



Board of Retirement Regular Meeting

Sacramento County Employees' Retirement System

Agenda Item 15

MEETING DATE: December 10, 2025

SUBJECT: Actuarial Valuation and Review and GASB 67 Reports as of June 30, 2025

SUBMITTED FOR: X Action Information

RECOMMENDATION

Adopt the 2026-27 fiscal year employer and member contribution rates recommended by Segal; receive and file the Actuarial Valuation and Review as of June 30, 2025; and receive and file the Governmental Accounting Standards Board (GASB) Statement No.67 Actuarial Valuation as of June 30, 2025

PURPOSE

This item supports the Strategic Management Plan by maintaining prudent and effective funding policies and practices that assist in producing low contribution rate volatility and plan sustainability.

DISCUSSION

The Actuarial Valuation and Review as of June 30, 2025, was conducted to determine whether SCERS assets and contribution rates are sufficient to provide prescribed current and future benefits. The following highlights key components of the valuation report. SCERS staff have reviewed the report and concur with its findings and methodologies as presented by Segal. Segal will attend the Board Meeting to present the report and answer any questions.

Investment Experience and Return for 2024-25 – A primary driver of asset growth is the assumed long-term rate of return established under SCERS's investment policy. For the year ended June 30, 2025, the System earned a 10.99% return on a market value basis, 7.85% on a smoothed actuarial basis, and 7.81% on the Valuation Value of Assets (VVA). Because the actual return on the VVA exceeded the 6.75% assumed rate, SCERS experienced an actuarial investment gain for the year (see page 27 of the valuation report).

As of June 30, 2025, SCERS had \$527.6 million in net unrecognized investment gains, up from \$99.7 million in the prior year. These deferred gains will be recognized in the actuarial value of assets over the next six years under SCERS's asset-smoothing policy. If future returns equal the assumed 6.75% rate and all other assumptions are met, employer contribution requirements are expected to decline modestly over the next few years. The recognition of the \$527.6 million will

occur on a non-level (uneven) basis, unless the Board directs Segal to consolidate the six existing smoothing layers into a single layer and recognize one-sixth of the total amount in each of the next six valuations (see page 9 of the valuation report).

Contingency Reserve – As of June 30, 2025, SCERS maintained a \$437.3 million, which serves as a buffer to offset future investment losses when smoothed earnings fall short of the assumed rate of return.

Funded Status and Unfunded Actuarial Accrued Liability (UAAL) – SCERS’s funded position improved notably during FY 2024–25. On a market value basis, the funded ratio rose to 93.5% as of June 30, 2025, up from 88.7% in the prior year. On an actuarial value basis (using seven-year asset smoothing), the funded ratio increased to 90.1%, compared to 88.1% in 2024.

The Unfunded Actuarial Accrued Liability (UAAL) decreased significantly, reflecting strong investment performance. On a market value basis, the UAAL declined from \$1.69 billion to \$1.02 billion, and on an actuarial value basis, from \$2.19 billion to \$1.98 billion as of June 30, 2025.

Funded Status					
Dollar Amounts in Thousands					
Valuation Year Ending June 30	(1) Actuarial Accrued Liability	(2) Market Value of Assets	(3) Market Value of Assets as a % of Actuarial Accrued Liability (2)/(1)	(4) Actuarial Value of Assets	(5) Actuarial Value of Assets as a % of Actuarial Accrued Liability (4)/(1)
2025	\$15,597,205	\$14,577,459	93.5%	\$14,049,891	90.1%
2024	\$15,002,017	\$13,309,631	88.7%	\$13,209,968	88.1%

Recommended Employer Contribution Rates – Employer contribution rates are expressed as a percentage of pension-eligible compensation (“percentage of payroll”). The table below summarizes changes in the average total employer contribution rate from the prior valuation, as detailed on page 33 of the report.

Reconciliation of Average Recommended Employer Contribution Rates from June 30, 2024 to June 30, 2025	Rate
Average Recommended Employer Contribution Rate as of June 30, 2024, Valuation	28.49%
Investment return greater than expected (after smoothing)	(0.69%)
Actual contributions greater than expected	(0.06%)
Individual salary increases higher than expected	0.09%
Decrease in UAAL rate from greater than expected increase in total payroll	(0.33%)
COLA increases higher than expected	0.05%
Effect of other experiences (gains)/loss	(0.03%)
Total Change	(0.97%)
Average Recommended Employer Contribution Rate as of June 30, 2025 Valuation	27.52%

The aggregate employer contribution rates combine the normal cost and UAAL rates across all member categories and benefit tiers. Contribution rates for special district employers are higher due to larger UAAL amortization payments. Unlike the County and Superior Court, special districts did not issue pension obligation bonds in 2004 when benefit formulas were enhanced. Additional details on UAAL amortization layers and periods are provided on pages 78–83 of the valuation report. The table below presents the average total employer contribution rates, as shown on pages 35–40 of the report.

Aggregate Total Employer Contribution Rate			
Employer	FY 2026-27 *	FY 2025-26 **	Change
County of Sacramento	28.01%	29.01%	(1.00%)
SacSewer	22.94%	23.37%	(0.43%)
Superior Court	22.86%	23.86%	(1.00%)
Special Districts	29.11%	30.28%	(1.17%)
All Employers Combined	27.52%	28.49%	(0.97%)

* Contribution rates for FY 2026-27 represent the recommended rates from June 30, 2025, actuarial valuation report.
 **Contribution rates for FY 2025-26 represent the actual effective rates from June 30, 2024, actuarial valuation report after being recomposited using payrolls determined in the June 30, 2025 actuarial valuation.

Recommended Member Contribution Rates – The aggregate member contribution rate across all categories and tiers decreased slightly from 11.23% to 11.18%, primarily reflecting demographic assumption changes among tiers (refer to page 34 of the valuation report). Details on base (unadjusted) member contribution rates by plan and tier are provided on pages 112–130 of the valuation report.

Reconciliation of Average Recommended Member Contribution Rates from June 30, 2024 to June 30, 2025		Rate
Average Recommended Member Contribution Rate as of June 30, 2024, Valuation		11.23%
Change in Member Demographics on Normal Cost		(0.05%)
	Total Change	(0.05%)
Average Recommended Member Contribution as of June 30, 2025, Valuation		11.18%

Effects of Pension Reform and Participation Levels – The effects of pension reform measures continue to be reflected in SCERS’s workforce composition and overall cost structure. As of June 30, 2025, approximately 66% of active members are enrolled in PEPRA tiers. Implementation of these tiers has lowered the aggregate Normal Cost rate by about 2.3% of payroll compared to what it would have been if all active members were in legacy tiers (refer to page 8 of the valuation report).

Understanding the reduced cost of the new tiers also requires consideration of the ongoing workforce transition from legacy to PEPRA tiers. The table below summarizes active membership as of June 30, 2025, and June 30, 2024 (refer to pages 52–60 of the valuation report).

Active Membership				
Plan/Tier	June 30, 2025	Percentage of Total Membership	June 30, 2024	Change From Prior Year
Miscellaneous Tier 1	3	0.1%	6	-50.0%
Miscellaneous Tier 2	20	0.1%	23	-13.0%
Miscellaneous Tier 3	3,738	26.8%	4,085	-8.5%
Miscellaneous Tier 4	279	2.0%	279	-0.0%
Miscellaneous Tier 5	7,740	55.4%	7,159	8.1%
Safety Tier 1	8	0.1%	11	-27.3%
Safety Tier 2	579	4.2%	667	-13.2%
Safety Tier 3	116	0.8%	119	-2.5%
Safety Tier 4	1,469	10.5%	1,341	9.5%
Total	13,952	100%	13,690	1.9%

Paying Down Unfunded Liability – Based on SCERS’ funding plan, the outstanding Net UAAL balance of \$1,985 million as of June 30, 2025, is projected to be eliminated by year 2040, holding all assumptions constant and assuming they are met (Refer to pages 78 - 83). Employer contributions should modestly decrease through 2034 before dropping significantly as amortization layers are paid off.

Valuation Methodology – SCERS’ annual actuarial valuation measures current and projected assets and liabilities, as well as determines the funded status. This information forms the basis for establishing the actuary’s recommendations for the employer and member contribution rates for the upcoming fiscal year. The Board then uses the actuary’s recommendations in adopting the appropriate contribution rates, which are conveyed to the Board of Supervisors for implementation. In measuring the assets and liabilities and determining SCERS’ funded status, the actuary uses investment and actuarial experience to date, along with various assumptions about the projected future growth in assets and liabilities. The actuarial assumptions include both economic and demographic factors, which are long term in nature, as opposed to short-term experience that might be anticipated in the next few years.

In each valuation, the previous year’s experience is compared to the actuarial assumptions. To the extent there are differences, contribution rates are adjusted accordingly. This is referred to as the “differences between expected and actual experience,” which can result in either an upward or downward adjustment in the next year’s contribution rate, depending on whether the experience produced an “actuarial loss” or “actuarial gain.” A review of demographic and economic assumptions is conducted as part of the triennial experience study.

The most recent triennial experience study prepared by Segal covered the period July 1, 2019, through June 30, 2022. The Board approved the recommended actuarial methods and assumption changes, which have been used in preparing the annual actuarial valuations as of June 30, 2023. Refer to pages 33–40 of the valuation report for a detailed summary of the actuarial valuation results and key assumptions.

GASB STATEMENT No. 67 ACTUARIAL VALUATION REPORT

Attached is the GASB Statement No. 67 (GASB 67) Actuarial Valuation as of June 30, 2025. GASB 67 redefined pension liability and expense for financial reporting purposes. When measuring pension liability, GASB uses the same actuarial cost method (Entry Age method) and the same type of discount rate (long-term expected rate of return on pension plan investments) as SCERS uses for funding. As a result, the total pension liability measure for financial reporting purposes is determined on the same basis as SCERS’ actuarial accrued liability measure for funding, which totals \$15,597.2 million as of June 30, 2025.

The GASB Statement No. 67 Valuation Report provides additional information related to the Net Pension Liability (NPL), changes in the NPL, the discount rate used in determining the total pension liability, and the sensitivity of the NPL to changes in the discount rate, as well as other required note disclosures. SCERS’ NPL decreased from \$1,692.4 million as of June 30, 2024, to \$1,019.7 million as of June 30, 2025, primarily a result of favorable investment return measured

on Market Value of Assets (about \$582 million gain than expected). Changes in these values during the last two fiscal years ending June 30, 2024, and June 30, 2025, can be found in *Section 2, Schedule of changes in Net Pension Liability* on page 29.

ATTACHMENTS

- Board Order
- Fiscal Year 2026-27 Employer and Employee Contribution Rate Schedules
- Actuarial Valuation and Review as of June 30, 2025
- Governmental Accounting Standards Board Statement No. 67 Actuarial Valuation as of June 30, 2025
- Segal Presentation

Prepared by:

/S/

Margo Allen
Chief Operations Officer

Reviewed by:

/S/

Eric Stern
Chief Executive Officer



Retirement Board Order

Sacramento County Employees' Retirement System

**Before the Board of Retirement
December 10, 2025**

AGENDA ITEM:

**Actuarial Valuation and Review and GASB 67 Reports as of
June 30, 2025**

THE BOARD OF RETIREMENT hereby accepts the recommendation of staff to adopt the 2026-27 fiscal year employer and member contribution rates recommended by Segal; receive and file the Actuarial Valuation and Review as of June 30, 2025; and receive and file the Governmental Accounting Standards Board Statement 67 Actuarial Valuation as of June 30, 2025.

I HEREBY CERTIFY that the above order was passed and adopted on December 10, 2025 by the following vote of the Board of Retirement, to wit:

AYES:

NOES:

ABSENT:

ABSTAIN:

ALTERNATES (Present but not voting):

Chris Giboney
Board President

Eric Stern
Chief Executive Officer and
Board Secretary



FY 2026-27 and FY 2025-26 EMPLOYER CONTRIBUTION RATES

Sacramento County and Elected Officials

MISCELLANEOUS

	Tier 1		Tier 2		Tier 3		Tier 4		Tier 5	
	FY 2026-27	FY 2025-26	FY 2026-27	FY 2025-26	FY 2026-27	FY 2025-26	FY 2026-27	FY 2025-26	FY 2026-27	FY 2025-26
Normal Cost	8.44%	11.80%	7.99%	8.12%	10.85%	10.90%	10.56%	10.47%	9.53%	9.56%
UAAL	10.60%	11.52%	10.60%	11.52%	10.60%	11.52%	10.60%	11.52%	10.60%	11.52%
Total	19.04%	23.32%	18.59%	19.64%	21.45%	22.42%	21.16%	21.99%	20.13%	21.08%

SAFETY

	Tier 1		Tier 2		Tier 3		Tier 4	
	FY 2026-27	FY 2025-26	FY 2026-27	FY 2025-26	FY 2026-27	FY 2025-26	FY 2026-27	FY 2025-26
Normal Cost	30.22%	30.78%	21.37%	21.19%	20.43%	20.51%	14.62%	14.64%
UAAL	33.79%	34.95%	33.79%	34.95%	33.79%	34.95%	33.79%	34.95%
Total	64.01%	65.73%	55.16%	56.14%	54.22%	55.46%	48.41%	49.59%

SacSewer

MISCELLANEOUS

	Tier 2		Tier 3		Tier 4		Tier 5	
	FY 2026-27	FY 2025-26	FY 2026-27	FY 2025-26	FY 2026-27	FY 2025-26	FY 2026-27	FY 2025-26
Normal Cost	11.61%	11.60%	14.33%	14.57%	10.06%	10.27%	9.28%	9.47%
UAAL	11.27%	11.49%	11.27%	11.49%	11.27%	11.49%	11.27%	11.49%
Total	22.88%	23.09%	25.60%	26.06%	21.33%	21.76%	20.55%	20.96%

Superior Court

MISCELLANEOUS

	Tier 1		Tier 2		Tier 3		Tier 5	
	FY 2026-27	FY 2025-26	FY 2026-27	FY 2025-26	FY 2026-27	FY 2025-26	FY 2026-27	FY 2025-26
Normal Cost	10.48%	16.36%	11.84%	12.15%	15.48%	15.58%	9.53%	9.56%
UAAL	10.56%	11.49%	10.56%	11.49%	10.56%	11.49%	10.56%	11.49%
Total	21.04%	27.85%	22.40%	23.64%	26.04%	27.07%	20.09%	21.05%

Special Districts

MISCELLANEOUS

Galt-Arno Cemetery and Fair Oaks Cemetery Districts

	Tier 3		Tier 5	
	FY 2026-27	FY 2025-26	FY 2026-27	FY 2025-26
Normal Cost	15.48%	15.58%	9.53%	9.56%
UAAL	13.69%	14.57%	13.69%	14.57%
Total	29.17%	30.15%	23.22%	24.13%

Orangevale Recreation and Park District

	Tier 3		Tier 5	
	FY 2026-27	FY 2025-26	FY 2026-27	FY 2025-26
Normal Cost	10.85%	10.90%	9.53%	9.56%
UAAL	17.70%	18.80%	17.70%	18.80%
Total	28.55%	29.70%	27.23%	28.36%

Rio Linda Elverta Recreation and Park District

	Tier 5	
	FY 2026-27	FY 2025-26
Normal Cost	9.53%	9.56%
UAAL	1.15%	1.81%
Total	10.68%	11.37%



FY 2026-27 and FY 2025-26 EMPLOYER CONTRIBUTION RATES

All Other Districts

	Tier 3		Tier 5	
	FY 2026-27	FY 2025-26	FY 2026-27	FY 2025-26
Normal Cost	15.48%	15.58%	9.53%	9.56%
UAAL	17.70%	18.80%	17.70%	18.80%
Total	33.18%	34.38%	27.23%	28.36%



FY 2026-27 and FY 2025-26 MEMBER CONTRIBUTION RATES

Sacramento County and Elected Officials

MISCELLANEOUS

All	Tier 1*		Tier 2		Tier 3		Tier 4		Tier 5	
	FY 2026-27	FY 2025-26	FY 2026-27	FY 2025-26	FY 2026-27	FY 2025-26	FY 2026-27	FY 2025-26	FY 2026-27	FY 2025-26
	8.54%	11.96%	8.09%	8.23%	10.75%	10.80%	10.44%	10.35%	9.53%	9.56%

SAFETY

All	Tier 1*		Tier 2		Tier 3		Tier 4	
	FY 2026-27	FY 2025-26	FY 2026-27	FY 2025-26	FY 2026-27	FY 2025-26	FY 2026-27	FY 2025-26
	21.22%	21.30%	20.92%	20.93%	20.31%	20.39%	14.62%	14.64%

SacSewer

MISCELLANEOUS

All	Tier 2		Tier 3		Tier 4		Tier 5	
	FY 2026-27	FY 2025-26	FY 2026-27	FY 2025-26	FY 2026-27	FY 2025-26	FY 2026-27	FY 2025-26
	4.75%	4.75%	6.91%	6.93%	9.94%	10.15%	9.28%	9.47%

Superior Court

MISCELLANEOUS

All	Tier 1*		Tier 2		Tier 3		Tier 5	
	FY 2026-27	FY 2025-26	FY 2026-27	FY 2025-26	FY 2026-27	FY 2025-26	FY 2026-27	FY 2025-26
	6.47%	7.33%	4.17%	4.17%	6.05%	6.05%	9.53%	9.56%

Special Districts

MISCELLANEOUS

Galt-Arno Cemetery and Fair Oaks Cemetery Districts	Tier 3		Tier 5	
	FY 2026-27	FY 2025-26	FY 2026-27	FY 2025-26
	6.05%	6.05%	9.53%	9.56%
Orangevale Recreation and Park District	Tier 3		Tier 5	
	FY 2026-27	FY 2025-26	FY 2026-27	FY 2025-26
	10.75%	10.80%	9.53%	9.56%
Rio Linda Elverta Recreation and Park District	Tier 5			
	FY 2026-27	FY 2025-26		
	9.53%	9.56%		
All Other Districts	Tier 3		Tier 5	
	FY 2026-27	FY 2025-26	FY 2026-27	FY 2025-26
	6.05%	6.05%	9.53%	9.56%

Notes:

For legacy tiers (Miscellaneous tiers 1, 2, 3, and 4 and Safety tiers 1, 2, and 3), member rates shown are for bi-weekly salary in excess of \$161 (or monthly salary in excess of \$350). For PEPRA tiers (Miscellaneous tier 5 and Safety tier 4), member rates shown are for the total bi-weekly salary.

* Members who enter prior to 1/1/1975 contribute on the basis of their actual entry age and all others contribute based on the basis of a single entry age of 35 for Miscellaneous members and age of 29 for Safety members.

Sacramento County Employees' Retirement System

**Actuarial Valuation and Review
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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October 24, 2025

Board of Retirement
Sacramento County Employees' Retirement System
980 9th Street, Suite 1900
Sacramento, CA 95814

Dear Board Members:

We are pleased to submit this Actuarial Valuation and Review as of June 30, 2025 for the Sacramento County Employees' Retirement System ("SCERS" or "the System" or "the Plan"). It summarizes the actuarial data used in the valuation, analyzes the preceding year's experience, and establishes the funding requirements for fiscal year 2026-2027.

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 SCERS and the Plan's other service providers.

Segal does not audit the data provided. The accuracy and comprehensiveness of the data is the responsibility of those supplying the data. To the extent we can, however, Segal does review the data for reasonableness and consistency. Based on our review of the data, we have no reason to doubt the substantial accuracy of the information on which we have based this report and we have no reason to believe there are facts or circumstances that would affect the validity of these results.

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; and changes in plan provisions or applicable law.

The actuarial calculations were directed under the supervision of Molly Calcagno, ASA, MAAA, and 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 this 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

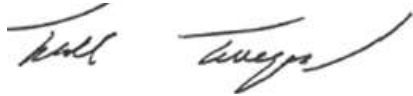
recommendations. In our opinion, the assumptions are reasonable and take into account the experience of SCERS and reasonable expectations. In addition, in our opinion, the combined effect of these assumptions is expected to have no significant bias.

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.

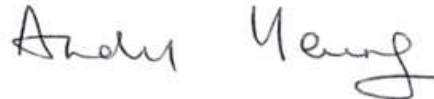
We look forward to reviewing this report at your next meeting and to answering any questions.

Sincerely,


Segal



Todd Tauzer, FSA, MAAA, FCA, CERA
Senior Vice President and Actuary



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



Molly Calcagno, ASA, MAAA, EA
Senior Actuary

DC/jl

Table of Contents

Section 1: Actuarial Valuation Summary	6
Purpose and basis	6
Highlights of the valuation	7
Summary of key valuation results	11
Important information about actuarial valuations	16
Section 2: Actuarial Valuation Results	18
A. Member information	18
B. Financial information	22
C. Actuarial experience	26
D. Other changes impacting the actuarial accrued liability	29
E. Unfunded actuarial accrued liability	30
F. Recommended contribution	31
G. Funded status	42
H. Actuarial balance sheet	44
I. Risk	45
J. Volatility ratios	49
Section 3: Supplemental Information	51
Exhibit A: Table of plan demographics	51
Exhibit B: Distribution of active members	61
Exhibit C: Reconciliation of member data	71
Exhibit D: Summary of income and expenses on a market value basis	72
Exhibit E: Summary statement of plan assets	73

Table of Contents

Exhibit F: Summary of reported reserve information	74
Exhibit G: Development of the Plan through June 30, 2025	77
Exhibit H: Table of amortization bases	78
Exhibit I: Projection of UAAL balances and payments	84
Section 4: Actuarial Valuation Basis	86
Exhibit 1: Actuarial assumptions, methods and models	86
Exhibit 2: Summary of plan provisions	103
Exhibit 3: Member contribution rates	112
Exhibit 4: Calculation of additional District rate as of June 30, 2025 for certain District employers	121
Exhibit 5: Detailed District rates as of June 30, 2025	122
Exhibit 6: Normal cost rates with additional member contributions under cost sharing arrangements	124
Exhibit 7: SacSewer normal cost rates	128
Appendix A: Definition of Pension Terms	131

Section 1: Actuarial Valuation Summary

Purpose and basis

This report has been prepared by Segal to present a valuation of the Sacramento County Employees' Retirement System ("SCERS" or "the System" or "the Plan") as of June 30, 2025. The valuation was performed to determine whether the assets and contribution rates are sufficient to provide the prescribed benefits.

The contribution requirements presented in this report are based on:

- The benefit provisions of the Plan, as administered by the Board of Retirement;
- The characteristics of covered active members, inactive members and retired members and beneficiaries as of June 30, 2025, provided by SCERS;
- The assets of the Plan as of June 30, 2025, provided by SCERS;
- Economic assumptions regarding future salary increases and investment earnings adopted by the Board of Retirement for the June 30, 2025 valuation;
- Other actuarial assumptions regarding employee terminations, retirement, death, etc. adopted by the Board of Retirement for the June 30, 2025 valuation; and
- The funding policy adopted by the Board of Retirement.

Certain disclosure information required by Governmental Accounting Standards Board (GASB) Statements No. 67 and 68 as of June 30, 2025 for the Plan and the employers, respectively, are provided in separate reports.

