognition of prior deferred outflows/(inflows)	(434,002)	(255,757)
• Recognition of prior deferred flows due to change in proportion <sup>1</sup>	(203,880)	115,825
<b>Ending Net Pension Liability</b>	<b>\$7,965,564</b>	<b>\$10,821,580</b>

<sup>1</sup> Includes differences between employer's contributions and proportionate share of contributions, if any.



## Section 2: GASB 68 Information

### LARPD

Line Description	Current Year	Prior Year
<b>Reporting and Measurement Dates</b>		
Reporting date for employer under GASB 68	June 30, 2025	June 30, 2024
Measurement date for employer under GASB 68	December 31, 2024	December 31, 2023
<b>Reconciliation of Net Pension Liability</b>		
Beginning Net Pension Liability	\$1,287,425	\$5,617,872
• Pension expense	516,099	540,136
• Employer contributions	(425,248)	(454,796)
• New net deferred outflows/(inflows)	(802,351)	(3,681,879)
• Change in allocation of prior deferred outflows/(inflows)	(7,890)	2,126
• New net deferred flows due to change in proportion <sup>1</sup>	(14,771)	(9,136)
• Recognition of prior deferred outflows/(inflows)	(120,605)	(730,879)
• Recognition of prior deferred flows due to change in proportion <sup>1</sup>	8,752	3,981
<b>Ending Net Pension Liability</b>	<b>\$441,411</b>	<b>\$1,287,425</b>

<sup>1</sup> Includes differences between employer's contributions and proportionate share of contributions, if any.

## Section 2: GASB 68 Information

### ACOE

Line Description	Current Year	Prior Year
<b>Reporting and Measurement Dates</b>		
Reporting date for employer under GASB 68	June 30, 2025	June 30, 2024
Measurement date for employer under GASB 68	December 31, 2024	December 31, 2023
<b>Reconciliation of Net Pension Liability</b>		
Beginning Net Pension Liability	\$1,213,118	\$1,282,430
• Pension expense	190,310	229,650
• Employer contributions	(110,000)	(101,000)
• New net deferred outflows/(inflows)	4,527	(30,920)
• Change in allocation of prior deferred outflows/(inflows)	(14)	87
• New net deferred flows due to change in proportion <sup>1</sup>	(25)	(375)
• Recognition of prior deferred outflows/(inflows)	(97,394)	(159,539)
• Recognition of prior deferred flows due to change in proportion <sup>1</sup>	(2,413)	(7,215)
<b>Ending Net Pension Liability</b>	<b>\$1,198,109</b>	<b>\$1,213,118</b>

<sup>1</sup> Includes differences between employer's contributions and proportionate share of contributions, if any.

## Section 2: GASB 68 Information

### Exhibit 9 – Schedule of proportionate share of Net Pension Liability

#### Total for All Employers

Reporting Date for Employer as of June 30	Proportion of NPL	Proportionate Share of NPL	Covered Payroll <sup>1</sup>	Proportionate Share of NPL as a Percentage of Covered Payroll	Plan FNP as a Percentage of TPL
2016	100.000%	\$2,118,448,018	\$945,858,017	223.97%	73.43%
2017	100.000%	2,243,194,227	947,567,631	236.73%	73.33%
2018	100.000%	2,013,675,939	995,178,209	202.34%	77.93%
2019	100.000%	2,764,001,975	1,046,033,851	264.24%	71.01%
2020	100.000%	2,140,692,960	1,081,586,887	197.92%	78.51%
2021	100.000%	2,194,415,875	1,111,848,569	197.37%	79.37%
2022	100.000%	792,287,080	1,153,918,121	68.66%	92.80%
2023	100.000%	2,231,259,851	1,198,970,345	186.10%	80.58%
2024	100.000%	1,742,740,212	1,251,821,379	139.22%	85.43%
2025	100.000%	1,464,443,911	1,342,932,389	109.05%	88.19%

<sup>1</sup> For reporting dates on or after June 30, 2018, covered payroll shown represents Compensation Earnable and Pensionable Compensation and is defined as the payroll on which contributions to the pension plan are based. For reporting dates before June 30, 2018, covered payroll was referred to as covered-employee payroll and only Compensation Earnable and Pensionable Compensation that would go into the determination of retirement benefits was included.

## Section 2: GASB 68 Information

### Alameda County

Reporting Date for Employer as of June 30	Proportion of NPL	Proportionate Share of NPL	Covered Payroll <sup>1</sup>	Proportionate Share of NPL as a Percentage of Covered Payroll	Plan FNP as a Percentage of TPL
2016	77.434%	\$1,640,381,401	\$669,324,559	245.08%	72.23%
2017	77.697%	1,742,898,513	670,675,915	259.87%	72.10%
2018	78.526%	1,581,250,705	696,359,743	227.07%	76.50%
2019	76.913%	2,125,856,592	728,698,264	291.73%	69.77%
2020	78.452%	1,679,429,417	757,563,567	221.69%	77.25%
2021	78.572%	1,724,179,473	784,654,614	219.74%	78.25%
2022	60.710%	481,002,724	816,272,092	58.93%	94.15%
2023	70.892%	1,581,785,390	849,473,056	186.21%	81.52%
2024	68.936%	1,201,387,127	873,218,276	137.58%	86.35%
2025	68.100%	997,304,196	933,036,992	106.89%	89.05%

<sup>1</sup> For reporting dates on or after June 30, 2018, covered payroll shown represents Compensation Earnable and Pensionable Compensation and is defined as the payroll on which contributions to the pension plan are based. For reporting dates before June 30, 2018, covered payroll was referred to as covered-employee payroll and only Compensation Earnable and Pensionable Compensation that would go into the determination of retirement benefits was included.

## Section 2: GASB 68 Information

### Health System

Reporting Date for Employer as of June 30	Proportion of NPL	Proportionate Share of NPL	Covered Payroll <sup>1</sup>	Proportionate Share of NPL as a Percentage of Covered Payroll	Plan FNP as a Percentage of TPL
2016	17.436%	\$369,372,264	\$217,863,121	169.54%	76.89%
2017	17.285%	387,733,901	216,685,931	178.94%	76.88%
2018	16.959%	341,501,682	239,207,087	142.76%	81.93%
2019	18.147%	501,587,358	255,247,270	196.51%	74.56%
2020	16.608%	355,519,355	257,591,438	138.02%	82.22%
2021	16.248%	356,559,512	257,126,856	138.67%	82.77%
2022	31.833%	252,205,306	270,985,189	93.07%	88.38%
2023	22.972%	512,556,871	279,653,188	183.28%	77.51%
2024	24.429%	425,726,457	300,988,698	141.44%	82.54%
2025	25.268%	370,029,009	327,392,347	113.02%	85.52%

<sup>1</sup> For reporting dates on or after June 30, 2018, covered payroll shown represents Compensation Earnable and Pensionable Compensation and is defined as the payroll on which contributions to the pension plan are based. For reporting dates before June 30, 2018, covered payroll was referred to as covered-employee payroll and only Compensation Earnable and Pensionable Compensation that would go into the determination of retirement benefits was included.

## Section 2: GASB 68 Information

### Superior Court

Reporting Date for Employer as of June 30	Proportion of NPL	Proportionate Share of NPL	Covered Payroll <sup>1</sup>	Proportionate Share of NPL as a Percentage of Covered Payroll	Plan FNP as a Percentage of TPL
2016	3.880%	\$82,205,987	\$45,883,436	179.16%	76.89%
2017	3.806%	85,372,076	46,866,752	182.16%	76.88%
2018	3.413%	68,718,793	46,437,348	147.98%	81.93%
2019	3.507%	96,943,208	48,293,563	200.74%	74.56%
2020	3.522%	75,388,579	52,163,782	144.52%	82.22%
2021	3.703%	81,267,099	55,376,411	146.75%	82.77%
2022	6.446%	51,067,964	52,057,810	98.10%	88.38%
2023	4.686%	104,546,389	54,680,732	191.19%	77.51%
2024	5.011%	87,335,089	58,450,424	149.42%	82.54%
2025	4.966%	72,718,469	60,972,215	119.26%	85.52%

<sup>1</sup> For reporting dates on or after June 30, 2018, covered payroll shown represents Compensation Earnable and Pensionable Compensation and is defined as the payroll on which contributions to the pension plan are based. For reporting dates before June 30, 2018, covered payroll was referred to as covered-employee payroll and only Compensation Earnable and Pensionable Compensation that would go into the determination of retirement benefits was included.

## Section 2: GASB 68 Information

First 5

Reporting Date for Employer as of June 30	Proportion of NPL	Proportionate Share of NPL	Covered Payroll <sup>1</sup>	Proportionate Share of NPL as a Percentage of Covered Payroll	Plan FNP as a Percentage of TPL
2016	0.349%	\$7,383,341	\$4,239,645	174.15%	76.89%
2017	0.358%	8,035,666	4,416,769	181.94%	76.88%
2018	0.334%	6,731,962	4,562,701	147.54%	81.93%
2019	0.366%	10,129,093	4,952,333	204.53%	74.56%
2020	0.368%	7,872,042	5,423,220	145.15%	82.22%
2021	0.398%	8,730,366	5,953,576	146.64%	82.77%
2022	0.792%	6,278,562	6,311,029	99.49%	88.38%
2023	0.604%	13,481,275	6,796,789	198.35%	77.51%
2024	0.859%	14,969,416	9,745,890	153.60%	82.54%
2025	1.010%	14,787,153	12,486,372	118.43%	85.52%

<sup>1</sup> For reporting dates on or after June 30, 2018, covered payroll shown represents Compensation Earnable and Pensionable Compensation and is defined as the payroll on which contributions to the pension plan are based. For reporting dates before June 30, 2018, covered payroll was referred to as covered-employee payroll and only Compensation Earnable and Pensionable Compensation that would go into the determination of retirement benefits was included.

## Section 2: GASB 68 Information

### Housing Authority

Reporting Date for Employer as of June 30	Proportion of NPL	Proportionate Share of NPL	Covered Payroll <sup>1</sup>	Proportionate Share of NPL as a Percentage of Covered Payroll	Plan FNP as a Percentage of TPL
2016	0.455%	\$9,644,104	\$4,272,082	225.75%	76.89%
2017	0.460%	10,314,924	4,354,275	236.89%	76.88%
2018	0.409%	8,244,509	4,299,288	191.76%	81.93%
2019	0.435%	12,014,705	4,512,036	266.28%	74.56%
2020	0.370%	7,919,662	4,347,895	182.15%	82.22%
2021	0.396%	8,693,280	4,675,355	185.94%	82.77%
2022	0.750%	5,940,077	4,748,361	125.10%	88.38%
2023	0.537%	11,989,624	4,871,447	246.12%	77.51%
2024	0.621%	10,821,580	5,812,483	186.18%	82.54%
2025	0.544%	7,965,564	5,464,135	145.78%	85.52%

<sup>1</sup> For reporting dates on or after June 30, 2018, covered payroll shown represents Compensation Earnable and Pensionable Compensation and is defined as the payroll on which contributions to the pension plan are based. For reporting dates before June 30, 2018, covered payroll was referred to as covered-employee payroll and only Compensation Earnable and Pensionable Compensation that would go into the determination of retirement benefits was included.



## Section 2: GASB 68 Information

### LARPD

Reporting Date for Employer as of June 30	Proportion of NPL	Proportionate Share of NPL	Covered Payroll <sup>1</sup>	Proportionate Share of NPL as a Percentage of Covered Payroll	Plan FNP as a Percentage of TPL
2016	0.438%	\$9,288,497	\$4,203,012	221.00%	75.39%
2017	0.385%	8,644,696	4,487,952	192.62%	77.76%
2018	0.359%	7,228,288	4,312,042	167.63%	82.99%
2019	0.572%	15,804,862	4,330,385	364.98%	72.74%
2020	0.640%	13,701,573	4,496,985	304.68%	77.82%
2021	0.644%	14,126,234	4,061,757	347.79%	78.44%
2022	(0.616)%	(4,882,346)	3,543,640	(137.78)%	107.51%
2023	0.252%	5,617,872	3,495,133	160.73%	91.51%
2024	0.074%	1,287,425	3,605,608	35.71%	98.07%
2025	0.030%	441,411	3,580,328	12.33%	99.36%

<sup>1</sup> For reporting dates on or after June 30, 2018, covered payroll shown represents Compensation Earnable and Pensionable Compensation and is defined as the payroll on which contributions to the pension plan are based. For reporting dates before June 30, 2018, covered payroll was referred to as covered-employee payroll and only Compensation Earnable and Pensionable Compensation that would go into the determination of retirement benefits was included.

## Section 2: GASB 68 Information

### ACOE

Reporting Date for Employer as of June 30	Proportion of NPL	Proportionate Share of NPL	Covered Payroll <sup>1</sup>	Proportionate Share of NPL as a Percentage of Covered Payroll	Plan FNP as a Percentage of TPL
2016	0.008%	\$172,424	\$72,162	238.94%	76.89%
2017	0.009%	194,451	80,037	242.95%	76.88%
2018	0.000%	0	0	N/A	N/A
2019	0.060%	1,666,157	0	N/A	63.63%
2020	0.040%	862,332	0	N/A	81.56%
2021	0.039%	859,911	0	N/A	81.63%
2022	0.085%	674,793	0	N/A	85.29%
2023	0.057%	1,282,430	0	N/A	72.43%
2024	0.070%	1,213,118	0	N/A	74.06%
2025	0.082%	1,198,109	0	N/A	74.10%

<sup>1</sup> For reporting dates on or after June 30, 2018, covered payroll shown represents Compensation Earnable and Pensionable Compensation and is defined as the payroll on which contributions to the pension plan are based. For reporting dates before June 30, 2018, covered payroll was referred to as covered-employee payroll and only Compensation Earnable and Pensionable Compensation that would go into the determination of retirement benefits was included.

## Section 2: GASB 68 Information

### Exhibit 10 – Schedule of recognition of changes in Net Pension Liability

The following tables present the increase/(decrease) in pension expense due to various changes in Net Pension Liability.

#### Differences between Expected and Actual Experience on Total Pension Liability

Reporting Date for Employer as of June 30	Total Change	Recognition Period	2024	2025	2026	2027	2028	2029	Thereafter
2019 <sup>1</sup>	\$13,710,084	5.43	\$1,085,694	\$0	\$0	\$0	\$0	\$0	\$0
2020 <sup>1</sup>	24,548,055	5.37	4,571,332	1,691,395	0	0	0	0	0
2021 <sup>1</sup>	33,007,683	5.26	6,275,224	6,275,224	1,631,563	0	0	0	0
2022 <sup>1</sup>	(50,359,948)	5.05	(9,972,267)	(9,972,267)	(9,972,267)	(498,613)	0	0	0
2023 <sup>1</sup>	58,260,983	4.98	11,698,992	11,698,992	11,698,992	11,465,015	0	0	0
2024	123,459,445	4.89	25,247,330	25,247,330	25,247,330	25,247,330	22,470,125	0	0
2025	(19,414,126)	4.84	N/A	(4,011,182)	(4,011,182)	(4,011,182)	(4,011,182)	(3,369,398)	0
<b>Total<sup>2</sup></b>	<b>N/A</b>	<b>N/A</b>	<b>\$38,906,305</b>	<b>\$30,929,492</b>	<b>\$24,594,436</b>	<b>\$32,202,550</b>	<b>\$18,458,943</b>	<b>\$(3,369,398)</b>	<b>\$0</b>

As described in *Section 2, Exhibit 6 - Pension expense*, for the current period, the average of the expected remaining service lives of all employees that are provided with pensions through ACERA (active and inactive employees) determined as of December 31, 2023 (the beginning of the measurement period ending December 31, 2024) is 4.84 years.

<sup>1</sup> The amortization amounts prior to June 30, 2024 have been omitted from this schedule. Those amounts can be found in prior years' GASB 68 reports.

<sup>2</sup> Net increase (decrease) in pension expense.

## Section 2: GASB 68 Information

### Assumption Changes or Other Inputs

Reporting Date for Employer as of June 30	Total Change	Recognition Period	2024	2025	2026	2027	2028	2029	Thereafter
2019 <sup>1</sup>	\$0	5.43	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2020 <sup>1</sup>	0	5.37	0	0	0	0	0	0	0
2021 <sup>1</sup>	236,513,333	5.26	44,964,513	44,964,513	11,690,768	0	0	0	0
2022 <sup>1</sup>	0	5.05	0	0	0	0	0	0	0
2023 <sup>1</sup>	0	4.98	0	0	0	0	0	0	0
2024	(103,670,090)	4.89	(21,200,427)	(21,200,427)	(21,200,427)	(21,200,427)	(18,868,382)	0	0
2025	0	4.84	N/A	0	0	0	0	0	0
<b>Total<sup>2</sup></b>	<b>N/A</b>	<b>N/A</b>	<b>\$23,764,086</b>	<b>\$23,764,086</b>	<b>\$(9,509,659)</b>	<b>\$(21,200,427)</b>	<b>\$(18,868,382)</b>	<b>\$0</b>	<b>\$0</b>

As described in *Section 2, Exhibit 6 - Pension expense*, for the current period, the average of the expected remaining service lives of all employees that are provided with pensions through ACERA (active and inactive employees) determined as of December 31, 2023 (the beginning of the measurement period ending December 31, 2024) is 4.84 years.

<sup>1</sup> The amortization amounts prior to June 30, 2024 have been omitted from this schedule. Those amounts can be found in prior years' GASB 68 reports.

<sup>2</sup> Net increase (decrease) in pension expense.

## Section 2: GASB 68 Information

### Differences between Projected and Actual Earnings on Pension Plan Investments

Reporting Date for Employer as of June 30	Total Change	Recognition Period	2024	2025	2026	2027	2028	2029	Thereafter
2019 <sup>1</sup>	\$727,349,183	5.00	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2020 <sup>1</sup>	(679,128,753)	5.00	(135,825,753)	0	0	0	0	0	0
2021 <sup>1</sup>	(193,319,430)	5.00	(38,663,887)	(38,663,882)	0	0	0	0	0
2022 <sup>1</sup>	(501,864,198)	5.00	(100,372,840)	(100,372,840)	(100,372,838)	0	0	0	0
2023 <sup>1</sup>	1,463,096,446	5.00	292,619,289	292,619,289	292,619,289	292,619,290	0	0	0
2024	(486,588,135)	5.00	(97,317,627)	(97,317,627)	(97,317,627)	(97,317,627)	(97,317,627)	0	0
2025	(223,486,820)	5.00	N/A	(44,697,364)	(44,697,364)	(44,697,364)	(44,697,364)	(44,697,364)	0
<b>Total<sup>2</sup></b>	<b>N/A</b>	<b>N/A</b>	<b>\$(79,560,818)</b>	<b>\$11,567,576</b>	<b>\$50,231,460</b>	<b>\$150,604,299</b>	<b>\$(142,014,991)</b>	<b>\$(44,697,364)</b>	<b>\$0</b>

The differences between projected and actual earnings on pension plan investments are recognized over a five-year period per Paragraph 33b. of GASB 68.

<sup>1</sup> The amortization amounts prior to June 30, 2024 have been omitted from this schedule. Those amounts can be found in prior years' GASB 68 reports.

<sup>2</sup> Net increase (decrease) in pension expense.

## Section 2: GASB 68 Information

### Total Increase/(Decrease) in Pension Expense

Reporting Date for Employer as of June 30	Total Change	Recognition Period	2024	2025	2026	2027	2028	2029	Thereafter
2019 <sup>1</sup>	\$741,059,267	N/A	\$1,085,694	\$0	\$0	\$0	\$0	\$0	\$0
2020 <sup>1</sup>	(654,580,698)	N/A	(131,254,421)	1,691,395	0	0	0	0	0
2021 <sup>1</sup>	76,201,586	N/A	12,575,850	12,575,855	13,322,331	0	0	0	0
2022 <sup>1</sup>	(552,224,146)	N/A	(110,345,107)	(110,345,107)	(110,345,105)	(498,613)	0	0	0
2023 <sup>1</sup>	1,521,357,429	N/A	304,318,281	304,318,281	304,318,281	304,084,305	0	0	0
2024	(466,798,780)	N/A	(93,270,724)	(93,270,724)	(93,270,724)	(93,270,724)	(93,715,884)	0	0
2025	(242,900,946)	N/A	N/A	(48,708,546)	(48,708,546)	(48,708,546)	(48,708,546)	(48,066,762)	0
<b>Total<sup>2</sup></b>	<b>N/A</b>	<b>N/A</b>	<b>\$(16,890,427)</b>	<b>\$66,261,154</b>	<b>\$65,316,237</b>	<b>\$161,606,422</b>	<b>\$(142,424,430)</b>	<b>\$(48,066,762)</b>	<b>\$0</b>

<sup>1</sup> The amortization amounts prior to June 30, 2024 have been omitted from this schedule. Those amounts can be found in prior years' GASB 68 reports.

<sup>2</sup> Net increase (decrease) in pension expense.

## Section 2: GASB 68 Information

### **Exhibit 11 – Schedule of recognition of changes in proportionate share**

In addition to the amounts shown in *Section 2, Exhibit 10 – Schedule of recognition of changes in Net Pension Liability*, there are changes in each employer's proportionate share of the NPL during the measurement period ending on December 31, 2024.

The net effect of the change in the employer's proportionate share of the collective NPL and collective deferred outflows of resources and deferred inflows of resources along with the difference between the actual employer contributions and the proportionate share of the employer contributions is recognized over the average of the expected remaining service lives of all employees that are provided with pensions through ACERA as shown earlier.

The scheduled increase/(decrease) in pension expense due to the change in proportion and difference in employer contributions during the measurement period ending December 31, 2024 is shown in the following table, with the corresponding amount for the measurement periods ending each December 31 beginning in 2019 shown on the following pages. While these amounts are different for each employer, they sum to zero over the entire ACERA.

## Section 2: GASB 68 Information

### Change in Proportion and Difference in Employer Contributions for the Year Ended December 31, 2024

*Recognition by Reporting Date for Employer as of June 30*

Employer	Total Change	Recognition Period	2025	2026	2027	2028	2029	Thereafter
Alameda County	\$(3,057,979)	4.84	\$(631,813)	\$(631,813)	\$(631,813)	\$(631,813)	\$(530,727)	\$0
Health System	4,689,445	4.84	968,893	968,893	968,893	968,893	813,873	0
Superior Court	(2,233,342)	4.84	(461,434)	(461,434)	(461,434)	(461,434)	(387,606)	0
First 5	1,943,688	4.84	401,588	401,588	401,588	401,588	337,336	0
Housing Authority	(1,323,163)	4.84	(273,381)	(273,381)	(273,381)	(273,381)	(229,639)	0
LARPD	(18,618)	4.84	(3,847)	(3,847)	(3,847)	(3,847)	(3,230)	0
ACOE	(31)	4.84	(6)	(6)	(6)	(6)	(7)	0
<b>Total for All Employers</b>	<b>\$0</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

### Change in Proportion and Difference in Employer Contributions for the Year Ended December 31, 2023

*Recognition by Reporting Date for Employer as of June 30*

Employer	Total Change	Recognition Period	2024	2025	2026	2027	2028	Thereafter
Alameda County	\$(18,231,772)	4.89	\$(3,728,378)	\$(3,728,378)	\$(3,728,378)	\$(3,728,378)	\$(3,318,260)	\$0
Health System	10,872,017	4.89	2,223,316	2,223,316	2,223,316	2,223,316	1,978,753	0
Superior Court	2,666,443	4.89	545,285	545,285	545,285	545,285	485,303	0
First 5	3,675,402	4.89	751,616	751,616	751,616	751,616	668,938	0
Housing Authority	1,029,867	4.89	210,607	210,607	210,607	210,607	187,439	0
LARPD	(11,485)	4.89	(2,349)	(2,349)	(2,349)	(2,349)	(2,089)	0
ACOE	(472)	4.89	(97)	(97)	(97)	(97)	(84)	0
<b>Total for All Employers</b>	<b>\$0</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>



## Section 2: GASB 68 Information

### Change in Proportion and Difference in Employer Contributions for the Year Ended December 31, 2022

*Recognition by Reporting Date for Employer as of June 30*

Employer	Total Change	Recognition Period	2023	2024	2025	2026	2027	Thereafter
Alameda County	\$981,790	4.98	\$197,146	\$197,146	\$197,146	\$197,146	\$193,206	\$0
Health System	(1,522,313)	4.98	(305,686)	(305,686)	(305,686)	(305,686)	(299,569)	0
Superior Court	204,357	4.98	41,036	41,036	41,036	41,036	40,213	0
First 5	448,026	4.98	89,965	89,965	89,965	89,965	88,166	0
Housing Authority	(91,359)	4.98	(18,345)	(18,345)	(18,345)	(18,345)	(17,979)	0
LARPD	(19,000)	4.98	(3,815)	(3,815)	(3,815)	(3,815)	(3,740)	0
ACOE	(1,501)	4.98	(301)	(301)	(301)	(301)	(297)	0
<b>Total for All Employers</b>	<b>\$0</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

### Change in Proportion and Difference in Employer Contributions for the Year Ended December 31, 2021

*Recognition by Reporting Date for Employer as of June 30*

Employer	Total Change	Recognition Period	2022	2023	2024	2025	2026	2027	Thereafter
Alameda County	\$409,443	5.05	\$81,077	\$81,077	\$81,077	\$81,077	\$81,077	\$4,058	\$0
Health System	7,476,142	5.05	1,480,424	1,480,424	1,480,424	1,480,424	1,480,424	74,022	0
Superior Court	(8,017,615)	5.05	(1,587,646)	(1,587,646)	(1,587,646)	(1,587,646)	(1,587,646)	(79,385)	0
First 5	339,623	5.05	67,253	67,253	67,253	67,253	67,253	3,358	0
Housing Authority	(134,381)	5.05	(26,610)	(26,610)	(26,610)	(26,610)	(26,610)	(1,331)	0
LARPD	(73,224)	5.05	(14,500)	(14,500)	(14,500)	(14,500)	(14,500)	(724)	0
ACOE	12	5.05	2	2	2	2	2	2	0
<b>Total for All Employers</b>	<b>\$0</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

## Section 2: GASB 68 Information

### Change in Proportion and Difference in Employer Contributions for the Year Ended December 31, 2020

*Recognition by Reporting Date for Employer as of June 30*

Employer	Total Change	Recognition Period	2021	2022	2023	2024	2025	2026	Thereafter
Alameda County	\$8,250,590	5.26	\$1,568,554	\$1,568,554	\$1,568,554	\$1,568,554	\$1,568,554	\$407,820	\$0
Health System	(12,853,687)	5.26	(2,443,667)	(2,443,667)	(2,443,667)	(2,443,667)	(2,443,667)	(635,352)	0
Superior Court	3,403,342	5.26	647,023	647,023	647,023	647,023	647,023	168,227	0
First 5	620,220	5.26	117,913	117,913	117,913	117,913	117,913	30,655	0
Housing Authority	526,592	5.26	100,112	100,112	100,112	100,112	100,112	26,032	0
LARPD	52,689	5.26	10,017	10,017	10,017	10,017	10,017	2,604	0
ACOE	254	5.26	48	48	48	48	48	14	0
<b>Total for All Employers</b>	<b>\$0</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

### Change in Proportion and Difference in Employer Contributions for the Year Ended December 31, 2019

*Recognition by Reporting Date for Employer as of June 30*

Employer	Total Change	Recognition Period	2020	2021	2022	2023	2024	2025	Thereafter
Alameda County	\$6,339,140	5.37	\$1,180,474	\$1,180,474	\$1,180,474	\$1,180,474	\$1,180,474	\$436,770	\$0
Health System	(11,003,271)	5.37	(2,049,027)	(2,049,027)	(2,049,027)	(2,049,027)	(2,049,027)	(758,136)	0
Superior Court	4,979,652	5.37	927,309	927,309	927,309	927,309	927,309	343,107	0
First 5	515,062	5.37	95,915	95,915	95,915	95,915	95,915	35,487	0
Housing Authority	(898,184)	5.37	(167,260)	(167,260)	(167,260)	(167,260)	(167,260)	(61,884)	0
LARPD	27,510	5.37	5,123	5,123	5,123	5,123	5,123	1,895	0
ACOE	40,091	5.37	7,466	7,466	7,466	7,466	7,466	2,761	0
<b>Total for All Employers</b>	<b>\$0</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

# Section 3: Actuarial Valuation Basis

The following presents the actuarial assumptions and methods used in the December 31, 2024 measurement date for employer reporting as of June 30, 2025.