One of the general goals of an actuarial valuation is to establish contributions which fully fund the System's liabilities, and which, as a percentage of payroll, remain as level as possible for each generation of active members. Annual actuarial valuations measure the progress toward this goal, as well as test the adequacy of the contribution rates.

The contribution requirements are determined as a percentage of payroll. The System's employer rates provide for both normal cost and a contribution to amortize any unfunded or overfunded actuarial accrued liabilities. In this valuation, we have applied the funding policy adopted by the Board on June 19, 2013 and reaffirmed by the Board on March 17, 2021. The policy was further amended on April 17, 2024 to address when it might be appropriate to adjust the pattern of the recognition of the deferred investment gains or

Section 1: Actuarial Valuation Summary

losses under the Board's asset smoothing method. Details of the funding policy are provided in *Section 4, Exhibit 1* starting on page 98.

The rates calculated in this report may be adopted by the Board of Retirement for the fiscal year that extends from July 1, 2026 through June 30, 2027.

Highlights of the valuation

Funding measures

1. The funded ratio (the ratio of actuarial value of assets to the actuarial accrued liability) increased from 88.1% to 90.1%. This ratio is one measure of funding status, and its history is a measure of funding progress. Using the market value of assets, the funded ratio increased from 88.7% to 93.5%. These measurements 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. A history of the System's funded ratios is provided in *Section 2, Subsection G* on pages 42 and 43.
2. The unfunded actuarial accrued liability (the difference between the actuarial accrued liability and the valuation value of assets) decreased from \$2,191 million to \$1,985 million. The decrease in unfunded actuarial accrued liability (UAAL) is primarily due to an investment return on the valuation value (i.e., after asset smoothing) greater than the assumed rate of 6.75% used in the June 30, 2024 valuation and actual contributions greater than expected, offset somewhat by individual salary increases for actives and cost-of-living adjustments (COLAs) for retirees and beneficiaries greater than expected. A reconciliation of the System's UAAL from the prior year is provided in *Section 2, Subsection E* on page 30.

A schedule of the current UAAL amortization balances and payments may be found in *Section 3, Exhibit H* starting on page 78. A graphical projection of the UAAL amortization balances and payments is provided in *Section 3, Exhibit I* starting on page 84.

Actuarial experience

3. The net actuarial experience gain of \$121.0 million, or 0.78% of actuarial accrued liability, is due to an investment gain of \$136.7 million, or 0.88% of actuarial accrued liability, offset to some degree by a net loss from sources other than investments of \$15.7 million, or 0.10% of the actuarial accrued liability. The loss from sources other than investments was primarily due to individual salary increases and COLAs for retirees and beneficiaries greater than expected.
4. The rate of return on the market value of assets was 10.99% for the year ending June 30, 2025. The return on the valuation value of assets was 7.81% for the same period after recognizing a portion of this year's investment gain and a portion of prior

Section 1: Actuarial Valuation Summary

years' investment gains and losses. This resulted in an actuarial gain when measured against the assumed rate of return of 6.75% used in the June 30, 2024 valuation. This actuarial investment gain (after asset smoothing) decreased the average employer contribution rate by 0.69% of payroll.

Contributions

5. Effective December 15, 2024, the Sacramento Area Sewer District (SacSewer) has become a new employer of SCERS. (Prior to that date, members associated with SacSewer were still considered members of the County.) County employees assigned to SacSewer have separated from County employment to become employees of SacSewer. Pursuant to the terms of the Agreement between SCERS, SacSewer and the County, this valuation calculates fiscal year 2026-2027 employer and member contribution rates for SacSewer that are independent of the County's contribution rates. Based on guidance provided by SCERS for use in determining SacSewer's contribution rates for fiscal year 2025-2026, we understand that the member rates for Miscellaneous Tiers 1 through 4 are no more than 14% higher than the applicable member full rate before the 50% normal cost sharing arrangement. The remainder of the total normal cost calculated on SacSewer's membership is paid by the employer.

Based on guidance provided by SCERS and recommended by Segal, for transfers into or out of SacSewer after June 30, 2024, SCERS will transfer assets into or out of SacSewer reserves equal to the actuarial accrued liability of the transferred members as determined in the most recent actuarial valuation immediately preceding the transfer, which Segal would calculate as of subsequent valuation dates.

6. The average employer rate calculated in this valuation has decreased from 28.49% to 27.52% of payroll. This decrease is primarily due to the investment gain, the effect of amortizing the UAAL over a larger than expected projected total salary, and actual contributions greater than expected, offset somewhat by individual salary increases for actives and COLA increases for retirees and beneficiaries greater than expected. A complete reconciliation of the System's aggregate employer rate is provided in *Section 2, Subsection F* on page 33.
7. The average member rate calculated in this valuation has decreased from 11.23% to 11.18% of payroll due to changes in active member demographics. A complete reconciliation of the System's aggregate member rate is provided in *Section 2, Subsection F* on page 34.

The detailed member rates by cost group are provided in *Section 4, Exhibits 3, 6 and 7* of this report.

8. As of June 30, 2025, about 66% of active members are enrolled in the CalPEPRA tiers. As a result of the implementation of the CalPEPRA tiers, the aggregate normal cost rate is lower by about 2.3% of payroll compared to what the aggregate normal cost rate would have been if all active members were enrolled in the legacy tiers.
9. Rio Linda Elverta Recreation and Parks District became a participating employer effective October 1, 2017. Employees are enrolled in Miscellaneous Tier 5, regardless of any reciprocity with other retirement systems. Besides paying the normal cost

Section 1: Actuarial Valuation Summary

rate, the employer is only responsible for its share of the UAAL rate based only on actuarial experience that occurred on or after July 1, 2017.

10. Segal strongly recommends an actuarial funding method that targets 100% funding of the actuarial accrued liability. Generally, this implies payments that are ultimately at least enough to cover normal cost, interest on the UAAL and the principal balance. The funding policy adopted by the Board of Retirement meets this standard.

Future expectations

11. The total unrecognized net investment gain (i.e., the difference between the market value of assets and the “smoothed” actuarial value of assets) as of June 30, 2025 is \$527.6 million as compared to an unrecognized net investment gain of \$99.7 million in the previous valuation. This net deferred gain of \$527.6 million will be recognized in the determination of the actuarial value of assets for funding purposes in the next few years as shown in *Section 2, Subsection B* on page 23.

The net deferred gain of \$527.6 million represents about 3.6% of the market value of assets. Unless offset by future investment losses or other unfavorable experience, the recognition of the \$527.6 million net market gain is expected to have an impact on the System’s future funded ratio and contribution rate requirements. This potential impact may be illustrated as follows:

- a. If the net deferred gain was recognized immediately in the actuarial value of assets, the funded percentage would increase from 90.1% to 93.5%.

For comparison purposes, if the net deferred gain in the June 30, 2024 valuation had been recognized immediately in the June 30, 2024 valuation, the funded percentage would have increased from 88.1% to 88.7%.

- b. If the net deferred gain was recognized immediately in the actuarial value of assets, the average employer contribution rate would decrease from 27.5% to 24.8% of payroll.

For comparison purposes, if the net deferred gain in the June 30, 2024 valuation had been recognized immediately in the June 30, 2024 valuation, the average employer contribution rate would have decreased from 28.7% to 28.2% of payroll.

12. The \$437.3 million in the Contingency Reserve as of June 30, 2025 is available to supplement shortfall when crediting interest to the valuation reserve accounts in future valuations under the Board’s Interest Crediting Policy. If that amount were applied in the June 30, 2025 valuation, the aggregate employer contribution rate would have decreased by about 2.2% of payroll.

Risk

13. It is important to note that this actuarial valuation is based on plan assets as of June 30, 2025. The Plan’s funded status does not reflect short-term fluctuations of the market, but rather is based on the market values on the last day of the plan year. Segal is available to prepare projections of potential outcomes of market conditions and other demographic experience upon request.

Section 1: Actuarial Valuation Summary

14. Because the actuarial valuation results are dependent on a given set of assumptions, there is a risk that emerging results may differ significantly as actual experience proves to be different from the assumptions. Following the completion of the June 30, 2024 valuation, we prepared a stand-alone Risk Assessment report dated April 29, 2025 by using membership and financial information as provided in the actuarial valuation as of June 30, 2024. That report includes various projections (both deterministic and stochastic) of future results under different investment return scenarios together with the assumptions adopted for the June 30, 2024 valuation.

For this valuation cycle, we have not been engaged to perform a detailed analysis of the potential range of the impact of risk relative to the Plan's future financial condition, but we have included a brief discussion of some risks that may affect the Plan in *Section 2, Subsection I*, beginning on page 45. This discussion of risk is included to satisfy the disclosure required by the Actuarial Standard of Practice No. 51 (ASOP 51).

15. The risk assessment in *Section 2, Subsection I* includes the disclosure of a "Low-Default-Risk Obligation Measure" (LDROM). This disclosure, along with commentary on the significance of the LDROM, is a requirement under Actuarial Standard of Practice No. 4 (ASOP 4) for all pension funding actuarial valuation reports and can be found starting on page 47.

Section 1: Actuarial Valuation Summary

Summary of key valuation results

Average Employer Contribution Calculated as of June 30
(\$ in '000s)

Tier	2025 Contribution Rate	2025 Annual Amount ¹	2024 Contribution Rate	2024 Annual Amount ¹
Miscellaneous				
• Miscellaneous Tier 1 ²	19.72%	\$71	25.28%	\$91
• Miscellaneous Tier 2	19.80%	434	20.85%	457
• Miscellaneous Tier 3	22.59%	97,605	23.53%	101,669
• Miscellaneous Tier 4	21.17%	7,795	21.97%	8,089
• Miscellaneous Tier 5	20.46%	135,488	21.38%	141,623
Safety				
• Safety Tier 1	64.01%	1,025	65.73%	1,053
• Safety Tier 2	55.16%	59,135	56.14%	60,187
• Safety Tier 3	54.22%	10,660	55.46%	10,903
• Safety Tier 4	48.41%	81,671	49.59%	83,662
All Categories Combined	27.52%	\$393,884	28.49%	\$407,734

¹ Estimated based on June 30, 2025 projected annual compensation.

² The number of active members dropped from six (prior valuation) to three (current valuation). There was a reduction in the normal cost due to the reduction in average entry age from 30 to 22.

Section 1: Actuarial Valuation Summary

Aggregate Member Contribution Calculated as of June 30

(\$ in '000s)

Tier	2025 Contribution Rate	2025 Annual Amount ¹	2024 Contribution Rate	2024 Annual Amount ¹
All Categories Combined	11.18%	\$159,987	11.23%	\$160,703

Individual Member Contribution Rates² Calculated as of June 30

(\$ in '000s)

Tier	2025 Contribution Rate ³	2025 Annual Amount ⁴	2024 Contribution Rate ³	2024 Annual Amount ⁴
Miscellaneous				
• Miscellaneous Tier 1 ⁵	6.47%	\$7,678	7.33%	\$8,698
• Miscellaneous Tier 2	4.17%	4,478	4.17%	4,478
• Miscellaneous Tier 3	6.05%	6,813	6.05%	6,813
• Miscellaneous Tier 4	9.02%	11,818	9.00%	11,792
• Miscellaneous Tier 5	9.53%	8,074	9.56%	8,100
Safety				
• Safety Tier 1	16.41%	32,615	16.75%	33,290
• Safety Tier 2	16.08%	29,548	16.07%	29,530
• Safety Tier 3	15.79%	26,540	15.80%	26,556
• Safety Tier 4	14.62%	16,790	14.64%	16,813

¹ Estimated based on June 30, 2025 projected annual compensation.

² Before reflecting members in legacy tiers who agreed to contribute an additional portion of the normal cost, and excluding SacSewer members. SacSewer member contribution rates are shown in *Section 4, Exhibits 3 and 7* of this report.

³ Based on single full-rates payable by members who enter on or after January 1, 1975.

⁴ Per member amount based on June 30, 2025 average projected annual compensation for members in each respective tier, excluding SacSewer members.

⁵ The number of active members dropped from six (prior valuation) to three (current valuation). There was a reduction in the average member contribution rate due to the reduction in average entry age from 30 to 22.

Section 1: Actuarial Valuation Summary

Valuation Results as of June 30 (\$ in '000s)

Line Description	2025	2024
Actuarial accrued liability		
• Total actuarial accrued liability	\$15,597,205	\$15,002,017
– Retired members and beneficiaries	9,862,321	9,380,758
– Inactive members ¹	499,552	480,182
– Active members	5,225,498	5,130,327
– Non-valuation amounts	9,834	10,750
• Normal cost for plan year beginning June 30	329,589	317,684
Assets		
• Market value of assets (MVA)	\$14,577,459	\$13,309,631
• Actuarial value of assets (AVA) ²	14,049,891	13,209,968
• Actuarial value of assets as a percentage of market value of assets	96.4%	99.3%
• Valuation value of assets (VVA) ³	13,602,733	\$12,799,929
Funded status		
• Unfunded actuarial accrued liability on MVA basis	\$1,019,746	\$1,692,386
• Funded percentage on MVA basis	93.5%	88.7%
• Unfunded actuarial accrued liability on AVA basis	\$1,547,314	\$1,792,049
• Funded percentage on AVA basis	90.1%	88.1%
• Unfunded actuarial accrued liability on VVA basis ⁴	\$1,984,638	\$2,191,338
• Funded percentage on VVA basis	87.3%	85.4%

¹ Includes inactive members due a refund of member contributions.

² Includes non-valuation reserves and amounts.

³ Excludes non-valuation reserves and amounts.

⁴ The actuarial accrued liability in this calculation excludes non-valuation reserves and amounts.

Section 1: Actuarial Valuation Summary

Line Description	2025	2024
Key assumptions		
• Net investment return	6.75%	6.75%
• Inflation rate	2.50%	2.50%
• "Across-the-board" salary increase	0.25%	0.25%
• Payroll growth	2.75%	2.75%
• Cost-of-living adjustments		
– Tiers with 4% maximum COLA	2.75%	2.75%
– Tiers with 2% maximum COLA	2.00%	2.00%
• Amortization period on VVA basis ¹	20 years	20 years

¹ Changes in unfunded actuarial accrued liability as a result of gains or losses for each valuation are amortized over separate 20-year periods. Details of the funding policy are provided in *Section 4, Exhibit 1*.

Section 1: Actuarial Valuation Summary

Demographic Data as of June 30

Demographic Data by Status	2025	2024	Change
Active members			
• Number of members	13,952	13,690	1.9%
• Average age	44.2	44.4	-0.2
• Average service	10.1	10.3	-0.2
• Total projected compensation	\$1,431,014,215	\$1,358,649,370	5.3%
• Average projected compensation	\$102,567	\$99,244	3.3%
Retired members and beneficiaries			
• Number of members	14,606	14,285	2.2%
– Service retired	11,949	11,698	2.1%
– Disability retired	722	704	2.6%
– Beneficiaries	1,935	1,883	2.8%
• Average age	71.0	70.8	0.2
• Average monthly benefit	\$4,375	\$4,212	3.9%
Inactive members			
• Number of members ¹	5,102	4,935	3.4%
• Average age	45.7	45.9	-0.2
Total members	33,660	32,910	2.3%

¹ Includes inactive members due a refund of member contributions.

Section 1: Actuarial Valuation Summary

Important information about actuarial valuations

An actuarial valuation is a budgeting tool with respect to the financing of future projected obligations of a pension plan. It is an estimated forecast – 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.

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

Input Item	Description
Plan provisions	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 to confirm that Segal has correctly interpreted the plan of benefits.
Member information	An actuarial valuation for a plan is based on data provided to the actuary by the System. 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.
Financial information	Part of the cost of a plan will be paid from existing assets — the balance will need to come from future contributions and investment income. The valuation is based on the asset values as of the valuation date, typically reported by the System. A snapshot as of a single date may not be an appropriate value for determining a single year's contribution requirement, especially in volatile markets. Plan sponsors often use an "actuarial value of assets" that differs from market value to gradually reflect year-to-year changes in the market value of assets in determining the contribution requirements.
Actuarial assumptions	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 (if applicable). 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.

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 System. 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 SCERS 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 System 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 SCERS upon delivery and review. SCERS should notify Segal immediately of any questions or concerns about the final content.

Section 2: Actuarial Valuation Results

A. Member information

The Actuarial Valuation and Review considers the number and demographic characteristics of covered members, including active members, inactive members, retired members and beneficiaries.

This section presents a summary of significant statistical data on these member groups. More detailed information for this valuation year and the preceding valuation can be found in *Section 3, Exhibits A, B, and C.*

Member Population

As of June 30	Active Members	Inactive Members ¹	Retired Members and Beneficiaries (Pay Status)	Total Non-Actives	Ratio of Non-Actives to Actives	Ratio of Pay Status to Actives
2016	12,393	3,301	10,960	14,261	1.15	0.88
2017	12,587	3,425	11,396	14,821	1.18	0.91
2018	12,677	3,509	11,883	15,392	1.21	0.94
2019	12,678	3,602	12,381	15,983	1.26	0.98
2020	12,650	3,791	12,732	16,523	1.31	1.01
2021	12,500	4,054	13,051	17,105	1.37	1.04
2022	12,757	4,423	13,635	18,058	1.42	1.07
2023	13,167	4,702	13,934	18,636	1.42	1.06
2024	13,690	4,935	14,285	19,220	1.40	1.04
2025	13,952	5,102	14,606	19,708	1.41	1.05

¹ Includes inactive members due a refund of member contributions.

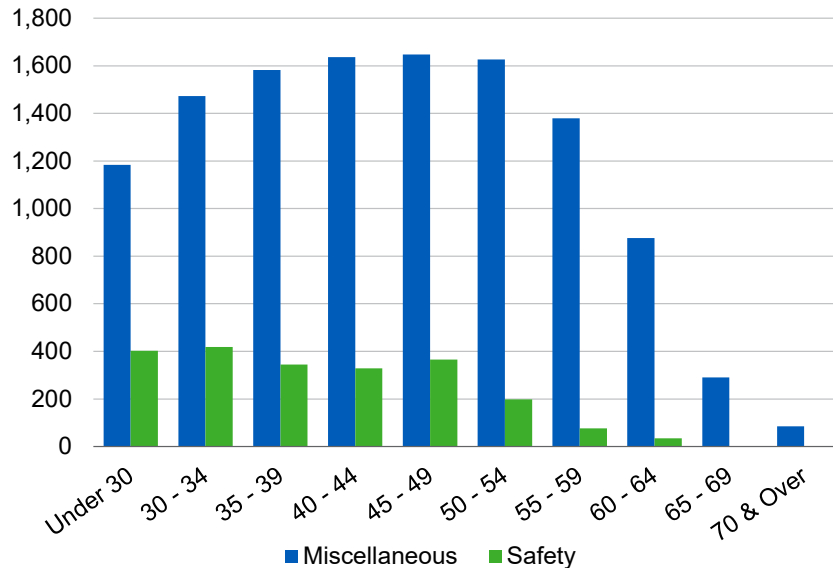
Section 2: Actuarial Valuation Results

Active members

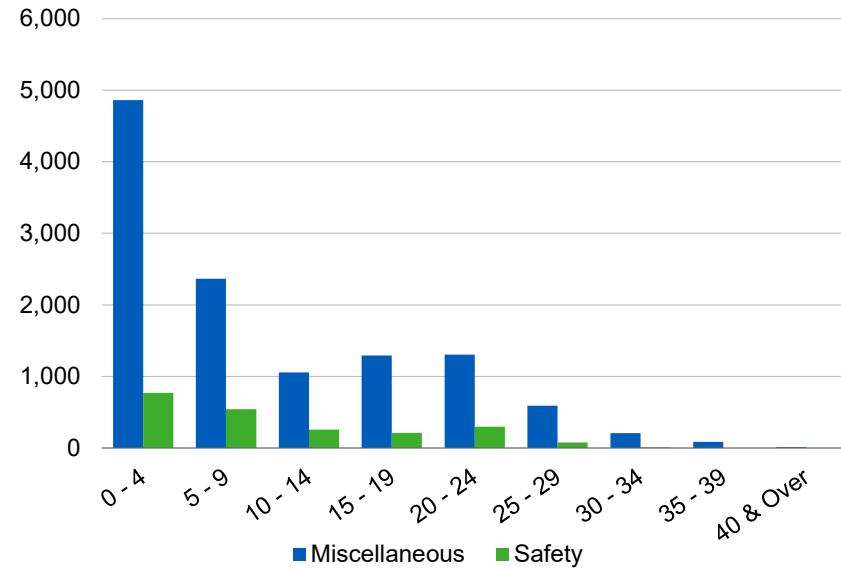
Demographic Data	As of June 30, 2025	As of June 30, 2024	Change
Active members	13,952	13,690	1.9%
Average age ¹	44.2	44.4	-0.2
Average years of service	10.1	10.3	-0.2
Average compensation	\$102,567	\$99,244	3.3%

Distribution of Active Members as of June 30, 2025

Actives by Age



Actives by Years of Service



Inactive members

Demographic Data	As of June 30, 2025	As of June 30, 2024	Change
Inactive members ²	5,102	4,935	3.4%

¹ Among the active members, there were none with unknown age information.

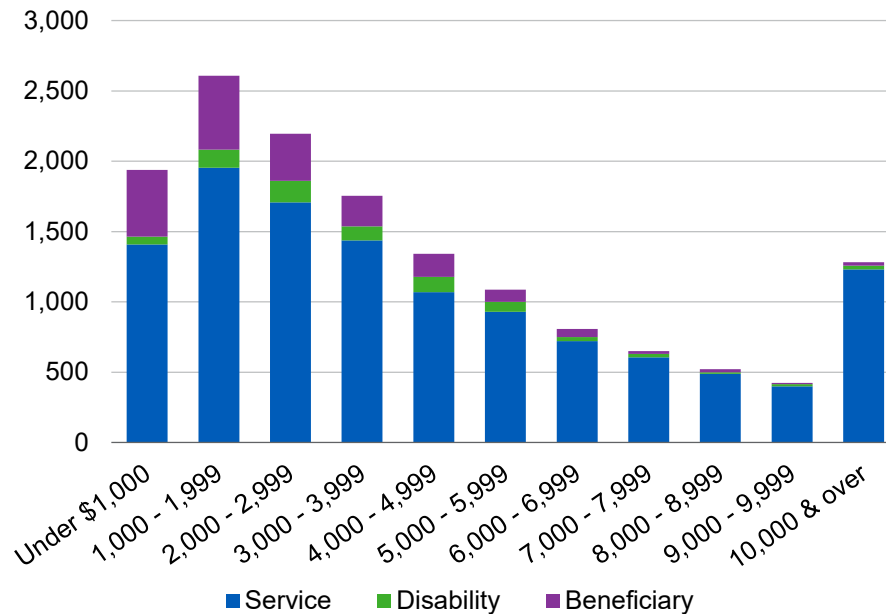
² Includes inactive members due a refund of member contributions.

Section 2: Actuarial Valuation Results

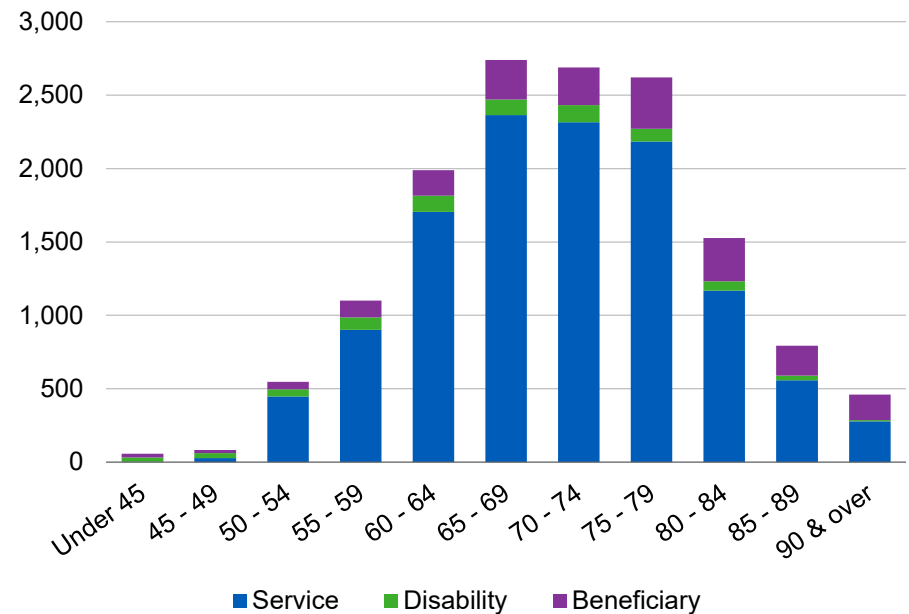
Retired members and beneficiaries

Demographic Data	As of June 30, 2025	As of June 30, 2024	Change
Retired members	12,671	12,402	2.2%
Beneficiaries	1,935	1,883	2.8%
Average age	71.0	70.8	0.2
Average monthly amount	\$4,375	\$4,212	3.9%
Total monthly amount	\$63,895,400	\$60,162,315	6.2%

Distribution of Retired Members and Beneficiaries as of June 30, 2025
By Type and Monthly Amount



By Type and Age



Section 2: Actuarial Valuation Results

Historical plan population

The chart below demonstrates the progression of the active population over the last 10 years. The chart also shows the growth among the retired population over the same time period.

Historical Member Data

Active Members versus Retired Members and Beneficiaries (Pay Status)

As of June 30	Active Count	Active Average Age	Active Average Service	Pay Status Count	Pay Status Average Age	Pay Status Monthly Amount
2016	12,393	46.3	12.4	10,960	69.4	\$3,156
2017	12,587	46.0	12.1	11,396	69.5	3,260
2018	12,677	45.7	11.9	11,883	69.6	3,381
2019	12,678	45.7	11.9	12,381	69.8	3,521
2020	12,650	45.7	11.9	12,732	70.1	3,658
2021	12,500	45.6	11.8	13,051	70.2	3,768
2022	12,757	45.1	11.3	13,635	70.4	3,911
2023	13,167	44.7	10.8	13,934	70.5	4,059
2024	13,690	44.4	10.3	14,285	70.8	4,212
2025	13,952	44.2	10.1	14,606	71.0	4,375

Section 2: Actuarial Valuation Results

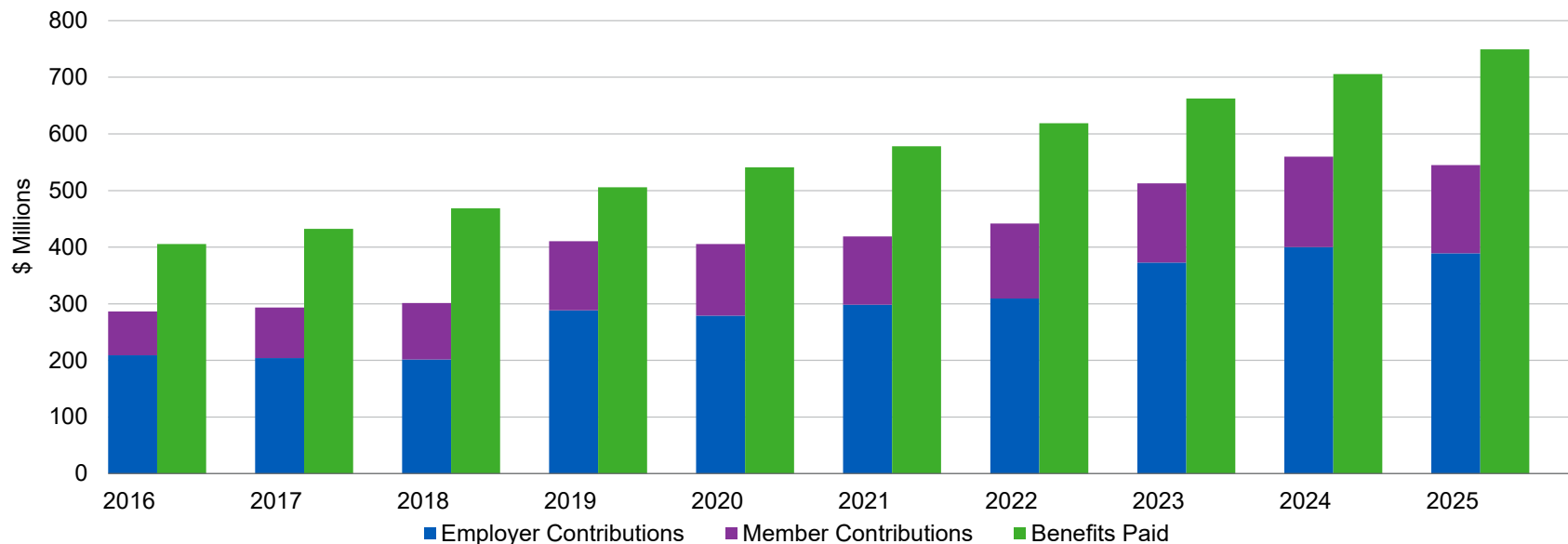
B. Financial information

Retirement plan funding anticipates that, over the long term, both contributions and investment earnings (less investment fees and administrative expenses) will be needed to cover benefit payments. Retirement plan assets change as a result of the net impact of these income and expense components.

Additional financial information, including a summary of transactions for the valuation year, is presented in *Section 3, Exhibits D, E, F and G*.

It is desirable to have level and predictable plan costs from one year to the next. For this reason, the Board has approved an asset valuation method that gradually adjusts to market value. Under this valuation method, the full value of market fluctuations is not recognized in a single year and, as a result, the valuation asset value and the plan costs are more stable. The amount of the adjustment to recognize market value is treated as income, which may be positive or negative. Realized and unrealized gains and losses are treated equally and, therefore, the sale of assets has no immediate effect on the actuarial value.

Comparison of Contributions Made with Benefits for Years Ended June 30



Section 2: Actuarial Valuation Results

Determination of Actuarial Value and Valuation Value of Assets for Year Ended June 30, 2025

Step	Actual Return	Expected Return	Investment Gain/(Loss)	Percent Deferred	Amount
1. Market value of assets					\$14,577,459,489
2. Calculation of unrecognized return					
a. Year ended June 30, 2020	\$292,913,229	\$690,394,213	\$(397,480,984)	14.3%	\$(56,782,998)
b. Year ended June 30, 2021	2,744,248,606	676,831,490	2,067,417,116	28.6%	590,690,605
c. Year ended June 30, 2022	(556,708,213)	851,772,426	(1,408,480,639)	42.9%	(603,634,560)
d. Year ended June 30, 2023	682,769,803	802,694,164	(119,924,361)	57.1%	(68,528,206)
e. Year ended June 30, 2024	1,092,170,751	840,834,933	251,335,818	71.4%	179,525,585
f. Year ended June 30, 2025	1,469,512,896	902,165,138	567,347,758	85.7%	486,298,078
g. Total deferred return¹					\$527,568,504
3. Preliminary actuarial value of assets: 1 – 2g					\$14,049,890,985
4. Adjustment to be within 30% corridor					0
5. Final actuarial value of assets: 3 + 4					\$14,049,890,985
6. Ratio of actuarial to market value:					96.38%
7. Non-valuation reserves					
a. Contingency reserve					\$437,323,785
b. Other non-valuation reserves					0
c. Total: 7a + 7b					\$437,323,785
8. Preliminary valuation value of assets: 3 – 7c					\$13,612,567,200
9. Non-valuation amounts:					
a. Balance of transfer to offset member COLA rate ^{2, 3}					\$9,834,000
10. Final Valuation Value of Assets: 8 – 9a					\$13,602,733,200

¹ Deferred return as of June 30, 2025 recognized in each of the next six years:

a. Amount recognized on June 30, 2026	\$137,173,529	d. Amount recognized on June 30, 2029	\$99,822,747
b. Amount recognized on June 30, 2027	193,956,528	e. Amount recognized on June 30, 2030	116,954,797
c. Amount recognized on June 30, 2028	(101,388,775)	f. Amount recognized on June 30, 2031	81,049,678
		g. Total unrecognized return as of June 30, 2025	\$527,568,504

² This amount has been applied in this valuation to offset the legacy members' COLA contribution rates over their expected remaining active working career of 7.37 years. There is a reduction in the aggregate member rate of 0.10% when expressed as a percent of payroll for all members in this valuation.

³ Of this amount, about \$485,000 may be reverted to the employer reserves to reduce the UAAL after all members in the corresponding legacy tiers have separated employment.

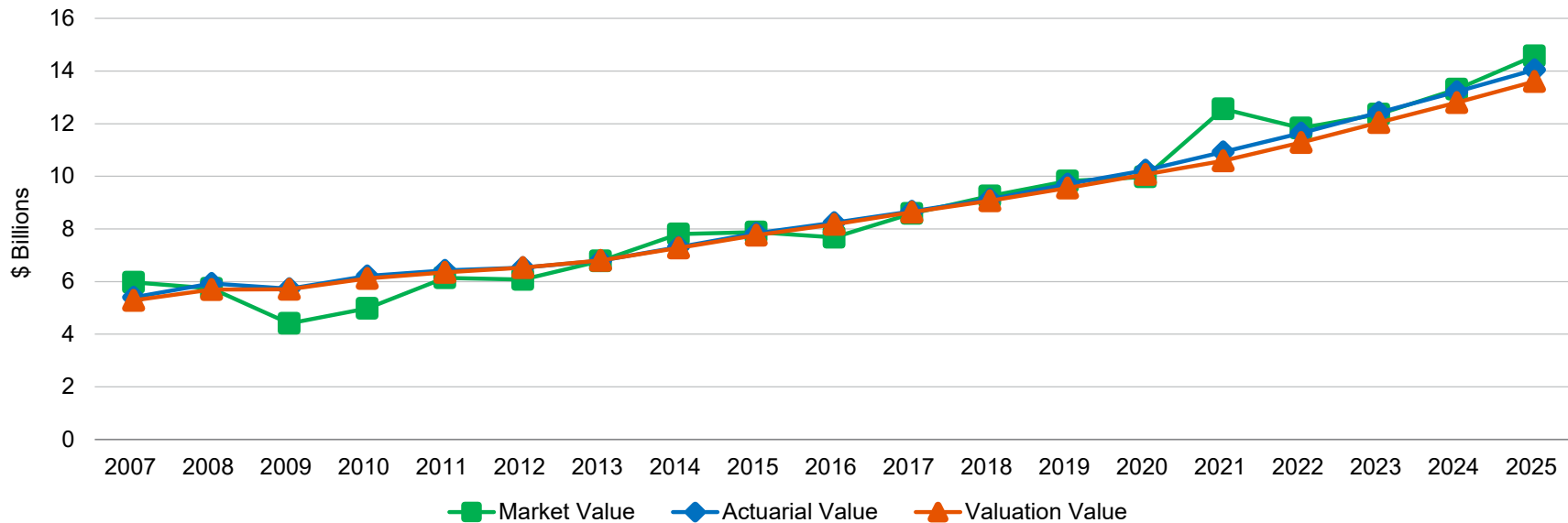
Section 2: Actuarial Valuation Results

Asset history

The market value, actuarial value and valuation value of assets are representations of the Plan's financial status. As investment gains and losses are gradually taken into account, the actuarial value of assets tracks the market value of assets. The valuation value of assets is the actuarial value, excluding any non-valuation reserves.

The valuation value of assets is significant because the Plan's liabilities are compared to these assets to determine what portion, if any, remains unfunded. Amortization of the unfunded actuarial accrued liability is an important element in determining the contribution requirement.

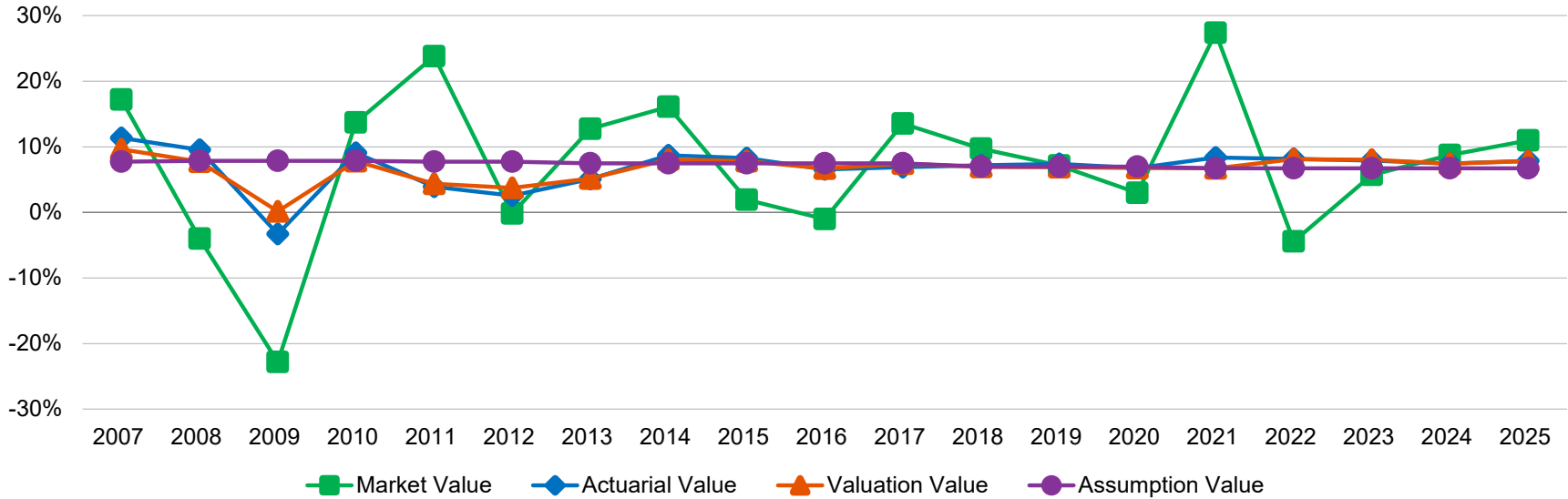
Market Value, Actuarial Value, and Valuation Value of Assets as of June 30



Section 2: Actuarial Valuation Results

Historical investment returns

Market, Actuarial and Valuation Rates of Return for Years Ended June 30



Legend	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Market rate	17.19%	(3.98%)	(22.81%)	13.71%	23.81%	(0.16%)	12.73%	16.13%	1.94%	(1.00%)	13.55%	9.73%	7.17%	2.97%	27.37%	(4.41%)	5.74%	8.77%	10.99%
Actuarial rate	11.37%	9.56%	(3.27%)	9.08%	3.89%	2.57%	5.07%	8.70%	8.28%	6.57%	6.88%	7.21%	7.39%	6.79%	8.36%	8.15%	7.90%	7.45%	7.85%
Valuation rate	9.65%	7.72%	0.16%	7.83%	4.37%	3.73%	5.19%	8.06%	7.82%	6.70%	7.46%	6.93%	6.91%	6.79%	6.72%	8.13%	8.02%	7.46%	7.81%
Assumed rate	7.75%	7.875%	7.875%	7.875%	7.75%	7.75%	7.50%	7.50%	7.50%	7.50%	7.50%	7.00%	7.00%	7.00%	6.75%	6.75%	6.75%	6.75%	6.75%

Average Rates of Return	Market Value	Actuarial Value	Valuation Value
Most recent five-year geometric average return	9.22%	7.94%	7.63%
Most recent 10-year geometric average return	7.78%	7.45%	7.29%
Most recent 15-year geometric average return	8.69%	6.86%	6.80%

Section 2: Actuarial Valuation Results

C. Actuarial experience

To calculate any actuarially determined contribution, assumptions are made about future events that affect the amount and timing of benefits to be paid and assets to be accumulated. Each year actual experience is measured against the assumptions. If overall experience is more favorable than anticipated (an actuarial gain), the actuarially determined contribution will decrease from the previous year. On the other hand, the actuarially determined contribution will increase if overall actuarial experience is less favorable than expected (an actuarial loss).

Taking account of experience gains or losses in one year without making a change in assumptions reflects the belief that the single year's experience was a short-term development and that, over the long term, experience will return to the original assumptions. For contribution requirements to remain stable, assumptions should approximate experience.

If assumptions are changed, the contribution requirement is adjusted to take into account a change in experience anticipated for all future years. There are no changes in actuarial assumptions reflected in this valuation.

The actuarial experience for the year can be found below and a discussion of the major components can be found on the following pages.

Actuarial Experience for Year Ended June 30, 2025

Source	Amount
1. Net (gain)/loss from investments ¹	\$(136,729,000)
2. Net (gain)/loss from contributions	(11,837,000)
3. Net (gain)/loss from other experience ²	27,523,000
4. Net experience (gain)/loss	\$(121,043,000)

¹ Details on next page.

² See Section 2, Subsection E for further details. Does not include the effect of plan, method or assumption changes, if any.

Section 2: Actuarial Valuation Results

Investment experience

A major component of projected asset growth is the assumed rate of return. The assumed return should represent the expected long-term rate of return, based on the Plan's investment policy.

For valuation purposes, the assumed rate of return on the valuation value of assets is 6.75% based on the June 30, 2024 valuation. The actual rate of return on a valuation basis for the 2024-2025 plan year was 7.81% after recognizing a portion of this year's investment gain and a portion of prior years' investment gains and losses. Since the actual return for the year was greater than the assumed return, the Plan experienced an actuarial gain during the year ended June 30, 2025 with regard to its investments.

Investment Experience for Year Ended June 30, 2025

Line Description	Market Value	Actuarial Value	Valuation Value
1. Net investment income	\$1,469,513,000	\$1,041,608,000	\$1,004,489,000
2. Average value of assets	13,365,409,000	13,265,746,000	12,855,707,000
3. Rate of return: $1 \div 2$	10.99%	7.85%	7.81%
4. Assumed rate of return	6.75%	6.75%	6.75%
5. Expected investment income: 2×4	\$902,165,000	\$895,438,000	\$867,760,000
6. Investment gain/(loss): $1 - 5$	\$567,348,000	\$146,170,000	\$136,729,000

Section 2: Actuarial Valuation Results

Contributions

Contributions for the year ended June 30, 2025 totaled \$545.8 million,¹ compared to the projected amount of \$544.5 million payable throughout the year. This resulted in a gain of \$11.8 million for the year, when adjusted for timing. These exclude any contributions for withdrawn employers, if any.

Other experience

There are other differences between the expected and the actual experience that appear when the new valuation is compared with the projections from the previous valuation. These include:

- Mortality experience (more or fewer than expected deaths)
- The extent of turnover among members
- Retirement experience (earlier or later than projected)
- The number of disability retirements (more or fewer than projected)
- Salary increases (greater or smaller than projected)
- Retiree and beneficiary COLAs higher or lower than anticipated

The net loss from this other experience for the year ended June 30, 2025 amounted to \$27.5 million, which is 0.18% of the actuarial accrued liability. See *Section 2, Subsection E* for a detailed development of the unfunded actuarial accrued liability.

¹ Includes County prepayment of \$344.4 million on July 19, 2024 for their employer contributions for fiscal year 2024-2025.

Section 2: Actuarial Valuation Results

D. Other changes impacting the actuarial accrued liability

Actuarial assumptions and methods

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

Details on actuarial assumptions and methods are in *Section 4, Exhibit 1*.

Plan provisions

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

A summary of plan provisions is in *Section 4, Exhibit 2*.

Section 2: Actuarial Valuation Results

E. Unfunded actuarial accrued liability

Development of Unfunded Actuarial Accrued Liability for Year Ended June 30, 2025

Line Description	Amount
1. Unfunded actuarial accrued liability at beginning of year	\$2,191,338,000
2. Normal cost at middle of year	317,684,000
3. Expected employer and member contributions ¹	(544,495,000)
4. Interest to end of year	141,154,000
5. Expected unfunded actuarial accrued liability at end of year	\$2,105,681,000
6. Changes due to:	
a. Investment return greater than expected, after asset smoothing	\$(136,729,000)
b. Actual contributions greater than expected under funding policy ^{1, 2}	(11,837,000)
c. Individual salary increases greater than expected	17,318,000
d. COLA increases greater than expected	9,536,000
e. Other net experience (gain)/loss	669,000
f. Total changes	\$(121,043,000)
7. Unfunded actuarial accrued liability at end of year: 5 + 6f	\$1,984,638,000

Note: The sum of items 6c through 6e equals the “Net (gain)/loss from other experience” shown in *Section 2, Subsection C*.

¹ Contribution from Sacramento Metropolitan Fire District is excluded from both the expected and the actual contributions.

² Due to the one-year lag in implementation of the contribution rates.

Section 2: Actuarial Valuation Results

F. Recommended contribution

The recommended contribution is equal to the employer normal cost payment and a payment on the unfunded actuarial accrued liability. As of June 30, 2025, the average recommended employer contribution is 27.52% of payroll.

The Board sets the funding policy used to calculate the recommended contribution based on layered 20-year¹ amortization periods as a level percentage of payroll. See *Section 4, Exhibit 1* for further details on the funding policy. Based on this policy, there is no negative amortization and each amortization layer is fully funded in 20 years. As shown in the graphical projection of the UAAL amortization balances and payments found in *Section 3, Exhibit I*, before taking into consideration the deferred investment gains and/or losses that will be recognized in the next several valuations, the UAAL of the Plan is expected to be fully amortized by 2038,² assuming all assumptions are realized and contributions are made in accordance with the funding policy.

The current funding policy is intended to fully fund the cost of the benefits and to allocate the cost of benefits reasonably and equitably over time while minimizing the volatility of employer contributions. The recommended contribution is expected to remain level as a percent of payroll, except when any current amortization layer is fully amortized and assuming there are no future actuarial gains or losses. Furthermore, the funded ratio is expected to increase as the UAAL is methodically funded by employer contributions.

The recommended contribution under the funding policy is a “Reasonable Actuarially Determined Contribution” as required under Actuarial Standard of Practice No. 4 Measuring Pension Obligations and Determining Pension Plan Costs or Contributions.

¹ Changes in UAAL due to actuarial gains or losses, or changes in actuarial assumptions or methods for each valuation are amortized over separate 20-year periods. Changes in UAAL due to plan amendments are generally amortized over separate 15-year periods.

² The UAAL is expected to be fully amortized earlier than the 20-year amortization period due to the current combination of charge and credit amortization layers.