## Actuarial assumptions

### Rationale for assumptions

The information and analysis used in selecting each assumption that has a significant effect on this actuarial valuation is shown in the December 1, 2019 through November 30, 2022 Actuarial Experience Study report adopted by the Board on December 21, 2023. Unless otherwise noted, all actuarial assumptions and methods shown below apply to all tiers. These assumptions were adopted by the Board.

### Net investment return

7.00%, net of investment expenses.

### Employee contribution crediting rate

7.00%, compounded semi-annually.

### Consumer price index (CPI or inflation)

Increase of 2.50% per year.

## Section 3: Actuarial Valuation Basis

### **Retiree cost of living increases**

The actual COLA granted by ACERA on April 1, 2024 has been reflected in the December 31, 2023 valuation for nonactive members.

#### **General Tier 1, General Tier 3, and Safety Tier 1**

For tiers with a 3.00% maximum COLA, retiree COLA increases of 2.75% per year.

For members with a sufficient COLA bank, withdrawals from the bank can be made to increase the retiree COLA up to 3% per year.

#### **General Tier 2, General Tier 4, Safety Tier 2, Safety Tier 2C, Safety Tier 2D, and Safety Tier 4**

For tiers with a 2.00% maximum COLA, retiree COLA increases of 2.00% per year.

### **Payroll growth**

Inflation of 2.50% per year plus real “across the board” salary increases of 0.50% per year, used to amortize the UAAL as a level percentage of payroll.

### **Increase in Internal Revenue Code Section 401(a)(17) compensation limit**

Increase of 2.50% per year from the valuation date.

### **Increase in California Government Code Section 7522.10 compensation limit**

Increase of 2.50% per year from the valuation date.

## Section 3: Actuarial Valuation Basis

### Salary increases

The annual rate of compensation increase includes:

- Inflation at 2.50%, plus
- “Across-the-board” real salary increases of 0.50% per year, plus
- The following merit and promotion increases:

Years of Service	General	Safety
Less than 1	5.00%	8.40%
1 – 2	5.00%	8.40%
2 – 3	4.40%	8.40%
3 – 4	3.00%	5.40%
4 – 5	2.10%	4.00%
5 – 6	1.60%	2.50%
6 – 7	1.50%	1.80%
7 – 8	1.50%	1.60%
8 – 9	1.20%	1.20%
9 – 10	1.00%	1.20%
10 – 11	0.85%	1.00%
11 and over	0.45%	1.00%

## Section 3: Actuarial Valuation Basis

### Additional cashout assumptions

Additional pay elements are expected to be received during a member's final average earnings period. The percentages, added to the final average salary, used in this valuation are:

	Service Retirement	Disability Retirement
General Tier 1	5.0%	4.0%
General Tier 2	2.7%	1.0%
General Tier 3	5.0%	4.0%
General Tier 4	N/A	N/A
Safety Tier 1	6.0%	5.0%
Safety Tier 2	2.3%	2.2%
Safety Tier 2C	2.3%	2.2%
Safety Tier 2D	2.3%	2.2%
Safety Tier 4	N/A	N/A

### Post-retirement mortality rates

The Pub-2010 mortality tables and adjustments as shown below reasonably reflect the mortality experience as of the measurement date. These mortality tables were adjusted to future years using the generational projection to reflect future mortality improvement between the measurement date and those years.

#### Healthy

- **General members:** Pub-2010 General Healthy Retiree Amount-Weighted Above-Median Mortality Tables (separate tables for males and females), projected generationally with the two-dimensional mortality improvement scale MP-2021.
- **Safety members:** Pub-2010 Safety Healthy Retiree Amount-Weighted Above-Median Mortality Tables (separate tables for males and females), with rates increased by 5% for males and unadjusted for females, projected generationally with the two-dimensional mortality improvement scale MP-2021.

## Section 3: Actuarial Valuation Basis

### Disabled

- **General members:** Pub-2010 Non-Safety Disabled Retiree Amount-Weighted Mortality Tables (separate tables for males and females) with rates unadjusted for males and decreased by 10% for females, projected generationally with the two-dimensional mortality improvement scale MP-2021.
- **Safety members:** Pub-2010 Safety Disabled Retiree Amount-Weighted Mortality Tables (separate tables for males and females) with rates increased by 5% for males and unadjusted for females, projected generationally with the two-dimensional mortality improvement scale MP-2021.

### Beneficiaries

- **Beneficiaries not currently in pay status:** Pub-2010 General Healthy Retiree Amount-Weighted Above-Median Mortality Tables (separate tables for males and females), projected generationally with the two-dimensional mortality improvement scale MP-2021.
- **Beneficiaries currently in pay status:** Pub-2010 General Contingent Survivor Amount-Weighted Above-Median Mortality Tables (separate tables for males and females) with rates increased by 5% for males and unadjusted for females, projected generationally with the two-dimensional mortality improvement scale MP-2021.

## Section 3: Actuarial Valuation Basis

### Pre-retirement mortality rates

**General members:** Pub-2010 General Employee Amount-Weighted Above-Median Mortality Tables (separate tables for males and females), projected generationally with the two-dimensional mortality improvement scale MP-2021.

**Safety members:** Pub-2010 Safety Employee Amount-Weighted Above-Median Mortality Tables (separate tables for males and females), projected generationally with the two-dimensional mortality improvement scale MP-2021.

Age	General Male	General Female	Safety Male	Safety Female
20	0.04%	0.01%	0.04%	0.01%
25	0.02%	0.01%	0.03%	0.02%
30	0.03%	0.01%	0.04%	0.02%
35	0.04%	0.02%	0.04%	0.03%
40	0.06%	0.03%	0.05%	0.04%
45	0.09%	0.05%	0.07%	0.06%
50	0.13%	0.08%	0.10%	0.08%
55	0.19%	0.11%	0.15%	0.11%
60	0.28%	0.17%	0.23%	0.14%
65	0.41%	0.27%	0.35%	0.20%

Note that generational projections beyond the base year (2010) are not reflected in the above mortality rates.

All pre-retirement deaths are assumed to be non-service connected.

### Mortality rates for member contributions

- **General members:** Pub-2010 General Healthy Retiree Amount-Weighted Above-Median Mortality Tables (separate tables for males and females), projected 30 years (from 2010) with the two-dimensional mortality improvement scale MP-2021, weighted 30% male and 70% female.
- **Safety members:** Pub-2010 Safety Healthy Retiree Amount-Weighted Above-Median Mortality Tables (separate tables for males and females), increased by 5% for males, projected 30 years (from 2010) with the two-dimensional mortality improvement scale MP-2021, weighted 75% male and 25% female.



## Section 3: Actuarial Valuation Basis

### Optional forms of benefit

#### Service retirement and all beneficiaries

- **General members:** Pub-2010 General Healthy Retiree Amount-Weighted Above-Median Mortality Tables (separate tables for males and females), projected 25 years (from 2010) with the two-dimensional mortality improvement scale MP-2021, weighted 30% male and 70% female.
- **General beneficiaries:** Pub-2010 General Healthy Retiree Amount-Weighted Above-Median Mortality Tables (separate tables for males and females), projected 25 years (from 2010) with the two-dimensional mortality improvement scale MP-2021, weighted 70% male and 30% female.
- **Safety members:** Pub-2010 Safety Healthy Retiree Amount-Weighted Above-Median Mortality Tables (separate tables for males and females), with rates increased by 5% for males and unadjusted for females, projected 25 years (from 2010) with the two-dimensional mortality improvement scale MP-2021, weighted 75% male and 25% female.
- **Safety beneficiaries:** Pub-2010 General Healthy Retiree Amount-Weighted Above-Median Mortality Tables (separate tables for males and females), projected 25 years (from 2010) with the two-dimensional mortality improvement scale MP-2021, weighted 25% male and 75% female.

#### Disability retirement

- **General members:** Pub-2010 Non-Safety Disabled Retiree Amount-Weighted Mortality Tables (separate tables for males and females) with rates unadjusted for males and decreased by 10% for females, projected 25 years (from 2010) with the two-dimensional mortality improvement scale MP-2021, weighted 30% male and 70% female.
- **Safety members:** Pub-2010 Safety Disabled Retiree Amount-Weighted Mortality Tables (separate tables for males and females) with rates increased by 5% for males and unadjusted for females, projected 25 years (from 2010) with the two-dimensional mortality improvement scale MP-2021, weighted 75% male and 25% female.

## Section 3: Actuarial Valuation Basis

### Disability incidence rates

Age	General	Safety
20	0.00%	0.00%
25	0.01%	0.03%
30	0.02%	0.38%
35	0.05%	0.96%
40	0.08%	1.50%
45	0.13%	1.70%
50	0.21%	2.33%
55	0.31%	3.62%
60	0.35%	4.44%
65	0.44%	0.00%
70	0.62%	0.00%

70% of General disabilities are assumed to be service connected disabilities. The other 30% are assumed to be non-service connected disabilities.

100% of Safety disabilities are assumed to be service connected disabilities.

## Section 3: Actuarial Valuation Basis

### Termination rates

Years of Service	General	Safety
Less than 1	12.25%	5.20%
1 – 2	9.25%	4.20%
2 – 3	8.00%	4.20%
3 – 4	6.25%	4.00%
4 – 5	6.25%	4.00%
5 – 6	6.25%	4.00%
6 – 7	5.75%	4.00%
7 – 8	5.00%	2.40%
8 – 12	4.00%	2.00%
12 – 15	3.25%	2.00%
15 – 16	3.25%	1.50%
16 – 17	3.00%	1.40%
17 – 18	3.00%	1.30%
18 – 19	3.00%	1.20%
19 – 20	2.75%	1.10%
20 or more	2.75%	1.00%

For members with less than five years of service, 55% of all terminated members are assumed to choose a refund of contributions and the other 45% are assumed to choose a deferred vested benefit.

For members with five or more years of service, 25% of all terminated members are assumed to choose a refund of contributions and the other 75% are assumed to choose a deferred vested benefit.

No termination is assumed after a member is eligible for retirement.

## Section 3: Actuarial Valuation Basis

### Retirement rates

#### General

Age	Tier 1	Tier 2 Less than 30 Years of Service	Tier 2 30 or More Years of Service	Tier 3	Tier 4 Less than 30 Years of Service	Tier 4 30 or More Years of Service
50	2.0%	1.5%	3.0%	10.0%	0.0%	0.0%
51	4.0%	1.5%	3.0%	10.0%	0.0%	0.0%
52	4.0%	2.0%	3.0%	10.0%	3.0%	3.0%
53	5.0%	2.0%	3.0%	10.0%	2.0%	2.0%
54	5.0%	2.5%	3.0%	10.0%	2.0%	2.0%
55	6.0%	3.0%	5.0%	12.0%	2.0%	5.0%
56	10.0%	3.5%	5.0%	14.0%	2.0%	2.5%
57	14.0%	4.0%	5.0%	16.0%	2.0%	3.5%
58	14.0%	4.5%	7.0%	18.0%	4.0%	4.0%
59	14.0%	5.0%	10.0%	20.0%	4.0%	4.5%
60	25.0%	7.5%	12.0%	20.0%	4.0%	5.0%
61	25.0%	9.5%	12.0%	20.0%	4.0%	5.0%
62	30.0%	15.0%	23.0%	30.0%	12.0%	18.0%
63	26.0%	15.0%	25.0%	25.0%	12.0%	15.0%
64	26.0%	17.0%	28.0%	25.0%	12.0%	17.0%
65	26.0%	27.0%	35.0%	50.0%	23.0%	25.0%
66	26.0%	27.0%	35.0%	50.0%	23.0%	30.0%
67	26.0%	27.0%	35.0%	50.0%	23.0%	30.0%
68	26.0%	30.0%	35.0%	50.0%	23.0%	30.0%
69	31.0%	30.0%	35.0%	50.0%	20.0%	30.0%
70	36.0%	30.0%	30.0%	60.0%	20.0%	25.0%
71	36.0%	30.0%	30.0%	60.0%	20.0%	25.0%
72	36.0%	30.0%	30.0%	60.0%	20.0%	25.0%
73	36.0%	30.0%	30.0%	60.0%	20.0%	25.0%
74	36.0%	30.0%	30.0%	60.0%	20.0%	25.0%
75 and over	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

The retirement rates only apply to members that are eligible to retire at the age shown.

## Section 3: Actuarial Valuation Basis

### Safety

Age	Tier 1	Tier 2, 2D Less than 30 Years of Service	Tier 2, 2D 30 or More Years of Service	Tier 2C	Tier 4 Less than 30 Years of Service	Tier 4 30 or More Years of Service
45	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%
46	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%
47	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%
48	0.0%	4.0%	0.0%	0.0%	0.0%	0.0%
49	0.0%	10.0%	18.0%	0.0%	0.0%	0.0%
50	35.0%	14.0%	18.0%	4.0%	4.0%	4.0%
51	30.0%	10.0%	24.0%	2.0%	2.0%	2.0%
52	25.0%	10.0%	24.0%	2.0%	2.0%	2.0%
53	35.0%	10.0%	25.0%	3.0%	3.0%	3.0%
54	45.0%	11.0%	27.0%	6.0%	6.0%	6.0%
55	45.0%	11.0%	29.0%	10.0%	10.0%	10.0%
56	45.0%	12.0%	32.0%	12.0%	12.0%	12.0%
57	45.0%	12.0%	32.0%	20.0%	20.0%	20.0%
58	45.0%	14.0%	37.0%	10.0%	10.0%	10.0%
59	45.0%	14.0%	37.0%	15.0%	15.0%	15.0%
60	45.0%	30.0%	37.0%	40.0%	40.0%	60.0%
61	45.0%	30.0%	37.0%	40.0%	40.0%	60.0%
62	45.0%	30.0%	37.0%	40.0%	40.0%	60.0%
63	45.0%	30.0%	37.0%	40.0%	40.0%	60.0%
64	45.0%	30.0%	37.0%	40.0%	40.0%	60.0%
65 and over	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

The retirement rates only apply to members that are eligible to retire at the age shown.

For Safety Tiers 1 and 2C, the retirement rate is 100% after a member accrues a benefit of 100% of final average earnings.

## Section 3: Actuarial Valuation Basis

### Retirement age and benefit for deferred vested members

#### Current and Future Inactive Member Assumptions

Membership and Reciprocity	% of Future Deferred Vested Members	Annual Salary Increases from Separation Date	Retirement Age
General with reciprocity	20%	3.45%	61
General without reciprocity	80%	N/A	62
Safety with reciprocity	45%	4.00%	55
Safety without reciprocity	55%	N/A	56

Current and future deferred vested non-reciprocal members who terminate with less than five years of service and are not vested are assumed to retire at age 70 for both General and Safety if they decide to leave their contributions on deposit.

### Future benefit accruals

1.0 year of service per year of employment, plus 0.003 years of additional service for General members and 0.006 years of additional service for Safety members, to anticipate conversion of unused sick leave for each year of employment.

### Unknown data for members

Same as those exhibited by members with similar known characteristics. If not specified, members are assumed to be male. If not provided, salary is assumed to be equal to the average salary of the membership group.

### Inclusion of deferred vested members

All deferred vested members to the extent they are reported by ACERA for this particular valuation are included.

### Data adjustment

Data as of November 30 has been adjusted to December 31 by adding one month of age and, for active members, one month of service.

## Section 3: Actuarial Valuation Basis

### Form of payment

All active and inactive vested members are assumed to elect the unmodified option at retirement.

### Percent married

For all active and inactive members, 70% of male members and 50% of female members are assumed to be married at pre-retirement death or retirement.

### Age and gender of spouse

For all active and inactive members, male members are assumed to have a female spouse who is 3 years younger than the member and female members are assumed to have a male spouse who is 2 years older than the member.

### Pre-retirement death optional form election

All active members with five or more years of service are assumed to elect the optional settlement 2 allowance that leaves a 100% continuance to their beneficiary upon the member's non-service connected pre-retirement death.

Beneficiary Type	Percentage	Age Difference with Active Member
Child	50%	30 years younger
Sibling	25%	Same age
Parent	25%	30 years older

Note: We made the simplifying assumption that the beneficiary is of the opposite sex of the member.

## Section 3: Actuarial Valuation Basis

### Actuarial methods

#### Actuarial cost method

Entry age actuarial cost method. Entry age is the age on the valuation date minus years of service. Normal cost and actuarial accrued liability are calculated on an individual basis and are based on costs allocated as a level percentage of compensation.

#### Expected remaining service lives

The average of the expected service lives of all employees is determined by:

- Calculating each active employee's expected remaining service life as the present value of \$1 per year of future service at zero percent interest.
- Setting the remaining service life to zero for each nonactive or retired member.
- Dividing the sum of the above amounts by the total number of active employees, nonactive and retired members.

### Justification for change in actuarial assumptions or methods

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



# Appendix A: Projection of Plan Fiduciary Net Position

Projection of Plan Fiduciary Net Position for use in the Calculation of Discount Rate  
as of December 31, 2024 (\$ in millions)

Year Beginning January 1	Beginning Plan Fiduciary Net Position (a)	Total Contributions (b)	Benefit Payments (c)	Administrative Expenses (d)	Investment Earnings (e)	Ending Plan Fiduciary Net Position (a) + (b) – (c) – (d) + (e)
2024	\$10,218	\$446	\$644	\$18	\$931	\$10,933
2025	10,933	408	771	20	748	11,298
2026	11,298	410	806	20	772	11,654
2027	11,654	425	841	21	796	12,014
2028	12,014	423	876	22	820	12,359
2029	12,359	425	911	22	842	12,693
2030	12,693	431	946	23	865	13,019
2031	13,019	437	981	23	886	13,338
2050	13,020	297	1,343	23	867	12,817
2051	12,817	293	1,348	23	852	12,591
2052	12,591	288	1,351	23	836	12,341
2053	12,341	284	1,353	22	818	12,068
2095	156	33	76	0 <sup>1</sup>	9	121
2096	121	29	63	0 <sup>1</sup>	7	94
2097	94	26	51	0 <sup>1</sup>	5	74
2098	74	22	42	0 <sup>1</sup>	4	58
2142	1	0 <sup>1</sup>	0 <sup>1</sup>	0 <sup>1</sup>	0 <sup>1</sup>	1
2143	1	0 <sup>1</sup>	0 <sup>1</sup>	0 <sup>1</sup>	0 <sup>1</sup>	1
2144	1	0 <sup>1</sup>	0 <sup>1</sup>	0 <sup>1</sup>	0 <sup>1</sup>	1
2145	1					
<b>2145 (Discounted Value)</b>	<b>0</b>					

<sup>1</sup> Less than \$1 million, when rounded.

## Appendix A: Projection of Plan Fiduciary Net Position

### Notes

1. Amounts may not total exactly due to rounding.
2. Amounts shown in the year beginning January 1, 2024 row are actual amounts, based on the financial statements provided by ACERA.
3. Various years have been omitted from this table.
4. **Column (a):** Except for the “discounted value” shown for 2145, none of the projected Plan FNP amounts shown have been adjusted for the time value of money.
5. **Column (b):** Projected total contributions include employee and employer normal cost contributions based on closed group projections (based on covered active members as of November 30, 2023); plus employer contributions to the UAAL; plus employer contributions to fund each year’s annual administrative expenses as well as future allocations of excess earnings to the SRBR under ACERA’s Funding Policy, both reflecting a 20-year amortization schedule. Contributions are assumed to occur halfway through the year, on average.
6. **Column (c):** Projected benefit payments have been determined in accordance with paragraph 39 of GASB Statement No. 67, and are based on the closed group of active, inactive, retired members, and beneficiaries as of November 30, 2023. The projected benefit payments reflect the cost-of-living increase assumption of 2.75% per annum for Tier 1 and Tier 3, and 2.00% per annum for Tier 2 and Tier 4. In accordance with paragraph 31.b.(1)(e) of GASB Statement No. 67, the long-term expected rate of return on Plan investments of 7.00% per annum was applied to all periods of projected benefit payments to determine the discount rate. Benefit payments are assumed to occur halfway through the year, on average.

The projected benefit payments include the non-OPEB SRBR benefits to the extent the current non-OPEB SRBR supports those benefits. In addition, the projected benefit payments in column (c) include an amount equal to 0.75% of the beginning Plan FNP to reflect the approximated outflow of future allocations to the SRBR. This outflow has an estimated present value of \$1.35 billion. This present value of outflow is expected to be sufficient to pay for the remaining present value of the non-OPEB SRBR benefits of \$0.11 billion as well as the remaining present value of the OPEB SRBR benefits of \$0.54 billion.
7. **Column (d):** Projected administrative expenses are calculated as approximately 0.18% of the beginning Plan FNP. The 0.18% was based on the actual fiscal year 2024 administrative expenses as a percentage of the beginning Plan FNP as of January 1, 2024. Administrative expenses are assumed to occur halfway through the year, on average.
8. **Column (e):** Projected investment earnings are based on the assumed investment rate of return of 7.00% per annum and reflect the assumed timing of cashflows, as noted above.
9. As illustrated in this appendix, the Plan FNP was projected to be available to make all projected future benefit payments for current Plan members. In other words, there is no projected “cross-over date” when projected benefits are **not** covered by projected assets. Therefore, the long-term expected rate of return on Plan investments of 7.00% per annum was applied to all periods of projected benefit payments to determine the TPL as of December 31, 2024 shown earlier in this report, pursuant to paragraph 44 of GASB Statement No. 67.

# Appendix B: Definition of Terms

Definitions of certain terms as they are used in GASB Statement No. 68. The terms may have different meanings in other contexts.

Term	Definition
<b>Active employees</b>	Individuals employed at the end of the reporting or measurement period, as applicable.
<b>Actual contributions</b>	Cash contributions recognized as additions to the Plan Fiduciary Net Position.
<b>Actuarial present value of projected benefit payments</b>	Projected benefit payments discounted to reflect the expected effects of the time value (present value) of money and the probabilities of payment.
<b>Actuarial valuation</b>	The determination, as of a point in time (the actuarial valuation date), of the service cost, Total Pension Liability, and related actuarial present value of projected benefit payments for pensions performed in conformity with Actuarial Standards of Practice unless otherwise specified by the GASB.
<b>Actuarial valuation date</b>	The date as of which an actuarial valuation is performed.
<b>Actuarially determined contribution</b>	A target or recommended contribution to a defined benefit pension plan for the reporting period, determined in conformity with Actuarial Standards of Practice based on the most recent measurement available when the contribution for the reporting period was adopted.
<b>Ad hoc cost-of-living adjustments (Ad Hoc COLAs)</b>	Cost-of-living adjustments that require a decision to grant by the authority responsible for making such decisions.
<b>Ad hoc postemployment benefit changes</b>	Postemployment benefit changes that require a decision to grant by the authority responsible for making such decisions.
<b>Agent employer</b>	An employer whose employees are provided with pensions through an agent multiple-employer defined benefit pension plan.
<b>Agent multiple-employer defined benefit pension plan (agent pension plan)</b>	A multiple-employer defined benefit pension plan in which pension plan assets are pooled for investment purposes but separate accounts are maintained for each individual employer so that each employer's share of the pooled assets is legally available to pay the benefits of only its employees.
<b>Automatic cost-of-living adjustments (Automatic COLAs)</b>	Cost-of-living adjustments that occur without a requirement for a decision to grant by a responsible authority, including those for which the amounts are determined by reference to a specified experience factor (such as the earnings experience of the pension plan) or to another variable (such as an increase in the consumer price index).
<b>Automatic postemployment benefit changes</b>	Postemployment benefit changes that occur without a requirement for a decision to grant by a responsible authority, including those for which the amounts are determined by reference to a specified experience factor (such as the earnings experience of the pension plan) or to another variable (such as an increase in the consumer price index).