Section 2: Actuarial Valuation Results

Average Recommended Employer Contribution Calculated as of June 30 (\$ in '000s)

Line Description	2025 Amount	2025 % of Projected Compensation	2024 Amount	2024 % of Projected Compensation
1. Total normal cost	\$329,589	23.03%	\$317,684	23.38%
2. Expected member normal cost contributions	(159,987)	(11.18%)	(153,935)	(11.33%)
3. Employer normal cost: 1 – 2	\$169,602	11.85%	\$163,749	12.05%
4. Actuarial accrued liability ¹	15,597,205		14,991,267	
5. Valuation value of assets ¹	13,602,733		12,799,929	
6. Unfunded actuarial accrued liability: 4 – 5	\$1,984,638		\$2,191,338	
7. Payment on UAAL	224,282	15.67%	226,811	16.69%
8. Average recommended employer contribution: 3 + 7	\$393,884	27.52%	\$390,560	28.74%
9. Projected compensation	\$1,431,014		\$1,358,649	

Note: Contributions are assumed to be paid at the middle of the year.

¹ Excludes non-valuation reserves and amounts.

Section 2: Actuarial Valuation Results

Reconciliation of average recommended employer contribution rate

Reconciliation from June 30, 2024 to June 30, 2025
 (\$ in '000s)

Item	Contribution Rate	Estimated Annual Dollar Amount ¹
1. Average recommended employer contribution as of June 30, 2024	28.49%	\$407,734
2. Changes due to:		
a. Investment return greater than expected after asset smoothing	(0.69%)	\$(9,874)
b. Actual contributions greater than expected ²	(0.06%)	(859)
c. Individual salary increases greater than expected	0.09%	1,288
d. Decrease in UAAL rate from greater than expected increase in total payroll	(0.33%)	(4,722)
e. COLA increases greater than expected	0.05%	716
f. Other net experience (gain)/loss	(0.03%)	(399)
g. Total change	(0.97%)	\$(13,850)
3. Average recommended employer contribution as of June 30, 2025: 1 + 2g	27.52%	\$393,884

¹ Based on June 30, 2025 projected annual compensation as shown on the prior page.

² Due to the one-year lag in implementation of the contribution rates.

Section 2: Actuarial Valuation Results

Reconciliation of average recommended member contribution rate

Reconciliation from June 30, 2024 to June 30, 2025
(*\$ in '000s*)

Item	Contribution Rate	Estimated Annual Dollar Amount ¹
1. Average recommended member contribution as of June 30, 2024	11.23%	\$160,703
2. Changes due to:		
a. Change in member demographics on normal cost	(0.05%)	\$(716)
b. Total change	(0.05%)	\$(716)
3. Average recommended member contribution as of June 30, 2025: 1 + 2b	11.18%	\$159,987

¹ Based on June 30, 2025 projected annual compensation.

Section 2: Actuarial Valuation Results

Recommended employer contribution rate

County¹ Miscellaneous – Recommended Employer Contribution Calculated as of June 30 (\$ in '000s)

Component by Tier	2025 Basic Contribution Rate	2025 COLA Contribution Rate	2025 Total Contribution Rate	2025 Estimated Annual Amount ²	2024 Total Contribution Rate	2024 Estimated Annual Amount ²
Miscellaneous – Tier 1 Members						
Normal cost	6.33%	2.11%	8.44% ³	\$19	11.80% ³	\$27
UAAL	9.82%	0.78%	10.60%	24	11.52%	26
Total Contribution	16.15%	2.89%	19.04%	\$43	23.32%	\$53
Miscellaneous – Tier 2 Members						
Normal cost	7.99%	0.00%	7.99%	\$121	8.12%	\$124
UAAL	9.82%	0.78%	10.60%	161	11.52%	175
Total Contribution	17.81%	0.78%	18.59%	\$282	19.64%	\$299
Miscellaneous – Tier 3 Members						
Normal cost	8.76%	2.09%	10.85%	\$37,586	10.90%	\$37,760
UAAL	9.82%	0.78%	10.60%	36,720	11.52%	39,907
Total Contribution	18.58%	2.87%	21.45%	\$74,306	22.42%	\$77,667
Miscellaneous – Tier 4 Members						
Normal cost	8.65%	1.91%	10.56%	\$3,608	10.47%	\$3,577
UAAL	9.82%	0.78%	10.60%	3,621	11.52%	3,936
Total Contribution	18.47%	2.69%	21.16%	\$7,229	21.99%	\$7,513
Miscellaneous – Tier 5 Members						
Normal cost	7.88%	1.65%	9.53%	\$53,100	9.56%	\$53,267
UAAL	9.82%	0.78%	10.60%	59,062	11.52%	64,188
Total Contribution	17.70%	2.43%	20.13%	\$112,162	21.08%	\$117,455
All Miscellaneous County Combined						
Normal cost	8.23%	1.82%	10.05%	\$94,434	10.09%	\$94,755
UAAL	9.82%	0.78%	10.60%	99,588	11.52%	108,232
Total Contribution	18.05%	2.60%	20.65%	\$194,022	21.61%	\$202,987

¹ Includes elected officials (Board of Supervisors, Sheriff, District Attorney and Assessor).

² Based on June 30, 2025 projected annual payroll, as detailed on page 41. Excludes SacSewer members.

³ The number of active members dropped from six (prior valuation) to three (current valuation). There was a reduction in the normal cost due to the reduction in average entry age from 30 to 22.

Section 2: Actuarial Valuation Results

County¹ Safety – Recommended Employer Contribution Calculated as of June 30 (\$ in '000s)

Component by Tier	2025 Basic Contribution Rate	2025 COLA Contribution Rate	2025 Total Contribution Rate	2025 Estimated Annual Amount ²	2024 Total Contribution Rate	2024 Estimated Annual Amount ²
Safety – Tier 1 Members						
Normal cost	22.67%	7.55%	30.22%	\$484	30.78%	\$493
UAAL	29.26%	4.53%	33.79%	541	34.95%	560
Total Contribution	51.93%	12.08%	64.01%	\$1,025	65.73%	\$1,053
Safety – Tier 2 Members						
Normal cost	16.61%	4.76%	21.37%	\$22,910	21.19%	\$22,718
UAAL	29.26%	4.53%	33.79%	36,225	34.95%	37,469
Total Contribution	45.87%	9.29%	55.16%	\$59,135	56.14%	\$60,187
Safety – Tier 3 Members						
Normal cost	16.00%	4.43%	20.43%	\$4,017	20.51%	\$4,032
UAAL	29.26%	4.53%	33.79%	6,643	34.95%	6,871
Total Contribution	45.26%	8.96%	54.22%	\$10,660	55.46%	\$10,903
Safety – Tier 4 Members						
Normal cost	11.47%	3.15%	14.62%	\$24,665	14.64%	\$24,699
UAAL	29.26%	4.53%	33.79%	57,006	34.95%	58,963
Total Contribution	40.73%	7.68%	48.41%	\$81,671	49.59%	\$83,662
All Safety County Combined						
Normal cost	13.68%	3.84%	17.52%	\$52,076	17.48%	\$51,942
UAAL	29.26%	4.53%	33.79%	100,415	34.95%	103,863
Total Contribution	42.94%	8.37%	51.31%	\$152,491	52.43%	\$155,805

¹ Includes elected officials (Board of Supervisors, Sheriff, District Attorney and Assessor).

² Based on June 30, 2025 projected annual payroll, as detailed on page 41.

Section 2: Actuarial Valuation Results

County Total¹ – Recommended Employer Contribution Calculated as of June 30 (\$ in '000s)

Component by Tier	2025 Basic Contribution Rate	2025 COLA Contribution Rate	2025 Total Contribution Rate	2025 Estimated Annual Amount ²	2024 Total Contribution Rate	2024 Estimated Annual Amount ²
All Miscellaneous and Safety County Combined						
Normal cost	9.54%	2.30%	11.84%	\$146,510	11.86%	\$146,697
UAAL	14.49%	1.68%	16.17%	200,003	17.15%	212,095
Total Contribution	24.03%	3.98%	28.01%	\$346,513	29.01%	\$358,792

¹ Includes elected officials (Board of Supervisors, Sheriff, District Attorney and Assessor).

² Based on June 30, 2025 projected annual payroll, as detailed on page 41.

Section 2: Actuarial Valuation Results

SacSewer – Recommended Employer Contribution Calculated as of June 30 (\$ in '000s)

Component by Tier	2025 Basic Contribution Rate	2025 COLA Contribution Rate	2025 Total Contribution Rate	2025 Estimated Annual Amount ¹	2024 Total Contribution Rate	2024 Estimated Annual Amount ¹
Miscellaneous – Tier 1 Members						
Total Contribution			N/A ²			
Miscellaneous – Tier 2 Members						
Normal cost	11.61%	0.00%	11.61%	\$15	11.60%	\$15
UAAL	9.97%	1.30%	11.27%	14	11.49%	14
Total Contribution	21.58%	1.30%	22.88%	\$29	23.09%	\$29
Miscellaneous – Tier 3 Members						
Normal cost	12.26%	2.07%	14.33%	\$5,380	14.57%	\$5,470
UAAL	9.97%	1.30%	11.27%	4,231	11.49%	4,314
Total Contribution	22.23%	3.37%	25.60%	\$9,611	26.06%	\$9,784
Miscellaneous – Tier 4 Members						
Normal cost	8.25%	1.81%	10.06%	\$267	10.27%	\$272
UAAL	9.97%	1.30%	11.27%	299	11.49%	304
Total Contribution	18.22%	3.11%	21.33%	\$566	21.76%	\$576
Miscellaneous – Tier 5 Members						
Normal cost	7.65%	1.63%	9.28%	\$3,724	9.47%	\$3,800
UAAL	9.97%	1.30%	11.27%	4,522	11.49%	4,611
Total Contribution	17.62%	2.93%	20.55%	\$8,246	20.96%	\$8,411
All SacSewer Combined						
Normal cost	9.83%	1.84%	11.67%	\$9,386	11.88%	\$9,557
UAAL	9.97%	1.30%	11.27%	9,066	11.49%	9,243
Total Contribution	19.80%	3.14%	22.94%	\$18,452	23.37%	\$18,800

¹ Based on June 30, 2025 projected annual payroll, as detailed on page 41. Reflects rate adjustment of -0.28% of payroll due to issuance of Pension Obligation Bonds by the County covering SacSewer when it was a County department, as shown on page 121.

² There were no Miscellaneous Tier 1 SacSewer active members reported for the June 30, 2025 valuation.

Section 2: Actuarial Valuation Results

Superior Court – Recommended Employer Contribution Calculated as of June 30 (\$ in '000s)

Component by Tier	2025 Basic Contribution Rate	2025 COLA Contribution Rate	2025 Total Contribution Rate	2025 Estimated Annual Amount ¹	2024 Total Contribution Rate	2024 Estimated Annual Amount ¹
Miscellaneous – Tier 1 Members						
Normal cost	8.37%	2.11%	10.48% ²	\$14	16.36% ²	\$22
UAAL	9.79%	0.77%	10.56%	14	11.49%	16
Total Contribution	18.16%	2.88%	21.04%	\$28	27.85%	\$38
Miscellaneous – Tier 2 Members						
Normal cost	11.84%	0.00%	11.84%	\$65	12.15%	\$66
UAAL	9.79%	0.77%	10.56%	58	11.49%	63
Total Contribution	21.63%	0.77%	22.40%	\$123	23.64%	\$129
Miscellaneous – Tier 3 Members						
Normal cost	13.39%	2.09%	15.48%	\$4,826	15.58%	\$4,857
UAAL	9.79%	0.77%	10.56%	3,292	11.49%	3,582
Total Contribution	23.18%	2.86%	26.04%	\$8,118	27.07%	\$8,439
Miscellaneous – Tier 5 Members						
Normal cost	7.88%	1.65%	9.53%	\$3,407	9.56%	\$3,418
UAAL	9.79%	0.77%	10.56%	3,775	11.49%	4,108
Total Contribution	17.67%	2.42%	20.09%	\$7,182	21.05%	\$7,526
All Superior Court Combined						
Normal cost	10.45%	1.85%	12.30%	\$8,312	12.37%	\$8,363
UAAL	9.79%	0.77%	10.56%	7,139	11.49%	7,769
Total Contribution	20.24%	2.62%	22.86%	\$15,451	23.86%	\$16,132

¹ Based on June 30, 2025 projected annual payroll, as detailed on page 41.

² The number of active members dropped from six (prior valuation) to three (current valuation). There was a reduction in the normal cost due to the reduction in average entry age from 30 to 22.

Section 2: Actuarial Valuation Results

District – Recommended Employer Contribution Calculated as of June 30 (\$ in '000s)

Component by Tier	2025 Basic Contribution Rate	2025 COLA Contribution Rate	2025 Total Contribution Rate	2025 Estimated Annual Amount ¹	2024 Total Contribution Rate	2024 Estimated Annual Amount ¹
Miscellaneous – Tier 3 Members						
Normal cost	13.23%	2.09%	15.32%	\$2,604	15.44%	\$2,624
UAAL	16.17%	1.28%	17.45%	2,966	18.56%	3,155
Total Contribution	29.40%	3.37%	32.77%	\$5,570	34.00%	\$5,779
Miscellaneous – Tier 5 Members						
Normal cost	7.88%	1.65%	9.53%	\$2,790	9.56%	\$2,798
UAAL	16.17%	1.28%	17.45%	5,108	18.56%	5,433
Total Contribution	24.05%	2.93%	26.98%	\$7,898	28.12%	\$8,231
All Districts Combined						
Normal cost	9.85%	1.81%	11.66%	\$5,394	11.72%	\$5,422
UAAL	16.17%	1.28%	17.45%	8,074	18.56%	8,588
Total Contribution	26.02%	3.09%	29.11%	\$13,468	30.28%	\$14,010

All Employers – Recommended Employer Contribution Calculated as of June 30 (\$ in '000s)

Component by Tier	2025 Basic Contribution Rate	2025 COLA Contribution Rate	2025 Total Contribution Rate	2025 Estimated Annual Amount ¹	2024 Total Contribution Rate	2024 Estimated Annual Amount ¹
All Employers Combined						
Normal cost	9.61%	2.24%	11.85%	\$169,602	11.88%	\$170,039
UAAL	14.07%	1.60%	15.67%	224,282	16.61%	237,695
Total Contribution	23.68%	3.84%	27.52%	\$393,884	28.49%	\$407,734

¹ Based on June 30, 2025 projected annual payroll, as detailed on page 41.

Section 2: Actuarial Valuation Results

The following June 30, 2025 projected annual payroll is used in developing employer contribution rates on the six previous pages:

Projected Annual Payroll¹ (\$ in '000s)

Tier	County	SacSewer	Superior Court	District	Total
Miscellaneous					
Miscellaneous Tier 1	\$225	\$0	\$135	\$0	\$360
Miscellaneous Tier 2	1,522	125	545	0	2,192
Miscellaneous Tier 3	346,416	37,545	31,174	16,997	432,132
Miscellaneous Tier 4	34,165	2,650	0	0	36,815
Miscellaneous Tier 5	557,191	40,127	35,750	29,271	662,339
Subtotal	\$939,519	\$80,447	\$67,604	\$46,268	\$1,133,838
Safety					
Safety Tier 1	\$1,601				\$1,601
Safety Tier 2	107,207				107,207
Safety Tier 3	19,660				19,660
Safety Tier 4	168,708				168,708
Subtotal	\$297,176				\$297,176
Total contribution	\$1,236,695	\$80,447	\$67,604	\$46,268	\$1,431,014

¹ Results may not total due to rounding.

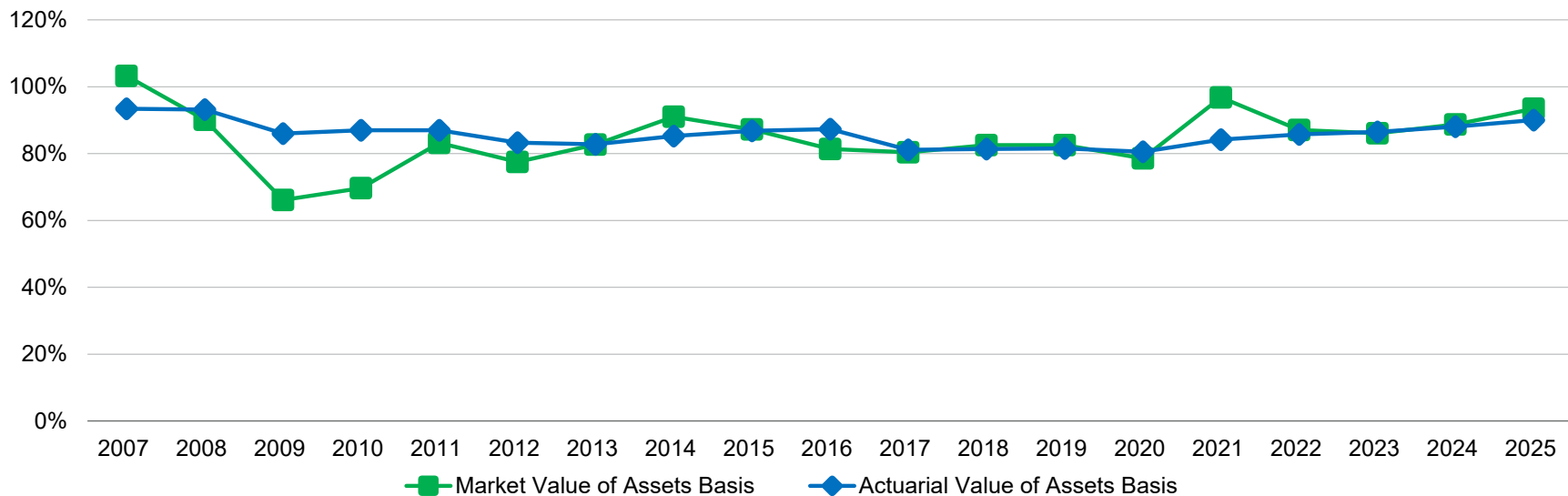
Section 2: Actuarial Valuation Results

G. Funded status

A commonly reported piece of information regarding the Plan's financial status is the funded ratio. These ratios compare the market and actuarial value of assets to the actuarial accrued liability of the Plan. Higher ratios indicate a relatively well-funded plan while lower ratios may indicate recent changes to actuarial assumptions, funding of the plan below actuarial requirements, poor asset performance, or a variety of other causes.

The funded status measures shown in this valuation are appropriate for assessing the need for or amount of future contributions. However, they are not necessarily appropriate for assessing the sufficiency of Plan assets to cover the estimated cost of settling the Plan's benefit obligations. As the chart below shows, the measures are different depending on whether the market or actuarial value of assets is used.

Funded Ratio as of June 30



Section 2: Actuarial Valuation Results

Schedule of Funding Progress

As of June 30	Actuarial Value of Assets ¹ (a)	Actuarial Accrued Liability (AAL) ² (b)	Unfunded AAL (UAAL) (b) – (a)	Funded Ratio (a) ÷ (b)	Projected Compensation (c)	UAAL as a % of Projected Compensation [(b) – (a)] ÷ (c)
2016	\$8,236,402,000	\$9,436,090,000	\$1,199,688,000	87.3%	\$938,555,000	127.8%
2017	8,665,226,000	10,680,998,000	2,015,772,000	81.1	980,359,000	205.6
2018	9,123,004,000	11,213,263,000	2,090,259,000	81.4	1,007,815,000	207.4
2019	9,703,313,000	11,895,520,000	2,192,207,000	81.6	1,038,341,000	211.1
2020	10,229,760,000	12,693,655,000	2,463,894,000	80.6	1,070,512,000	230.2
2021 ³	10,929,549,000	13,309,706,000	2,380,157,000	82.1	1,081,961,000	220.0
2022 ⁴	11,647,866,000	13,578,984,000	1,931,118,000	85.8	1,131,640,000	170.6
2023 ⁵	12,423,093,000	14,358,854,000	1,935,761,000	86.5	1,251,966,000	154.6
2024 ⁶	13,209,968,000	15,002,017,000	1,792,049,000	88.1	1,358,649,000	131.9
2025 ⁷	14,049,891,000	15,597,205,000	1,547,314,000	90.1	1,431,014,000	108.1

¹ Includes the Contingency Reserve and other non-valuation reserves and amounts.

² Prior to June 30, 2022, the AAL included the Contingency Reserve and other non-valuation reserves and amounts. Starting with the June 30, 2022 valuation, the Contingency Reserve is no longer included in the AAL.

³ If as of June 30, 2021, the Contingency Reserve were not included in the AAL, the funded status would have been 84.2% measured on an AVA basis.

⁴ As of June 30, 2022, the UAAL on a VVA basis was \$2,286,029,000 and the funded ratio on a VVA basis is 83.1%.

⁵ As of June 30, 2023, the UAAL on a VVA basis was \$2,306,658,000 and the funded ratio on a VVA basis is 83.9%.

⁶ As of June 30, 2024, the UAAL on a VVA basis is \$2,191,338,000 and the funded ratio on a VVA basis is 85.4%.

⁷ As of June 30, 2025, the UAAL on a VVA basis is \$1,984,638,000 and the funded ratio on a VVA basis is 87.3%.

Section 2: Actuarial Valuation Results

H. Actuarial balance sheet

An overview of the Plan's funding is given by an actuarial balance sheet. In this approach, first the amount and timing of all future payments that will be made by the Plan for current members is determined. Then these payments are discounted at the valuation interest rate to the date of the valuation, thereby determining the present value, referred to as the "liability" of the Plan.

Second, this liability is compared to the assets. The "assets" for this purpose include the net amount of assets already accumulated by the Plan, the present value of future member contributions, the present value of future employer normal cost contributions, and the present value of future employer amortization payments for the unfunded actuarial accrued liability.

Actuarial Balance Sheet as of June 30, 2025

(\$ in '000s)

Line Description	Basic	COLA	Total
Liabilities			
Present value of benefits for retired members and beneficiaries	\$6,206,748	\$3,655,573	\$9,862,321
Present value of benefits for inactive members ¹	409,737	89,815	499,552
Present value of benefits for active members	6,493,089	1,567,957	8,061,046
Other non-valuation reserves	0	0	0
Contingency Reserve	437,324	0	437,324
Total liabilities	\$13,546,898	\$5,313,345	\$18,860,243
Current and Future Assets			
Total valuation value of assets	\$9,035,031	\$4,567,702	\$13,602,733
Present value of future contributions by members ²	1,035,235	271,010	1,306,245
Present value of future employer contributions for:			
• Entry age normal cost	1,256,961	262,508	1,519,469
• Unfunded actuarial accrued liability	1,782,347	202,291	1,984,638
Balance of transfer to offset member COLA rate ³	0	9,834	9,834
Contingency Reserve	437,324	0	437,324
Total of current and future assets	\$13,546,898	\$5,313,345	\$18,860,243

Note: Results may not total due to rounding.

¹ Includes inactive members due a refund of member contributions.

² Calculated assuming all legacy members pay the "full rate", as described on pages 109-110.

³ Of this amount, about \$485,000 may be reverted to the employer reserves to reduce the UAAL after all members in the corresponding legacy tiers have separated employment.

Section 2: Actuarial Valuation Results

I. Risk

Because the actuarial valuation results are dependent on a fixed set of assumptions and data as of a specific date, there is risk that emerging results may differ, perhaps significantly, as actual experience is fluid and will not exactly track current assumptions. This potential divergence may have a significant impact on the future financial condition of the plan.

This report does not contain a detailed analysis of the potential range of future measurements, but does include a concise discussion of some of the primary risks that may affect the Plan's future financial condition. A more detailed assessment of the risks tailored to specific interests or concerns of the Board would provide the Board with a better understanding of the inherent risks in the plan that can inform both financial preparation and future decision-making. This assessment would enable us to work with the Board to highlight and illustrate particular risks or potential future outcomes they may be interested in discussing and could include scenario testing, sensitivity testing, stress testing and stochastic modeling.

This section provides descriptions and basic assessments of the primary risks that are likely to have an ongoing influence on the Plan's financial health, as well as a discussion of historical trends and maturity measures:

Risk assessments

- **Asset/Liability Mismatch Risk** (the potential that future plan experience does not affect asset and liability values in the same way, causing them to diverge)

The most significant asset/liability mismatch risk to the Plan is investment risk, as discussed below. In fact, investment risk has the potential to impact asset/liability mismatch in two ways. The first is evident in annual valuations; when asset values deviate from assumptions they are typically independent from liability changes. The second can be caused when systemic asset deviations from assumptions may signal the need for an assumption change, which causes liability values and contribution rates to move in the opposite direction from any change in the expected experience of asset growth rates.

Asset/liability mismatch can also be caused by demographic assumption risk such as longevity, which affects liabilities but has no impact on asset levels. This risk is also discussed below.

- **Investment Risk** (the risk that investment returns will be different than expected)

The investment return assumption is a long-term, static assumption for valuation purposes even though in reality market experience can be quite volatile in any given year. That volatility can cause significant changes in the financial condition of the Plan, affecting both funded status and contribution rates. The inherent year-to-year volatility is reduced by smoothing through the valuation value of assets, however investment experience can still have a sizable impact. As discussed in *Section 2, Subsection J, Volatility Ratios*, on page 49, a 1% asset gain or loss (relative to the assumed investment return) translates to about 10.2% of one-

Section 2: Actuarial Valuation Results

year's payroll. Since actuarial gains and losses are amortized over 20 years, there would be a 0.7% of payroll decrease/(increase) in the required contribution for each 1% asset gain/(loss).

The year-by-year market value rate of return over the last 10 years has ranged from a low of -4.41% to a high of 27.37%.

- **Longevity Risk** (the risk that mortality experience will be different than expected)

The actuarial valuation includes current life expectancy assumptions and an expectation of future improvement in life expectancy, which are significant assumptions given the relatively long duration of liabilities for pension plans. Emerging plan experience that does not match these expectations will result in increases or decreases in the actuarially determined contribution over time. This risk can be reduced by using tables appropriate for the Plan (public experience tables) that are weighted by benefit levels, and by using generational mortality projections. The Board has adopted mortality tables based on this methodology.

- **Other Risks**

In addition to longevity, the valuation includes a variety of other assumptions that are unlikely to match future experience exactly. One example is projected salary scales over time. As salary is central to the determination of benefits paid in retirement, deviations from the projected salary scales could have a material impact on the benefits anticipated for each member. Examples of other demographic assumptions include retirement, termination, and disability assumptions, and will likely vary in significance for different groups (for example, disability assumptions are typically more significant for Safety groups).

Some plans also carry significant contribution risk, defined as the potential for actual future contributions deviating from expected future contributions. However, the employers have a proven track-record of making the actuarially determined contributions based on the Board's Actuarial Funding Policy, so contribution risk is minimal.

Evaluation of historical trends

Past experience can help demonstrate the sensitivity of key results to the Plan's actual experience. Over the past 10 years:

- The funded percentage on the actuarial value of assets basis has increased from 87.3% to 90.1%. This is primarily due to contributions made to amortize the UAAL (i.e., amortizing each layer of UAAL over 20 years as a level percentage of pay) and average recent years' investment return on a smoothed basis greater than the assumption. For a more detailed history see *Section 2, Subsection G, Funded status* starting on page 42.
- The average geometric investment return on the actuarial value of assets over the last 10 years was 7.45%. This includes a high of 8.36% and a low of 6.57%. The average over the last five years is 7.94%. For more details see the *Section 2, Subsection B, Historical investment returns* on page 25.

Section 2: Actuarial Valuation Results

- The primary source of new UAAL was the strengthening of assumptions through multiple assumption changes. In particular, the assumption changes in 2017 changed the discount rate from 7.50% to 7.00% and updated mortality tables, adding \$824 million in unfunded liability. The assumption changes in 2020 changed the discount rate from 7.00% to 6.75% and updated mortality tables, adding \$216 million in unfunded liability. For more details on unfunded liability changes see *Section 3, Exhibit H, Table of Amortization Bases* starting on page 78.
- The Plan's funding policy effectively deals with these unfunded liabilities over time. This can be seen most clearly in *Section 3, Exhibit I, Projection of UAAL balances and payments* starting on page 84.

Maturity measures

In the last 10 years the ratio of members in pay status to active participants has increased from 0.88 to 1.05. An increased ratio indicates that the plan has grown in maturity over time. This is to be expected, but is also informative for understanding plan sensitivity to particular risks. For more details see *Section 2, Subsection A, Member information* on page 18.

As pension plans mature, the cash needed to fulfill benefit obligations will increase over time. Therefore, cash flow projections and analysis should be performed to assure that the Plan's asset allocation is aligned to meet emerging pension liabilities. Over the past year, benefits paid were \$201.7 million more than contributions received. Plans with high levels of negative cash flows may have a need for a larger allocation to income generating assets, which can create a drag on investment return. However, the Plan currently has a low level of negative cash flow and is relatively well funded (at a 90.1% funded ratio). For more details on historical cash flows see *Section 2, Subsection B, Financial information* on page 22.

A further discussion of plan maturity measures and how they relate to changes in assets and liabilities is included in *Section 2, Subsection J, Volatility ratios* on page 49.

Low-Default-Risk Obligation Measure (LDRM)

In December 2021, the Actuarial Standards Board issued a revision of Actuarial Standard of Practice No. 4 (ASOP 4) *Measuring Pension Obligations and Determining Pension Plan Costs or Contributions*. One of the revisions to ASOP 4 requires the disclosure of a Low-Default-Risk Obligation Measure (LDRM) when performing a funding valuation. The LDRM presented in this report is calculated using the same methodology and assumptions used to determine the AAL used for funding, except for the discount rate. The LDRM is required to be calculated using "a discount rate...derived from low-default-risk fixed income securities whose cash flows are reasonably consistent with the pattern of benefits expected to be paid in the future."

The LDRM is a calculation assuming a plan's assets are invested in an all-bond portfolio, generally lowering expected long-term investment returns. The discount rate selected and used for this purpose is the Bond Buyer General Obligation 20-year Municipal

Section 2: Actuarial Valuation Results

Bond Index Rate, published at the end of each week. The last published rate in June of the measurement period, by The Bond Buyer, is 5.20% for use effective June 30, 2025. This is the rate used to determine the discount rate for valuing reported public pension plan liabilities in accordance with Governmental Accounting Standards when plan assets are projected to be insufficient to make projected benefit payments, and the 20-year period reasonably approximates the duration of plan liabilities. The LDROM is not used to determine a plan's funded status or actuarially determined contribution rates. The plan's expected return on assets, currently 6.75%, is used for these calculations.

As of June 30, 2025, the LDROM for the Plan is \$19.02 billion.¹ The difference between the Plan's AAL of \$15.60 billion and the LDROM can be thought of as the increase in the AAL if the entire portfolio were invested in low-default-risk securities. Alternatively, this difference could also be viewed as representing the expected savings from investing in the Plan's diversified portfolio compared to investing only in low-default-risk securities.

ASOP 4 requires commentary to help the intended user understand the significance of the LDROM with respect to the funded status of the plan, plan contributions, and the security of member benefits. In general, if plan assets were invested exclusively in low-default-risk securities, the funded status would be lower and the actuarially determined contribution would be higher. While investing in a portfolio with low-default-risk securities may be more likely to reduce investment volatility and the volatility of employer contributions, it also may be more likely to result in higher employer contributions or lower benefits.

¹ For comparison purposes, as of June 30, 2024, the LDROM was \$21.96 billion based on a discount rate of 3.93%, while the Plan's AAL was \$15.00 billion.

Section 2: Actuarial Valuation Results

J. Volatility ratios

Retirement plans are subject to volatility in the level of required contributions. This volatility tends to increase as retirement plans become more mature.

The Asset Volatility Ratio (AVR), which is equal to the market value of assets divided by total projected compensation, provides an indication of the potential contribution volatility for any given level of investment volatility. A higher AVR indicates that the plan is subject to a greater level of contribution volatility. This is a current measurement since it is based on the current level of assets.

The current AVR is about 10.2. This means that a 1% asset gain or loss (relative to the assumed investment return) translates to about 10.2% of one-year's payroll. Since actuarial gains and losses are amortized over 20 years, there would be a 0.7% of payroll decrease/(increase) in the required contribution for each 1% asset gain/(loss).

The Liability Volatility Ratio (LVR), which is equal to the actuarial accrued liability divided by total projected compensation, provides an indication of the longer-term potential for contribution volatility for any given level of investment volatility. This is because, over an extended period of time, the plan's assets should track the plan's liabilities. For example, if a plan is 50% funded on a market value basis, the liability volatility ratio would be double the asset volatility ratio and the plan sponsor should expect contribution volatility to increase over time as the plan becomes better funded.

The LVR also indicates how volatile contributions will be in response to changes in the actuarial accrued liability due to actual experience or to changes in actuarial assumptions. The current total Plan LVR is about 10.9 but is 8.7 for Miscellaneous compared to 19.2 for Safety. This means, for example, that assumption changes will have a greater impact on employer contribution rates for Safety than for Miscellaneous. The total Plan LVR is about 7% higher than the AVR. Therefore, we would expect that contribution volatility will increase over the long term.

Section 2: Actuarial Valuation Results

Volatility Ratios

Asset Volatility Ratio (AVR) versus Liability Volatility Ratio (LVR)

As of June 30	AVR Miscellaneous	AVR Safety	AVR Total	LVR Miscellaneous	LVR Safety	LVR Total
2016	7.0	12.2	8.2	8.4	15.7	10.1
2017	7.4	13.5	8.8	8.9	17.8	10.9
2018	7.8	14.0	9.2	9.1	18.0	11.1
2019	8.0	14.6	9.5	9.4	18.6	11.5
2020	7.8	14.4	9.3	9.6	18.9	11.7
2021	9.7	18.4	11.6	10.0	20.3	12.3
2022	8.7	16.8	10.5	9.7	20.0	12.0
2023	8.2	16.1	9.9	9.3	19.4	11.5
2024	8.0	16.4	9.8	8.9	19.1	11.0
2025	8.3	17.4	10.2	8.7	19.2	10.9

Section 3: Supplemental Information

Exhibit A: Table of plan demographics

Total Plan – Demographics as of June 30

Demographic Data by Status	2025	2024	Change
Active members			
• Number	13,952	13,690	1.9%
• Average age	44.2	44.4	-0.2
• Average years of service	10.1	10.3	-0.2
• Total projected compensation ¹	\$1,431,014,215	\$1,358,649,370	5.3%
• Average projected compensation	\$102,567	\$99,244	3.3%
• Account balances	\$1,204,837,738	\$1,096,309,392	9.9%
• Total active vested members	8,328	8,364	-0.4%
Inactive members²			
• Number	5,102	4,935	3.4%
• Average age	45.7	45.9	-0.2
Retired members			
• Number	11,949	11,698	2.1%
• Average age	70.7	70.5	0.2
• Average monthly benefit	\$4,705	\$4,532	3.8%
Disabled members			
• Number	722	704	2.6%
• Average age	66.5	67.0	-0.5
• Average monthly benefit	\$3,834	\$3,617	6.0%
Beneficiaries			
• Number	1,935	1,883	2.8%
• Average age	74.2	73.9	0.3
• Average monthly benefit	\$2,538	\$2,444	3.8%

¹ Projected compensation was calculated by increasing the annualized compensation earned during the past fiscal year for each active member by the individual service-based salary scale assumption for the upcoming fiscal year, as shown in *Section 4, Exhibit 1*.

² Includes inactive members due a refund of member contributions.

Section 3: Supplemental Information

Miscellaneous Tier 1 – Demographics as of June 30

Demographic Data by Status ¹	2025	2024	Change
Active members			
• Number	3	6	-50.0%
• Average age	70.7	69.2	1.5
• Average years of service	48.8	39.5	9.3
• Total projected compensation ²	\$360,208	\$642,851	-44.0%
• Average projected compensation	\$120,069	\$107,142	12.1%
• Account balances	\$802,286	\$1,306,791	-38.6%
• Total active vested members	3	6	-50.0%
Inactive members³			
• Number	7	14	-50.0%
• Average age	72.1	71.8	0.3
Retired members			
• Number	1,976	2,083	-5.1%
• Average age	79.6	79.1	0.5
• Average monthly benefit	\$5,309	\$5,016	5.8%
Disabled members			
• Number	76	91	-16.5%
• Average age	79.6	79.8	-0.2
• Average monthly benefit	\$3,162	\$3,015	4.9%
Beneficiaries			
• Number	661	677	-2.4%
• Average age	80.7	80.4	0.3
• Average monthly benefit	\$2,713	\$2,597	4.5%

¹ Includes 41 members associated with SacSewer as of June 30, 2025: 35 service retirees and 6 beneficiaries.

² Projected compensation was calculated by increasing the annualized compensation earned during the past fiscal year for each active member by the individual service-based salary scale assumption for the upcoming fiscal year, as shown in *Section 4, Exhibit 1*.

³ Includes inactive members due a refund of member contributions.

Section 3: Supplemental Information

Miscellaneous Tier 2 – Demographics as of June 30

Demographic Data by Status ¹	2025	2024	Change
Active members			
• Number	20	23	-13.0%
• Average age	61.1	60.6	0.5
• Average years of service	32.7	31.2	1.5
• Total projected compensation ¹	\$2,192,272	\$2,396,050	-8.5%
• Average projected compensation	\$109,614	\$104,176	5.2%
• Account balances	\$3,048,582	\$3,155,234	-3.4%
• Total active vested members	20	23	-13.0%
Inactive members²			
• Number	47	58	-19.0%
• Average age	63.8	63.5	0.3
Retired members			
• Number	394	395	-0.3%
• Average age	72.1	71.4	0.7
• Average monthly benefit	\$1,387	\$1,361	1.9%
Disabled members			
• Number	21	22	-4.5%
• Average age	72.4	72.6	-0.2
• Average monthly benefit	\$968	\$975	-0.7%
Beneficiaries			
• Number	69	68	1.5%
• Average age	75.0	74.6	0.4
• Average monthly benefit	\$835	\$883	-5.4%

¹ Includes 5 members associated with SacSewer as of June 30, 2025: 1 active member, 1 service retiree and 3 beneficiaries.

² Projected compensation was calculated by increasing the annualized compensation earned during the past fiscal year for each active member by the individual service-based salary scale assumption for the upcoming fiscal year, as shown in *Section 4, Exhibit 1*.

³ Includes inactive members due a refund of member contributions.

Section 3: Supplemental Information

Miscellaneous Tier 3 – Demographics as of June 30

Demographic Data by Status ¹	2025	2024	Change
Active members			
• Number	3,738	4,085	-8.5%
• Average age	53.8	53.4	0.4
• Average years of service	21.8	21.1	0.7
• Total projected compensation ²	\$432,131,857	\$449,950,413	-4.0%
• Average projected compensation	\$115,605	\$110,147	5.0%
• Account balances	\$542,321,534	\$522,462,836	3.8%
• Total active vested members	3,718	4,067	-8.6%
Inactive members³			
• Number	1,976	2,082	-5.1%
• Average age	52.6	52.2	0.4
Retired members			
• Number	6,999	6,753	3.6%
• Average age	70.1	69.7	0.4
• Average monthly benefit	\$3,546	\$3,408	4.0%
Disabled members			
• Number	310	300	3.3%
• Average age	66.9	66.7	0.2
• Average monthly benefit	\$2,367	\$2,237	5.8%
Beneficiaries			
• Number	696	649	7.2%
• Average age	70.6	70.0	0.6
• Average monthly benefit	\$1,569	\$1,494	5.0%

¹ Includes 691 members associated with SacSewer as of June 30, 2025: 277 active members, 45 inactive members, 325 service retirees, 11 disabled retirees and 33 beneficiaries.

² Projected compensation was calculated by increasing the annualized compensation earned during the past fiscal year for each active member by the individual service-based salary scale assumption for the upcoming fiscal year, as shown in *Section 4, Exhibit 1*.

³ Includes inactive members due a refund of member contributions.

Section 3: Supplemental Information

Miscellaneous Tier 4 – Demographics as of June 30

Demographic Data by Status ¹	2025	2024	Change
Active members			
• Number	279	279	0.0%
• Average age	49.2	48.3	0.9
• Average years of service	10.4	9.9	0.5
• Total projected compensation ²	\$36,815,426	\$34,268,560	7.4%
• Average projected compensation	\$131,955	\$122,826	7.4%
• Account balances	\$28,796,324	\$25,173,303	14.4%
• Total active vested members	251	258	-2.7%
Inactive members³			
• Number	136	137	-0.7%
• Average age	46.9	46.0	0.9
Retired members			
• Number	52	44	18.2%
• Average age	64.5	64.3	0.2
• Average monthly benefit	\$1,506	\$1,437	4.8%
Disabled members			
• Number	5	3	66.7%
• Average age	49.7	52.2	-2.5
• Average monthly benefit	\$2,220	\$2,738	-18.9%
Beneficiaries			
• Number	2	2	0.0%
• Average age	65.5	64.5	1.0
• Average monthly benefit	\$1,190	\$1,167	2.0%

¹ Includes 41 members associated with SacSewer as of June 30, 2025: 21 active members, 10 inactive members, 9 service retirees and 1 disabled retiree.

² Projected compensation was calculated by increasing the annualized compensation earned during the past fiscal year for each active member by the individual service-based salary scale assumption for the upcoming fiscal year, as shown in *Section 4, Exhibit 1*.

³ Includes inactive members due a refund of member contributions.

Section 3: Supplemental Information

Miscellaneous Tier 5 – Demographics as of June 30

Demographic Data by Status ¹	2025	2024	Change
Active members			
• Number	7,740	7,159	8.1%
• Average age	40.8	40.4	0.4
• Average years of service	4.5	4.1	0.4
• Total projected compensation ²	\$662,338,883	\$584,382,609	13.3%
• Average projected compensation	\$85,573	\$81,629	4.8%
• Account balances	\$261,722,825	\$204,232,161	28.1%
• Total active vested members	2,936	2,607	12.6%
Inactive members³			
• Number	2,458	2,200	11.7%
• Average age	40.4	39.9	0.5
Retired members			
• Number	149	115	29.6%
• Average age	66.2	65.8	0.4
• Average monthly benefit	\$1,045	\$990	5.6%
Disabled members			
• Number	12	7	71.4%
• Average age	52.5	49.8	2.7
• Average monthly benefit	\$2,547	\$1,987	28.2%
Beneficiaries			
• Number	7	6	16.7%
• Average age	55.2	54.7	0.5
• Average monthly benefit	\$781	\$806	-3.1%

¹ Includes 505 members associated with SacSewer as of June 30, 2025: 396 active members, 101 inactive members, 6 service retirees and 2 disabled retirees.

² Projected compensation was calculated by increasing the annualized compensation earned during the past fiscal year for each active member by the individual service-based salary scale assumption for the upcoming fiscal year, as shown in *Section 4, Exhibit 1*.

³ Includes inactive members due a refund of member contributions.

Section 3: Supplemental Information

Safety Tier 1 – Demographics as of June 30

Demographic Data by Status	2025	2024	Change
Active members			
• Number	8	11	-27.3%
• Average age	59.5	56.9	2.6
• Average years of service	20.7	22.2	-1.5
• Total projected compensation ¹	\$1,601,189	\$2,128,957	-24.8%
• Average projected compensation	\$200,149	\$193,542	3.4%
• Account balances	\$2,882,137	\$3,867,198	-25.5%
• Total active vested members	6	9	-33.3%
Inactive members²			
• Number	8	9	-11.1%
• Average age	57.9	57.0	0.9
Retired members			
• Number	1,302	1,324	-1.7%
• Average age	69.8	69.1	0.7
• Average monthly benefit	\$9,603	\$9,212	4.2%
Disabled members			
• Number	165	165	0.0%
• Average age	70.8	69.8	1.0
• Average monthly benefit	\$6,380	\$6,136	4.0%
Beneficiaries			
• Number	378	376	0.5%
• Average age	73.7	73.0	0.7
• Average monthly benefit	\$4,323	\$4,090	5.7%

¹ Projected compensation was calculated by increasing the annualized compensation earned during the past fiscal year for each active member by the individual service-based salary scale assumption for the upcoming fiscal year, as shown in *Section 4, Exhibit 1*.

² Includes inactive members due a refund of member contributions.

Section 3: Supplemental Information

Safety Tier 2 – Demographics as of June 30

Demographic Data by Status	2025	2024	Change
Active members			
• Number	579	667	-13.2%
• Average age	47.9	47.4	0.5
• Average years of service	21.3	20.7	0.6
• Total projected compensation ¹	\$107,207,201	\$117,808,286	-9.0%
• Average projected compensation	\$185,159	\$176,624	4.8%
• Account balances	\$216,329,757	\$215,427,858	0.4%
• Total active vested members	575	665	-13.5%
Inactive members²			
• Number	243	261	-6.9%
• Average age	47.8	47.2	0.6
Retired members			
• Number	1,038	953	8.9%
• Average age	60.4	60.5	-0.1
• Average monthly benefit	\$7,246	\$6,898	5.0%
Disabled members			
• Number	107	99	8.1%
• Average age	56.7	56.6	0.1
• Average monthly benefit	\$5,235	\$4,769	9.8%
Beneficiaries			
• Number	118	102	15.7%
• Average age	62.0	60.6	1.4
• Average monthly benefit	\$2,649	\$2,501	5.9%

¹ Projected compensation was calculated by increasing the annualized compensation earned during the past fiscal year for each active member by the individual service-based salary scale assumption for the upcoming fiscal year, as shown in *Section 4, Exhibit 1*.

² Includes inactive members due a refund of member contributions.