## Appendix B: Definition of Terms

Term	Definition
<b>Closed period</b>	A specific number of years that is counted from one date and declines to zero with the passage of time. For example, if the recognition period initially is five years on a closed basis, four years remain after the first year, three years after the second year, and so forth.
<b>Collective deferred outflows of resources and deferred inflows of resources related to pensions</b>	Deferred outflows of resources and deferred inflows of resources related to pensions arising from certain changes in the collective Net Pension Liability.
<b>Collective Net Pension Liability</b>	The Net Pension Liability for benefits provided through (1) a cost-sharing pension plan or (2) a single-employer or agent pension plan in circumstances in which there is a special funding situation.
<b>Collective pension expense</b>	Pension expense arising from certain changes in the collective Net Pension Liability.
<b>Contributions</b>	Additions to the Plan Fiduciary Net Position for amounts from employers, non-employer contributing entities (for example, state government contributions to a local government pension plan), or employees. Contributions can result from cash receipts by the pension plan or from recognition by the pension plan of a receivable from one of these sources.
<b>Cost-of-living adjustments</b>	Postemployment benefit changes intended to adjust benefit payments for the effects of inflation.
<b>Cost-sharing employer</b>	An employer whose employees are provided with pensions through a cost-sharing multiple-employer defined benefit pension plan.
<b>Cost-sharing multiple employer defined benefit pension plan (Cost-sharing pension plan)</b>	A multiple-employer defined benefit pension plan in which the pension obligations to the employees of more than one employer are pooled and pension plan assets can be used to pay the benefits of the employees of any employer that provides pensions through the pension plan.
<b>Covered payroll</b>	Payroll on which contributions to a pension plan are based.
<b>Deferred retirement option program (DROP)</b>	A program that permits an employee to elect a calculation of benefit payments based on service credits and salary, as applicable, as of the DROP entry date. The employee continues to provide service to the employer and is paid for that service by the employer after the DROP entry date; however, the pensions that would have been paid to the employee (if the employee had retired and not entered the DROP) are credited to an individual employee account within the defined benefit pension plan until the end of the DROP period.
<b>Defined benefit pension plans</b>	Pension plans that are used to provide defined benefit pensions.
<b>Defined benefit pensions</b>	Pensions for which the income or other benefits that the employee will receive at or after separation from employment are defined by the benefit terms. The pensions may be stated as a specified dollar amount or as an amount that is calculated based on one or more factors such as age, years of service, and compensation. (A pension that does not meet the criteria of a defined contribution pension is classified as a defined benefit pension for purposes of GASB Statement No. 68.)

## Appendix B: Definition of Terms

Term	Definition
<b>Defined contribution pension plans</b>	Pension plans that are used to provide defined contribution pensions.
<b>Defined contribution pensions</b>	<p>Pensions having terms that:</p> <ol style="list-style-type: none"> <li>1. Provide an individual account for each employee;</li> <li>2. Define the contributions that an employer is required to make (or the credits that it is required to provide) to an active employee's account for periods in which that employee renders service; and</li> <li>3. Provide that the pensions an employee will receive will depend only on the contributions (or credits) to the employee's account, actual earnings on investments of those contributions (or credits), and the effects of forfeitures of contributions (or credits) made for other employees, as well as pension plan administrative costs, that are allocated to the employee's account.</li> </ol>
<b>Discount rate</b>	<p>The single rate of return that, when applied to all projected benefit payments, results in an actuarial present value of projected benefit payments equal to the total of the following:</p> <ol style="list-style-type: none"> <li>1. The actuarial present value of benefit payments projected to be made in future periods in which: <ol style="list-style-type: none"> <li>a. The amount of the Plan Fiduciary Net Position is projected (under the requirements of GASB Statement No. 68) to be greater than the benefit payments that are projected to be made in that period, and</li> <li>b. Pension plan assets up to that point are expected to be invested using a strategy to achieve the long-term expected rate of return, calculated using the long-term expected rate of return on pension plan investments.</li> </ol> </li> <li>2. The actuarial present value of projected benefit payments not included in 1., calculated using the municipal bond rate.</li> </ol>
<b>Entry age actuarial cost method</b>	A method under which the actuarial present value of the projected benefits of each individual included in an actuarial valuation is allocated on a level basis over the earnings or service of the individual between entry age and assumed exit age(s). The portion of this actuarial present value allocated to a valuation year is called the normal cost. The portion of this actuarial present value not provided for at a valuation date by the actuarial present value of future normal costs is called the actuarial accrued liability.
<b>Inactive employees</b>	Terminated individuals that have accumulated benefits but are not yet receiving them, and retirees or their beneficiaries currently receiving benefits.
<b>Measurement period</b>	The period between the prior and the current measurement dates.
<b>Multiple-employer defined benefit pension plan</b>	A defined benefit pension plan that is used to provide pensions to the employees of more than one employer.
<b>Net Pension Liability (NPL)</b>	The liability of employers and non-employer contributing entities to employees for benefits provided through a defined benefit pension plan.

## Appendix B: Definition of Terms

Term	Definition
<b>Non-employer contributing entities</b>	Entities that make contributions to a pension plan that is used to provide pensions to the employees of other entities.
<b>Other postemployment benefits</b>	All postemployment benefits other than retirement income (such as death benefits, life insurance, disability, and long-term care) that are provided separately from a pension plan, as well as postemployment healthcare benefits, regardless of the manner in which they are provided. Other postemployment benefits do not include termination benefits.
<b>Pension plans</b>	Arrangements through which pensions are determined, assets dedicated for pensions are accumulated and managed and benefits are paid as they come due.
<b>Pensions</b>	Retirement income and, if provided through a pension plan, postemployment benefits other than retirement income (such as death benefits, life insurance, and disability benefits). Pensions do not include postemployment healthcare benefits and termination benefits.
<b>Plan members</b>	Individuals that are covered under the terms of a pension plan. Plan members generally include: <ol style="list-style-type: none"> <li>1. Employees in active service (active plan members), and</li> <li>2. Terminated employees who have accumulated benefits but are not yet receiving them and retirees or their beneficiaries currently receiving benefits (inactive plan members).</li> </ol>
<b>Postemployment</b>	The period after employment.
<b>Postemployment benefit changes</b>	Adjustments to the pension of an inactive employee.
<b>Postemployment healthcare benefits</b>	Medical, dental, vision, and other health-related benefits paid subsequent to the termination of employment.
<b>Projected benefit payments</b>	All benefits estimated to be payable through the pension plan to current active and inactive employees as a result of their past service and their expected future service.
<b>Public employee retirement system</b>	A special-purpose government that administers one or more pension plans; also may administer other types of employee benefit plans, including postemployment healthcare plans and deferred compensation plans.
<b>Real rate of return</b>	The rate of return on an investment after adjustment to eliminate inflation.
<b>Service costs</b>	The portions of the actuarial present value of projected benefit payments that are attributed to valuation years.
<b>Single employer</b>	An employer whose employees are provided with pensions through a single-employer defined benefit pension plan.
<b>Single-employer defined benefit pension plan (Single-employer pension plan)</b>	A defined benefit pension plan that is used to provide pensions to employees of only one employer.

## Appendix B: Definition of Terms

Term	Definition
<b>Special funding situations</b>	<p>Circumstances in which a non-employer entity is legally responsible for making contributions directly to a pension plan that is used to provide pensions to the employees of another entity or entities and either of the following conditions exists:</p> <ol style="list-style-type: none"><li>1. The amount of contributions for which the non-employer entity legally is responsible is not dependent upon one or more events or circumstances unrelated to the pensions.</li><li>2. The non-employer entity is the only entity with a legal obligation to make contributions directly to a pension plan.</li></ol>
<b>Termination benefits</b>	<p>Inducements offered by employers to active employees to hasten the termination of services, or payments made in consequence of the early termination of services. Termination benefits include early-retirement incentives, severance benefits, and other termination-related benefits.</p>
<b>Total Pension Liability (TPL)</b>	<p>The portion of the actuarial present value of projected benefit payments that is attributed to past periods of employee service in conformity with the requirements of GASB Statement No. 68.</p>

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# Alameda County Employees' Retirement Association

**Governmental Accounting Standards Board Statement No. 75 (GASB 75)  
Actuarial Valuation of Other Postemployment Benefits (OPEB) measured  
as of December 31, 2024 for Employer Reporting as of June 30, 2025**



This valuation report should only be copied, reproduced, or shared with other parties in its entirety as necessary for the proper administration of the Plan.

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June 6, 2025

Board of Retirement  
Alameda County Employees' Retirement Association  
475 14th Street, Suite 1000  
Oakland, CA 94612

Dear Board Members:

We are pleased to submit this Actuarial Valuation of Other Postemployment Benefits (OPEB) measured as of December 31, 2024 under Governmental Accounting Standards Board Statement No. 75 (GASB 75) for the Alameda County Employees' Retirement Association ("ACERA" or "the Plan") for employer reporting as of June 30, 2025. The report summarizes the actuarial data used in the valuation, discloses the Net OPEB Liability and OPEB expense, and analyzes the preceding year's experience. Please refer to ACERA's Actuarial Valuation of the OPEB and Non-OPEB Benefits Provided by the Supplemental Retiree Benefits Reserve including Sufficiency of Funds as of December 31, 2023 for the data and plan benefits underlying these calculations.

This report has been prepared in accordance with generally accepted actuarial principles and practices for the exclusive use and benefit of the Board of Retirement (the Board), based upon information provided by the staff of the Plan and the Plan's other service providers.

The measurements shown in this actuarial valuation may not be applicable for other purposes. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; and changes in plan provisions or applicable law.

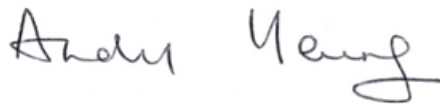
The actuarial calculations were completed under the supervision of Andy Yeung, ASA, MAAA, FCA, EA and Mehdi Riazi, FSA, MAAA, FCA, EA. The health care trend and other related medical assumptions have been reviewed by Mary P. Kirby, FSA, MAAA, FCA. We are members of the American Academy of Actuaries and collectively meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein. To the best of our knowledge, the information supplied in this actuarial valuation is complete and accurate. The assumptions used in this valuation were selected by the Board based upon our analysis and recommendations. In our opinion, the assumptions are reasonably related to the experience of and the expectations for the Plan. In addition, the combined effect of these assumptions is expected to have no significant bias.

Segal makes no representation or warranty as to the future status of the Plan and does not guarantee any particular result. This document does not constitute legal, tax, accounting or investment advice or create or imply a fiduciary relationship. The Board is encouraged to discuss any issues raised in this report with the Plan's legal, tax and other advisors before taking, or refraining from taking, any action.

We look forward to reviewing this report with you and to answering any questions.

Sincerely,

Segal



Andy Yeung, ASA, MAAA, FCA, EA  
Vice President and Actuary



Mehdi Riazi, FSA, MAAA, FCA, EA  
Vice President and Actuary



Eva Yum, FSA, MAAA, EA  
Vice President and Actuary



Mary P. Kirby, FSA, MAA, FCA  
Senior Vice President and Chief Health Actuary

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# Section 1: Actuarial Valuation Summary

## Purpose and basis

This report presents the results of our actuarial valuation of the ACERA OPEB plan as of December 31, 2024, required by Governmental Accounting Standards Board (GASB) Statement No. 75, Accounting and Financial Reporting for Postemployment Benefits Other than Pensions. The actuarial computations made are for purposes of fulfilling plan accounting requirements. Determinations for purposes other than meeting financial accounting requirements may be significantly different from the results reported here. This valuation is based on:

- The benefit provisions of the ACERA, as administered by the Board;
- The characteristics of covered active, inactive, and retired members and beneficiaries as of November 30, 2023, provided by the staff of ACERA;
- The assets of the Plan as of December 31, 2024, provided by ACERA;
- Economic assumptions regarding future salary increases and investment earnings adopted by the Board for the December 31, 2024 valuation; and
- Other actuarial assumptions, regarding employee terminations, retirement, death, health trends, etc. adopted by the Board for the December 31, 2024 valuation.

## General observations on a GASB 75 Actuarial Valuation

1. The Governmental Accounting Standards Board (GASB) rules only define OPEB liability and expense for financial reporting purposes, they do not apply to contribution amounts for OPEB funding purposes. Employers and plans should continue to develop and adopt funding policies under current practices.
2. When measuring OPEB liability, GASB uses the same actuarial cost method (Entry Age method) and, for benefits that are being fully funded on an actuarial basis, the same expected return on Plan assets as used for funding.<sup>1</sup> This means that the Total OPEB Liability (TOL) measure for financial reporting shown in this report is generally determined on the same basis as the Actuarial Accrued Liability (AAL) measure for funding.
3. The Net OPEB Liability (NOL) is equal to the difference between the TOL and the Plan Fiduciary Net Position (FNP). The Plan FNP is equal to the fair value of assets. The NOL reflects all investment gains and losses as of the measurement date.

<sup>1</sup> See discussions on next page regarding source of funding for payment of OPEB SRBR benefits not covered by current OPEB Plan FNP in the SRBR.

## Section 1: Actuarial Valuation Summary

### Highlights of the valuation

1. For GASB 75 reporting as of June 30, 2025, the Net OPEB Liability (NOL) was measured as of December 31, 2024. The Total OPEB Liability (TOL) was determined based upon rolling forward the liability results used in determining the sufficiency of the SRBR to provide medical and dental subsidy benefits as of December 31, 2023. The Plan's Fiduciary Net Positions (FNP) (plan assets) were valued as of the measurement date. In addition, any changes in actuarial assumptions or plan provisions that occurred between the valuation date and the measurement date have been reflected. Consistent with the provisions of GASB 75, the assets and liabilities measured as of December 31, 2024 are not adjusted or rolled forward to the June 30, 2025 reporting date.
2. The TOL has also been adjusted to reflect the health care trend assumptions recommended for the upcoming sufficiency study for the SRBR as of December 31, 2024 (reference: our recommended trend letter dated March 21, 2025).
3. The NOL increased by \$20.5 million, from \$208.5 million as of December 31, 2023 to \$229.0 million as of December 31, 2024. The NOL was expected to increase by \$56.6 million to \$265.1 million based on the plan's actual benefit payments, and a year of anticipated liability growth due to service cost and interest cost. The difference between the actual and expected NOL was primarily due to savings from: (a) demographic experience gains, (b) average implicit subsidies lower than expected, (c) favorable investment experience,<sup>1</sup> offset to some extent by (d) generally higher updated healthcare trend assumptions. Changes in these values during the last two fiscal years ending December 31, 2024 and 2023 can be found in *Section 2, Schedule of Changes in Net OPEB Liability* on page 25.
4. There was a decrease in the total employer expense from \$58.2 million calculated last year to \$24.9 million calculated this year. The decrease was mainly because this year's OPEB expense does not include the one-time increase related to last year's asset transfer from OPEB to non-OPEB assets. The decrease in expense was partially offset by the expiration of an amortization base related to a prior deferred inflow.
5. For the non-Medicare plans, we have updated the first-year trend rate to 7.75%, then grading down by 0.25% each year for 13 years until reaching an ultimate rate of 4.50%. Key considerations that influenced the updated non-Medicare trend rates were the plan's recent premium experience, updated national trend expectations for prescription drug costs, and concern about the impact of general inflation on healthcare costs. For the Medicare plans, we have updated the first-year trend to 7.50%,<sup>2</sup> then grading down by 0.25% each year until reaching an ultimate rate of 4.50% after 12 years. In addition to the same key considerations that influenced the updated non-Medicare trend rates, the updated Medicare trend rates were also influenced by

<sup>1</sup> The market value investment return for ACERA as a whole was 9.00% net of administrative expenses, or 9.19% gross of administrative expenses, during 2024. In allocating the end of year market value of assets between the Pension Plan and the SRBR, we have taken into consideration that for ACERA as a whole, the actuarial value of assets was higher than the market value of assets as of December 31, 2024 and there are deferred investment losses scheduled to be recognized in the next few years. As a result, the plan FNP allocated to the Pension Plan and the SRBR has generally been done in proportion to the actuarial value of assets and the market value investment return of 9.2% for the Pension Plan is very close to the 9.0% investment return for the SRBR (OPEB and non-OPEB SRBR combined).

<sup>2</sup> We note that in the absence of the above updates, the first-year trend rate that we would use in this year's valuation would equal 7.00%.

## Section 1: Actuarial Valuation Summary

the Calendar Year 2026 Advance Notice of Methodological Changes for Medicare Advantage Capitation Rates and Part C and Part D Payment Services (CMS) on January 10, 2025. Final guidance, rules and clarifications will be provided by CMS in April of 2025.

6. We have also continued the practice of adjusting the Plan FNP as of December 31, 2024 to include the \$1.105 billion set aside by the Retirement Board in the SRBR reserve to pay OPEB benefits as of December 31, 2024. This includes \$1.094 billion in the OPEB-related SRBR reserve (after reducing the reserve by the \$2.5 million SRBR implicit subsidy transfer), and \$10.5 million in the 401(h) reserve. It should be noted that as of December 31, 2024, the deferred investment loss for the entire Plan was \$82.6 million. As discussed in footnote 1 of the previous page, we have subtracted from the Plan FNP the proportionate share of the net deferred investment loss that is commensurate with the size of the OPEB SRBR reserve, or \$3.2 million.
7. As we disclosed in our December 31, 2024 pension funding valuation report, the 7.00% investment return assumption that the Board approved for determining the liabilities for funding purposes and used for establishing the employer and employee contribution rates has continued to be developed without considering the impact of any future 50/50 excess earnings allocation. This is based on our understanding that Article 5.5 of the Statute, which authorizes the allocation of 50% of excess earnings to the SRBR, does not allow for the use of a different investment return for funding than is used for interest crediting. This would appear in effect to preclude the prefunding of the SRBR through the use of an assumption lower than the market earnings assumption of 7.00%.

Actuarial Standard of Practice (ASOP) No. 4 (“Measuring Pension Obligations and Determining Pension Plan Costs or Contributions”) states that some plan provisions, including gain sharing provisions, “may create pension obligations that are difficult to appropriately measure using traditional valuation procedures.” ASOP No. 4 further states that “for such plan provisions, the actuary should consider using alternative valuation procedures, such as stochastic modeling...to reflect the impact of variations in experience from year to year.” Accordingly, we performed a stochastic model to estimate the impact of the 50% allocation of future excess earnings to the SRBR as part of our triennial experience study recommending assumptions for use starting with the December 31, 2023 valuation. The results of our model indicated that the 50/50 allocation of future excess earnings would have about the same impact as an “outflow” (i.e., assets not available to fund the benefits included in the determination of the Total Pension Liability) that would average approximately 0.75% of assets over time. This approximated outflow was incorporated into our GASB crossover test for the pension benefits (reference: Section 3, Projection of Pension Plan Fiduciary Net Position of our GASB 67 report as of December 31, 2024), along with the additional future employer contributions that would result from those future allocations of excess earnings to the SRBR under ACERA’s funding policy. (The choice of this methodology by the Board in 2015 to reflect the impact of the SRBR was a result of several meetings with ACERA and its auditors, as well as with administrative staff, auditors, and consultants representing the County of Alameda, and after twice consulting with GASB staff).

## Section 1: Actuarial Valuation Summary

Furthermore, note (6) provided in *Section 3, Appendix A* of the GASB 67 report indicates that the present value of outflows from the 0.75% of assets over time is expected to be higher than the present values of the remaining OPEB and non-OPEB SRBR benefits that could be paid after the exhaustion of assets currently available in the SRBR.

Therefore, in developing the crossover test for the OPEB SRBR in *Section 3, Appendix A* of this report, we have only included the projected benefits to the extent that on a present value basis they are less than or equal to the OPEB assets currently available in the SRBR as any remaining OPEB SRBR benefits would be paid from future excess earnings.

8. For 2024, the Plan FNP of \$1,101,638,549 includes the OPEB-related SRBR reserve of \$1,094,286,987 (after reducing the reserve by the SRBR implicit subsidy transfer of \$2,472,346) and the 401(h) reserve of \$10,521,170, less the proportionate share of the net deferred investment loss that is commensurate with the size of the OPEB SRBR reserve of \$3,169,608. For 2023, the Plan FNP of \$1,060,336,964 includes the OPEB-related SRBR reserve of \$1,070,992,004 (after reducing the reserve by the SRBR implicit subsidy transfer of \$4,116,000) and the 401(h) reserve of \$10,116,636, less the proportionate share of the net deferred investment loss that is commensurate with the size of the OPEB SRBR reserve of \$20,771,676. Note that amounts may not total exactly due to rounding.
9. The NOLs for the employers in ACERA as of December 31, 2024 are allocated based on the actual employer contributions made during 2024. The steps we used for the allocation are as follows:
  1. Calculate the ratio of the employer's contributions to the total contributions.
  2. Multiply this ratio by the NOL to determine the employer's proportionate share of the NOL. The NOL allocation can be found in Section 2, Determination of proportionate share.
10. The Alameda County Office of Education (ACOE) made a lump sum contribution of \$750,000 in 2019 to partially pay off their UAAL to the pension plan. That lump sum is greater than the amount that ACOE would have to make on an installment basis over 20 years. In order to have a more level allocation of the NPL and NOL to ACOE, ACERA approved an approach outlined in our March 2, 2020 letter to determine ACOE's proportionate share of the non-OPEB SRBR NOL by using ACOE's required contributions determined as if they had not made the additional lump sum contribution in 2019. We have continued to use that method in determining ACOE's proportionate share of the OPEB SRBR NOL in this valuation.

The County made voluntary County Safety contributions of \$800 million on around June 29, 2021 to reduce their Safety UAAL for the pension plan and associated contribution rates. The Livermore Area Recreation and Park District (LARPD) also made voluntary LARPD General contributions of \$12.611 million on around June 29, 2021 to reduce their General UAAL for the pension plan and associated contribution rates. We have amortized the voluntary County Safety UAAL contributions over 13 years effective FY 21-22 to provide a UAAL contribution rate credit for County Safety and the voluntary LARPD General UAAL contributions over 16 years effective FY 21-22 to provide a UAAL contribution rate credit for LARPD General. Similar to the approach approved by ACERA as described in the previous paragraph for determining ACOE's proportionate share of the OPEB

## Section 1: Actuarial Valuation Summary

SRBR NOL, we have determined the County Safety and LARPD's proportionate share of the OPEB SRBR NOL by using the County Safety and LARPD's required contributions, respectively, as if they had not made the voluntary UAAL contributions in 2021.

11. Employer contributions shown in this report are on a net basis. Benefits are funded by employer contributions to the 401(h) account and similar amounts are transferred from the SRBR to the Employers Advance Reserve to backfill the employer contributions that would have otherwise been made to the Retirement Plan.



## Section 1: Actuarial Valuation Summary

### Summary of key valuation results

Valuation Result	Current	Prior
Reporting date for employer under GASB 75	June 30, 2025	June 30, 2024
Measurement date	December 31, 2024	December 31, 2023
<b>Disclosure elements</b>		
Total OPEB Liability	\$1,330,606,143	\$1,268,807,617
Plan Fiduciary Net Position (Assets) <sup>1</sup>	1,101,638,549	1,060,336,964
Net OPEB Liability	228,967,594	208,470,653
Plan Fiduciary Net Position as a percentage of Total OPEB Liability	82.79%	83.57%
OPEB expense	\$24,915,071	\$58,181,864
Service cost at beginning of year <sup>2</sup>	37,369,338	36,611,242
<b>Schedule of contributions</b>		
Actuarially Determined Contributions	N/A	N/A
Actual contributions <sup>3</sup>	0	0
Contribution deficiency / (excess)	0	0
<b>Demographic data<sup>4</sup></b>		
Number of retired members receiving medical benefits <sup>5</sup>	6,909	6,869
Number of retired members receiving dental and vision benefits	8,537	8,416
Number of vested terminated members	572	560
Number of active members	11,865	11,547

<sup>1</sup> Please refer to item 8 on page 8 for information relating to the Plan FNP amount.

<sup>2</sup> The service cost is based on the previous year's valuation, meaning the service cost as of the December 31, 2024 and December 31, 2023 measurement dates are based on the valuations as of December 31, 2023 and December 31, 2022, respectively. The December 31, 2024 service cost has been calculated using the assumptions shown in the "Prior" or December 31, 2023 column. Please refer to the note on the next page for the assumptions used for the December 31, 2023 service cost.

<sup>3</sup> Please refer to item 11 on page 9 for information relating to the employer contributions.

<sup>4</sup> The December 31, 2023 data is used in the measurement of the TOL as of December 31, 2024.

The demographic data as of December 31, 2024 will be used in the sufficiency study for the SRBR as of December 31, 2024 as well as in the next year's GASB 74 valuation when we roll forward the liability from December 31, 2024 to December 31, 2025.

<sup>5</sup> The retiree count excludes beneficiaries under 65 receiving an implicit subsidy.

## Section 1: Actuarial Valuation Summary

Valuation Result	Current	Prior
<b>Key assumptions</b>		
Discount rate	7.00%	7.00%
Health care premium trend rates		
Non-Medicare medical plan	7.75% graded to ultimate 4.50% over 13 years	8.50% in 2024, 7.50% in 2025, then 7.00% graded to ultimate 4.50% over 10 years
Medicare medical plan	7.50% graded to ultimate 4.50% over 12 years	16.47% <sup>1</sup> in 2024, then 7.00% graded to ultimate 4.50% over 10 years
Dental	6.00% in 2025, then 5.00% graded to ultimate 4.00% over 3 years	4.00% <sup>2</sup>
Vision	3.00%	4.00% <sup>2</sup>
Medicare Part B	6.20% until 2033, then 5.75% graded to ultimate 4.50% over 6 years	4.50%

### Note to footnote 2 from prior page

The December 31, 2023 service cost has been calculated using the following assumptions as of December 31, 2022:

- Discount Rate: 7.00%
- Health care premium trend rates
  - Non-Medicare medical plan Graded from 7.50% to ultimate 4.50% over 12 years
  - Medicare medical plan Graded from 6.25% to ultimate 4.50% over 7 years
  - Dental/Vision 4.00%
  - Medicare Part B 4.50%

<sup>1</sup> The initial 16.47% trend rate reflects an estimated increase to the baseline monthly Kaiser Senior Advantage premiums of \$28 (8.00%) plus a one-time estimated increase of \$30 (7.84%) due to the Inflation Reduction Act (IRA).

<sup>2</sup> The 2024 trend for dental reflects the two-year rate guarantee. The 2024 trend for vision reflects the five-year rate guarantee (premiums fixed at the 2021 level).

## Section 1: Actuarial Valuation Summary

### Important information about actuarial valuations

An actuarial valuation is a budgeting tool with respect to defining future uncertain obligations of a postretirement health plan. As such, it will never forecast the precise future stream of benefit payments. It is an estimated forecast – the actual cost of the plan will be determined by the benefits and expenses paid, not by the actuarial valuation.

In order to prepare a valuation, Segal relies on a number of input items. These include:

Input Item	Description
<b>Plan of benefits</b>	Plan provisions define the rules that will be used to determine benefit payments, and those rules, or the interpretation of them, may change over time. Even where they appear precise, outside factors may change how they operate. For example, a plan may provide health benefits to post-65 retirees that coordinates with Medicare. If so, changes in the Medicare law or administration may change the plan's costs without any change in the terms of the plan itself. It is important for the Retirement Association to keep Segal informed with respect to plan provisions and administrative procedures, and to review the plan summary included in our report to confirm that Segal has correctly interpreted the plan of benefits.
<b>Participant data</b>	An actuarial valuation for a plan is based on data provided to the actuary by the plan. Segal does not audit such data for completeness or accuracy, other than reviewing it for obvious inconsistencies compared to prior data and other information that appears unreasonable. It is not necessary to have perfect data for an actuarial valuation: the valuation is an estimated forecast, not a prediction. The uncertainties in other factors are such that even perfect data does not produce a “perfect” result. Notwithstanding the above, it is important for Segal to receive the best possible data and to be informed about any known incomplete or inaccurate data.
<b>Assets</b>	This valuation is based on the fair value of assets as of the valuation date, as provided by ACERA. The Association uses an actuarial value of assets that differs from fair value of assets to gradually reflect six-month changes in the fair value of assets in the SRBR sufficiency valuation.
<b>Actuarial assumptions</b>	In preparing an actuarial valuation, Segal projects the benefits to be paid to existing plan participants for the rest of their lives and the lives of their beneficiaries. To determine the future costs of benefits, Segal collects premiums and enrollment data in order to establish a baseline cost for the valuation measurement, and then develops short- and long-term health care cost trend rates to project increases in costs in future years. This forecast also requires actuarial assumptions as to the probability of death, disability, withdrawal, and retirement of each participant for each year, as well as forecasts of the plan's benefits for each of those events. The forecasted benefits are then discounted to a present value, typically based on an estimate of the rate of return that will be achieved on the plan's assets, or if there are no assets, a rate of return based on a yield or index rate for 20-year, tax-exempt general obligation municipal bonds with an average rating of AA/Aa or higher (or equivalent quality on another rating scale). All of these factors are uncertain and unknowable. Thus, there will be a range of reasonable assumptions, and the results may vary materially based on which assumptions the actuary selects within that range. That is, there is no right answer (except with hindsight). It is important for any user of an actuarial valuation to understand and accept this constraint. The actuarial model necessarily uses approximations and estimates that may lead to significant changes in our results but will have no impact on the actual cost of the plan. In addition,

## Section 1: Actuarial Valuation Summary

Input Item	Description
	the actuarial assumptions may change over time, and while this can have a significant impact on the reported results, it does not mean that the previous assumptions or results were unreasonable or wrong.
<b>Models</b>	<p>Segal accounting results are based on proprietary actuarial modeling software. The accounting valuation models generate a comprehensive set of liability and cost calculations that are presented to meet accounting standards and client requirements. Our Actuarial Technology and Systems unit, comprising both actuaries and programmers, is responsible for the initial development and maintenance of these models. The models have a modular structure that allows for a high degree of accuracy, flexibility and user control. The client team programs the assumptions and the plan provisions, validates the models, and reviews test lives and results, under the supervision of the responsible actuary.</p> <p>Our claims costs assumptions are based on proprietary modeling software as well as models that were developed by others. These models generate per capita claims cost calculations that are used in our valuation software. Our Health Technical Services Unit, comprised of actuaries and programmers, is responsible for the initial development and maintenance of our health models. They are also responsible for testing models that we purchase from other vendors for reasonableness. The client team inputs the paid claims, enrollments, plan provisions and assumptions into these models and reviews the results for reasonableness, under the supervision of the responsible actuary.</p>

The user of Segal's actuarial valuation (or other actuarial calculations) should keep the following in mind:

- The actuarial valuation is prepared for use by ACERA. It includes information for compliance with accounting standards and for the plan's auditor. Segal is not responsible for the use or misuse of its report, particularly by any other party.
- If ACERA is aware of any event or trend that was not considered in this valuation that may materially change the results of the valuation, Segal should be advised, so that we can evaluate it.
- An actuarial valuation is a measurement at a specific date – it is not a prediction of a plan's future financial condition. Accordingly, Segal did not perform an analysis of the potential range of financial measurements, except where otherwise noted. The actual long-term cost of the plan will be determined by the actual benefits and expenses paid and the actual investment experience of the plan.
- Sections of this report include actuarial results that are not rounded, but that does not imply precision.
- Critical events for a plan include, but are not limited to, decisions about changes in benefits and contributions. The basis for such decisions needs to consider many factors such as the risk of changes in plan enrollment, emerging claims experience, health care trend, and investment losses, not just the current valuation results.
- Segal does not provide investment, legal, accounting, or tax advice and is not acting as a fiduciary to the Plan. This valuation is based on Segal's understanding of applicable guidance in these areas and of the Plan's provisions, but they may be subject to alternative interpretations. The Board should look to their other advisors for expertise in these areas.

## Section 1: Actuarial Valuation Summary

- While Segal maintains extensive quality assurance procedures, an actuarial valuation involves complex computer models and numerous inputs. In the event that an inaccuracy is discovered after presentation of Segal's valuation, Segal may revise that valuation or make an appropriate adjustment in the next valuation.
- Segal's report shall be deemed to be final and accepted by the Board upon delivery and review. The Association should notify Segal immediately of any questions or concerns about the final content.

# Section 2: GASB 75 Information

## General information about the OPEB plan

### Plan administration

The Alameda County Employees' Retirement Association (ACERA) was established by the Alameda County Board of Supervisors in 1947. ACERA is administered by the Board of Retirement and governed by the County Employees' Retirement Law of 1937 (California Government Code Section 31450 et. seq.). ACERA is a cost-sharing, multiple employer, defined benefit, public employee retirement system whose main function is to provide service retirement, disability, death, and survivor benefits to the General and Safety members employed by the County of Alameda. ACERA also provides retirement benefits to the employee members of:

- First 5 Alameda County (First 5);
- Housing Authority of the County of Alameda (Housing Authority);
- Alameda Health System;
- Livermore Area Recreation and Park District (LARPD);
- Superior Court of California—County of Alameda (Alameda Superior Court); and
- Alameda County Office of Education (ACOE).

In addition, ACERA provides OPEB benefits out of the SRBR.

The management of ACERA is vested with the ACERA Board of Retirement. The Board consists of nine members and two alternates:

- The County Treasurer is a member of the Board of Retirement by law and is elected by the general public;
- Four members are appointed by the Board of Supervisors, one of whom may be a County Supervisor;
- Two active members are elected by the General members;
- One active member and one alternate are elected by the Safety members; and
- One retired member and one alternate are elected by the retired members.

All members of the Board of Retirement serve terms of three years except for the County Treasurer whose term runs concurrent with their term as County Treasurer.

## Section 2: GASB 75 Information

### Plan membership.

At December 31, 2024, OPEB plan membership consisted of the following:<sup>1</sup>

Membership	Count
Retired members currently receiving medical benefits	6,909
Retired members currently receiving dental and vision benefits	8,537
Vested terminated members entitled to but not yet receiving benefits	572
Active members	11,865

### Benefits provided

ACERA provides benefits to eligible employees under the following terms and conditions.

#### Eligibility

##### *Service Retirees*

Retired with at least 10 years of service (including deferred vested members who terminate employment and receive a retirement benefit from ACERA)

##### *Disabled Retirees*

A minimum of 10<sup>2</sup> years of service is required for non-duty disability. There is no minimum service requirement for duty disability.

<sup>1</sup> Data as of December 31, 2024 is not used in the measurement of the TOL as of December 31, 2024. It will be used for the sufficiency study for the SRBR as of December 31, 2024 as well as in next year's GASB 74 valuation. The retiree count excludes beneficiaries under 65 receiving an implicit subsidy.

<sup>2</sup> The 10 years of service requirement is only used for determining eligibility for health benefits. For pension benefits, the eligibility requirement is 5 years of service.

## Section 2: GASB 75 Information

### Other Postemployment Benefits (OPEB)

#### *Monthly Medical Allowance*

##### **Service Retirees**

For retirees not purchasing individual insurance through the Medicare Insurance Exchange, a Maximum Monthly Medical Allowance of \$635.37 per month is provided, effective January 1, 2024 and through December 31, 2024. For the period January 1, 2025 through December 31, 2025, the maximum allowance is \$662.37 per month.

For those purchasing individual insurance through the Individual Medicare Insurance Exchange, the Maximum Monthly Medical Allowance is \$486.74 per month for 2024 and is \$507.43 per month in 2025.

These allowances are subject to the following subsidy schedule:

Completed Years of Service	Percentage Subsidized
10-14	50%
15-19	75%
20+	100%

##### **Disabled Retirees**

Non-duty disabled retirees receive the same Monthly Medical Allowance as service retirees. Duty disabled retirees receive the same Monthly Medical Allowance as those service retirees with 20 or more years of service.

#### *Medicare Benefit Reimbursement Plan*

The SRBR reimburses the full Medicare Part B premium to qualified retired members.

To qualify for reimbursement, a retiree must:

- Have at least 10 years of ACERA service;
- Be eligible for Monthly Medical Allowance; and
- Provide proof of enrollment in Medicare Part B.



## Section 2: GASB 75 Information

### *Dental and Vision Plans*

The SRBR provides dental and vision benefits for retirees only. The maximum combined monthly dental and vision premium is \$55.68 in 2024 and \$55.68 in 2025. The eligibility for these premiums is as follows.

#### **Service Retirees**

Retired with at least 10 years of service.

#### **Disabled Retirees**

For non-duty disabled retirees, 10 years of service is required. For grandfathered non-duty disabled retirees (with effective retirement dates on or before January 31, 2014), there is no minimum service requirement.

For duty disabled retirees, there is no minimum service requirement.

### *Note about Monthly Medical Allowance*

The maximum levels of subsidy are reviewed by the Board annually and are not indexed to increase automatically.

In addition, the Monthly Medical Allowance can only be used to pay for retiree medical benefits. There is no benefit payable to beneficiaries, current spouses, former spouses or dependents.

If the actual cost of coverage is less than the Monthly Medical Allowance, the difference is not paid in cash or applied towards the coverage for beneficiaries, current spouses, former spouses or dependents.

### **Deferred Benefit**

Members who terminate employment with 10 or more years of service before reaching pension eligibility commencement age may elect deferred Monthly Medical Allowance and/or dental/vision benefits.

### **Death Benefit**

Surviving spouses/domestic partners of members who die before the member commences retiree health benefits may enroll in an ACERA group medical plan on the date that the member would have been eligible to commence benefits. The surviving spouse/domestic partner must pay 100% of the premium. Because premiums for surviving spouses/domestic partners under age 65 include active participants for purposes of underwriting, the surviving spouses/domestic partners receive an implicit subsidy, which creates a liability for the SRBR.

## Section 2: GASB 75 Information

### Net OPEB Liability

Component	Current	Prior
<b>Reporting and measurement dates</b>		
Reporting date for employer under GASB 75	June 30, 2025	June 30, 2024
Measurement date	December 31, 2024	December 31, 2023
<b>Components of the Total OPEB Liability</b>		
Total OPEB Liability	\$1,330,606,143	\$1,268,807,617
Plan Fiduciary Net Position	1,101,638,549	1,060,336,964
<b>Net OPEB Liability</b>	<b>\$228,967,594</b>	<b>\$208,470,653</b>
Plan Fiduciary Net Position as a percentage of the Total OPEB Liability	82.79%	83.57%

The NOL was measured as of December 31, 2024 and 2023. The Plan FNP was valued as of the measurement dates, while the TOL as of December 31, 2024 and 2023 was determined by rolling forward the TOL as of December 31, 2023 and 2022, respectively.

### Plan provisions

The plan provisions used in the measurement of the NOL as of December 31, 2024 and 2023 are the same as those used in ACERA's SRBR sufficiency valuation as of December 31, 2023 and 2022, respectively.

## Section 2: GASB 75 Information

### Actuarial assumptions

The actuarial assumptions used for the December 31, 2024 valuation were based on the results of the experience study for the period from December 1, 2019 through November 30, 2022 that were approved by the Board effective with the December 31, 2023 valuation, the non-trend retiree health assumption letter dated May 15, 2024, and the health care trend assumptions recommended for the upcoming sufficiency study for the SRBR as of December 31, 2024 (reference: our letter dated March 21, 2025). The assumptions used in the December 31, 2024 SRBR OPEB actuarial valuation for ACERA were applied to all periods included in the measurement:

Assumption type	Assumption
Investment rate of return	7.00%, net of OPEB plan investment expense, including inflation
Inflation	2.50%
Healthcare cost trend rates	
Non-Medicare medical plan	7.75% graded to ultimate 4.50% over 13 years
Medicare medical plan	7.50% graded to ultimate 4.50% over 12 years
Dental	6.00% in 2025, then 5.00% graded to ultimate 4.00% over 3 years
Vision	3.00%
Medicare Part B <sup>1</sup>	6.20% until 2033, then 5.75% graded to ultimate 4.50% over 6 years
Mortality rates	See analysis of actuarial experience during the period December 1, 2019 through November 30, 2022
Other assumptions	See analysis of actuarial experience during the period December 1, 2019 through November 30, 2022

<sup>1</sup> The actual 2024 premium increase of 5.90% reflecting the standard 2025 premium of \$185.00 per month was reflected in the current year GASB 74 valuation with December 31, 2024 measurement date. The updated Part B trend assumptions were based on the intermediate Part B premium estimates in Table V.E2 of the 2024 Medicare Trustees report. The proposed 6.20% initial trend assumption represents the average trend shown for years 2025 through 2033 of the Trustees report.

## Section 2: GASB 75 Information

### Determination of discount rate and investment rates of return

The long-term expected rate of return on OPEB plan investments<sup>1</sup> was determined in 2023 using a building-block method in which expected future real rates of return (expected returns, net of inflation and, beginning with December 31, 2023, any applicable investment management expenses) are developed for each major asset class. These returns are combined to produce the long-term expected arithmetic rate of return for the portfolio by weighting the expected arithmetic real rates of return by the target asset allocation percentage, adding expected inflation and subtracting expected investment expenses (beginning with December 31, 2023, including only investment consulting fees, custodian fees and other miscellaneous investment expenses and fees but excluding investment manager fees) and a risk margin. Beginning with December 31, 2023 this portfolio return is further adjusted to an expected geometric real rate of return for the portfolio.

The target allocation (approved by the Board) and projected arithmetic real rates of return for each major asset class, after deducting inflation and applicable investment management expenses, are shown in the following tables. This information was used in the derivation of the long-term expected investment rate of return assumption in the actuarial valuations as of December 31, 2024 and December 31, 2023. This information will be subject to change every three years based on the results of an actuarial experience study.

<sup>1</sup> Note that the investment return assumption for SRBR sufficiency (and pension funding) purposes was developed net of both investment and administrative expenses; however, the same investment return assumption was used for financial reporting purposes and it was considered gross of administrative expenses for financial reporting purposes. (This resulted in an increase in the margin for adverse deviation when using that investment return assumption for financial reporting.)

## Section 2: GASB 75 Information

### December 31, 2024 target allocation and projected arithmetic real rates of return

Asset Class	Target Allocation	Long-Term Expected Arithmetic Real Rate of Return <sup>1</sup>
US Large Cap Equity	21.60%	6.00%
US Small Cap Equity	2.40%	6.65%
International Developed Equity	16.30%	7.01%
International Small Cap Equity	2.90%	7.34%
Emerging Markets Equity	4.80%	8.80%
Core Fixed Income	10.50%	1.97%
High Yield Bonds	1.50%	4.63%
Global Fixed Income	2.00%	1.17%
Private Equity	11.00%	9.84%
Core Real Estate	6.30%	3.86%
Value Added Real Estate	1.80%	6.70%
Opportunistic Real Estate	0.90%	8.60%
Commodities	0.90%	4.21%
Private Credit	4.00%	6.47%
Absolute Return	8.00%	2.10%
Infrastructure	5.10%	7.30%
<b>Total</b>	<b>100.00%</b>	<b>5.89%</b>

The discount rate used to measure the TOL was 7.00% as of December 31, 2024. The projection of cash flows used to determine the discount rate assumed benefits are paid out of current OPEB SRBR assets. Based on those assumptions, the SRBR OPEB Plan FNP was projected to be available to make all projected future benefits payments for current plan members.<sup>2</sup> Therefore the long-term expected rate of return on OPEB plan investments was applied to all periods of projected benefit payments to determine the TOL as of December 31, 2024 and December 31, 2023.

<sup>1</sup> Arithmetic real rates of return are net of inflation.

<sup>2</sup> See discussions in Section 1 regarding source of funding for payment of OPEB SRBR benefits not covered by current OPEB SRBR Plan's Fiduciary Net Position.

## Section 2: GASB 75 Information

### Sensitivity

*Sensitivity of the Net OPEB Liability to changes in the discount rate.* The following presents the NOL of ACERA as of December 31, 2024, calculated using the discount rate of 7.00%, as well as what ACERA's NOL would be if it were calculated using a discount rate that is 1-percentage-point lower (6.00%) or 1-percentage-point higher (8.00%) than the current rate.

Employer	1% Decrease (6.00%)	Current Discount Rate (7.00%)	1% Increase (8.00%)
Alameda County	\$312,786,859	\$173,596,806	\$58,768,968
Health System	77,936,572	43,254,822	14,643,364
Superior Court	15,316,173	8,500,481	2,877,729
First 5	3,114,513	1,728,555	585,180
Housing Authority	1,677,730	931,141	315,226
LAPRD	1,544,013	856,927	290,102
ACOE	178,130	98,862	33,468
<b>Total for all Employers</b>	<b>\$412,553,990</b>	<b>\$228,967,594</b>	<b>\$77,514,037</b>

## Section 2: GASB 75 Information

*Sensitivity of the Net OPEB liability to changes in the healthcare cost trend rate.* The following presents the NOL of ACERA as of December 31, 2024, calculated using the current trend rate as well as what ACERA's NOL would be if it were calculated using healthcare cost trend rates that were 1-percentage-point lower or 1-percentage-point higher than the current healthcare trend rates.

Employer	1% Decrease in Health Care Cost Trend Rates	Current Health Care Cost Trend Rates <sup>1</sup>	1% Increase in Health Care Cost Trend Rates
Alameda County	\$48,554,900	\$173,596,806	\$328,151,280
Health System	12,098,342	43,254,822	81,764,899
Superior Court	2,377,578	8,500,481	16,068,519
First 5	483,476	1,728,555	3,267,501
Housing Authority	260,439	931,141	1,760,142
LAPRD	239,682	856,927	1,619,856
ACOE	27,652	98,862	186,880
<b>Total for all Employers</b>	<b>\$64,042,069</b>	<b>\$228,967,594</b>	<b>\$432,819,077</b>

<sup>1</sup> Refer to health care trend assumptions on page 20.

## Section 2: GASB 75 Information

### Schedule of changes in Net OPEB Liability

Components of the Net OPEB Liability	Current	Prior
<b>Reporting and measurement dates</b>		
Reporting date for employer under GASB 75	June 30, 2025	June 30, 2024
Measurement date	December 31, 2024	December 31, 2023
<b>Total OPEB Liability</b>		
Service cost	\$37,369,338	\$36,611,242
Interest	89,705,555	87,184,297
Change of benefit terms	0	0
Differences between expected and actual experience	(27,445,322)	(23,138,778)
Changes of assumptions	12,355,808	(16,793,618)
Benefit payments, including refunds of member contributions	(50,186,853)	(47,072,346)
<b>Net change in Total OPEB Liability</b>	<b>\$61,798,526</b>	<b>\$36,790,797</b>
Total OPEB Liability – beginning	1,268,807,617	1,232,016,820
<b>Total OPEB Liability – ending</b>	<b>\$1,330,606,143</b>	<b>\$1,268,807,617</b>
<b>Plan Fiduciary Net Position</b>		
Contributions – employer	\$0	\$0
Contributions – employee	0	0
Net investment income	93,445,438	122,605,237
Benefit payments	(50,186,853)	(47,072,346)
Administrative expense	(1,957,000)	(1,710,500)
Other <sup>1</sup>	0	(54,206,000)
<b>Net change in Plan Fiduciary Net Position</b>	<b>\$41,301,585</b>	<b>\$19,616,391</b>
Plan Fiduciary Net Position – beginning	1,060,336,964	1,040,720,573
<b>Plan Fiduciary Net Position – ending</b>	<b>\$1,101,638,549</b>	<b>\$1,060,336,964</b>
<b>Net OPEB Liability</b>		
Net OPEB Liability – ending	\$228,967,594	\$208,470,653
Plan Fiduciary Net Position as a percentage of the Total OPEB Liability	82.79%	83.57%
Covered employee payroll <sup>2</sup>	N/A	N/A
Plan Net OPEB Liability as percentage of covered payroll	N/A	N/A

<sup>1</sup> One time transfer of assets from OPEB to non-OPEB SRBR to equalize the sufficiency period.

<sup>2</sup> Covered employee payroll is not shown as contributions to the OPEB plan are not based on a measure of pay.



## Section 2: GASB 75 Information

### Notes to schedule:

**Benefit changes:** None.

**Assumption changes:** Per capita costs were adjusted to reflect 2025 plan year premiums, 2025 Maximum Monthly Medical Allowances, and the 2024 implicit subsidy estimate. In addition, health plan election and trend assumptions were updated. The assumption changes had a combined impact of increasing the Total OPEB Liability.

## Section 2: GASB 75 Information

### Schedule of employer contributions

#### Total for All Employers

Year Ended December 31	Actuarially Determined Contributions <sup>1</sup>	Contributions in Relation to the Actuarially Determined Contributions	Contribution Deficiency / (Excess)	Covered Payroll <sup>2</sup>	Contributions as a Percentage of Covered Payroll
2015	N/A	N/A	\$0	N/A	N/A
2016	N/A	N/A	0	N/A	N/A
2017	N/A	N/A	0	N/A	N/A
2018	N/A	N/A	0	N/A	N/A
2019	N/A	N/A	0	N/A	N/A
2020	N/A	N/A	0	N/A	N/A
2021	N/A	N/A	0	N/A	N/A
2022	N/A	N/A	0	N/A	N/A
2023	N/A	N/A	0	N/A	N/A
2024	N/A	N/A	0	N/A	N/A

<sup>1</sup> Benefits are funded by employer contributions to the 401(h) account and similar amounts are transferred from the SRBR to the Employers Advance Reserve to backfill the employer contributions that would have otherwise been made to the Pension Plan.

<sup>2</sup> Covered-employee payroll is not shown as contributions to the OPEB plan are not based on a measure of pay.

## Section 2: GASB 75 Information

### Determination of proportionate share

#### Actual Employer Contributions by Employer January 1, 2023 to December 31, 2023

Employer	Contributions	Percentage <sup>1</sup>
Alameda County <sup>2</sup>	\$283,753,532	76.256%
Health System	68,496,541	18.407%
Superior Court	14,051,632	3.776%
First 5	2,408,479	0.647%
Housing Authority	1,741,120	0.468%
LARPD <sup>3</sup>	1,500,857	0.403%
ACOE <sup>4</sup>	160,854	0.043%
<b>Total for all Employers</b>	<b>\$372,113,015</b>	<b>100.000%</b>

<sup>1</sup> The unrounded percentages are used in the allocation of the NOL amongst employers.

<sup>2</sup> This includes \$153,656,002 of County General actual employer contributions and \$130,097,530 of County Safety adjusted employer contributions used for purposes of determining the proportionate share of the OPEB SRBR NOL for the County. The County made voluntary County Safety contributions of \$800,000,000 on around June 29, 2021 to reduce their Safety UAAL for the pension plan and associated contribution rates. We have amortized the voluntary County Safety UAAL contributions to provide a UAAL contribution rate credit for County Safety over 13 years effective FY 21-22. Similar to the approach approved by ACERA for ACOE to determine ACOE's proportionate share of the OPEB SRBR NOL, we determined County Safety's proportionate share of the OPEB SRBR NOL by using the County Safety's actual contributions made in 2023 in the amount of \$47,730,468 plus the contribution credit applied in 2023 in the amount of \$82,367,062 for a total adjusted County Safety contribution of \$130,097,530.