Section 3: Supplemental Information

Safety Tier 3 – Demographics as of June 30

Demographic Data by Status	2025	2024	Change
Active members			
• Number	116	119	-2.5%
• Average age	45.3	44.6	0.7
• Average years of service	12.4	11.3	1.1
• Total projected compensation ¹	\$19,659,597	\$19,857,449	-1.0%
• Average projected compensation	\$169,479	\$166,869	1.6%
• Account balances	\$28,894,508	\$25,464,407	13.5%
• Total active vested members	104	108	-3.7%
Inactive members²			
• Number	16	14	14.3%
• Average age	42.9	40.6	2.3
Retired members			
• Number	14	8	75.0%
• Average age	58.7	59.6	-0.9
• Average monthly benefit	\$4,520	\$3,875	16.6%
Disabled members			
• Number	6	3	100.0%
• Average age	44.1	42.6	1.5
• Average monthly benefit	\$5,248	\$3,819	37.4%
Beneficiaries			
• Number	—	—	N/A
• Average age	N/A	N/A	N/A
• Average monthly benefit	N/A	N/A	N/A

¹ Projected compensation was calculated by increasing the annualized compensation earned during the past fiscal year for each active member by the individual service-based salary scale assumption for the upcoming fiscal year, as shown in *Section 4, Exhibit 1*.

² Includes inactive members due a refund of member contributions.

Section 3: Supplemental Information

Safety Tier 4 – Demographics as of June 30

Demographic Data by Status	2025	2024	Change
Active members			
• Number	1,469	1,341	9.5%
• Average age	35.5	35.3	0.2
• Average years of service	5.4	5.1	0.3
• Total projected compensation ¹	\$168,707,584	\$147,214,196	14.6%
• Average projected compensation	\$114,845	\$109,779	4.6%
• Account balances	\$120,039,784	\$95,219,604	26.1%
• Total active vested members	715	621	15.1%
Inactive members²			
• Number	211	160	31.9%
• Average age	34.9	35.0	-0.1
Retired members			
• Number	25	23	8.7%
• Average age	62.7	62.0	0.7
• Average monthly benefit	\$1,557	\$1,592	-2.2%
Disabled members			
• Number	20	14	42.9%
• Average age	41.2	41.1	0.1
• Average monthly benefit	\$4,383	\$4,377	0.1%
Beneficiaries			
• Number	4	3	33.3%
• Average age	41.8	42.9	-1.1
• Average monthly benefit	\$3,478	\$4,312	-19.3%

¹ Projected compensation was calculated by increasing the annualized compensation earned during the past fiscal year for each active member by the individual service-based salary scale assumption for the upcoming fiscal year, as shown in *Section 4, Exhibit 1*.

² Includes inactive members due a refund of member contributions.

Section 3: Supplemental Information

Exhibit B: Distribution of active members

Total Plan

Active Counts & Average Projected Compensation by Age and Years of Service as of June 30, 2025

Age	Total	0-4 Years	5-9 Years	10-14 Years	15-19 Years	20-24 Years	25-29 Years	30-34 Years	35-39 Years	40 Years and Over
Under 25	360	360	—	—	—	—	—	—	—	—
	\$71,740	\$71,740	—	—	—	—	—	—	—	—
25-29	1,227	1,134	92	1	—	—	—	—	—	—
	\$81,449	\$79,848	\$101,224	\$77,761	—	—	—	—	—	—
30-34	1,892	1,259	567	66	—	—	—	—	—	—
	\$90,117	\$82,762	\$103,776	\$113,075	—	—	—	—	—	—
35-39	1,926	920	693	261	51	1	—	—	—	—
	\$96,736	\$85,118	\$101,271	\$120,084	\$123,167	\$201,441	—	—	—	—
40-44	1,965	674	523	307	336	120	5	—	—	—
	\$107,555	\$87,251	\$104,051	\$118,422	\$128,450	\$146,846	\$196,704	—	—	—
45-49	2,014	479	337	209	418	475	91	5	—	—
	\$115,460	\$86,825	\$100,542	\$119,639	\$124,086	\$138,395	\$149,873	\$163,230	—	—
50-54	1,825	376	286	182	278	440	228	34	1	—
	\$115,669	\$96,063	\$100,180	\$108,958	\$122,236	\$126,400	\$139,192	\$149,928	\$64,138	—
55-59	1,455	250	189	134	223	333	200	99	26	1
	\$112,128	\$87,502	\$100,761	\$103,765	\$114,326	\$119,315	\$130,380	\$138,402	\$124,476	\$81,860
60-64	911	138	157	104	141	177	95	54	42	3
	\$103,607	\$92,308	\$93,283	\$101,638	\$108,418	\$107,577	\$112,122	\$121,423	\$109,685	\$96,201
65-69	291	34	52	36	43	47	39	21	12	7
	\$95,492	\$77,926	\$101,022	\$90,981	\$99,063	\$89,550	\$98,498	\$107,902	\$114,025	\$95,146
70 and over	86	11	13	14	17	9	10	5	4	3
	\$94,594	\$97,840	\$76,885	\$88,035	\$99,885	\$87,881	\$114,430	\$100,766	\$96,935	\$100,682
Total	13,952	5,635	2,909	1,314	1,507	1,602	668	218	85	14
	\$102,567	\$84,070	\$101,488	\$113,437	\$120,789	\$126,685	\$131,843	\$132,762	\$113,686	\$95,609

Section 3: Supplemental Information

Miscellaneous Tier 1

Active Counts & Average Projected Compensation by Age and Years of Service as of June 30, 2025

Age	Total	0-4 Years	5-9 Years	10-14 Years	15-19 Years	20-24 Years	25-29 Years	30-34 Years	35-39 Years	40 Years and Over
Under 25	—	—	—	—	—	—	—	—	—	—
25-29	—	—	—	—	—	—	—	—	—	—
30-34	—	—	—	—	—	—	—	—	—	—
35-39	—	—	—	—	—	—	—	—	—	—
40-44	—	—	—	—	—	—	—	—	—	—
45-49	—	—	—	—	—	—	—	—	—	—
50-54	—	—	—	—	—	—	—	—	—	—
55-59	—	—	—	—	—	—	—	—	—	—
60-64	—	—	—	—	—	—	—	—	—	—
65-69	1	—	—	—	—	—	—	—	—	1
	\$120,064	—	—	—	—	—	—	—	—	\$120,064
70 and over	2	—	—	—	—	—	—	—	—	2
	\$120,072	—	—	—	—	—	—	—	—	\$120,072
Total	3	—	—	—	—	—	—	—	—	3
	\$120,069	—	—	—	—	—	—	—	—	\$120,069

Section 3: Supplemental Information

Miscellaneous Tier 2

Active Counts & Average Projected Compensation by Age and Years of Service as of June 30, 2025

Age	Total	0-4 Years	5-9 Years	10-14 Years	15-19 Years	20-24 Years	25-29 Years	30-34 Years	35-39 Years	40 Years and Over
Under 25	—	—	—	—	—	—	—	—	—	—
25-29	—	—	—	—	—	—	—	—	—	—
30-34	—	—	—	—	—	—	—	—	—	—
35-39	—	—	—	—	—	—	—	—	—	—
40-44	—	—	—	—	—	—	—	—	—	—
45-49	—	—	—	—	—	—	—	—	—	—
50-54	1 \$87,246	—	—	—	—	—	—	1 \$87,246	—	—
55-59	9 \$118,572	—	—	—	—	—	1 \$144,945	6 \$115,406	2 \$114,884	—
60-64	6 \$102,046	—	—	—	—	1 \$72,380	—	2 \$128,618	3 \$94,221	—
65-69	3 \$127,934	—	—	—	—	—	—	1 \$135,684	2 \$124,059	—
70 and over	1 \$41,794	—	—	—	1 \$41,794	—	—	—	—	—
Total	20 \$109,614	—	—	—	1 \$41,794	1 \$72,380	1 \$144,945	10 \$117,260	7 \$108,650	—

Section 3: Supplemental Information

Miscellaneous Tier 3

Active Counts & Average Projected Compensation by Age and Years of Service as of June 30, 2025

Age	Total	0-4 Years	5-9 Years	10-14 Years	15-19 Years	20-24 Years	25-29 Years	30-34 Years	35-39 Years	40 Years and Over
Under 25	—	—	—	—	—	—	—	—	—	—
25-29	—	—	—	—	—	—	—	—	—	—
30-34	—	—	—	—	—	—	—	—	—	—
35-39	60	1	4	14	41	—	—	—	—	—
	\$105,910	\$82,585	\$112,584	\$110,183	\$104,369	—	—	—	—	—
40-44	376	6	10	50	241	66	3	—	—	—
	\$113,608	\$109,462	\$117,538	\$117,431	\$112,485	\$112,425	\$161,288	—	—	—
45-49	759	8	5	48	339	299	57	3	—	—
	\$114,880	\$119,616	\$133,455	\$138,206	\$115,137	\$109,855	\$116,623	\$136,656	—	—
50-54	916	2	13	38	251	390	192	29	1	—
	\$121,390	\$62,601	\$125,677	\$113,013	\$118,486	\$119,810	\$128,144	\$138,117	\$64,138	—
55-59	879	—	4	40	208	319	194	89	24	1
	\$119,784	—	\$80,675	\$104,586	\$112,340	\$116,402	\$129,042	\$136,656	\$125,275	\$81,860
60-64	524	1	7	20	135	173	94	52	39	3
	\$108,838	\$124,122	\$97,802	\$108,101	\$106,251	\$105,766	\$111,775	\$121,146	\$110,874	\$96,201
65-69	178	2	1	11	42	47	39	20	10	6
	\$100,327	\$206,972	\$116,322	\$121,404	\$98,711	\$89,550	\$98,498	\$106,513	\$112,018	\$90,993
70 and over	46	—	—	3	15	9	9	5	4	1
	\$97,707	—	—	\$62,587	\$106,017	\$87,881	\$108,014	\$100,766	\$96,935	\$61,900
Total	3,738	20	44	224	1,272	1,303	588	198	78	11
	\$115,605	\$117,978	\$114,783	\$117,014	\$112,898	\$113,141	\$122,601	\$128,846	\$114,138	\$88,938

Section 3: Supplemental Information

Miscellaneous Tier 4

Active Counts & Average Projected Compensation by Age and Years of Service as of June 30, 2025

Age	Total	0-4 Years	5-9 Years	10-14 Years	15-19 Years	20-24 Years	25-29 Years	30-34 Years	35-39 Years	40 Years and Over
Under 25	—	—	—	—	—	—	—	—	—	—
	—	—	—	—	—	—	—	—	—	—
25-29	—	—	—	—	—	—	—	—	—	—
	—	—	—	—	—	—	—	—	—	—
30-34	1	—	—	1	—	—	—	—	—	—
	\$76,078	—	—	\$76,078	—	—	—	—	—	—
35-39	33	1	9	23	—	—	—	—	—	—
	\$125,394	\$169,759	\$129,843	\$121,724	—	—	—	—	—	—
40-44	71	5	25	37	4	—	—	—	—	—
	\$134,980	\$165,148	\$144,688	\$125,148	\$127,540	—	—	—	—	—
45-49	62	9	17	32	2	1	1	—	—	—
	\$129,502	\$165,403	\$135,405	\$117,625	\$81,721	\$161,849	\$149,285	—	—	—
50-54	47	8	9	28	2	—	—	—	—	—
	\$148,593	\$205,639	\$162,441	\$130,626	\$109,632	—	—	—	—	—
55-59	31	3	9	18	1	—	—	—	—	—
	\$129,575	\$94,141	\$161,953	\$123,262	\$58,113	—	—	—	—	—
60-64	18	1	4	13	—	—	—	—	—	—
	\$128,120	\$210,378	\$149,444	\$115,232	—	—	—	—	—	—
65-69	14	1	3	9	1	—	—	—	—	—
	\$101,891	\$116,762	\$140,707	\$85,971	\$113,850	—	—	—	—	—
70 and over	2	—	—	2	—	—	—	—	—	—
	\$127,652	—	—	\$127,652	—	—	—	—	—	—
Total	279	28	76	163	10	1	1	—	—	—
	\$131,955	\$169,243	\$145,094	\$120,697	\$106,483	\$161,849	\$149,285	—	—	—

Section 3: Supplemental Information

Miscellaneous Tier 5

Active Counts & Average Projected Compensation by Age and Years of Service as of June 30, 2025

Age	Total	0-4 Years	5-9 Years	10-14 Years	15-19 Years	20-24 Years	25-29 Years	30-34 Years	35-39 Years	40 Years and Over
Under 25	270	270	—	—	—	—	—	—	—	—
	\$62,495	\$62,495	—	—	—	—	—	—	—	—
25-29	914	861	52	1	—	—	—	—	—	—
	\$72,845	\$72,105	\$85,004	\$77,761	—	—	—	—	—	—
30-34	1,472	1,078	361	33	—	—	—	—	—	—
	\$82,709	\$78,834	\$93,334	\$93,064	—	—	—	—	—	—
35-39	1,489	836	523	129	1	—	—	—	—	—
	\$89,290	\$83,387	\$94,266	\$106,892	\$150,400	—	—	—	—	—
40-44	1,189	614	421	153	1	—	—	—	—	—
	\$91,570	\$84,445	\$97,817	\$102,970	\$91,810	—	—	—	—	—
45-49	827	442	287	94	4	—	—	—	—	—
	\$88,660	\$82,800	\$94,056	\$100,465	\$71,571	—	—	—	—	—
50-54	663	317	245	100	1	—	—	—	—	—
	\$92,014	\$88,773	\$94,407	\$96,748	\$59,796	—	—	—	—	—
55-59	460	228	160	70	2	—	—	—	—	—
	\$89,257	\$84,708	\$93,896	\$94,278	\$61,139	—	—	—	—	—
60-64	328	127	137	63	1	—	—	—	—	—
	\$88,745	\$87,757	\$88,557	\$91,605	\$59,761	—	—	—	—	—
65-69	94	31	47	16	—	—	—	—	—	—
	\$83,875	\$68,347	\$97,858	\$72,884	—	—	—	—	—	—
70 and over	34	11	13	9	1	—	—	—	—	—
	\$86,211	\$97,840	\$76,885	\$87,715	\$65,984	—	—	—	—	—
Total	7,740	4,815	2,246	668	11	—	—	—	—	—
	\$85,573	\$79,728	\$94,156	\$99,008	\$76,028	—	—	—	—	—

Section 3: Supplemental Information

Safety Tier 1

Active Counts & Average Projected Compensation by Age and Years of Service as of June 30, 2025

Age	Total	0-4 Years	5-9 Years	10-14 Years	15-19 Years	20-24 Years	25-29 Years	30-34 Years	35-39 Years	40 Years and Over
Under 25	—	—	—	—	—	—	—	—	—	—
25-29	—	—	—	—	—	—	—	—	—	—
30-34	—	—	—	—	—	—	—	—	—	—
35-39	—	—	—	—	—	—	—	—	—	—
40-44	—	—	—	—	—	—	—	—	—	—
45-49	—	—	—	—	—	—	—	—	—	—
50-54	2	—	—	—	—	—	1	1	—	—
	\$210,832	—	—	—	—	—	\$158,120	\$263,543	—	—
55-59	3	—	—	—	1	—	1	1	—	—
	\$164,179	—	—	—	\$172,175	—	\$132,582	\$187,780	—	—
60-64	2	2	—	—	—	—	—	—	—	—
	\$257,407	\$257,407	—	—	—	—	—	—	—	—
65-69	—	—	—	—	—	—	—	—	—	—
70 and over	1	—	—	—	—	—	1	—	—	—
	\$172,175	—	—	—	—	—	\$172,175	—	—	—
Total	8	2	—	—	1	—	3	2	—	—
	\$200,149	\$257,407	—	—	\$172,175	—	\$154,293	\$225,662	—	—

Section 3: Supplemental Information

Safety Tier 2

Active Counts & Average Projected Compensation by Age and Years of Service as of June 30, 2025

Age	Total	0-4 Years	5-9 Years	10-14 Years	15-19 Years	20-24 Years	25-29 Years	30-34 Years	35-39 Years	40 Years and Over
Under 25	—	—	—	—	—	—	—	—	—	—
25-29	—	—	—	—	—	—	—	—	—	—
30-34	—	—	—	—	—	—	—	—	—	—
35-39	11	—	—	2	8	1	—	—	—	—
	\$200,461	—	—	\$169,157	\$208,165	\$201,441	—	—	—	—
40-44	142	2	1	8	76	53	2	—	—	—
	\$180,481	\$111,412	\$190,591	\$159,773	\$176,590	\$188,984	\$249,827	—	—	—
45-49	279	—	—	3	67	174	33	2	—	—
	\$186,168	—	—	\$168,906	\$173,538	\$187,122	\$207,323	\$203,091	—	—
50-54	111	2	1	3	20	49	33	3	—	—
	\$183,700	\$160,932	\$171,995	\$169,854	\$165,939	\$177,266	\$201,246	\$247,128	—	—
55-59	27	—	1	1	5	13	4	3	—	—
	\$196,299	—	\$92,724	\$246,602	\$219,647	\$187,612	\$191,105	\$219,718	—	—
60-64	9	—	—	1	4	3	1	—	—	—
	\$193,586	—	—	\$226,730	\$174,901	\$223,733	\$144,741	—	—	—
65-69	—	—	—	—	—	—	—	—	—	—
70 and over	—	—	—	—	—	—	—	—	—	—
Total	579	4	3	18	180	293	73	8	—	—
	\$185,159	\$136,172	\$151,770	\$172,562	\$176,832	\$186,256	\$203,994	\$225,840	—	—

Section 3: Supplemental Information

Safety Tier 3

Active Counts & Average Projected Compensation by Age and Years of Service as of June 30, 2025

Age	Total	0-4 Years	5-9 Years	10-14 Years	15-19 Years	20-24 Years	25-29 Years	30-34 Years	35-39 Years	40 Years and Over
Under 25	—	—	—	—	—	—	—	—	—	—
25-29	—	—	—	—	—	—	—	—	—	—
30-34	1	—	—	1	—	—	—	—	—	—
	\$203,170	—	—	\$203,170	—	—	—	—	—	—
35-39	18	—	3	14	1	—	—	—	—	—
	\$173,954	—	\$137,431	\$180,871	\$186,681	—	—	—	—	—
40-44	38	3	5	21	8	1	—	—	—	—
	\$176,445	\$150,340	\$178,374	\$186,282	\$158,102	\$185,305	—	—	—	—
45-49	36	6	8	16	5	1	—	—	—	—
	\$166,520	\$175,614	\$179,747	\$168,982	\$125,875	\$169,951	—	—	—	—
50-54	15	3	4	3	2	1	2	—	—	—
	\$165,374	\$127,474	\$175,642	\$152,364	\$200,820	\$203,899	\$166,495	—	—	—
55-59	5	—	1	—	3	1	—	—	—	—
	\$141,341	—	\$215,744	—	\$110,110	\$160,632	—	—	—	—
60-64	3	—	—	2	1	—	—	—	—	—
	\$146,101	—	—	\$127,320	\$183,663	—	—	—	—	—
65-69	—	—	—	—	—	—	—	—	—	—
70 and over	—	—	—	—	—	—	—	—	—	—
Total	116	12	21	57	20	4	2	—	—	—
	\$169,479	\$157,261	\$174,307	\$176,539	\$149,825	\$179,947	\$166,495	—	—	—

Section 3: Supplemental Information

Safety Tier 4

Active Counts & Average Projected Compensation by Age and Years of Service as of June 30, 2025

Age	Total	0-4 Years	5-9 Years	10-14 Years	15-19 Years	20-24 Years	25-29 Years	30-34 Years	35-39 Years	40 Years and Over
Under 25	90	90	—	—	—	—	—	—	—	—
	\$99,475	\$99,475	—	—	—	—	—	—	—	—
25-29	313	273	40	—	—	—	—	—	—	—
	\$106,573	\$104,268	\$122,310	—	—	—	—	—	—	—
30-34	418	181	206	31	—	—	—	—	—	—
	\$115,968	\$106,158	\$122,074	\$132,665	—	—	—	—	—	—
35-39	315	82	154	79	—	—	—	—	—	—
	\$119,152	\$101,761	\$122,392	\$130,888	—	—	—	—	—	—
40-44	149	44	61	38	6	—	—	—	—	—
	\$119,706	\$109,131	\$120,702	\$129,186	\$127,086	—	—	—	—	—
45-49	51	14	20	16	1	—	—	—	—	—
	\$118,754	\$106,591	\$124,074	\$122,032	\$130,216	—	—	—	—	—
50-54	70	44	14	10	2	—	—	—	—	—
	\$121,924	\$125,093	\$110,824	\$123,689	\$121,065	—	—	—	—	—
55-59	41	19	14	5	3	—	—	—	—	—
	\$127,187	\$119,991	\$137,974	\$131,265	\$115,618	—	—	—	—	—
60-64	21	7	9	5	—	—	—	—	—	—
	\$125,364	\$106,301	\$136,741	\$131,571	—	—	—	—	—	—
65-69	1	—	1	—	—	—	—	—	—	—
	\$115,378	—	\$115,378	—	—	—	—	—	—	—
70 and over	—	—	—	—	—	—	—	—	—	—
	—	—	—	—	—	—	—	—	—	—
Total	1,469	754	519	184	12	—	—	—	—	—
	\$114,845	\$105,834	\$122,469	\$129,703	\$123,476	—	—	—	—	—

Section 3: Supplemental Information

Exhibit C: Reconciliation of member data

Line Description	Active Members	Inactive Members ¹	Retired Members	Disabled Members	Beneficiaries	Total
Number as of June 30, 2024	13,690	4,935	11,698	704	1,883	32,910
New members	1,312	134	0	0	143	1,589
Terminations with vested rights	(441)	441	0	0	0	0
Contribution refunds	(178)	(174)	0	0	0	(352)
Retirements	(442)	(124)	566	0	0	0
New disabilities	(19)	(8)	(21)	48	0	0
Return to work	49	(49)	0	0	0	0
Died with or without beneficiary	(19)	(46)	(295)	(30)	(95)	(485)
Data adjustments ²	0	(7)	1	0	4	(2)
Number as of June 30, 2025	13,952	5,102	11,949	722	1,935	33,660

¹ Includes inactive members due a refund of member contributions.

² Includes 5 deferred alternate payees as of June 30, 2024 in pay status as of June 30, 2025.

Section 3: Supplemental Information

Exhibit D: Summary of income and expenses on a market value basis

Statement of Income and Expenses for Years Ended June 30

Line Description	2025	2024
Contribution income		
• Employer contributions	\$391,380,000	\$400,289,000
• Member contributions	156,024,000	159,654,000
– Net contribution income	\$547,404,000	\$559,943,000
Investment income		
• Investment, dividends and other income	\$324,578,000 ¹	\$322,286,000
• Asset appreciation	1,333,822,000	923,264,000
• Less investment and administrative fees	(188,840,000)	(153,460,000)
– Net investment income	\$1,469,560,000	\$1,092,090,000
• Other income	\$(47,000)	\$81,000
Total income available for benefits	\$1,469,513,000	\$1,092,171,000
Less benefit payments		
• Benefits paid	\$(741,844,000)	\$(698,773,000)
• Refund of contributions	(7,244,000)	(6,967,000)
– Net benefit payments	\$(749,089,000)	\$(705,740,000)
Change in market value of assets	\$1,267,828,000	\$946,374,000
Net assets at market value at the beginning of the year	\$13,309,631,000	\$12,363,258,000
Net assets at market value at the end of the year	\$14,577,459,000	\$13,309,631,000

Note: Results may not total due to rounding.

¹ Includes net \$13,000 adjustment to market value as of June 30, 2024 restated after the completion of the June 30, 2024 valuation.