<sup>3</sup> LARPD made voluntary LARPD General contributions of \$12,611,250 on around June 29, 2021 to reduce their General UAAL for the pension plan and associated contribution rates. We have amortized the voluntary LARPD General UAAL contributions to provide a UAAL contribution rate credit for LARPD General over 16 years effective FY 21-22. Similar to the approach approved by ACERA for ACOE to determine ACOE's proportionate share of the OPEB SRBR NOL, we determined LARPD's proportionate share of the OPEB SRBR NOL by using LARPD's actual contributions made in 2023 in the amount of \$454,796 plus the contribution credit applied in 2023 in the amount of \$1,046,061 for a total adjusted LARPD contribution of \$1,500,857.

<sup>4</sup> ACOE made a lump sum contribution of \$750,000 in 2019 to partially pay off their UAAL to the pension plan. That lump sum is greater than the amount that ACOE would have to make on an installment basis over 20 years. In order to have a more level allocation of the NPL and NOL to ACOE, ACERA approved an approach outlined in our March 2, 2020 letter to determine ACOE's proportionate share of the OPEB SRBR NOL by using ACOE's required contributions determined in our December 31, 2021 valuation in the amount of \$101,000 based on an April 1, 2023 payment date plus the amortization of the remaining balance of the original \$750,000 lump sum amount (an amount of \$59,854 which represents the additional UAAL contribution ACOE would have been required to pay if they did not make the additional lump sum contribution in 2019).

## Section 2: GASB 75 Information

### Allocation of December 31, 2023 Net OPEB Liability (NOL)

Employer	Net OPEB Liability	Percentage
Alameda County	\$158,968,597	76.256%
Health System	38,374,145	18.407%
Superior Court	7,872,213	3.776%
First 5	1,349,314	0.647%
Housing Authority	975,436	0.468%
LARPD	840,832	0.403%
ACOE	90,116	0.043%
<b>Total for all Employers</b>	<b>\$208,470,653</b>	<b>100.000%</b>

#### Notes:

1. Allocated based on the actual January 1, 2023 through December 31, 2023 employer contributions in total as provided by ACERA, with an adjustment to reflect the total annual UAAL contribution ACOE would have been required to make of \$160,854 in 2023 had they not made the additional contribution in 2019 to partially pay off their UAAL for the pension plan. This approach is outlined in our March 2, 2020 letter and is approved by ACERA. Following this approach, there is an adjustment to reflect the total annual contribution County Safety would have been required to make of \$130,097,530 in 2023 had they not made the voluntary County Safety UAAL contribution in 2021 to the pension plan. There is also an adjustment to reflect the total annual contribution LARPD would have been required to make of \$1,500,857 in 2023 had they not made the voluntary LARPD General UAAL contribution in 2021 to the pension plan.
2. The Net OPEB Liability (NOL) is the Total OPEB Liability (TOL) minus the OPEB SRBR Plan Fiduciary Net Position (plan assets).
3. The employer's share of the total plan NOL is the ratio of the employer's total contributions to the total contributions for all employers.

## Section 2: GASB 75 Information

### Actual Employer Contributions by Employer January 1, 2024 to December 31, 2024

Employer	Contributions	Percentage <sup>1</sup>
Alameda County <sup>2</sup>	\$298,255,244	75.817%
Health System	74,315,754	18.891%
Superior Court	14,604,606	3.713%
First 5	2,969,817	0.755%
Housing Authority	1,599,785	0.407%
LARPD <sup>3</sup>	1,472,280	0.374%
ACOE <sup>4</sup>	169,854	0.043%
<b>Total for all Employers</b>	<b>\$393,387,340</b>	<b>100.000%</b>

<sup>1</sup> The unrounded percentages are used in the allocation of the NOL amongst employers.

<sup>2</sup> This includes \$164,097,407 of County General actual employer contributions and \$134,157,837 of County Safety adjusted employer contributions used for purposes of determining the proportionate share of the OPEB SRBR NOL for the County. The County made voluntary County Safety contributions of \$800,000,000 on around June 29, 2021 to reduce their Safety UAAL for the pension plan and associated contribution rates. We have amortized the voluntary County Safety UAAL contributions to provide a UAAL contribution rate credit for County Safety over 13 years effective FY 21-22. Similar to the approach approved by ACERA for ACOE to determine ACOE's proportionate share of the OPEB SRBR NOL, we determined County Safety's proportionate share of the OPEB SRBR NOL by using the County Safety's actual contributions made in 2024 in the amount of \$52,983,658 plus the contribution credit applied in 2024 in the amount of \$81,174,179 for a total adjusted County Safety contribution of \$134,157,837.

<sup>3</sup> LARPD made voluntary LARPD General contributions of \$12,611,250 on around June 29, 2021 to reduce their General UAAL for the pension plan and associated contribution rates. We have amortized the voluntary LARPD General UAAL contributions to provide a UAAL contribution rate credit for LARPD General over 16 years effective FY 21-22. Similar to the approach approved by ACERA for ACOE to determine ACOE's proportionate share of the OPEB SRBR NOL, we determined LARPD's proportionate share of the OPEB SRBR NOL by using LARPD's actual contributions made in 2024 in the amount of \$425,248 plus the contribution credit applied in 2024 in the amount of \$1,047,032 for a total adjusted LARPD contribution of \$1,472,280.

<sup>4</sup> ACOE made a lump sum contribution of \$750,000 in 2019 to partially pay off their UAAL to the pension plan. That lump sum is greater than the amount that ACOE would have to make on an installment basis over 20 years. In order to have a more level allocation of the NPL and NOL to ACOE, ACERA approved an approach outlined in our March 2, 2020 letter to determine ACOE's proportionate share of the OPEB SRBR NOL by using ACOE's required contributions determined in our December 31, 2022 valuation in the amount of \$110,000 based on an April 1, 2024 payment date plus the amortization of the remaining balance of the original \$750,000 lump sum amount (an amount of \$59,854 which represents the additional UAAL contribution ACOE would have been required to pay if they did not make the additional lump sum contribution in 2019).

## Section 2: GASB 75 Information

### Allocation of December 31, 2024 Net OPEB Liability (NOL)

Employer	Net OPEB Liability	Percentage
Alameda County	\$173,596,806	75.817%
Health System	43,254,822	18.891%
Superior Court	8,500,481	3.713%
First 5	1,728,555	0.755%
Housing Authority	931,141	0.407%
LARPD	856,927	0.374%
ACOE	98,862	0.043%
<b>Total for all Employers</b>	<b>\$228,967,594</b>	<b>100.000%</b>

#### Notes:

1. Allocated based on the actual January 1, 2024 through December 31, 2024 employer contributions in total as provided by ACERA, with an adjustment to reflect the total annual UAAL contribution ACOE would have been required to make of \$169,854 in 2024 had they not made the additional contribution in 2019 to partially pay off their UAAL for the pension plan. This approach is outlined in our March 2, 2020 letter and is approved by ACERA. Following this approach, there is an adjustment to reflect the total annual contribution County Safety would have been required to make of \$134,157,837 in 2024 had they not made the voluntary County Safety UAAL contribution in 2021 to the pension plan. There is also an adjustment to reflect the total annual contribution LARPD would have been required to make of \$1,472,280 in 2024 had they not made the voluntary LARPD General UAAL contribution in 2021 to the pension plan.
2. The Net OPEB Liability (NOL) is the Total OPEB Liability (TOL) minus the OPEB SRBR Plan Fiduciary Net Position (plan assets).
3. The employer's share of the total plan NOL is the ratio of the employer's total contributions to the total contributions for all employers.

## Section 2: GASB 75 Information

### OPEB expense

#### Total for all employers

Components of OPEB expense	Current	Prior
<b>Reporting and measurement dates</b>		
Reporting date for employer under GASB 75	June 30, 2025	June 30, 2024
Measurement date	December 31, 2024	December 31, 2023
<b>Components of OPEB Expense</b>		
Service cost	\$37,369,338	\$36,611,242
Interest on the Total OPEB Liability	89,705,555	87,184,297
Expensed portion of current-period changes in proportion and differences between employer's contributions and proportionate share of contributions	0	0
Benefit changes	0	0
Expensed portion of current-period difference between expected and actual experience in the Total OPEB Liability	(4,370,274)	(3,714,090)
Expensed portion of current-period changes of assumptions or other inputs	1,967,485	(2,695,605)
Member contributions	0	0
Projected earnings on plan investments	(72,398,553)	(71,143,041)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(4,209,377)	(10,292,440)
Administrative expense	1,957,000	1,710,500
Other	0	54,206,000
Recognition of beginning of year deferred outflows of resources as OPEB expense	140,033,305	146,036,575
Recognition of beginning of year deferred inflows of resources as OPEB expense	(165,139,408)	(179,721,574)
Net amortization of deferred amounts from changes in proportion and differences between employer's contributions and proportionate share of contributions	0	0
<b>OPEB expense</b>	<b>\$24,915,071</b>	<b>\$58,181,864</b>

## Section 2: GASB 75 Information

### Alameda County

Components of OPEB expense	Current	Prior
<b>Reporting and measurement dates</b>		
Reporting date for employer under GASB 75	June 30, 2025	June 30, 2024
Measurement date	December 31, 2024	December 31, 2023
<b>Components of OPEB Expense</b>		
Service cost	\$28,332,384	\$27,917,782
Interest on the Total OPEB Liability	68,012,236	66,482,094
Expensed portion of current-period changes in proportion and differences between employer's contributions and proportionate share of contributions	(105,151)	(181,907)
Benefit changes	0	0
Expensed portion of current-period difference between expected and actual experience in the Total OPEB Liability	(3,313,418)	(2,832,169)
Expensed portion of current-period changes of assumptions or other inputs	1,491,693	(2,055,525)
Member contributions	0	0
Projected earnings on plan investments	(54,890,550)	(54,249,888)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(3,191,432)	(7,848,467)
Administrative expense	1,483,742	1,304,337
Other	0	41,334,604
Recognition of beginning of year deferred outflows of resources as OPEB expense	106,169,323	111,359,700
Recognition of beginning of year deferred inflows of resources as OPEB expense	(125,204,066)	(137,046,083)
Net amortization of deferred amounts from changes in proportion and differences between employer's contributions and proportionate share of contributions	105,482	223,420
<b>OPEB expense</b>	<b>\$18,890,243</b>	<b>\$44,407,898</b>



## Section 2: GASB 75 Information

### Health System

Components of OPEB expense	Current	Prior
<b>Reporting and measurement dates</b>		
Reporting date for employer under GASB 75	June 30, 2025	June 30, 2024
Measurement date	December 31, 2024	December 31, 2023
<b>Components of OPEB Expense</b>		
Service cost	\$7,059,532	\$6,739,197
Interest on the Total OPEB Liability	16,946,493	16,048,411
Expensed portion of current-period changes in proportion and differences between employer's contributions and proportionate share of contributions	116,283	119,970
Benefit changes	0	0
Expensed portion of current-period difference between expected and actual experience in the Total OPEB Liability	(825,599)	(683,669)
Expensed portion of current-period changes of assumptions or other inputs	371,682	(496,192)
Member contributions	0	0
Projected earnings on plan investments	(13,676,986)	(13,095,624)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(795,204)	(1,894,576)
Administrative expense	369,702	314,860
Other	0	9,977,946
Recognition of beginning of year deferred outflows of resources as OPEB expense	26,454,030	26,881,619
Recognition of beginning of year deferred inflows of resources as OPEB expense	(31,196,885)	(33,082,170)
Net amortization of deferred amounts from changes in proportion and differences between employer's contributions and proportionate share of contributions	(167,702)	(174,289)
<b>OPEB expense</b>	<b>\$4,655,346</b>	<b>\$10,655,483</b>

## Section 2: GASB 75 Information

### Superior Court

Components of OPEB expense	Current	Prior
<b>Reporting and measurement dates</b>		
Reporting date for employer under GASB 75	June 30, 2025	June 30, 2024
Measurement date	December 31, 2024	December 31, 2023
<b>Components of OPEB Expense</b>		
Service cost	\$1,387,346	\$1,382,504
Interest on the Total OPEB Liability	3,330,342	3,292,230
Expensed portion of current-period changes in proportion and differences between employer's contributions and proportionate share of contributions	(15,298)	27,686
Benefit changes	0	0
Expensed portion of current-period difference between expected and actual experience in the Total OPEB Liability	(162,248)	(140,250)
Expensed portion of current-period changes of assumptions or other inputs	73,043	(101,791)
Member contributions	0	0
Projected earnings on plan investments	(2,687,815)	(2,686,484)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(156,274)	(388,660)
Administrative expense	72,654	64,591
Other	0	2,046,912
Recognition of beginning of year deferred outflows of resources as OPEB expense	5,198,772	5,514,594
Recognition of beginning of year deferred inflows of resources as OPEB expense	(6,130,843)	(6,786,598)
Net amortization of deferred amounts from changes in proportion and differences between employer's contributions and proportionate share of contributions	(270)	(62,477)
<b>OPEB expense</b>	<b>\$909,409</b>	<b>\$2,162,257</b>

## Section 2: GASB 75 Information

### First 5

Components of OPEB expense	Current	Prior
<b>Reporting and measurement dates</b>		
Reporting date for employer under GASB 75	June 30, 2025	June 30, 2024
Measurement date	December 31, 2024	December 31, 2023
<b>Components of OPEB Expense</b>		
Service cost	\$282,114	\$236,964
Interest on the Total OPEB Liability	677,218	564,295
Expensed portion of current-period changes in proportion and differences between employer's contributions and proportionate share of contributions	25,885	27,439
Benefit changes	0	0
Expensed portion of current-period difference between expected and actual experience in the Total OPEB Liability	(32,993)	(24,039)
Expensed portion of current-period changes of assumptions or other inputs	14,853	(17,447)
Member contributions	0	0
Projected earnings on plan investments	(546,562)	(460,469)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(31,778)	(66,617)
Administrative expense	14,774	11,071
Other	0	350,845
Recognition of beginning of year deferred outflows of resources as OPEB expense	1,057,160	945,213
Recognition of beginning of year deferred inflows of resources as OPEB expense	(1,246,694)	(1,163,237)
Net amortization of deferred amounts from changes in proportion and differences between employer's contributions and proportionate share of contributions	50,340	23,280
<b>OPEB expense</b>	<b>\$264,317</b>	<b>\$427,298</b>

## Section 2: GASB 75 Information

### Housing Authority

Components of OPEB expense	Current	Prior
<b>Reporting and measurement dates</b>		
Reporting date for employer under GASB 75	June 30, 2025	June 30, 2024
Measurement date	December 31, 2024	December 31, 2023
<b>Components of OPEB Expense</b>		
Service cost	\$151,970	\$171,305
Interest on the Total OPEB Liability	364,805	407,936
Expensed portion of current-period changes in proportion and differences between employer's contributions and proportionate share of contributions	(14,718)	8,363
Benefit changes	0	0
Expensed portion of current-period difference between expected and actual experience in the Total OPEB Liability	(17,773)	(17,378)
Expensed portion of current-period changes of assumptions or other inputs	8,001	(12,613)
Member contributions	0	0
Projected earnings on plan investments	(294,423)	(332,879)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(17,118)	(48,158)
Administrative expense	7,959	8,003
Other	0	253,630
Recognition of beginning of year deferred outflows of resources as OPEB expense	569,472	683,306
Recognition of beginning of year deferred inflows of resources as OPEB expense	(671,571)	(840,919)
Net amortization of deferred amounts from changes in proportion and differences between employer's contributions and proportionate share of contributions	(401)	(12,349)
<b>OPEB expense</b>	<b>\$86,203</b>	<b>\$268,247</b>

## Section 2: GASB 75 Information

### LARPD

Components of OPEB expense	Current	Prior
<b>Reporting and measurement dates</b>		
Reporting date for employer under GASB 75	June 30, 2025	June 30, 2024
Measurement date	December 31, 2024	December 31, 2023
<b>Components of OPEB Expense</b>		
Service cost	\$139,857	\$147,665
Interest on the Total OPEB Liability	335,729	351,644
Expensed portion of current-period changes in proportion and differences between employer's contributions and proportionate share of contributions	(6,989)	(1,490)
Benefit changes	0	0
Expensed portion of current-period difference between expected and actual experience in the Total OPEB Liability	(16,356)	(14,980)
Expensed portion of current-period changes of assumptions or other inputs	7,363	(10,872)
Member contributions	0	0
Projected earnings on plan investments	(270,957)	(286,944)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(15,754)	(41,513)
Administrative expense	7,324	6,899
Other	0	218,631
Recognition of beginning of year deferred outflows of resources as OPEB expense	524,085	589,015
Recognition of beginning of year deferred inflows of resources as OPEB expense	(618,046)	(724,878)
Net amortization of deferred amounts from changes in proportion and differences between employer's contributions and proportionate share of contributions	345	(8,617)
<b>OPEB expense</b>	<b>\$86,601</b>	<b>\$224,560</b>

## Section 2: GASB 75 Information

### ACOE

Components of OPEB expense	Current	Prior
<b>Reporting and measurement dates</b>		
Reporting date for employer under GASB 75	June 30, 2025	June 30, 2024
Measurement date	December 31, 2024	December 31, 2023
<b>Components of OPEB Expense</b>		
Service cost	\$16,135	\$15,825
Interest on the Total OPEB Liability	38,732	37,687
Expensed portion of current-period changes in proportion and differences between employer's contributions and proportionate share of contributions	(12)	(61)
Benefit changes	0	0
Expensed portion of current-period difference between expected and actual experience in the Total OPEB Liability	(1,887)	(1,605)
Expensed portion of current-period changes of assumptions or other inputs	850	(1,165)
Member contributions	0	0
Projected earnings on plan investments	(31,260)	(30,753)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(1,817)	(4,449)
Administrative expense	845	739
Other	0	23,432
Recognition of beginning of year deferred outflows of resources as OPEB expense	60,463	63,128
Recognition of beginning of year deferred inflows of resources as OPEB expense	(71,303)	(77,689)
Net amortization of deferred amounts from changes in proportion and differences between employer's contributions and proportionate share of contributions	12,206	11,032
<b>OPEB expense</b>	<b>\$22,952</b>	<b>\$36,121</b>

## Section 2: GASB 75 Information

### Deferred outflows of resources and deferred inflows of resources

Total for all employers

Deferred outflows and inflows	Current	Prior
<b>Reporting and measurement dates</b>		
Reporting date for employer under GASB 75	June 30, 2025	June 30, 2024
Measurement date	December 31, 2024	December 31, 2023
<b>Deferred outflows of resources</b>		
Changes in proportion and differences between employer's contributions and proportionate share of contributions <sup>1</sup>	\$2,376,074	\$2,379,238
Changes of assumptions or other inputs	25,062,548	25,404,566
Net difference between projected and actual earnings on OPEB plan investments	129,904,702	146,062,203
Difference between expected and actual experience in the Total OPEB Liability	0	0
<b>Total deferred outflows of resources</b>	<b>\$157,343,324</b>	<b>\$173,846,007</b>
<b>Deferred inflows of resources</b>		
Changes in proportion and differences between employer's contributions and proportionate share of contributions <sup>1</sup>	\$2,376,074	\$2,379,238
Changes of assumptions or other inputs	32,802,315	44,841,693
Net difference between projected and actual earnings on OPEB plan investments	0	0
Difference between expected and actual experience in the Total OPEB Liability	69,059,180	69,101,191
<b>Total deferred inflows of resources</b>	<b>\$104,237,569</b>	<b>\$116,322,122</b>
<b>Deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized as follows:</b>		
Reporting date for employer under GASB 75 year ended June 30:		
2025	N/A	\$(25,106,103)
2026	\$12,639,478	19,251,644
2027	93,164,609	99,776,775
2028	(33,222,450)	(26,610,284)
2029	(14,926,087)	(8,313,921)
2030	(3,877,015)	(1,474,226)
Thereafter	(672,780)	0

<sup>1</sup> Calculated in accordance with Paragraphs 64 and 65 of GASB 75

## Section 2: GASB 75 Information

### Alameda County

Deferred outflows and inflows	Current	Prior
<b>Reporting and measurement dates</b>		
Reporting date for employer under GASB 75	June 30, 2025	June 30, 2024
Measurement date	December 31, 2024	December 31, 2023
<b>Deferred outflows of resources</b>		
Changes in proportion and differences between employer's contributions and proportionate share of contributions <sup>1</sup>	\$431,245	\$718,634
Changes of assumptions or other inputs	19,001,720	19,372,167
Net difference between projected and actual earnings on OPEB plan investments	98,490,102	111,379,243
Difference between expected and actual experience in the Total OPEB Liability	0	0
<b>Total deferred outflows of resources</b>	<b>\$117,923,067</b>	<b>\$131,470,044</b>
<b>Deferred inflows of resources</b>		
Changes in proportion and differences between employer's contributions and proportionate share of contributions <sup>1</sup>	\$1,324,671	\$951,384
Changes of assumptions or other inputs	24,869,795	34,193,882
Net difference between projected and actual earnings on OPEB plan investments	0	0
Difference between expected and actual experience in the Total OPEB Liability	52,358,732	52,692,881
<b>Total deferred inflows of resources</b>	<b>\$78,553,198</b>	<b>\$87,838,147</b>
<b>Deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized as follows:</b>		
Reporting date for employer under GASB 75 year ended June 30:		
2025	N/A	\$(19,039,091)
2026	\$9,543,102	14,745,629
2027	70,479,067	76,033,872
2028	(25,432,816)	(20,430,919)
2029	(11,593,517)	(6,511,579)
2030	(3,086,444)	(1,166,015)
Thereafter	(539,523)	0

<sup>1</sup> Calculated in accordance with Paragraphs 64 and 65 of GASB 75



## Section 2: GASB 75 Information

### Health System

Deferred outflows and inflows	Current	Prior
<b>Reporting and measurement dates</b>		
Reporting date for employer under GASB 75	June 30, 2025	June 30, 2024
Measurement date	December 31, 2024	December 31, 2023
<b>Deferred outflows of resources</b>		
Changes in proportion and differences between employer's contributions and proportionate share of contributions <sup>1</sup>	\$1,361,054	\$981,794
Changes of assumptions or other inputs	4,734,627	4,676,334
Net difference between projected and actual earnings on OPEB plan investments	24,540,611	26,886,336
Difference between expected and actual experience in the Total OPEB Liability	0	0
<b>Total deferred outflows of resources</b>	<b>\$30,636,292</b>	<b>\$32,544,464</b>
<b>Deferred inflows of resources</b>		
Changes in proportion and differences between employer's contributions and proportionate share of contributions <sup>1</sup>	\$525,220	\$927,636
Changes of assumptions or other inputs	6,196,765	8,254,215
Net difference between projected and actual earnings on OPEB plan investments	0	0
Difference between expected and actual experience in the Total OPEB Liability	13,046,137	12,719,772
<b>Total deferred inflows of resources</b>	<b>\$19,768,122</b>	<b>\$21,901,623</b>
<b>Deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized as follows:</b>		
Reporting date for employer under GASB 75 year ended June 30:		
2025	N/A	\$(4,789,098)
2026	\$2,386,973	3,426,676
2027	17,795,531	18,445,662
2028	(6,038,892)	(4,777,318)
2029	(2,592,367)	(1,419,308)
2030	(588,538)	(243,773)
Thereafter	(94,537)	0

<sup>1</sup> Calculated in accordance with Paragraphs 64 and 65 of GASB 75

## Section 2: GASB 75 Information

### Superior Court

Deferred outflows and inflows	Current	Prior
<b>Reporting and measurement dates</b>		
Reporting date for employer under GASB 75	June 30, 2025	June 30, 2024
Measurement date	December 31, 2024	December 31, 2023
<b>Deferred outflows of resources</b>		
Changes in proportion and differences between employer's contributions and proportionate share of contributions <sup>1</sup>	\$218,532	\$350,877
Changes of assumptions or other inputs	930,454	959,320
Net difference between projected and actual earnings on OPEB plan investments	4,822,745	5,515,562
Difference between expected and actual experience in the Total OPEB Liability	0	0
<b>Total deferred outflows of resources</b>	<b>\$5,971,731</b>	<b>\$6,825,759</b>
<b>Deferred inflows of resources</b>		
Changes in proportion and differences between employer's contributions and proportionate share of contributions <sup>1</sup>	\$347,287	\$399,126
Changes of assumptions or other inputs	1,217,794	1,693,300
Net difference between projected and actual earnings on OPEB plan investments	0	0
Difference between expected and actual experience in the Total OPEB Liability	2,563,840	2,609,381
<b>Total deferred inflows of resources</b>	<b>\$4,128,921</b>	<b>\$4,701,807</b>
<b>Deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized as follows:</b>		
Reporting date for employer under GASB 75 year ended June 30:		
2025	N/A	\$(948,321)
2026	\$447,928	720,957
2027	3,379,322	3,703,604
2028	(1,259,626)	(1,015,786)
2029	(542,688)	(287,203)
2030	(152,863)	(49,299)
Thereafter	(29,263)	0