Section 3: Supplemental Information

Exhibit E: Summary statement of plan assets

Statement of Plan Assets as of June 30

Line Description	2025	2024
Cash equivalents	\$467,825,000	\$597,095,000
Accounts receivable		
• Accrued interest and dividends	\$38,291,000	\$33,629,000
• Employer contributions	43,120,000	45,413,000
• Other receivable	234,252,000	294,615,000
– Total accounts receivable	\$315,664,000	\$373,657,000
Investments		
• Equities	\$8,388,501,000	\$7,603,467,000
• Absolute return	1,005,170,000	840,864,000
• Fixed income investments	2,450,242,000	2,429,821,000
• Real assets	2,479,178,000	2,148,069,000
• Securities lending collateral	224,339,000	283,577,000
– Total investments at market value	\$14,547,430,000	\$13,305,798,000
Other assets	5,221,000	\$6,903,000
Total assets	\$15,336,140,000	\$14,283,453,000
Accounts payable		
• Accounts payable and other liabilities	\$(8,224,000)	\$(11,807,000)
• Investment trades and warrants payable	(529,788,000)	(685,855,000)
• Securities lending liability	(220,668,000)	(276,160,000)
– Total accounts payable	\$(758,681,000)	\$(973,821,000)
Net assets at market value	\$14,577,459,000	\$13,309,631,000
Net assets at actuarial value	\$14,049,891,000	\$13,209,968,000
Net assets at valuation value	\$13,602,733,000	\$12,799,929,000

Section 3: Supplemental Information

Exhibit F: Summary of reported reserve information

Reserve Information as of June 30, 2025

Line Description	Reserves
Included in Valuation Value of Assets	
• Employee Reserve	\$1,300,013,916
• Employer Reserve	3,647,847,180
• Retiree Reserve	8,643,643,113
• Death Benefit Reserve	21,062,922
Preliminary Valuation Value of Assets¹	\$13,612,567,200
Not Included in Valuation Value of Assets	
• Contingency Reserve	437,323,785
Actuarial Value of Assets	\$14,049,890,985
• Market Stabilization Reserve	527,568,504
Market Value of Assets	\$14,577,459,489

Note: Results may not total due to rounding.

¹ Please note that the Final Valuation Value of Assets (i.e., \$13,602,733,200) as shown on page 23 is calculated by taking the Preliminary Valuation Value of Assets and adjusting for the balance of transfer to offset member COLA rate.

Section 3: Supplemental Information

Change in Reserves

Line Description	Balance at June 30, 2024	Interest Credit	Contributions	Benefits	Transfers	Unallocated Earnings	Balance at June 30, 2025
Employee Reserve	\$1,194,095,850	\$49,668,279	\$156,024,466	\$(7,244,410)	\$(92,530,269)	\$0	\$1,300,013,916
Employer Reserve	3,422,532,749	230,613,347	391,379,390	0	(441,732,277)	45,053,971	3,647,847,180
Retiree Reserve	8,173,562,071	569,818,143	0	(740,755,889)	534,262,546	106,756,242	8,643,643,113
Death Benefit Reserve	20,488,188	1,403,043	0	(1,088,384)	0	260,145	21,062,922
Subtotal	\$12,810,678,858	\$851,502,812	\$547,403,856	\$(749,088,683)	\$0	\$152,070,358	\$13,612,567,200
Contingency Reserve	399,288,943	0	0	0	0	38,034,842	437,323,785
Total Allocated Reserves	\$13,209,967,800	\$851,502,812	\$547,403,856	\$(749,088,683)	\$0	\$190,105,200	\$14,049,890,985
Market Stabilization Reserve	99,663,620	427,904,884	0	0	0	0	527,568,504
Net Market Value of Assets	\$13,309,631,420	\$1,279,407,696	\$547,403,856	\$(749,088,683)	\$0	\$190,105,200	\$14,577,459,489

Note: Results may not total due to rounding.

Section 3: Supplemental Information

Unallocated Earnings

Line Description	Per Interest Crediting and Unallocated Earnings Policy
Earnings from June 30, 2024 to June 30, 2025	\$1,469,512,896
Amounts Credited for:	
• Market Stabilization Reserve	(427,904,884)
• Regular Interest Crediting	(851,502,812)
– Subtotal	\$(1,279,407,696)
Net Unallocated Earnings	\$190,105,200
Amount Credited Under Unallocated Earnings Policy for:	
• Contingency Reserve	\$(38,034,842)
• Employer Reserve	(45,053,971)
• Retiree Reserve	(106,756,242)
• Death Benefit Reserve	(260,145)
– Subtotal	\$(190,105,200)
Remaining Unallocated Earnings	\$0

Note: Results may not total due to rounding.

Section 3: Supplemental Information

Exhibit G: Development of the Plan through June 30, 2025

Year Ended June 30	Employer Contributions	Member Contributions	Net Investment Return ¹	Benefit Payments	Market Value of Assets at Year-End	Actuarial Value of Assets at Year-End	Actuarial Value as a Percent of Market Value
2016	\$209,020,000	\$77,494,000	\$(78,761,000)	\$405,702,000	\$7,680,865,000	\$8,236,402,000	107.2%
2017	203,928,000	89,489,000	1,042,009,000	432,066,000	8,584,225,000	8,665,226,000	100.9%
2018	201,631,000	99,906,000	834,484,000	468,309,000	9,251,937,000	9,123,004,000	98.6%
2019	288,581,000	121,843,000	665,186,000	505,853,000	9,821,694,000	9,703,313,000	98.8%
2020	279,168,000	126,354,000	292,913,000	540,751,000	9,979,379,000	10,229,760,000	102.5%
2021	298,345,000	120,597,000	2,744,249,000	578,421,000	12,564,149,000	10,929,549,000	87.0%
2022	309,276,000	132,526,000	(556,708,000)	618,892,000	11,830,351,000	11,647,865,000	98.5%
2023	373,023,000	139,521,000	682,770,000	662,407,000	12,363,258,000	12,423,093,000	100.5%
2024	400,289,000	159,654,000	1,092,171,000	705,740,000	13,309,631,000	13,209,968,000	99.3%
2025	391,379,000	156,024,000	1,469,513,000	749,089,000	14,577,459,000	14,049,891,000	96.4%

Note: Market value of assets at year-end calculated by taking previous year's market value and adjusting for cash flows may not total due to rounding.

¹ On a market value basis, net of investment and administrative expenses.

Section 3: Supplemental Information

Exhibit H: Table of amortization bases

Miscellaneous County, Courts and Districts¹
 (\$ in '000s)

Base Type	Date Established: June 30	Initial Amount	Initial Period	Outstanding Balance	Years Remaining	Annual Payment
Restart amortization ²	2012	\$757,370	23	\$616,238	10	\$75,356
Actuarial loss ²	2013	31,675	20	22,599	8	3,332
Actuarial gain ²	2014	(116,416)	20	(88,684)	9	(11,835)
Assumption changes ²	2014	(43,343)	20	(33,017)	9	(4,406)
Actuarial gain ²	2015	(68,743)	20	(55,229)	10	(6,754)
Withdrawn employers ³	2015	2,989	20	2,401	10	294
Actuarial loss ²	2016	12,077	20	10,132	11	1,147
Actuarial loss ²	2017	11,691	20	10,159	12	1,073
Assumption changes ²	2017	434,180	20	377,262	12	39,834
Actuarial loss ^{2, 4}	2018	5,636	20	5,054	13	501
Actuarial loss ⁵	2018	36,669	20	32,882	13	3,262
Actuarial loss ^{2, 4}	2019	5,636	20	5,184	14	486
Actuarial loss ⁵	2019	47,940	20	44,108	14	4,134
Actuarial loss ^{2, 4}	2020	4,647	20	4,366	15	389
Actuarial loss ⁵	2020	22,756	20	21,375	15	1,903
Assumption changes ⁵	2020	174,598	20	163,995	15	14,598

¹ Excludes SacSewer.

² These amounts are spread over the payroll for all non-SacSewer Miscellaneous employers excluding Rio Linda Elverta Recreation and Parks District.

³ This amount reflects the net withdrawal liability for the Library Authority and Air Quality Districts and is spread over the payroll for Miscellaneous County only. See page 100 for more details.

⁴ These amounts are due to deferred investment losses that were established prior to July 1, 2017. The total amounts of those losses for all employers combined are: a) \$9,275,175 for both June 30, 2018 and June 30, 2019, b) \$7,648,231 for June 30, 2020, c) \$91,838,760 for June 30, 2021, d) \$29,429,469 for June 30, 2022, and e) (\$66,465,826) for June 30, 2023.

⁵ These amounts are spread over the payroll for all non-SacSewer Miscellaneous employers including Rio Linda Elverta Recreation and Parks District.

Section 3: Supplemental Information

Base Type	Date Established: June 30	Initial Amount	Initial Period	Outstanding Balance	Years Remaining	Annual Payment
Actuarial loss ^{1, 2}	2021	\$55,806	20	\$53,406	16	\$4,534
Actuarial gain ³	2021	(72,394)	20	(69,282)	16	(5,882)
Actuarial loss ^{1, 2}	2022	17,882	20	17,371	17	1,412
Actuarial gain ³	2022	(58,889)	20	(57,204)	17	(4,650)
Actuarial gain ^{1, 2}	2023	(40,388)	20	(39,687)	18	(3,099)
Actuarial loss ³	2023	74,321	20	73,032	18	5,703
Assumption changes ³	2023	5,761	20	5,662	18	442
Actuarial gain ³	2024	(13,487)	20	(13,387)	19	(1,007)
Actuarial gain ³	2025	(87,423)	20	(87,423)	20	(6,354)
Subtotal				\$1,021,313		\$114,413

Note: Results may not total due to rounding.

¹ These amounts are spread over the payroll for all non-SacSewer Miscellaneous employers excluding Rio Linda Elverta Recreation and Parks District.

² These amounts are due to deferred investment losses that were established prior to July 1, 2017. The total amounts of those losses for all employers combined are: a) \$9,275,175 for both June 30, 2018 and June 30, 2019, b) \$7,648,231 for June 30, 2020, c) \$91,838,760 for June 30, 2021, d) \$29,429,469 for June 30, 2022, and e) (\$66,465,826) for June 30, 2023.

³ These amounts are spread over the payroll for all non-SacSewer Miscellaneous employers including Rio Linda Elverta Recreation and Parks District.

Section 3: Supplemental Information

SacSewer (\$ in '000s)

Base Type	Date Established: June 30	Initial Amount	Initial Period	Outstanding Balance	Years Remaining	Annual Payment
Restart amortization	2012	\$57,030	23	\$46,402	10	\$5,674
Actuarial loss	2013	2,385	20	1,702	8	251
Actuarial gain	2014	(8,766)	20	(6,678)	9	(891)
Assumption changes	2014	(3,264)	20	(2,486)	9	(332)
Actuarial gain	2015	(5,176)	20	(4,159)	10	(509)
Actuarial loss	2016	909	20	763	11	86
Actuarial loss	2017	880	20	765	12	81
Assumption changes	2017	32,694	20	28,407	12	2,999
Actuarial loss ¹	2018	424	20	381	13	38
Actuarial loss	2018	2,760	20	2,475	13	246
Actuarial loss ¹	2019	424	20	390	14	37
Actuarial loss	2019	3,608	20	3,320	14	311
Actuarial loss ¹	2020	350	20	328	15	29
Actuarial loss	2020	1,713	20	1,608	15	143
Assumption changes	2020	13,140	20	12,342	15	1,099
Actuarial loss ¹	2021	4,202	20	4,022	16	341
Actuarial gain	2021	(5,448)	20	(5,214)	16	(443)
Actuarial loss ¹	2022	1,347	20	1,308	17	106
Actuarial gain	2022	(4,432)	20	(4,305)	17	(350)
Actuarial gain ¹	2023	(3,041)	20	(2,989)	18	(233)
Actuarial loss	2023	5,593	20	5,496	18	429

¹ These amounts are due to deferred investment losses that were established prior to July 1, 2017. The total amounts of those losses for all employers combined are: a) \$9,275,175 for both June 30, 2018 and June 30, 2019, b) \$7,648,231 for June 30, 2020, c) \$91,838,760 for June 30, 2021, d) \$29,429,469 for June 30, 2022, and e) (\$66,465,826) for June 30, 2023.

Section 3: Supplemental Information

Base Type	Date Established: June 30	Initial Amount	Initial Period	Outstanding Balance	Years Remaining	Annual Payment
Assumption changes	2023	\$434	20	\$426	18	\$33
Actuarial gain	2024	(1,015)	20	(1,007)	19	(76)
Actuarial loss	2025	3,108 ¹	20	3,108	20	226
Subtotal				\$86,405		\$9,295²

Note: Results may not total due to rounding.

¹ During 2024-2025, only SacSewer has a net actuarial loss among all the cost groups. This was mainly due to a relatively higher proportion of the total salary loss (\$8.2 million out of total \$17.3 million) that was attributable to members at SacSewer.

² Before reflecting the rate adjustment of -0.28% of payroll due to issuance of Pension Obligation Bonds by the County covering SacSewer when it was a County department, as shown on page 121.

Section 3: Supplemental Information

Safety (\$ in '000s)

Base Type	Date Established: June 30	Initial Amount	Initial Period	Outstanding Balance	Years Remaining	Annual Payment
Restart amortization	2012	\$493,928	23	\$401,886	10	\$49,144
Actuarial loss	2013	53,174	20	37,939	8	5,594
Actuarial gain	2014	(40,247)	20	(30,659)	9	(4,092)
Assumption changes	2014	62,388	20	47,527	9	6,343
Actuarial gain	2015	(8,318)	20	(6,683)	10	(817)
Actuarial gain	2016	(1,139)	20	(956)	11	(108)
Actuarial gain	2017	(14,836)	20	(12,892)	12	(1,361)
Assumption changes	2017	356,837	20	310,058	12	32,738
Actuarial loss	2018	44,898	20	40,262	13	3,994
Actuarial loss	2019	65,096	20	59,891	14	5,614
Actuarial loss	2020	54,193	20	50,901	15	4,531
Assumption changes	2020	28,359	20	26,637	15	2,371
Actuarial gain	2021	(23,837)	20	(22,812)	16	(1,937)
Actuarial loss	2022	877	20	852	17	69
Actuarial loss	2023	65,250	20	64,119	18	5,007
Assumption changes	2023	(26,859)	20	(26,394)	18	(2,061)
Actuarial gain	2024	(26,222)	20	(26,028)	19	(1,958)
Actuarial gain	2025	(36,728)	20	(36,728)	20	(2,669)
Subtotal				\$876,920		\$100,402

Note: Results may not total due to rounding.

Section 3: Supplemental Information

All Employers Combined (\$ in '000s)

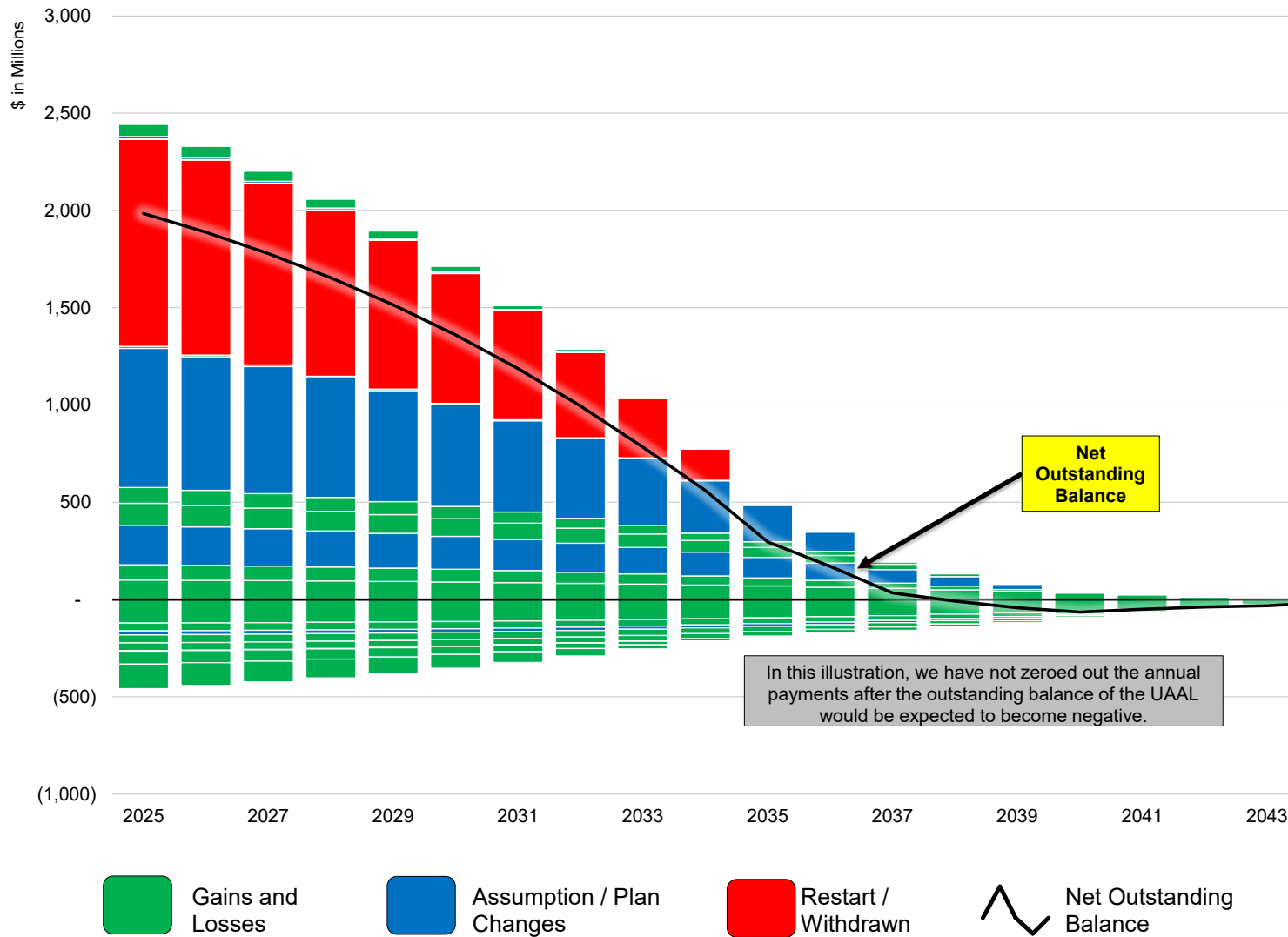
Base Type	Date Established: June 30	Initial Amount	Initial Period	Outstanding Balance	Years Remaining	Annual Payment
Restart amortization	2012	\$1,308,328	23	\$1,064,526	10	\$130,174
Actuarial loss	2013	87,234	20	62,240	8	9,177
Actuarial gain	2014	(165,429)	20	(126,021)	9	(16,818)
Assumption changes	2014	15,781	20	12,024	9	1,605
Actuarial gain	2015	(82,237)	20	(66,071)	10	(8,080)
Withdrawn employers	2015	2,989	20	2,401	10	294
Actuarial loss	2016	11,847	20	9,939	11	1,125
Actuarial gain	2017	(2,265)	20	(1,968)	12	(207)
Assumption changes	2017	823,711	20	715,727	12	75,571
Actuarial loss	2018	90,387	20	81,054	13	8,041
Actuarial loss	2019	122,704	20	112,893	14	10,582
Actuarial loss	2020	83,659	20	78,578	15	6,995
Assumption changes	2020	216,097	20	202,974	15	18,068
Actuarial gain	2021	(41,671)	20	(39,880)	16	(3,387)
Actuarial gain	2022	(43,215)	20	(41,978)	17	(3,413)
Actuarial loss	2023	101,735	20	99,971	18	7,807
Assumption changes	2023	(20,664)	20	(20,306)	18	(1,586)
Actuarial gain	2024	(40,724)	20	(40,422)	19	(3,041)
Actuarial gain	2025	(121,043)	20	(121,043)	20	(8,797)
Total				\$1,984,638		\$224,110

Note: Results may not total due to rounding.

Section 3: Supplemental Information

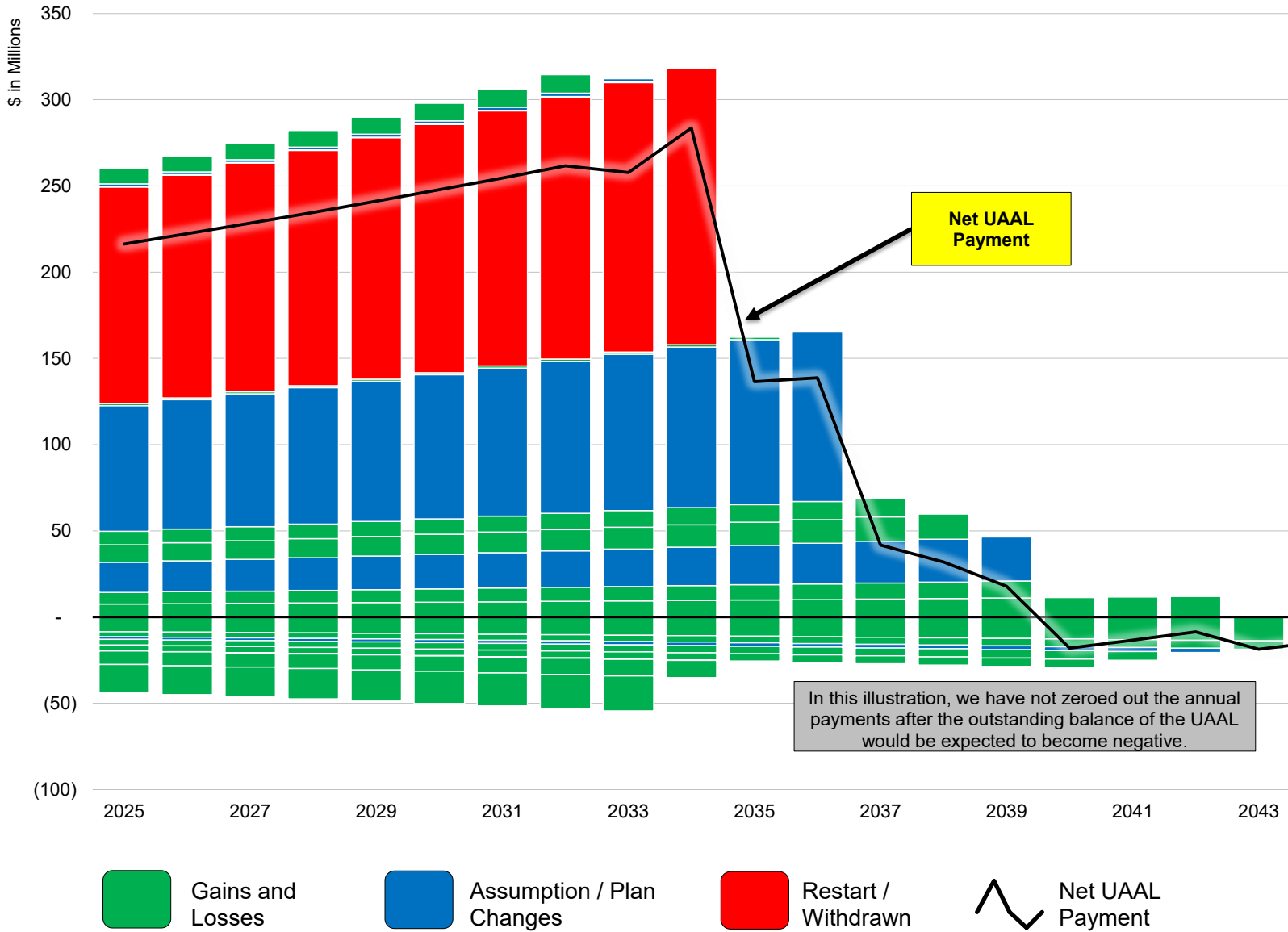
Exhibit I: Projection of UAAL balances and payments

Outstanding Balance of \$1,985 Million in Net UAAL as of June 30, 2025
 (\$ in Millions)



Section 3: Supplemental Information

Annual Payments Required to Amortize \$1,985 Million in Net UAAL as of June 30, 2025
 (\$ in Millions)



Section 4: Actuarial Valuation Basis

Exhibit 1: Actuarial assumptions, methods and models

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 July 1, 2019 through June 30, 2022 Actuarial Experience Study report dated June 13, 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

6.75%; net of administrative and investment expenses.