<sup>1</sup> Calculated in accordance with Paragraphs 64 and 65 of GASB 75

## Section 2: GASB 75 Information

### First 5

Deferred outflows and inflows	Current	Prior
<b>Reporting and measurement dates</b>		
Reporting date for employer under GASB 75	June 30, 2025	June 30, 2024
Measurement date	December 31, 2024	December 31, 2023
<b>Deferred outflows of resources</b>		
Changes in proportion and differences between employer's contributions and proportionate share of contributions <sup>1</sup>	\$286,808	\$200,477
Changes of assumptions or other inputs	189,206	164,430
Net difference between projected and actual earnings on OPEB plan investments	980,695	945,379
Difference between expected and actual experience in the Total OPEB Liability	0	0
<b>Total deferred outflows of resources</b>	<b>\$1,456,709</b>	<b>\$1,310,286</b>
<b>Deferred inflows of resources</b>		
Changes in proportion and differences between employer's contributions and proportionate share of contributions <sup>1</sup>	\$0	\$0
Changes of assumptions or other inputs	247,636	290,235
Net difference between projected and actual earnings on OPEB plan investments	0	0
Difference between expected and actual experience in the Total OPEB Liability	521,352	447,253
<b>Total deferred inflows of resources</b>	<b>\$768,988</b>	<b>\$737,488</b>
<b>Deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized as follows:</b>		
Reporting date for employer under GASB 75 year ended June 30:		
2025	N/A	\$(112,157)
2026	\$167,551	170,852
2027	767,693	684,275
2028	(193,853)	(141,163)
2029	(58,767)	(25,781)
2030	2,930	(3,228)
Thereafter	2,167	0

<sup>1</sup> Calculated in accordance with Paragraphs 64 and 65 of GASB 75

## Section 2: GASB 75 Information

### Housing Authority

Deferred outflows and inflows	Current	Prior
<b>Reporting and measurement dates</b>		
Reporting date for employer under GASB 75	June 30, 2025	June 30, 2024
Measurement date	December 31, 2024	December 31, 2023
<b>Deferred outflows of resources</b>		
Changes in proportion and differences between employer's contributions and proportionate share of contributions <sup>1</sup>	\$45,554	\$60,569
Changes of assumptions or other inputs	101,922	118,868
Net difference between projected and actual earnings on OPEB plan investments	528,282	683,426
Difference between expected and actual experience in the Total OPEB Liability	0	0
<b>Total deferred outflows of resources</b>	<b>\$675,758</b>	<b>\$862,863</b>
<b>Deferred inflows of resources</b>		
Changes in proportion and differences between employer's contributions and proportionate share of contributions <sup>1</sup>	\$93,017	\$30,724
Changes of assumptions or other inputs	133,397	209,815
Net difference between projected and actual earnings on OPEB plan investments	0	0
Difference between expected and actual experience in the Total OPEB Liability	280,842	323,325
<b>Total deferred inflows of resources</b>	<b>\$507,256</b>	<b>\$563,864</b>
<b>Deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized as follows:</b>		
Reporting date for employer under GASB 75 year ended June 30:		
2025	N/A	\$(117,873)
2026	\$41,295	94,691
2027	373,118	475,820
2028	(143,137)	(117,824)
2029	(67,359)	(30,842)
2030	(28,560)	(4,973)
Thereafter	(6,855)	0

<sup>1</sup> Calculated in accordance with Paragraphs 64 and 65 of GASB 75

## Section 2: GASB 75 Information

### LARPD

Deferred outflows and inflows	Current	Prior
<b>Reporting and measurement dates</b>		
Reporting date for employer under GASB 75	June 30, 2025	June 30, 2024
Measurement date	December 31, 2024	December 31, 2023
<b>Deferred outflows of resources</b>		
Changes in proportion and differences between employer's contributions and proportionate share of contributions <sup>1</sup>	\$25,250	\$46,849
Changes of assumptions or other inputs	93,798	102,465
Net difference between projected and actual earnings on OPEB plan investments	486,178	589,118
Difference between expected and actual experience in the Total OPEB Liability	0	0
<b>Total deferred outflows of resources</b>	<b>\$605,226</b>	<b>\$738,432</b>
<b>Deferred inflows of resources</b>		
Changes in proportion and differences between employer's contributions and proportionate share of contributions <sup>1</sup>	\$85,099	\$69,451
Changes of assumptions or other inputs	122,765	180,862
Net difference between projected and actual earnings on OPEB plan investments	0	0
Difference between expected and actual experience in the Total OPEB Liability	258,459	278,708
<b>Total deferred inflows of resources</b>	<b>\$466,323</b>	<b>\$529,021</b>
<b>Deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized as follows:</b>		
Reporting date for employer under GASB 75 year ended June 30:		
2025	N/A	\$(100,916)
2026	\$39,792	77,125
2027	329,827	390,574
2028	(139,568)	(115,570)
2029	(64,833)	(35,515)
2030	(21,840)	(6,287)
Thereafter	(4,475)	0

<sup>1</sup> Calculated in accordance with Paragraphs 64 and 65 of GASB 75

## Section 2: GASB 75 Information

### ACOE

Deferred outflows and inflows	Current	Prior
<b>Reporting and measurement dates</b>		
Reporting date for employer under GASB 75	June 30, 2025	June 30, 2024
Measurement date	December 31, 2024	December 31, 2023
<b>Deferred outflows of resources</b>		
Changes in proportion and differences between employer's contributions and proportionate share of contributions <sup>1</sup>	\$7,631	\$20,038
Changes of assumptions or other inputs	10,821	10,982
Net difference between projected and actual earnings on OPEB plan investments	56,089	63,139
Difference between expected and actual experience in the Total OPEB Liability	0	0
<b>Total deferred outflows of resources</b>	<b>\$74,541</b>	<b>\$94,159</b>
<b>Deferred inflows of resources</b>		
Changes in proportion and differences between employer's contributions and proportionate share of contributions <sup>1</sup>	\$780	\$917
Changes of assumptions or other inputs	14,163	19,384
Net difference between projected and actual earnings on OPEB plan investments	0	0
Difference between expected and actual experience in the Total OPEB Liability	29,818	29,871
<b>Total deferred inflows of resources</b>	<b>\$44,761</b>	<b>\$50,172</b>
<b>Deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized as follows:</b>		
Reporting date for employer under GASB 75 year ended June 30:		
2025	N/A	\$1,353
2026	\$12,837	15,714
2027	40,051	42,968
2028	(14,558)	(11,704)
2029	(6,556)	(3,693)
2030	(1,700)	(651)
Thereafter	(294)	0

<sup>1</sup> Calculated in accordance with Paragraphs 64 and 65 of GASB 75

## Section 2: GASB 75 Information

There are changes in each employer's proportionate share of the total Net OPEB Liability (NOL) during the measurement period ended December 31, 2024. The net effect of the change on the employer's proportionate share of the collective NOL and collective deferred outflows of resources and deferred inflows of resources is recognized over the average of the expected remaining service lives of all employees that are provided with benefits through the ACERA which is 6.28<sup>1</sup> years determined as of December 31, 2023 (the beginning of the measurement period ending December 31, 2024). This is described in Paragraph 64 of GASB 75.

The average of the expected service lives of all employees is determined by:

- Calculating each active employee's expected remaining service life as the present value of \$1 per year of future service at zero percent interest.
- Setting the remaining service life to zero for each nonactive or retired member.
- Dividing the sum of the above amounts by the total number of active employee, nonactive and retired members.

<sup>1</sup> The remaining service lives of all employees of 6.28 years used here for GASB 75 is different from the 4.84 years used for GASB 68 because the number of payees and nonactive members (with 0 years of expected remaining service lives) receiving health benefits under the SRBR Plan is less than the number of payees and nonactive members receiving pension benefits.

## Section 2: GASB 75 Information

### Schedule of reconciliation of Net OPEB Liability

Total for all employers

Line description	Current	Prior
<b>Reporting and measurement dates</b>		
Reporting date for employer under GASB 75	June 30, 2025	June 30, 2024
Measurement date	December 31, 2024	December 31, 2023
<b>Net OPEB Liability</b>		
Beginning Net OPEB Liability	\$208,470,653	\$191,296,247
• OPEB expense	24,915,071	58,181,864
• Employer contributions	0	0
• New net deferred inflows/outflows	(29,524,233)	(74,692,457)
• Change in allocation of prior deferred inflows/outflows	0	0
• New net deferred inflows/outflows due to change in proportion	0	0
• Recognition of prior deferred inflows/outflows	25,106,103	33,684,999
• Recognition of prior deferred inflows/outflows due to change in proportion	0	0
<b>Ending Net OPEB Liability</b>	<b>\$228,967,594</b>	<b>\$208,470,653</b>



## Section 2: GASB 75 Information

### Alameda County

Line description	Current	Prior
<b>Reporting and measurement dates</b>		
Reporting date for employer under GASB 75	June 30, 2025	June 30, 2024
Measurement date	December 31, 2024	December 31, 2023
<b>Net OPEB Liability</b>		
Beginning Net OPEB Liability	\$158,968,597	\$148,209,340
• OPEB expense	18,890,243	44,407,898
• Employer contributions	0	0
• New net deferred inflows/outflows	(22,384,449)	(56,956,483)
• Change in allocation of prior deferred inflows/outflows	(251,652)	(1,203,737)
• New net deferred inflows/outflows due to change in proportion	(555,194)	(951,384)
• Recognition of prior deferred inflows/outflows	19,034,743	25,686,383
• Recognition of prior deferred inflows/outflows due to change in proportion	(105,482)	(223,420)
<b>Ending Net OPEB Liability</b>	<b>\$173,596,806</b>	<b>\$158,968,597</b>

## Section 2: GASB 75 Information

### Health System

Line description	Current	Prior
<b>Reporting and measurement dates</b>		
Reporting date for employer under GASB 75	June 30, 2025	June 30, 2024
Measurement date	December 31, 2024	December 31, 2023
<b>Net OPEB Liability</b>		
Beginning Net OPEB Liability	\$38,374,145	\$33,671,484
• OPEB expense	4,655,346	10,655,483
• Employer contributions	0	0
• New net deferred inflows/outflows	(5,577,493)	(13,748,981)
• Change in allocation of prior deferred inflows/outflows	278,293	793,874
• New net deferred inflows/outflows due to change in proportion	613,974	627,445
• Recognition of prior deferred inflows/outflows	4,742,855	6,200,551
• Recognition of prior deferred inflows/outflows due to change in proportion	167,702	174,289
<b>Ending Net OPEB Liability</b>	<b>\$43,254,822</b>	<b>\$38,374,145</b>

## Section 2: GASB 75 Information

### Superior Court

Line description	Current	Prior
<b>Reporting and measurement dates</b>		
Reporting date for employer under GASB 75	June 30, 2025	June 30, 2024
Measurement date	December 31, 2024	December 31, 2023
<b>Net OPEB Liability</b>		
Beginning Net OPEB Liability	\$7,872,213	\$6,867,983
• OPEB expense	909,409	2,162,257
• Employer contributions	0	0
• New net deferred inflows/outflows	(1,096,094)	(2,820,517)
• Change in allocation of prior deferred inflows/outflows	(36,612)	183,209
• New net deferred inflows/outflows due to change in proportion	(80,776)	144,800
• Recognition of prior deferred inflows/outflows	932,071	1,272,004
• Recognition of prior deferred inflows/outflows due to change in proportion	270	62,477
<b>Ending Net OPEB Liability</b>	<b>\$8,500,481</b>	<b>\$7,872,213</b>

## Section 2: GASB 75 Information

First 5

Line description	Current	Prior
<b>Reporting and measurement dates</b>		
Reporting date for employer under GASB 75	June 30, 2025	June 30, 2024
Measurement date	December 31, 2024	December 31, 2023
<b>Net OPEB Liability</b>		
Beginning Net OPEB Liability	\$1,349,314	\$885,628
• OPEB expense	264,317	427,298
• Employer contributions	0	0
• New net deferred inflows/outflows	(222,888)	(483,442)
• Change in allocation of prior deferred inflows/outflows	61,947	181,577
• New net deferred inflows/outflows due to change in proportion	136,671	143,509
• Recognition of prior deferred inflows/outflows	189,534	218,024
• Recognition of prior deferred inflows/outflows due to change in proportion	(50,340)	(23,280)
<b>Ending Net OPEB Liability</b>	<b>\$1,728,555</b>	<b>\$1,349,314</b>

## Section 2: GASB 75 Information

### Housing Authority

Line description	Current	Prior
<b>Reporting and measurement dates</b>		
Reporting date for employer under GASB 75	June 30, 2025	June 30, 2024
Measurement date	December 31, 2024	December 31, 2023
<b>Net OPEB Liability</b>		
Beginning Net OPEB Liability	\$975,436	\$787,636
• OPEB expense	86,203	268,247
• Employer contributions	0	0
• New net deferred inflows/outflows	(120,066)	(349,487)
• Change in allocation of prior deferred inflows/outflows	(35,223)	55,338
• New net deferred inflows/outflows due to change in proportion	(77,709)	43,740
• Recognition of prior deferred inflows/outflows	102,099	157,613
• Recognition of prior deferred inflows/outflows due to change in proportion	401	12,349
<b>Ending Net OPEB Liability</b>	<b>\$931,141</b>	<b>\$975,436</b>

## Section 2: GASB 75 Information

### LARPD

Line description	Current	Prior
<b>Reporting and measurement dates</b>		
Reporting date for employer under GASB 75	June 30, 2025	June 30, 2024
Measurement date	December 31, 2024	December 31, 2023
<b>Net OPEB Liability</b>		
Beginning Net OPEB Liability	\$840,832	\$790,699
• OPEB expense	86,601	224,560
• Employer contributions	0	0
• New net deferred inflows/outflows	(110,495)	(301,260)
• Change in allocation of prior deferred inflows/outflows	(16,725)	(9,856)
• New net deferred inflows/outflows due to change in proportion	(36,902)	(7,791)
• Recognition of prior deferred inflows/outflows	93,961	135,863
• Recognition of prior deferred inflows/outflows due to change in proportion	(345)	8,617
<b>Ending Net OPEB Liability</b>	<b>\$856,927</b>	<b>\$840,832</b>

## Section 2: GASB 75 Information

### ACOE

Line description	Current	Prior
<b>Reporting and measurement dates</b>		
Reporting date for employer under GASB 75	June 30, 2025	June 30, 2024
Measurement date	December 31, 2024	December 31, 2023
<b>Net OPEB Liability</b>		
Beginning Net OPEB Liability	\$90,116	\$83,477
• OPEB expense	22,952	36,121
• Employer contributions	0	0
• New net deferred inflows/outflows	(12,748)	(32,287)
• Change in allocation of prior deferred inflows/outflows	(28)	(405)
• New net deferred inflows/outflows due to change in proportion	(64)	(319)
• Recognition of prior deferred inflows/outflows	10,840	14,561
• Recognition of prior deferred inflows/outflows due to change in proportion	(12,206)	(11,032)
<b>Ending Net OPEB Liability</b>	<b>\$98,862</b>	<b>\$90,116</b>

## Section 2: GASB 75 Information

### Schedule of proportionate share of the Net OPEB Liability

Total for all employers

Reporting Date for Employer under GASB 75 as of June 30	Proportion of the Net OPEB Liability	Proportionate share of Net OPEB Liability	Covered employee payroll <sup>1</sup>	Proportionate share of the Net OPEB Liability as a percentage of its covered employee payroll	Plan's Fiduciary Net Position as a percentage of the Total OPEB Liability
2017	100.000%	\$135,247,221	\$947,567,631	14.27%	85.50%
2018	100.000%	27,478,286	995,178,209	2.76%	97.33%
2019	100.000%	232,896,579	1,046,033,851	22.26%	77.91%
2020	100.000%	112,934,274	1,081,586,887	10.44%	89.57%
2021	100.000%	6,688,042	1,111,848,569	0.60%	99.44%
2022	100.000%	(420,563,391)	1,153,918,121	(36.45)%	134.96%
2023	100.000%	191,296,247	1,198,970,345	15.96%	84.47%
2024	100.000%	208,470,653	1,251,821,379	16.65%	83.57%
2025	100.000%	228,967,594	1,342,932,389	17.05%	82.79%

<sup>1</sup> Covered-employee payroll shown represents Compensation Earnable and Pensionable Compensation and is defined as the payroll of employees that are provided with OPEB through the OPEB plan.



## Section 2: GASB 75 Information

### Alameda County

Reporting Date for Employer under GASB 75 as of June 30	Proportion of the Net OPEB Liability	Proportionate share of Net OPEB Liability	Covered employee payroll <sup>1</sup>	Proportionate share of the Net OPEB Liability as a percentage of its covered employee payroll	Plan's Fiduciary Net Position as a percentage of the Total OPEB Liability
2017	76.785%	\$103,849,869	\$670,675,915	15.48%	85.50%
2018	76.289%	20,962,931	696,359,743	3.01%	97.33%
2019	76.351%	177,817,632	728,698,264	24.40%	77.91%
2020	76.639%	86,553,526	757,563,567	11.43%	89.57%
2021	77.104%	5,156,701	784,654,614	0.66%	99.44%
2022	77.170%	(324,547,291)	816,272,092	(39.76)%	134.96%
2023	77.476%	148,209,340	849,473,056	17.45%	84.47%
2024	76.256%	158,968,597	873,218,276	18.20%	83.57%
2025	75.817%	173,596,806	933,036,992	18.61%	82.79%

<sup>1</sup> Covered-employee payroll shown represents Compensation Earnable and Pensionable Compensation and is defined as the payroll of employees that are provided with OPEB through the OPEB plan.

## Section 2: GASB 75 Information

### Health System

Reporting Date for Employer under GASB 75 as of June 30	Proportion of the Net OPEB Liability	Proportionate share of Net OPEB Liability	Covered employee payroll <sup>1</sup>	Proportionate share of the Net OPEB Liability as a percentage of its covered employee payroll	Plan's Fiduciary Net Position as a percentage of the Total OPEB Liability
2017	17.920%	\$24,236,173	\$216,685,931	11.18%	85.50%
2018	18.702%	5,139,101	239,207,087	2.15%	97.33%
2019	18.782%	43,743,260	255,247,270	17.14%	77.91%
2020	18.207%	20,561,615	257,591,438	7.98%	89.57%
2021	17.521%	1,171,817	257,126,856	0.46%	99.44%
2022	17.872%	(75,164,948)	270,985,189	(27.74)%	134.96%
2023	17.602%	33,671,484	279,653,188	12.04%	84.47%
2024	18.408%	38,374,145	300,988,698	12.75%	83.57%
2025	18.891%	43,254,822	327,392,347	13.21%	82.79%

<sup>1</sup> Covered-employee payroll shown represents Compensation Earnable and Pensionable Compensation and is defined as the payroll of employees that are provided with OPEB through the OPEB plan.

## Section 2: GASB 75 Information

### Superior Court

Reporting Date for Employer under GASB 75 as of June 30	Proportion of the Net OPEB Liability	Proportionate share of Net OPEB Liability	Covered employee payroll <sup>1</sup>	Proportionate share of the Net OPEB Liability as a percentage of its covered employee payroll	Plan's Fiduciary Net Position as a percentage of the Total OPEB Liability
2017	3.946%	\$5,336,372	\$46,866,752	11.39%	85.50%
2018	3.763%	1,034,117	46,437,348	2.23%	97.33%
2019	3.630%	8,454,384	48,293,563	17.51%	77.91%
2020	3.861%	4,360,131	52,163,782	8.36%	89.57%
2021	3.993%	267,081	55,376,411	0.48%	99.44%
2022	3.619%	(15,219,826)	52,057,810	(29.24)%	134.96%
2023	3.590%	6,867,983	54,680,732	12.56%	84.47%
2024	3.776%	7,872,213	58,450,424	13.47%	83.57%
2025	3.713%	8,500,481	60,972,215	13.94%	82.79%

<sup>1</sup> Covered-employee payroll shown represents Compensation Earnable and Pensionable Compensation and is defined as the payroll of employees that are provided with OPEB through the OPEB plan.

## Section 2: GASB 75 Information

### First 5

Reporting Date for Employer under GASB 75 as of June 30	Proportion of the Net OPEB Liability	Proportionate share of Net OPEB Liability	Covered employee payroll <sup>1</sup>	Proportionate share of the Net OPEB Liability as a percentage of its covered employee payroll	Plan's Fiduciary Net Position as a percentage of the Total OPEB Liability
2017	0.371%	\$502,287	\$4,416,769	11.37%	85.50%
2018	0.369%	101,306	4,562,701	2.22%	97.33%
2019	0.379%	883,354	4,952,333	17.84%	77.91%
2020	0.403%	455,283	5,423,220	8.40%	89.57%
2021	0.429%	28,692	5,953,576	0.48%	99.44%
2022	0.445%	(1,871,205)	6,311,029	(29.65)%	134.96%
2023	0.463%	885,628	6,796,789	13.03%	84.47%
2024	0.647%	1,349,314	9,745,890	13.84%	83.57%
2025	0.755%	1,728,555	12,486,372	13.84%	82.79%

<sup>1</sup> Covered-employee payroll shown represents Compensation Earnable and Pensionable Compensation and is defined as the payroll of employees that are provided with OPEB through the OPEB plan.

## Section 2: GASB 75 Information

### Housing Authority

Reporting Date for Employer under GASB 75 as of June 30	Proportion of the Net OPEB Liability	Proportionate share of Net OPEB Liability	Covered employee payroll <sup>1</sup>	Proportionate share of the Net OPEB Liability as a percentage of its covered employee payroll	Plan's Fiduciary Net Position as a percentage of the Total OPEB Liability
2017	0.477%	\$644,757	\$4,354,275	14.81%	85.50%
2018	0.452%	124,068	4,299,288	2.89%	97.33%
2019	0.450%	1,047,799	4,512,036	23.22%	77.91%
2020	0.406%	458,037	4,347,895	10.53%	89.57%
2021	0.427%	28,570	4,675,355	0.61%	99.44%
2022	0.421%	(1,770,326)	4,748,361	(37.28)%	134.96%
2023	0.412%	787,636	4,871,447	16.17%	84.47%
2024	0.468%	975,436	5,812,483	16.78%	83.57%
2025	0.407%	931,141	5,464,135	17.04%	82.79%

<sup>1</sup> Covered-employee payroll shown represents Compensation Earnable and Pensionable Compensation and is defined as the payroll of employees that are provided with OPEB through the OPEB plan.

## Section 2: GASB 75 Information

### LARPD

Reporting Date for Employer under GASB 75 as of June 30	Proportion of the Net OPEB Liability	Proportionate share of Net OPEB Liability	Covered employee payroll <sup>1</sup>	Proportionate share of the Net OPEB Liability as a percentage of its covered employee payroll	Plan's Fiduciary Net Position as a percentage of the Total OPEB Liability
2017	0.492%	\$665,608	\$4,487,952	14.83%	85.50%
2018	0.425%	116,763	4,312,042	2.71%	97.33%
2019	0.408%	950,150	4,330,385	21.94%	77.91%
2020	0.439%	495,308	4,496,985	11.01%	89.57%
2021	0.481%	32,184	4,061,757	0.79%	99.44%
2022	0.428%	(1,801,299)	3,543,640	(50.83)%	134.96%
2023	0.413%	790,699	3,495,133	22.62%	84.47%
2024	0.403%	840,832	3,605,608	23.32%	83.57%
2025	0.374%	856,927	3,580,328	23.93%	82.79%

<sup>1</sup> Covered-employee payroll shown represents Compensation Earnable and Pensionable Compensation and is defined as the payroll of employees that are provided with OPEB through the OPEB plan.

## Section 2: GASB 75 Information

### ACOE

Reporting Date for Employer under GASB 75 as of June 30	Proportion of the Net OPEB Liability	Proportionate share of Net OPEB Liability	Covered employee payroll <sup>1</sup>	Proportionate share of the Net OPEB Liability as a percentage of its covered employee payroll	Plan's Fiduciary Net Position as a percentage of the Total OPEB Liability
2017	0.009%	\$12,155	\$80,037	15.19%	85.50%
2018	0.000%	0	0	N/A	97.33%
2019	0.000%	0	0	N/A	77.91%
2020	0.045%	50,374	0	N/A	89.57%
2021	0.045%	2,997	0	N/A	99.44%
2022	0.045%	(188,496)	0	N/A	134.96%
2023	0.044%	83,477	0	N/A	84.47%
2024	0.043%	90,116	0	N/A	83.57%
2025	0.043%	98,862	0	N/A	82.79%

<sup>1</sup> Covered-employee payroll shown represents Compensation Earnable and Pensionable Compensation and is defined as the payroll of employees that are provided with OPEB through the OPEB plan.

## Section 2: GASB 75 Information

### Schedule of recognition of change in total Net OPEB Liability

Increase (Decrease) in OPEB Expense Arising from the Recognition of the  
Effects of Differences between Expected and Actual Experience on Total OPEB Liability

Reporting Date for Employer under GASB 75 Year Ended June 30	Differences between Expected and Actual Experience	Recognitio n Period (Years)	2024	2025	2026	2027	2028	2029	2030	Thereafter
2018	\$(21,627,766)	6.68	\$(2,201,626)	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2019	(27,712,610)	6.67	(4,154,814)	(2,783,726)	0	0	0	0	0	0
2020	(41,706,128)	6.61	(6,309,550)	(6,309,550)	(3,848,828)	0	0	0	0	0
2021	(13,871,821)	6.53	(2,124,322)	(2,124,322)	(2,124,322)	(1,125,889)	0	0	0	0
2022	(24,112,098)	6.32	(3,815,205)	(3,815,205)	(3,815,205)	(3,815,205)	(1,220,868)	0	0	0
2023	(27,433,715)	6.28	(4,370,166)	(4,370,166)	(4,370,166)	(4,370,166)	(4,370,166)	(1,212,719)	0	0
2024	(23,138,778)	6.23	(3,714,090)	(3,714,090)	(3,714,090)	(3,714,090)	(3,714,090)	(3,714,090)	(854,238)	0
2025	(27,445,322)	6.28	N/A	(4,370,274)	(4,370,274)	(4,370,274)	(4,370,274)	(4,370,274)	(4,370,274)	(1,223,678)
<b>Total<sup>1</sup></b>			<b>\$(26,689,773)</b>	<b>\$(27,487,333)</b>	<b>\$(22,242,885)</b>	<b>\$(17,395,624)</b>	<b>\$(13,675,398)</b>	<b>\$(9,297,083)</b>	<b>\$(5,224,512)</b>	<b>\$(1,223,678)</b>

As described in the Schedule of Deferred Outflows of Resources and Deferred Inflows of Resources, for the current period, the average of the expected remaining service lives of all employees that are provided with OPEB through ACERA (active and inactive employees) determined as of December 31, 2023 (the beginning of the measurement period) is 6.28 years.

<sup>1</sup> Net increase (decrease) in OPEB expense



## Section 2: GASB 75 Information

### Increase (Decrease) in OPEB Expense Arising from the Recognition of the Effects of Assumption Changes

Reporting Date for Employer under GASB 75 Year Ended June 30	Assumption Changes	Recognition Period (Years)	2024	2025	2026	2027	2028	2029	2030	Thereafter
2018	\$58,973,316	6.68	\$6,003,270	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2019	(11,429,923)	6.67	(1,713,632)	(1,148,131)	0	0	0	0	0	0
2020	12,524,469	6.61	1,894,776	1,894,776	1,155,813	0	0	0	0	0
2021	57,696,237	6.53	8,835,565	8,835,565	8,835,565	\$4,682,847	0	0	0	0
2022	(36,047,500)	6.32	(5,703,718)	(5,703,718)	(5,703,718)	(5,703,718)	(1,825,192)	0	0	0
2023	(15,643,051)	6.28	(2,491,924)	(2,491,924)	(2,491,924)	(2,491,924)	(2,491,924)	(691,507)	0	0
2024	(16,793,618)	6.23	(2,695,605)	(2,695,605)	(2,695,605)	(2,695,605)	(2,695,605)	(2,695,605)	(619,988)	0
2025	12,355,808	6.28	N/A	1,967,485	1,967,485	1,967,485	1,967,485	1,967,485	1,967,485	550,898
<b>Total<sup>1</sup></b>			<b>\$4,128,732</b>	<b>\$658,448</b>	<b>\$1,067,616</b>	<b>\$(4,240,915)</b>	<b>\$(5,045,236)</b>	<b>\$(1,419,627)</b>	<b>\$1,347,497</b>	<b>\$550,898</b>

As described in the Schedule of Deferred Outflows of Resources and Deferred Inflows of Resources, for the current period, the average of the expected remaining service lives of all employees that are provided with OPEB through ACERA (active and inactive employees) determined as of December 31, 2023 (the beginning of the measurement period) is 6.28 years.

<sup>1</sup> Net increase (decrease) in OPEB expense

## Section 2: GASB 75 Information

### Increase (Decrease) in OPEB Expense Arising from the Recognition of the Effects of Differences between Projected and Actual Earnings on OPEB Plan Investments

Reporting Date for Employer under GASB 75 Year Ended June 30	Differences between Projected and Actual Earnings	Recognition Period (Years)	2024	2025	2026	2027	2028	2029	2030	Thereafter
2018	\$(184,041,417)	5.00	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2019	209,442,414	5.00	0	0	0	0	0	0	0	0
2020	(135,730,417)	5.00	(27,146,085)	0	0	0	0	0	0	0
2021	(193,520,655)	5.00	(38,704,131)	(38,704,131)	0	0	0	0	0	0
2022	(404,932,007)	5.00	(80,986,401)	(80,986,401)	(80,986,401)	0	0	0	0	0
2023	646,514,822	5.00	129,302,964	129,302,964	129,302,964	129,302,964	0	0	0	0
2024	(51,462,196)	5.00	(10,292,440)	(10,292,439)	(10,292,439)	(10,292,439)	(10,292,439)	0	0	0
2025	(21,046,885)	5.00	N/A	(4,209,377)	(4,209,377)	(4,209,377)	(4,209,377)	(4,209,377)		
<b>Total<sup>1</sup></b>			<b>\$(27,826,093)</b>	<b>\$(4,889,384)</b>	<b>\$33,814,747</b>	<b>\$114,801,148</b>	<b>\$(14,501,816)</b>	<b>\$(4,209,377)</b>	<b>\$0</b>	<b>\$0</b>

The differences between projected and actual earnings on OPEB plan investments are recognized over a five-year period per Paragraph 43b. of GASB 75.

<sup>1</sup> Net increase (decrease) in OPEB expense

## Section 2: GASB 75 Information

### Total Increase (Decrease) in OPEB Expense

Reporting Date for Employer under GASB 75 Year Ended June 30	Total Increase (Decrease) in OPEB Expense	2024	2025	2026	2027	2028	2029	2030	Thereafter
2018	\$(146,695,867)	\$3,801,644	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2019	170,299,881	(5,868,446)	(3,931,857)	0	0	0	0	0	0
2020	(164,912,076)	(31,560,859)	(4,414,774)	(2,693,015)	0	0	0	0	0
2021	(149,696,239)	(31,992,888)	(31,992,888)	6,711,243	3,556,958	0	0	0	0
2022	(465,091,605)	(90,505,324)	(90,505,324)	(90,505,324)	(9,518,923)	(3,046,060)	0	0	0
2023	603,438,056	122,440,874	122,440,874	122,440,874	122,440,874	(6,862,090)	(1,904,226)	0	0
2024	(91,394,592)	(16,702,135)	(16,702,134)	(16,702,134)	(16,702,134)	(16,702,134)	(6,409,695)	(1,474,226)	0
2025	(36,136,399)	N/A	(6,612,166)	(6,612,166)	(6,612,166)	(6,612,166)	(6,612,166)	(2,402,789)	(672,780)
<b>Total<sup>1</sup></b>		<b>\$(50,387,134)</b>	<b>\$(31,718,269)</b>	<b>\$12,639,478</b>	<b>\$93,164,609</b>	<b>\$(33,222,450)</b>	<b>\$(14,926,087)</b>	<b>\$(3,877,015)</b>	<b>\$(672,780)</b>

<sup>1</sup> Net increase (decrease) in OPEB expense

## Section 2: GASB 75 Information

### Allocation of changes in total Net OPEB liability

In addition to the amounts shown in the Schedule of recognition of changes in total Net OPEB Liability, there are changes in proportionate share of the total Net OPEB Liability between the measurement periods ending on December 31, 2024 and December 31, 2023 as a result of change in allocation percentage (the actual contributions made by an employer as a percentage of total contributions). The difference in proportionate share of the total NOL due to change in allocation percentage during the measurement period ending on December 31, 2024 is recognized over the average of the expected remaining service lives of all employees (6.28 years as described on page 48). These amounts are shown below. While these amounts are different for each employer, they sum to zero over the ACERA.

## Section 2: GASB 75 Information

### Increase (Decrease) in OPEB Expense Arising from the Recognition of the Effects of the Change in Proportion and Change in Employer Contributions for December 31, 2024

Employer	Total Change to be Recognized	Recognition Period (Years)	2025	2026	2027	2028	2029	2030	2031	Thereafter
Alameda County	\$(660,345)	6.28	\$(105,151)	\$(105,151)	\$(105,151)	\$(105,151)	\$(105,151)	\$(105,151)	\$(29,439)	\$0
Health System	730,257	6.28	116,283	116,283	116,283	116,283	116,283	116,283	32,559	0
Superior Court	(96,074)	6.28	(15,298)	(15,298)	(15,298)	(15,298)	(15,298)	(15,298)	(4,286)	0
First 5	162,556	6.28	25,885	25,885	25,885	25,885	25,885	25,885	7,246	0
Housing Authority	(92,427)	6.28	(14,718)	(14,718)	(14,718)	(14,718)	(14,718)	(14,718)	(4,119)	0
LARPD	(43,891)	6.28	(6,989)	(6,989)	(6,989)	(6,989)	(6,989)	(6,989)	(1,957)	0
ACOE	(76)	6.28	(12)	(12)	(12)	(12)	(12)	(12)	(4)	0
<b>Total for all Employers</b>	<b>\$0</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

## Section 2: GASB 75 Information

### Increase (Decrease) in OPEB Expense Arising from the Recognition of the Effects of the Change in Proportion and Change in Employer Contributions for December 31, 2023

Employer	Total Change to be Recognized	Recognition Period (Years)	2024	2025	2026	2027	2028	2029	2030	Thereafter
Alameda County	\$(1,133,291)	6.23	\$(181,907)	\$(181,907)	\$(181,907)	\$(181,907)	\$(181,907)	\$(181,907)	\$(41,849)	\$0
Health System	747,415	6.23	119,970	119,970	119,970	119,970	119,970	119,970	27,595	0
Superior Court	172,486	6.23	27,686	27,686	27,686	27,686	27,686	27,686	6,370	0
First 5	170,948	6.23	27,439	27,439	27,439	27,439	27,439	27,439	6,314	0
Housing Authority	52,103	6.23	8,363	8,363	8,363	8,363	8,363	8,363	1,925	0
LARPD	(9,281)	6.23	(1,490)	(1,490)	(1,490)	(1,490)	(1,490)	(1,490)	(341)	0
ACOE	(380)	6.23	(61)	(61)	(61)	(61)	(61)	(61)	(14)	0
<b>Total for all Employers</b>	<b>\$0</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

## Section 2: GASB 75 Information

### Increase (Decrease) in OPEB Expense Arising from the Recognition of the Effects of the Change in Proportion and Change in Employer Contributions for December 31, 2022

Employer	Total Change to be Recognized	Recognition Period (Years)	2023	2024	2025	2026	2027	2028	2029	Thereafter
Alameda County	\$228,031	6.28	\$36,325	\$36,325	\$36,325	\$36,325	\$36,325	\$36,325	\$10,081	\$0
Health System	(201,263)	6.28	(32,061)	(32,061)	(32,061)	(32,061)	(32,061)	(32,061)	(8,897)	0
Superior Court	(21,323)	6.28	(3,397)	(3,397)	(3,397)	(3,397)	(3,397)	(3,397)	(941)	0
First 5	13,407	6.28	2,136	2,136	2,136	2,136	2,136	2,136	591	0
Housing Authority	(6,844)	6.28	(1,090)	(1,090)	(1,090)	(1,090)	(1,090)	(1,090)	(304)	0
LARPD	(11,130)	6.28	(1,773)	(1,773)	(1,773)	(1,773)	(1,773)	(1,773)	(492)	0
ACOE	(878)	6.28	(140)	(140)	(140)	(140)	(140)	(140)	(38)	0
<b>Total for all Employers</b>	<b>\$0</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

## Section 2: GASB 75 Information

### Increase (Decrease) in OPEB Expense Arising from the Recognition of the Effects of the Change in Proportion and Change in Employer Contributions for December 31, 2021

Employer	Total Change to be Recognized	Recognition Period (Years)	2022	2023	2024	2025	2026	2027	2028	Thereafter
Alameda County	\$123,259	6.32	\$19,502	\$19,502	\$19,502	\$19,502	\$19,502	\$19,502	\$6,247	\$0
Health System	652,717	6.32	103,278	103,278	103,278	103,278	103,278	103,278	33,049	0
Superior Court	(695,687)	6.32	(110,077)	(110,077)	(110,077)	(110,077)	(110,077)	(110,077)	(35,225)	0
First 5	29,581	6.32	4,681	4,681	4,681	4,681	4,681	4,681	1,495	0
Housing Authority	(11,591)	6.32	(1,834)	(1,834)	(1,834)	(1,834)	(1,834)	(1,834)	(587)	0
LARPD	(98,297)	6.32	(15,553)	(15,553)	(15,553)	(15,553)	(15,553)	(15,553)	(4,979)	0
ACOE	18	6.32	3	3	3	3	3	3	0	0
<b>Total for all Employers</b>	<b>\$0</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>



## Section 2: GASB 75 Information

### Increase (Decrease) in OPEB Expense Arising from the Recognition of the Effects of the Change in Proportion and Change in Employer Contributions for December 31, 2020

Employer	Total Change to be Recognized	Recognition Period (Years)	2021	2022	2023	2024	2025	2026	2027	Thereafter
Alameda County	\$930,302	6.53	\$142,466	\$142,466	\$142,466	\$142,466	\$142,466	\$142,466	\$75,506	\$0
Health System	(1,378,587)	6.53	(211,116)	(211,116)	(211,116)	(211,116)	(211,116)	(211,116)	(111,891)	0
Superior Court	266,694	6.53	40,841	40,841	40,841	40,841	40,841	40,841	21,648	0
First 5	52,004	6.53	7,964	7,964	7,964	7,964	7,964	7,964	4,220	0
Housing Authority	43,437	6.53	6,652	6,652	6,652	6,652	6,652	6,652	3,525	0
LARPD	85,737	6.53	13,130	13,130	13,130	13,130	13,130	13,130	6,957	0
ACOE	413	6.53	63	63	63	63	63	63	35	0
<b>Total for all Employers</b>	<b>\$0</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

## Section 2: GASB 75 Information

### Increase (Decrease) in OPEB Expense Arising from the Recognition of the Effects of the Change in Proportion and Change in Employer Contributions for December 31, 2019

Employer	Total Change to be Recognized	Recognition Period (Years)	2020	2021	2022	2023	2024	2025	2026	Thereafter
Alameda County	\$530,616	6.61	\$80,275	\$80,275	\$80,275	\$80,275	\$80,275	\$80,275	\$48,966	\$0
Health System	(1,052,567)	6.61	(159,239)	(159,239)	(159,239)	(159,239)	(159,239)	(159,239)	(97,133)	0
Superior Court	421,837	6.61	63,818	63,818	63,818	63,818	63,818	63,818	38,929	0
First 5	43,615	6.61	6,598	6,598	6,598	6,598	6,598	6,598	4,027	0
Housing Authority	(81,051)	6.61	(12,262)	(12,262)	(12,262)	(12,262)	(12,262)	(12,262)	(7,479)	0
LARPD	55,977	6.61	8,469	8,469	8,469	8,469	8,469	8,469	5,163	0
ACOE	81,573	6.61	12,341	12,341	12,341	12,341	12,341	12,341	7,527	0
<b>Total for all Employers</b>	<b>\$0</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

## Section 2: GASB 75 Information

### Increase (Decrease) in OPEB Expense Arising from the Recognition of the Effects of the Change in Proportion and Change in Employer Contributions for December 31, 2018

Employer	Total Change to be Recognized	Recognition Period (Years)	2019	2020	2021	2022	2023	2024	2025	Thereafter
Alameda County	\$87,763	6.67	\$13,157	\$13,157	\$13,157	\$13,157	\$13,157	\$13,157	\$8,821	\$0
Health System	114,168	6.67	17,117	17,117	17,117	17,117	17,117	17,117	11,466	0
Superior Court	(190,555)	6.67	(28,569)	(28,569)	(28,569)	(28,569)	(28,569)	(28,569)	(19,141)	0
First 5	15,172	6.67	2,275	2,275	2,275	2,275	2,275	2,275	1,522	0
Housing Authority	(2,306)	6.67	(346)	(346)	(346)	(346)	(346)	(346)	(230)	0
LARPD	(24,242)	6.67	(3,634)	(3,634)	(3,634)	(3,634)	(3,634)	(3,634)	(2,438)	0
ACOE	0	6.67	0	0	0	0	0	0	0	0
<b>Total for all Employers</b>	<b>\$0</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

## Section 3: Supporting Information

The following presents the actuarial assumptions, methods and models used in the December 31, 2024 measurement date for employer reporting as of June 30, 2025.

### Actuarial assumptions and actuarial cost method

#### Rationale for assumptions

The information and analysis used in selecting each assumption that has a significant effect on this actuarial valuation is shown in the December 1, 2019 through November 30, 2022 Actuarial Experience Study report dated January 8, 2024 that were approved by the Board effective with the December 31, 2023 valuation, the non-trend retiree health assumption letter dated May 15, 2024, and in our letter dated March 21, 2025 regarding the health trend assumptions for the December 31, 2024 SRBR retiree health actuarial valuation. Unless otherwise noted, all actuarial assumptions and methods shown below apply to all tiers. These assumptions were adopted by the Board.

#### Net investment return

7.00%, net of investment expenses.

#### Consumer price index (CPI or inflation)

Increase of 2.50% per year.

#### Increase in Internal Revenue Code Section 401(a)(17) compensation limit

Increase of 2.50% per year from the valuation date.

#### Increase in California Government Code Section 7522.10 compensation limit

Increase of 2.50% per year from the valuation date.

## Section 3: Supporting Information

### Salary increases

The annual rate of compensation increase includes:

- Inflation at 2.50%, plus
- “Across-the-board” real salary increases of 0.50% per year, plus
- The following merit and promotion increases:

Years of Service	General	Safety
Less than 1	5.00%	8.40%
1 – 2	5.00%	8.40%
2 – 3	4.40%	8.40%
3 – 4	3.00%	5.40%
4 – 5	2.10%	4.00%
5 – 6	1.60%	2.50%
6 – 7	1.50%	1.80%
7 – 8	1.50%	1.60%
8 – 9	1.20%	1.20%
9 – 10	1.00%	1.20%
10 – 11	0.85%	1.00%
11 and over	0.45%	1.00%

### Additional cashout assumptions

Additional pay elements are expected to be received during a member’s final average earnings period. The percentages, added to the final average salary, used in this valuation are:

	Service Retirement	Disability Retirement
General Tier 1	5.0%	4.0%
General Tier 2	2.7%	1.0%
General Tier 3	5.0%	4.0%
General Tier 4	N/A	N/A
Safety Tier 1	6.0%	5.0%
Safety Tier 2	2.3%	2.2%
Safety Tier 2C	2.3%	2.2%
Safety Tier 2D	2.3%	2.2%
Safety Tier 4	N/A	N/A

## Section 3: Supporting Information

### Post-retirement mortality rates

The Pub-2010 mortality tables and adjustments as shown below reasonably reflect the mortality experience as of the measurement date. These mortality tables were adjusted to future years using the generational projection to reflect future mortality improvement between the measurement date and those years.

#### Healthy

- **General members:** Pub-2010 General Healthy Retiree Headcount-Weighted Above-Median Mortality Tables (separate tables for males and females), projected generationally with the two-dimensional mortality improvement scale MP-2021.
- **Safety members:** Pub-2010 Safety Healthy Retiree Headcount-Weighted Above-Median Mortality Tables (separate tables for males and females), with rates increased by 5% for males and unadjusted for females, projected generationally with the two-dimensional mortality improvement scale MP-2021.

#### Disabled

- **General members:** Pub-2010 Non-Safety Disabled Retiree Headcount-Weighted Mortality Tables (separate tables for males and females) with rates unadjusted for males and decreased by 10% for females, projected generationally with the two-dimensional mortality improvement scale MP-2021.
- **Safety members:** Pub-2010 Safety Disabled Retiree Headcount-Weighted Mortality Tables (separate tables for males and females) with rates increased by 5% for males and unadjusted for females, projected generationally with the two-dimensional mortality improvement scale MP-2021.

#### Beneficiaries

- **Beneficiaries not currently in pay status:** Pub-2010 General Healthy Retiree Headcount-Weighted Above-Median Mortality Tables (separate tables for males and females), projected generationally with the two-dimensional mortality improvement scale MP-2021.
- **Beneficiaries currently in pay status:** Pub-2010 General Contingent Survivor Headcount-Weighted Above-Median Mortality Tables (separate tables for males and females) with rates increased by 5% for males and unadjusted for females, projected generationally with the two-dimensional mortality improvement scale MP-2021.

## Section 3: Supporting Information

### Pre-retirement mortality rates

- **General members:** Pub-2010 General Employee Headcount-Weighted Above-Median Mortality Tables (separate tables for males and females), projected generationally with the two-dimensional mortality improvement scale MP-2021.
- **Safety members:** Pub-2010 Safety Employee Headcount-Weighted Above-Median Mortality Tables (separate tables for males and females), projected generationally with the two-dimensional mortality improvement scale MP-2021.

Age	General Male	General Female	Safety Male	Safety Female
20	0.04%	0.01%	0.04%	0.02%
25	0.03%	0.01%	0.04%	0.02%
30	0.05%	0.02%	0.05%	0.03%
35	0.07%	0.03%	0.07%	0.05%
40	0.09%	0.04%	0.07%	0.05%
45	0.10%	0.05%	0.08%	0.06%
50	0.13%	0.07%	0.10%	0.07%
55	0.19%	0.12%	0.15%	0.11%
60	0.30%	0.18%	0.24%	0.16%
65	0.42%	0.26%	0.38%	0.20%

Mortality rates shown above include generational projection to the valuation date.

All pre-retirement deaths are assumed to be non-service connected.

## Section 3: Supporting Information

### Disability incidence rates

Age	General	Safety
20	0.00%	0.00%
25	0.01%	0.03%
30	0.02%	0.38%
35	0.05%	0.96%
40	0.08%	1.50%
45	0.13%	1.70%
50	0.21%	2.33%
55	0.31%	3.62%
60	0.35%	4.44%
65	0.44%	0.00%
70	0.62%	0.00%

70% of General disabilities are assumed to be service connected disabilities. The other 30% are assumed to be non-service connected disabilities.

100% of Safety disabilities are assumed to be service connected disabilities.



## Section 3: Supporting Information

### Termination rates

Years of Service	General	Safety
Less than 1	12.25%	5.20%
1 – 2	9.25%	4.20%
2 – 3	8.00%	4.20%
3 – 4	6.25%	4.00%
4 – 5	6.25%	4.00%
5 – 6	6.25%	4.00%
6 – 7	5.75%	4.00%
7 – 8	5.00%	2.40%
8 – 12	4.00%	2.00%
12 – 15	3.25%	2.00%
15 – 16	3.25%	1.50%
16 – 17	3.00%	1.40%
17 – 18	3.00%	1.30%
18 – 19	3.00%	1.20%
19 – 20	2.75%	1.10%
20 or more	2.75%	1.00%

For members with less than five years of service, 55% of all terminated members are assumed to choose a refund of contributions and the other 45% are assumed to choose a deferred vested benefit.

For members with five or more years of service, 25% of all terminated members are assumed to choose a refund of contributions and the other 75% are assumed to choose a deferred vested benefit.

No termination is assumed after a member is eligible for retirement.

## Section 3: Supporting Information

### Retirement rates

#### General

Age	Tier 1	Tier 2 Less than 30 Years of Service	Tier 2 30 or More Years of Service	Tier 3	Tier 4 Less than 30 Years of Service	Tier 4 30 or More Years of Service
50	2.0%	1.5%	3.0%	10.0%	0.0%	0.0%
51	4.0%	1.5%	3.0%	10.0%	0.0%	0.0%
52	4.0%	2.0%	3.0%	10.0%	3.0%	3.0%
53	5.0%	2.0%	3.0%	10.0%	2.0%	2.0%
54	5.0%	2.5%	3.0%	10.0%	2.0%	2.0%
55	6.0%	3.0%	5.0%	12.0%	2.0%	5.0%
56	10.0%	3.5%	5.0%	14.0%	2.0%	2.5%
57	14.0%	4.0%	5.0%	16.0%	2.0%	3.5%
58	14.0%	4.5%	7.0%	18.0%	4.0%	4.0%
59	14.0%	5.0%	10.0%	20.0%	4.0%	4.5%
60	25.0%	7.5%	12.0%	20.0%	4.0%	5.0%
61	25.0%	9.5%	12.0%	20.0%	4.0%	5.0%
62	30.0%	15.0%	23.0%	30.0%	12.0%	18.0%
63	26.0%	15.0%	25.0%	25.0%	12.0%	15.0%
64	26.0%	17.0%	28.0%	25.0%	12.0%	17.0%
65	26.0%	27.0%	35.0%	50.0%	23.0%	25.0%
66	26.0%	27.0%	35.0%	50.0%	23.0%	30.0%
67	26.0%	27.0%	35.0%	50.0%	23.0%	30.0%
68	26.0%	30.0%	35.0%	50.0%	23.0%	30.0%
69	31.0%	30.0%	35.0%	50.0%	20.0%	30.0%
70	36.0%	30.0%	30.0%	60.0%	20.0%	25.0%
71	36.0%	30.0%	30.0%	60.0%	20.0%	25.0%
72	36.0%	30.0%	30.0%	60.0%	20.0%	25.0%
73	36.0%	30.0%	30.0%	60.0%	20.0%	25.0%
74	36.0%	30.0%	30.0%	60.0%	20.0%	25.0%
75 and over	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

The retirement rates only apply to members that are eligible to retire at the age shown.

## Section 3: Supporting Information

### Safety

Age	Tier 1	Tier 2, 2D Less than 30 Years of Service	Tier 2, 2D 30 or More Years of Service	Tier 2C	Tier 4 Less than 30 Years of Service	Tier 4 30 or More Years of Service
45	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%
46	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%
47	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%
48	0.0%	4.0%	0.0%	0.0%	0.0%	0.0%
49	0.0%	10.0%	18.0%	0.0%	0.0%	0.0%
50	35.0%	14.0%	18.0%	4.0%	4.0%	4.0%
51	30.0%	10.0%	24.0%	2.0%	2.0%	2.0%
52	25.0%	10.0%	24.0%	2.0%	2.0%	2.0%
53	35.0%	10.0%	25.0%	3.0%	3.0%	3.0%
54	45.0%	11.0%	27.0%	6.0%	6.0%	6.0%
55	45.0%	11.0%	29.0%	10.0%	10.0%	10.0%
56	45.0%	12.0%	32.0%	12.0%	12.0%	12.0%
57	45.0%	12.0%	32.0%	20.0%	20.0%	20.0%
58	45.0%	14.0%	37.0%	10.0%	10.0%	10.0%
59	45.0%	14.0%	37.0%	15.0%	15.0%	15.0%
60	45.0%	30.0%	37.0%	40.0%	40.0%	60.0%
61	45.0%	30.0%	37.0%	40.0%	40.0%	60.0%
62	45.0%	30.0%	37.0%	40.0%	40.0%	60.0%
63	45.0%	30.0%	37.0%	40.0%	40.0%	60.0%
64	45.0%	30.0%	37.0%	40.0%	40.0%	60.0%
65 and over	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

The retirement rates only apply to members that are eligible to retire at the age shown.

For Safety Tiers 1 and 2C, the retirement rate is 100% after a member accrues a benefit of 100% of final average earnings.

## Section 3: Supporting Information

### Retirement age and benefit for deferred vested members

General Retirement Age	61
Safety Retirement Age	55

### Future benefit accruals

1.0 year of service per year of employment, plus 0.003 years of additional service for General members and 0.006 years of additional service for Safety members, to anticipate conversion of unused sick leave for each year of employment.

### Unknown data for members

Same as those exhibited by members with similar known characteristics. If not specified, members are assumed to be male. If not provided, salary is assumed to be equal to the average salary of the membership group.

### Inclusion of deferred vested members

All deferred vested members to the extent they are reported by ACERA for this particular valuation are included.

### Data adjustment

Data as of November 30 has been adjusted to December 31 by adding one month of age and, for active members, one month of service.

## Section 3: Supporting Information

### Per capita health costs

The combined monthly per capita dental and vision claims cost for plan year 2024 was assumed to be \$55.68. The monthly Medicare Part B premium reimbursement for 2024 is \$174.70. For calendar year 2024, medical costs and health plan election rates for retirees are assumed as follows:

Medical Plan <sup>1</sup>	Election Assumption	Monthly Premium	Maximum Monthly Medical Allowance <sup>2</sup>
<b>Under Age 65<sup>3</sup></b>			
Kaiser HMO	72%	\$1,037.76	\$635.37
Via Benefits Individual Insurance Exchange <sup>4</sup>	15%	N/A	635.37
United Healthcare HMO Current Network	6%	1,464.90	635.37
United Healthcare HMO SVA Network	7%	957.68	635.37
<b>Age 65 and Older</b>			
Kaiser Senior Advantage	72%	\$354.31	\$635.37
Via Benefits Individual Insurance Exchange	28%	335.17 <sup>5</sup>	486.74

<sup>1</sup> There are other plans available to retirees under age 65, and age 65 and older, that have a range of premiums. We have assumed the same costs as Kaiser HMO and Kaiser Senior Advantage for current non-Medicare and Medicare retirees, respectively.

<sup>2</sup> The Maximum Monthly Medical Allowance of \$635.37 (\$486.74 for retirees purchasing individual insurance from the Medicare exchange) is subject to the following subsidy schedule:

Completed Years of Service	Percentage Subsidized
10-14	50%
15-19	75%
20+	100%

<sup>3</sup> Current retirees under age 65 as well as future retirees are assumed to elect medical plans in the same proportion upon age 65 as current retirees who are age 65 and over.

<sup>4</sup> Via Benefits individual insurance coverage is available to retirees under age 65 residing outside of ACERA medical plans' coverage area. We have assumed that these current retirees under 65 will draw the Maximum Monthly Subsidy (\$635.37).

<sup>5</sup> Derivation of the amount expected to be paid in 2024 from the Health Reimbursement Account for members with 20 plus years of service is shown in the table on the following page. We have also derived the amount expected to be paid for members with 10-14 and 15-19 years of service.

## Section 3: Supporting Information

### Derivation of Via Benefits monthly per capita costs

Line Description	10-14 Years of Service	15-19 Years of Service	20+ Years of Service
1. Maximum MMA for 2023	\$236.00	\$353.99	\$471.99
2. Total of Maximum MMA (From Jan. 2023 to Dec. 2023)	\$542,800	\$834,944	\$5,265,048
3. Total of Actual Reimbursement (From Jan. 2023 to Dec. 2023)	\$399,942	\$584,242	\$3,198,924
4. Ratio of Actual Reimbursement to Maximum 2023 MMA (3) / (2)	73.68%	69.97%	60.76%
5. Average Monthly Per Capita Cost for 2023 (1) x (4)	\$173.88	\$247.69	\$286.78
6. Maximum MMA for 2024	\$243.37	\$365.06	\$486.74
7. Increase for Expected Medical Trend (6.25%) from 2023 to 2024 (5) x 1.0625	\$184.75	\$263.17	\$304.70
<b>8. Increase for Additional 10% Margin for 2023 Expenses Incurred in 2023 but Reimbursed after December 2023 (7) x 1.10</b>	<b>\$203.23</b>	<b>\$289.49</b>	<b>\$335.17</b>

## Section 3: Supporting Information

### Implicit subsidy - retirees under age 65

We have estimated the 2024 average medical and prescription drug per capita premium for retirees under age 65 to be \$12,736 per year. Because premiums for retirees under age 65 include active participants for purposes of underwriting, the retirees receive an implicit subsidy from the actives. Had the retirees under age 65 been underwritten as a separate group, their age-based premiums would be higher for most individuals. The excess of the age-based premium over the per capita premium charged makes up the implicit subsidy. Below is a sample of the average 2024 annual medical and prescription drug age-based claims costs<sup>1</sup> for retirees and spouses under age 65.

#### Average Medical and Rx Costs

Age	Male	Female
50	\$11,725	\$12,380
55	13,231	13,440
60	15,233	14,569
64	18,513	15,816

<sup>1</sup> Not all ACERA employers are receiving an implicit subsidy reimbursement from the Association. For SRBR sufficiency purposes, we have applied an adjustment of 0.87 (13% reduction of the costs shown above) for our projected implicit subsidy payments to account for this fact, based on data provided by the County of Alameda's health consultant. For calculating the Actuarial Present Value of Projected Benefits and Actuarial Accrued Liability, we have not applied the adjustment.

## Section 3: Supporting Information

### Age-based claims costs for retirees age 65 and over

2024 annual medical and prescription drug age-based claims costs for retirees age 65 and over are shown below at selected ages. Spouses are only eligible for the implicit subsidy while under age 65.

#### Kaiser Senior Advantage

Age	Male	Female
65	\$4,025	\$3,343
70	4,521	3,740
75	4,994	3,932
80+	5,229	4,197

#### Via Benefits

Age	Male	Female
65	\$3,752	\$3,116
70	4,214	3,486
75	4,655	3,665
80+	4,874	3,912

## Participation and coverage election – retired members and beneficiaries

### MMA

MMA status	Under Age 65	Upon attaining Age 65
<b>MMA on record</b>		
Current Retirees Under 65 on Valuation Date	100%	100% and assumed to choose carrier in same proportion as future retirees
Current Retirees 65 & Over on Valuation Date	N/A	100%
<b>No MMA on record</b>		
Less than 10 Years of Service	0%	0%
10+ Years of Service:		
Current Retirees Under 65 on Valuation Date	0%	60%
Current Retirees 65 & Over on Valuation Date	N/A	0%



## Section 3: Supporting Information

### Medicare Part B Premium Subsidy

MMA status	Under Age 65	Upon attaining Age 65
<b>MMA on record</b>		
Current Retirees Under 65 on Valuation Date	N/A	100%
Current Retirees 65 & Over on Valuation Date	N/A	100% if Part B reimbursement on record or purchasing individual insurance from the Medicare exchange
<b>No MMA on record</b>		
Less than 10 Years of Service	0%	0%
10+ Years of Service:		
Current Retirees Under 65 on Valuation Date	0%	60%
Current Retirees 65 & Over on Valuation Date	N/A	0%

#### Implicit subsidy

Current retirees, married dependents and surviving beneficiaries under age 65 and enrolled in an ACERA non-Medicare plan are assumed to have an implicit subsidy liability.

#### Dental and vision subsidy

Current retirees not self-paying ("Voluntary" or "Under 10 YOS" dental or vision code) are assumed to receive the dental and vision subsidy.

## Section 3: Supporting Information

### Participation and coverage election – active and inactive vested members

#### Medical Plan Subsidy (i.e, MMA)

Under Age 65	Upon attaining Age 65
75% of eligible members	90% of eligible members

#### Medicare Part B Premium Subsidy

Under Age 65	Upon attaining Age 65
75% of eligible members (disabled only)	90% of eligible members

#### Implicit subsidy

63.75% of eligible members under age 65 are assumed to have an implicit subsidy liability. In other words, 85% of the non-Medicare retirees who receive a Medical Plan Subsidy were assumed to enroll in an ACERA sponsored health plan.

#### Dental and vision subsidy

100% of eligible members are assumed to receive the dental and vision subsidy.

## Section 3: Supporting Information

### Health care cost trend rates (%)

Health care trend measures the anticipated overall rate at which health plan costs are expected to increase in future years. The rates shown below are “net” and are applied to the net per capita costs shown above. The trend shown for a particular plan year is the rate that is to be applied to that year’s cost to yield the next year’s projected cost. For example, the projected 2025 calendar year premium for Kaiser (under age 65) is \$1,097.88 per month (\$1,037.76 increased by 5.79%).

Calendar Year	United Healthcare HMO & Kaiser HMO Early Retiree <sup>1</sup>	Via Benefits & Kaiser Senior Advantage <sup>2</sup>	Dental <sup>3</sup>	Vision <sup>4</sup>	Medicare Part B
2024	5	5	5	5	5
2025	7.75	7.50	6.00	3.00	6.20
2026	7.50	7.25	5.00	3.00	6.20
2027	7.25	7.00	4.50	3.00	6.20
2028	7.00	6.75	4.00	3.00	6.20
2029	6.75	6.50	4.00	3.00	6.20
2030	6.50	6.25	4.00	3.00	6.20
2031	6.25	6.00	4.00	3.00	6.20
2032	6.00	5.75	4.00	3.00	6.20
2033	5.75	5.50	4.00	3.00	6.20
2034	5.50	5.25	4.00	3.00	5.75
2035	5.25	5.00	4.00	3.00	5.50
2036	5.00	4.75	4.00	3.00	5.25
2037	4.75	4.50	4.00	3.00	5.00
2038	4.50	4.50	4.00	3.00	4.75
2039 & Later	4.50	4.50	4.00	3.00	4.50

<sup>1</sup> Non-Medicare plans: UHC HMO, Kaiser HMO

<sup>2</sup> Medicare plans: Kaiser Senior Advantage, Via Benefits

<sup>3</sup> 2024 trend reflects two-year rate guarantee, premiums fixed at 2024 level.

<sup>4</sup> Reflects five-year rate guarantee, premiums fixed at 2021 level.

<sup>5</sup> The actual trends are shown below for ACERA-sponsored plans, based on premium renewals for 2025 as reported by ACERA.

Kaiser HMO Early Retiree	UHC HMO Early Retiree	Kaiser Senior Advantage	Via Benefits	Dental	Vision	Medicare Part B
5.79%	8.85%	5.90%	16.47%	0.00%	0.00%	5.90%

## Section 3: Supporting Information

### Assumed increase in annual maximum benefits

For the “substantive plan design” shown in this report, we have assumed:

1. Maximum medical allowance for ACERA sponsored plans and individual out-of-area non-Medicare plans for 2025 will increase to \$662.37 per month (\$507.43 for individual Medicare plans), then increase with 50% of trend for medical plans, or 3.75%, graded down to the ultimate rate of 2.25% over 12 years. If different types of medical plans have different initial trend rates, we assume that the future increase in MMA will be linked to the plan with the lowest projected medical trend.
2. Dental and vision premium reimbursement will increase with full trend.
3. Medicare B premium reimbursement will increase with full trend.

### Dependents

Demographic data was available for spouses of current retirees. For future retirees, male members are assumed to have a female spouse who is three years younger than the member and female members are assumed to have a male spouse who is one year older than the member. Of the future retirees who elect to continue their medical coverage at retirement, 35% males and 15% females were assumed to have an eligible spouse who also opts for health coverage at that time.

Please note that these assumptions are only used to determine the cost of the implicit subsidy.

### Administrative expenses

An administrative expense load was not added to projected incurred claim costs in developing per capita health costs.

### Actuarial cost method

Entry Age Actuarial Cost Method. Entry Age is the age on the valuation date minus years of service.

### Expected remaining service lives

The average of the expected remaining service lives of all employees is determined by:

- Calculating each active employee’s expected remaining service life as the present value of \$1 per year of future service at zero percent interest.
- Setting the remaining service life to zero for each nonactive or retired member.
- Dividing the sum of the above amounts by the total number of active employee, nonactive and retired members.

## Section 3: Supporting Information

### **Assumption changes**

Per capita costs were adjusted to reflect 2025 plan year premiums, 2025 Maximum Monthly Medical Allowances, and the 2024 implicit subsidy estimate. In addition, health plan election and trend assumptions were updated. The assumption changes had a combined impact of increasing the Total OPEB Liability.

## Section 3: Supporting Information

### Appendix A: Projection of OPEB Plan's Fiduciary Net Position for use in the calculation of discount rate as of December 31, 2024 (\$in millions)

Year Beginning January 1	Projected Beginning Plan Fiduciary Net Position (a)	Projected Total Contributions (b)	Projected Benefit Payments (c)	Projected Administrative Expenses (d)	Projected Investment Earnings (e)	Projected Ending Plan Fiduciary Net Position (f) = (a) + (b) – (c) – (d) + (e)
2024	\$1,060	\$0	\$50	\$2	\$93	\$1,102
2025	1,102	0	58	2	75	1,117
2026	1,117	0	63	2	76	1,128
2027	1,128	0	68	2	76	1,134
2028	1,134	0	73	2	77	1,136
2029	1,136	0	78	2	77	1,133
2030	1,133	0	83	2	76	1,123
2031	1,123	0	89	2	75	1,108
2032	1,108	0	94	2	74	1,086
2033	1,086	0	100	2	72	1,056
2034	1,056	0	106	2	70	1,018
2035	1,018	0	111	2	67	972
2036	972	0	116	2	64	918
2037	918	0	121	2	60	855
2038	855	0	126	2	55	783
2039	783	0	130	1	50	701
2040	701	0	135	1	44	610
2041	610	0	139	1	38	508
2042	508	0	143	1	31	395
2043	395	0	147	1	22	270
2044	270	0	151	0 <sup>1</sup>	14	132
2045	132	0	155	0 <sup>1</sup>	4	0
2123	0	0	0	0	0	0
<b>2123 (Discounted value)</b>	<b>0</b>					

<sup>1</sup> Less than \$1 million when rounded.

## Section 3: Supporting Information

### Notes:

1. Amounts may not total exactly due to rounding.
2. Amounts shown in the year beginning January 1, 2024 row are actual amounts, based on the financial statements provided by ACERA.
3. Years 2046-2122 have been omitted from this table.
4. **Column (a):** Except for the "discounted value" shown for 2123, all of the projected beginning Plan FNP amounts shown have not been adjusted for the time value of money.
5. **Column (b):** \$0. Benefits are funded by employer contributions to the 401(h) account and similar amounts are transferred from the SRBR to the Employers Advance Reserve to backfill the employer contributions that would have otherwise been made to the Retirement Plan.
6. **Column (c):** Projected benefit payments have been determined in accordance with paragraph 43-47 of GASB Statement No. 74, and are based on the closed group of active, inactive vested, retired members, and beneficiaries as of November 30, 2023. The projected benefit payments reflect future health care trends. The projected benefit payments include the OPEB SRBR benefits to the extent the current OPEB SRBR (including the portion of deferred investment loss as of December 31, 2024 that is expected to be allocated to the SRBR) supports those benefits. Benefit payments are assumed to occur halfway through the year, on average. In accordance with paragraph 35 b.(2)(e) of GASB Statement No. 74, the long-term expected rate of return on Plan investments of 7.00% per annum was applied to all periods of projected benefit payments to determine the discount rate.
7. **Column (d):** Projected administrative expenses are calculated as approximately 0.18% of the beginning OPEB SRBR Plan's FNP amount. The 0.18% portion was based on the actual fiscal year 2024 administrative expenses as a percentage of the beginning OPEB SRBR Plan's Fiduciary Net Position amount as of January 1, 2024. Administrative expenses are assumed to occur halfway through the year, on average.
8. **Column (e):** Projected investment earnings are based on the assumed investment rate of return of 7.00% per annum.
9. As illustrated in this Exhibit, the OPEB SRBR Plan's FNP was projected to be available to make all projected future benefit payments for current Plan members. In other words, there is no projected "cross-over date" when projected benefits are not covered by projected assets. Therefore, the long-term expected rate of return on Plan investments of 7.00% per annum was applied to all periods of projected benefit payments to determine the TOL as of December 31, 2024 shown earlier in this report, pursuant to paragraph 48 of GASB Statement No. 74.

## Section 3: Supporting Information

### Appendix B: Definition of Terms

Definitions of certain terms as they are used in Statement No. 75. The terms may have different meanings in other contexts.

Term	Definition
<b>Actuarially Determined Contribution:</b>	A target or recommended contribution to an OPEB plan for the reporting period based on the most recent measurement available.
<b>Assumptions or Actuarial Assumptions:</b>	The estimates on which the cost of the Plan is calculated including: <ul style="list-style-type: none"><li>a. Investment return — the rate of investment yield that the Plan will earn over the long-term future;</li><li>b. Mortality rates — the death rates of employees and retirees; life expectancy is based on these rates;</li><li>c. Retirement rates — the rate or probability of retirement at a given age;</li><li>d. Turnover rates — the rates at which employees of various ages are expected to leave employment for reasons other than death, disability, or retirement.</li></ul>
<b>Covered Payroll:</b>	The payroll of the employees that are provided OPEB benefits
<b>Discount Rate:</b>	The single rate of return, that when applied to all projected benefit payments results in an actuarial present value that is the sum of the following: <ul style="list-style-type: none"><li>a. the actuarial present value of projected benefit payments projected to be funded by plan assets using a long term rate of return, and</li><li>b. the actuarial present value of projected benefit payments that are not included in (a) using a yield or index rate for 20 year tax exempt general obligation municipal bonds with an average rating of AA/Aa or higher</li></ul>
<b>Entry Age Actuarial Cost Method:</b>	An actuarial cost method where the present value of the projected benefits for an individual is allocated on a level basis over the earnings or service of the individual between entry age and assumed exit age.
<b>Healthcare Cost Trend Rates:</b>	The rate of change in per capita health costs over time
<b>Net OPEB Liability:</b>	The Total OPEB Liability less the Plan Fiduciary Net Position
<b>Plan Fiduciary Net Position:</b>	Market Value of Assets
<b>Real Rate of Return:</b>	The rate of return on an investment after removing inflation
<b>Service Cost:</b>	The amount of contributions required to fund the benefit allocated to the current year of service.
<b>Total OPEB Liability:</b>	The portion of the actuarial present value of projected benefit payments that is attributed to past periods of employee service in conformity with the requirements of Statement No. 75.
<b>Valuation Date:</b>	The date at which the actuarial valuation is performed

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## MEMORANDUM TO THE AUDIT COMMITTEE

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**DATE:** June 18, 2025

**TO:** Members of the Audit Committee

**FROM:** Harsh Jadhav, Chief of Internal Audit

**SUBJECT:** Progress on the Internal 2025 Audit Program

### **Executive Summary**

The June 2025 Audit Committee meeting will provide a status update on the 2025 Internal Audit Program and highlight employee contributions through the ACE Award. For the year, the Internal Audit Department plans to conduct four internal audits, initiate one employer audit, lead three special projects, and deliver organization-wide fraud training. The annual fraud training is scheduled for Q3 2025 and will focus on industry best practices and emerging fraud risks.

The audit program remains on track. We initiated the Benefit Certification Audit and Investment Manager Fee Review during this reporting period. Based on input from the benefits department, the HRA Duplicate Payment Review was temporarily deferred to prioritize the Benefit Certification Audit; it is scheduled to resume in Q1 2026. The Workforce Resilience Audit is currently on hold pending completion of the Business Impact Analysis, which is actively underway.

### **Fraud Awareness and Training**

Fraud awareness continues to be a core priority for the Internal Audit Department. In 2025, we will continue delivering organization-wide training focused on protecting member information and fund assets. In addition to formal training, Internal Audit staff will serve as key partners in promoting strong internal controls and fraud prevention practices across all departments.

### **Employee Recognition – ACE Program**

Launched in Q1 2025, the ACE Program (Anti-Fraud, Controls, Excellence) honors employees who exceed expectations in strengthening internal controls, improving operational efficiency, and promoting fraud prevention.

We are pleased to recognize Marcia DeNave from the Benefits Department as our most recent ACE Award recipient. She has demonstrated outstanding commitment to advancing fraud prevention efforts, streamlining business processes, and fostering a culture of strong internal controls across the organization.

## **2025 Audit Schedule**

<b>Internal Audit Plan (2025)</b>	<b>Service Line</b>	<b>Assigned</b>	<b>Status</b>	<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>
Member Direct Deposit(Fraud) Audit	Internal Audit	Caxton	Completed				
System-Wide Benefit Overpayment - Divorced Members	Internal Audit	Caxton	Started				
Workforce Resilience (Critical Functions) Audit	Internal Audit	Marlon, Dana, Lyndon, Harsh	Continuous				
Benefit Certification Audit	Internal Audit	Lyndon	Started				
401(1) 17 Cap Limitation Audit	Employer Audit	Caxton	Not Started				
Data Cleanup - HRA Payment Review	Special Project	Lyndon	Postponed				
Third-Party Service Provider Review	Special Project	Harsh	Not Started				
Investment Manager Fee Review	Special Project	Harsh	Started				
Cybersecurity and Data Security Education	Administration	Vijay, Harsh	Continuous				
2025 Annual Risk Assessment	Administration	Harsh	Completed				
2026 Annual Risk Assessment	Administration	Harsh	Not Started				
Fraud Hotline Management	Administration	Lyndon	Continuous				
Fraud Training	Administration	Lyndon, Caxton	Not Started				

## **2025 Audit Program**

### ***Internal Audits***

#### **Member Direct Deposit (Fraud) Audit**

This audit aims to enhance internal controls by assessing potential fraud risks related to unauthorized attempts to change a member's bank account information through the member portal or standard change request processes. A joint member authentication survey conducted by ACERA and CALAPRS revealed increasing concerns among retirement systems regarding members using virtual-only banks. This audit will address these concerns by evaluating current authentication protocols and identifying areas for improvement to mitigate fraud risks.

#### **System-Wide Benefit Overpayment Audit – Divorced Members**

This audit aims to ensure the accuracy and consistency of internal controls designed to prevent benefit overpayments for ex-spouses and ex-partners of divorced members. Our approach involves conducting targeted, small-sample audits to identify potential vulnerabilities in calculating overpayments in monthly retirement benefits. Key focus areas include separate and shared accounts, court orders, and unusual scenarios. This methodology allows us to detect systemic issues efficiently and propose actionable recommendations for remediation.

#### **Workforce Resilience Audit**

This review evaluates ACERA's preparedness to sustain critical processes during periods of disruption. Specifically, it assesses whether staff are adequately trained, backup personnel are identified and equipped to perform critical tasks, and essential processes are documented and updated regularly. Given the ongoing challenges posed by cybersecurity and other adverse events, this audit supports business continuity by ensuring that ACERA maintains operational resilience.

#### **Benefit Certification Audit (New)**

This audit aims to review the process used to pay death benefits to beneficiaries of deceased retired members. It will examine the existing procedures and conduct a verification check to ensure that members selected as part of the sample are alive and well.

## ***Employer Audits***

### **401(a) 17 Cap Limitation Audit**

The objective of this audit is to verify compliance with the IRS 401(a) 17 limit under Title 26 of the United States Code and PEPRA new tier wage limits. Sample testing of select employers will assess the effectiveness of their internal controls and ACERA's oversight in ensuring the timely halting of contributions when limits are reached.

## ***Special Projects***

### **Data Cleanup Review (Postponed)**

This project focuses on reviewing benefit databases and applications for accuracy and completeness. Online files and folders will be examined to ensure that the required documentation for administering retirement benefits, such as death certificates, is properly stored, accessible, and current. In 2025, we are reviewing the Health Reimbursement Accounts (HRAs) for duplicate payments.

### **Third-Party Service Provider Review**

This review assesses whether critical third-party service providers managing ACERA's confidential and sensitive information have adequate insurance coverage, robust internal controls to prevent data breaches, effective adverse event management processes, and sufficient incident response procedures.

### **Investment Manager Fee Review**

This review aims to ensure the accuracy and appropriateness of fees paid to investment managers. It includes thoroughly evaluating fee agreements, such as management and performance fee structures, to confirm compliance with contractual terms. Transaction records, account statements, and invoices will be analyzed to verify calculations, adherence to regulatory standards, and alignment with industry practices. This review will identify discrepancies, overpayments, or inefficiencies and recommend measures to strengthen financial controls.

### **Cybersecurity and Data Security Education**

In collaboration with the PRISM Department, this special project evaluates the adequacy of employee training and processes for incident response, business recovery, and threat analysis. It aims to protect sensitive organizational and member data against emerging cybersecurity threats and promote the responsible use of artificial intelligence.

## ***Summary***

We are focused on meeting the 2025 Audit Program objectives. I want to acknowledge my staff for their strong effort and dedication to delivering quality work. The Internal Audit Staff continues to do an excellent job partnering with management, serving the Board of Retirement, and protecting our members.

# **Internal Audit Department 2025 Internal Audit Plan**

June 18, 2025

# 2025 Internal Audit Plan

Internal Audit Plan (2025)	Service Line	Assigned	Status	Q1	Q2	Q3	Q4
Member Direct Deposit(Fraud) Audit	Internal Audit	Caxton	Completed				
System-Wide Benefit Overpayment - Divorced Members	Internal Audit	Caxton	Started				
Workforce Resilience (Critical Functions) Audit	Internal Audit	Marlon, Dana, Lyndon, Harsh	Continuous				
Benefit Certification Audit (New)	Internal Audit	Lyndon	Started				
401(1) 17 Cap Limitation Audit	Employer Audit	Caxton	Not Started				
Data Cleanup - HRA Payment Review	Special Project	Lyndon	Postponed				
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