Based on the Actuarial Experience Study reference above, expected administrative and investment expenses represent about 0.15% of the actuarial value of assets.

Consumer Price Index (CPI)

2.50%

Member contribution crediting rate¹

2.50% (assumed rate of inflation), compounded semi-annually.

¹ Current policy is to credit the member contribution account with interest up to the current 5-year Treasury rate, if such earnings are available. However, the difference in earnings between the 5-year Treasury rate and the target crediting rate will be applied to the other valuation reserves so that the overall valuation reserve target crediting rate is maintained at 6.75%.

Section 4: Actuarial Valuation Basis

Cost of Living Adjustments (COLA)

Miscellaneous and Safety Tier 1 benefits are assumed to increase at 2.75% per year (for Tier 1 members with a sufficient COLA bank, withdrawals from the bank are assumed to be made to increase the retiree COLA up to 4% per year).

Miscellaneous Tier 3, Tier 4 and Tier 5 and Safety Tier 2, Tier 3 and Tier 4 benefits are assumed to increase at 2.00% per year.

Miscellaneous Tier 2 receive no COLA increases.

Payroll growth

Inflation of 2.50% per year plus “across the board” real salary increases of 0.25% per year, used to amortize the unfunded actuarial accrued liability 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 Section 7522.10 compensation limit

Increase of 2.50% per year from the valuation date.

Section 4: Actuarial Valuation Basis

Salary increases

The annual rate of compensation increase includes:

- Inflation at 2.50%, plus
- “Across the board” salary increases of 0.25% per year, plus
- The following merit and promotion increases:

Merit and Promotion Increases (%)

Years of Service	Miscellaneous	Safety
Less than 1	6.00	7.00
1–2	6.00	6.25
2–3	5.50	6.00
3–4	5.25	5.75
4–5	4.25	5.25
5–6	3.25	4.25
6–7	2.75	4.00
7–8	2.50	3.75
8–9	2.25	3.50
9–10	2.10	3.25
10–11	2.00	3.00
11–12	1.70	3.00
12–13	1.50	3.00
13–14	1.50	3.00
14–15	1.50	3.00
15 and over	1.50	2.75

Post-retirement mortality rates

The Pub-2010 mortality tables and adjustments as shown on the next page 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.

Section 4: Actuarial Valuation Basis

Healthy

- **Miscellaneous members**
 - Pub-2010 General Healthy Retiree Amount-Weighted Above-Median Mortality Table (separate tables for males and females) with rates increased by 10% for males and increased by 5% for females, projected generationally with the two-dimensional mortality improvement scale MP-2021.
- **Safety members**
 - Pub-2010 Safety Healthy Retiree Amount-Weighted Above-Median Mortality Table (separate tables for males and females), projected generationally with the two-dimensional mortality improvement scale MP-2021.

Disabled

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

Beneficiary

- **Beneficiaries not currently in pay status**
 - Pub-2010 General Healthy Retiree Amount-Weighted Above-Median Mortality Table (separate tables for males and females) with rates increased by 10% for males and increased by 5% for females, projected generationally with the two-dimensional mortality improvement scale MP-2021.
- **Beneficiaries in pay status**
 - Pub-2010 General Contingent Survivor Amount-Weighted Above-Median Mortality Table (separate tables for males and females) with rates increased by 5% for males and increased by 10% for females, projected generationally with the two-dimensional mortality improvement scale MP-2021.

Section 4: Actuarial Valuation Basis

Pre-retirement mortality rates

- **Miscellaneous members**

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

Pre-Retirement Mortality Rates (%) – Before Generational Projection from 2010

Age	Miscellaneous Male	Miscellaneous 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.

Miscellaneous pre-retirement deaths are assumed to be non-duty.

For Safety, 50% of pre-retirement deaths are assumed to be non-duty and the rest are assumed to be duty.

Section 4: Actuarial Valuation Basis

Mortality rates for member contributions

- **Miscellaneous members**

- Pub-2010 General Healthy Retiree Amount-Weighted Above-Median Mortality Table (separate tables for males and females) with rates increased by 10% for males and increased by 5% for females, projected 30 years (from 2010) with the two-dimensional mortality improvement scale MP-2021, weighted 40% male and 60% female.

- **Safety members**

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

Assumptions for optional form of benefits

A 6.75% per annum interest rate with a 0.00% COLA is used, along with the following mortality assumptions:

- **Miscellaneous service retirees**

- Pub-2010 General Healthy Retiree Amount-Weighted Above-Median Mortality Table (separate tables for males and females) with rates increased by 10% for males and increased by 5% for females, projected 25 years (from 2010) with the two-dimensional mortality improvement scale MP-2021, weighted 40% male and 60% female.

- **Safety service retirees**

- Pub-2010 Safety Healthy Retiree Amount-Weighted Above-Median Mortality Table (separate tables for males and females), projected 25 years (from 2010) with the two-dimensional mortality improvement scale MP-2021, weighted 75% male and 25% female.

- **Miscellaneous disabled retirees**

- Pub-2010 Non-Safety Disabled Retiree Amount-Weighted Mortality Table (separate tables for males and females) with rates unadjusted for males and increased by 5% for females, projected 25 years (from 2010) with the two-dimensional mortality improvement scale MP-2021, weighted 40% male and 60% female.

- **Safety disabled retirees**

- Pub-2010 Safety Disabled Retiree Amount-Weighted Mortality Table (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 4: Actuarial Valuation Basis

- **All Miscellaneous beneficiaries**

- Pub-2010 General Healthy Retiree Amount-Weighted Above-Median Mortality Table (separate tables for males and females) with rates increased by 10% for males and increased by 5% for females, projected 25 years (from 2010) with the two-dimensional mortality improvement scale MP-2021, weighted 60% male and 40% female.

- **All Safety beneficiaries**

- Pub-2010 General Healthy Retiree Amount-Weighted Above-Median Mortality Table (separate tables for males and females) with rates increased by 10% for males and increased by 5% for females, projected 25 years (from 2010) with the two-dimensional mortality improvement scale MP-2021, weighted 25% male and 75% female.

Disability incidence

Disability Incidence Rates (%)

Age	Miscellaneous	Safety
20	0.000	0.050
25	0.006	0.050
30	0.016	0.080
35	0.038	0.190
40	0.080	0.310
45	0.160	0.410
50	0.212	0.780
55	0.268	1.300
60	0.330	1.320
65	0.470	0.000
70	0.670	0.000

50% of Miscellaneous disabilities are assumed to be duty disabilities. The other 50% are assumed to be non-duty disabilities.

90% of Safety disabilities are assumed to be duty disabilities. The other 10% are assumed to be non-duty disabilities.

Section 4: Actuarial Valuation Basis

Termination

Termination Rates (%)

Years of Service	Miscellaneous	Safety
Less than 1	13.00	4.75
1-2	9.50	4.00
2-3	7.00	4.00
3-4	5.75	2.50
4-5	5.50	2.50
5-6	5.50	2.50
6-7	5.25	2.50
7-8	5.00	2.25
8-9	4.75	1.25
9-10	4.50	1.00
10-11	4.25	1.00
11-12	3.50	1.00
12-13	3.25	1.00
13-14	2.75	1.00
14-15	2.50	1.00
15-16	2.00	0.75
16-17	2.00	0.75
17-18	2.00	0.75
18-19	2.00	0.75
19-20	1.75	0.75
20-21	1.75	0.00
21 and over	1.50	0.00

No termination is assumed after a member is assumed to retire.

Section 4: Actuarial Valuation Basis

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

20% of the Miscellaneous terminated members with five or more years of service and 15% of the Safety terminated members with five or more years of service are assumed to choose a refund of contributions. The other 80% and 85% of Miscellaneous and Safety terminated members with five or more years of service, respectively, are assumed to choose a deferred vested benefit.

Retirement rates

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

Section 4: Actuarial Valuation Basis

Retirement Rates (%) – Miscellaneous

Age	Tier 1	Tiers 2 and 3: Less than 30 Years of Service	Tiers 2 and 3: 30 or More Years of Service	Tier 4	Tier 5: Less than 30 Years of Service	Tier 5: 30 or More Years of Service
50	6.00	2.50	2.50	2.50	0.00	0.00
51	4.50	2.00	2.00	2.00	0.00	0.00
52	4.50	2.00	2.00	2.00	3.50	4.00
53	4.50	2.00	2.00	2.00	1.25	2.50
54	5.50	3.50	9.00	2.50	1.50	3.00
55	12.00	4.50	12.00	3.50	1.75	3.50
56	18.00	5.50	12.00	5.00	2.00	4.00
57	18.00	7.50	15.00	6.00	4.00	6.00
58	18.00	8.00	20.00	6.00	4.50	6.50
59	20.00	8.00	25.00	6.00	4.50	6.50
60	28.00	9.00	25.00	7.50	5.00	7.00
61	35.00	15.00	30.00	12.00	8.00	11.00
62	35.00	20.00	31.00	13.00	10.00	12.00
63	35.00	18.00	25.00	12.00	9.00	11.00
64	35.00	20.00	25.00	13.00	11.00	13.00
65	35.00	30.00	30.00	25.00	22.00	24.00
66	40.00	35.00	35.00	21.00	18.00	18.00
67	40.00	30.00	30.00	21.00	18.00	18.00
68	50.00	30.00	30.00	21.00	21.00	21.00
69	60.00	30.00	30.00	23.00	23.00	23.00
70	100.00	30.00	30.00	30.00	30.00	30.00
71	100.00	30.00	30.00	30.00	30.00	30.00
72	100.00	30.00	30.00	30.00	30.00	30.00
73	100.00	30.00	30.00	30.00	30.00	30.00
74	100.00	30.00	30.00	30.00	30.00	30.00
75 and over	100.00	100.00	100.00	100.00	100.00	100.00

Section 4: Actuarial Valuation Basis

Retirement Rates (%) – Safety

Age	Tiers 1 and 2: Less than 25 Years of Service	Tiers 1 and 2: 25 or More Years of Service	Tier 3	Tier 4
45	2.50	2.50	1.50	0.00
46	3.00	3.00	1.50	0.00
47	4.50	4.50	1.50	0.00
48	7.00	10.00	1.50	0.00
49	16.00	35.00	4.00	0.00
50	25.00	50.00	10.00	15.00
51	20.00	40.00	12.00	10.50
52	22.00	45.00	14.00	12.00
53	16.00	45.00	16.00	14.00
54	18.00	35.00	18.00	15.50
55	20.00	30.00	50.00	40.00
56	20.00	30.00	25.00	25.00
57	20.00	30.00	25.00	25.00
58	20.00	35.00	25.00	25.00
59	30.00	30.00	30.00	25.00
60	45.00	45.00	45.00	45.00
61	50.00	50.00	55.00	55.00
62	70.00	70.00	70.00	70.00
63	70.00	70.00	70.00	70.00
64	70.00	70.00	70.00	70.00
65 and over	100.00	100.00	100.00	100.00

Section 4: Actuarial Valuation Basis

Inactive members

Current and Future Inactive Member Assumptions

Membership and Reciprocity	% of Future ¹ Deferred Vested Members	Annual Salary Increases from Separation Date	Retirement Age (Vested)	Retirement Age (Non-Vested)
Miscellaneous with reciprocity	25%	4.25%	61	61
Miscellaneous without reciprocity	75%	N/A	59	70
Safety with reciprocity	35%	5.50%	55	55
Safety without reciprocity	65%	N/A	52	70

Future benefit accruals

1.0 year of service per year for the full-time employees. Continuation of current partial service accrual for part-time employees.

Unknown data for members

Same as those exhibited by members with similar known characteristics. If not specified, members are assumed to be male.

Definition of active members

All active members of SCERS as of the valuation date.

Form of payment

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

¹ SCERS provides the reciprocity status for current deferred vested members in the valuation census data.

Section 4: Actuarial Valuation Basis

Spousal assumptions

Current Active and Inactive Member Spousal Assumptions

Member Gender	% with Spouse at Retirement or Pre-Retirement Death	Spouse Age	Spouse Gender
Male member	80%	3 years younger than member	Female
Female member	60%	2 years older than member	Male

Service from unused sick leave conversion

The following assumptions for service converted from unused sick leave as a percentage of service at service (non-disabled) retirement are used:

Category	Service (Non-Disabled) Retirement
Miscellaneous	1.50%
Safety	2.25%

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.

Actuarial value of assets

Market value of assets (MVA) less unrecognized returns in each of the last seven years. Unrecognized returns are equal to the difference between the actual market return and the expected return on the market value, and are recognized over a seven-year period. The actuarial value of assets (AVA) is limited by a 30% corridor; the AVA cannot be less than 70% of MVA, nor greater than 130% of MVA.

Section 4: Actuarial Valuation Basis

Valuation value of assets

The actuarial value of assets reduced by the value of the non-valuation reserves and amounts.

Amortization policy

The balance of the unfunded actuarial accrued liability (UAAL) as of June 30, 2012 shall be amortized separately from any future changes in UAAL over a period of 23 years from June 30, 2012.

Any new UAAL as a result of actuarial gains or losses identified in the annual valuation as of June 30 will be amortized over a period of 20 years.

Any new UAAL as a result of change in actuarial assumptions or methods will be amortized over a period of 20 years.

The change in UAAL as a result of any plan amendments will be amortized over a period of 15 years and the change in UAAL resulting from retirement incentive programs will be amortized over a period of up to five years.

Employer contributions

Employer contributions consist of two components:

Normal cost

The annual contribution rate that, if paid annually from a member's first year of membership through the year of retirement, would accumulate to the amount necessary to fully fund the member's retirement-related benefits. Accumulation includes annual crediting of interest at the assumed investment earning rate. The contribution rate is expressed as a level percentage of the member's compensation.

Contribution to the UAAL

The annual contribution rate that, if paid annually over the UAAL amortization period, would accumulate to the amount necessary to fully fund the UAAL. Accumulation includes annual crediting of interest at the assumed investment earning rate. The contribution (or rate credit in the case of a negative UAAL) is calculated to remain as a level percentage of future active member payroll (including payroll for new members as they enter the System) assuming a constant number of active members. In order to remain as a level percentage of payroll, amortization payments (credits) are scheduled to increase at the annual rate of 2.75% (i.e., 2.50% inflation plus 0.25% across-the-board salary increase).

Section 4: Actuarial Valuation Basis

Starting with the June 30, 2015 valuation, we have added to the Miscellaneous employer UAAL rate for the County an amount to reflect the net withdrawal liability for the Library Authority and Air Quality Districts when they terminated their affiliation with the County and became special districts.

The amortization policy is described above.

The recommended employer contributions are provided in *Section 2, Subsection F*.

Employer normal cost and UAAL contribution rates are calculated assuming payments made at the end of every pay period.

Member contributions

Miscellaneous Tiers 1, 2, 3 and 4, and Safety Tiers 1, 2 and 3

Articles 6 and 6.8 of the 1937 Act define the methodology to be used in the calculation of member basic contribution rates for Miscellaneous members and Safety members, respectively, in the legacy tiers. The basic contribution rate is determined as that percentage of compensation which if paid annually from a member's first year of membership through the prescribed retirement age would accumulate to the amount necessary to fund a prescribed annuity.

The annuity is equal to:

- 1/240 of Final Average Salary per year of service at age 55 for current Miscellaneous Tier 1, Tier 2 and Tier 3 members
- 1/120 of Final Average Salary per year of service at age 60 for current Miscellaneous Tier 4 members
- 1/100 of Final Average Salary per year of service at age 50 for current Safety Tier 1, Tier 2 and Tier 3 members

In addition to their basic contributions, members in the legacy tiers pay one-half of the total normal cost necessary to fund their cost-of-living benefits. The cost to provide the cost-of-living benefits is offset somewhat by the balance available in an account maintained in the valuation to offset member's COLA rates in the legacy tiers. Accumulation includes semi-annual crediting of interest at one-half of the United States 5-year Treasury rate for the last business day of the interest crediting period.

All County and Orangevale Recreation and Park District legacy members have agreed to pay 50% of the total normal cost rate.

For Rep Unit 19 (Probation) and Rep Unit 3 (Deputy Sheriffs System) members in Safety Tiers 1, 2 and 3, the member rate for 2024–2025, 2025–2026, and 2026–2027 shall not exceed the member rate established for 2023–2024.

Section 4: Actuarial Valuation Basis

For SacSewer members in Miscellaneous Tiers 1 through 4, the member rates are no more than 14% higher than the applicable member full rate before the 50% normal cost sharing arrangement, or 50% of the total normal cost rate.

Miscellaneous Tier 5 and Safety Tier 4

Pursuant to Section 7522.30(a) of the Government Code, Miscellaneous Tier 5 and Safety Tier 4 members are required to contribute at least 50% of the normal cost rate. In addition, there are certain additional requirements that would have to be met such as requiring the new employees to pay the contribution rate of “similarly situated employees”, if it is greater. (reference: Section 7522.30(c)). We further understand that different rules may have to be applied for collectively bargained employees, non-represented, managerial or other supervisory employees. (reference: Section 7522.30(e)). In preparing the normal cost rates in this report, we have assumed that exactly 50% of the normal cost would be paid by the new members and we have taken into account in this valuation only the requirements of Section 7522.30(c), but not requirements of Section 7522.30(e).

The member contribution rates for all members are provided in *Section 4, Exhibits 3, 6 and 7*.

Member contributions are assumed to be made at the end of every pay period.

Internal Revenue Code Section 415

Section 415 of the Internal Revenue Code (IRC) specifies the maximum benefits that may be paid to an individual from a defined benefit plan and the maximum amounts that may be allocated each year to an individual's account in a defined contribution plan.

A qualified pension plan may not pay benefits in excess of the Section 415 limits. The ultimate penalty for non-compliance is disqualification: active participants could be taxed on their vested benefits and the IRS may seek to tax the income earned on the plan's assets.

In particular, Section 415(b) of the IRC limits the maximum annual benefit payable at the Normal Retirement Age to a dollar limit of \$160,000 indexed for inflation. That limit is \$280,000 for 2025. Normal Retirement Age for these purposes is age 62. These are the limits in simplified terms. They must be adjusted based on each participant's circumstances, for such things as age at retirement, form of benefits chosen and after-tax contributions.

Non-CalPEPRA benefits in excess of the limits may be paid through a qualified governmental excess plan that meets the requirements of Section 415(m).

Legal Counsel's review and interpretation of the law and regulations should be sought on any questions in this regard.

Section 4: Actuarial Valuation Basis

Contribution rates determined in this valuation have not been reduced for the Section 415 limitations. However, it is anticipated that PEPRA members will not be limited in the future due to the PEPRA compensation limit applied in the determination of their benefit. Actual limitations will result in gains as they occur.

Models

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. 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.

Justification for change in actuarial assumptions, methods or models

There have been no changes in actuarial assumptions, methods or models since the last valuation.

Section 4: Actuarial Valuation Basis

Exhibit 2: Summary of plan provisions

This exhibit summarizes the major provisions of the Plan included in the valuation. It is not intended to be, nor should it be interpreted as, a complete statement of all plan provisions. If the System should find the plan summary not in accordance with the actual provisions, the System should alert the actuary so they can both be sure the proper provisions are valued.

Plan year

July 1 through June 30

Membership eligibility

Membership with SCERS usually begins with the employment by the County, SacSewer or member District as a permanent full-time or part-time employee as provided in the employer's Salary Resolution.

Membership Tier	Plan Provision
Miscellaneous Tier 1	All Miscellaneous members hired prior to September 27, 1981.
Miscellaneous Tiers 2 and 3	All Miscellaneous members hired on or after September 27, 1981. Membership into Tier 2 or Tier 3 is determined by date of hire and by bargaining unit.
Miscellaneous Tier 4	All Miscellaneous members hired on or after January 1, 2012 as adopted by the County and SacSewer. Membership into Tier 4 is determined by date of hire.
Miscellaneous Tier 5	All Miscellaneous members hired on or after January 1, 2013.
Safety Tiers 1 and 2	Membership into Tier 1 or Tier 2 for Safety employee is determined by date of hire and by bargaining unit.
Safety Tier 3	All Safety members hired on or after January 1, 2012 as adopted by the County. Membership into Tier 3 is determined by date of hire.
Safety Tier 4	All Safety members hired on or after January 1, 2013.

Section 4: Actuarial Valuation Basis

Final compensation and service for benefit determination

Final Compensation and Service	Plan Provision
Final average compensation	
Miscellaneous and Safety Tier 1	Highest consecutive 1 year (12 months) of compensation earnable (§31462.1) (FAS1).
Miscellaneous Tiers 2, 3 and 4 Safety Tiers 2 and 3	Highest consecutive 3 years (36 months) of compensation earnable. (§31462) (FAS3).
Miscellaneous Tier 5 Safety Tier 4	Highest consecutive 3 years (36 months) of pensionable compensation. (§7522.10(c), §7522.32 and §7522.34) (FAS3).
Service	
All members	Years of service (Yrs).

Service retirement benefits

Provision by Tier	Service Retirement Plan Provision
Eligibility	
Miscellaneous Tiers 1, 2, 3 and 4	Age 50 with 10 years of service, or age 70 regardless of service, or after 30 years regardless of age (§31672).
Miscellaneous Tier 5	Age 52 with 5 years of service (§7522.20(a)) or age 70 regardless of service (§31672.3).
Safety Tiers 1, 2 and 3	Age 50 with 10 years of service, or age 70 regardless of service, or after 20 years of Safety service regardless of age (§31663.25).
Safety Tier 4	Age 50 with 5 years of service (§7522.25(d)) or age 70 regardless of service (§31672.3).
Benefit amount	
All members	The benefit formula for all members varies by membership tier and retirement age. See the tables below for a selection of benefit formulas at various ages for each membership tier.
Maximum benefit	
Miscellaneous Tiers 1, 2, 3 and 4 Safety Tiers 1, 2 and 3	100% of Highest Average Compensation (§31676.14, §31676.1, §31664.1, §31664.2).
Miscellaneous Tier 5 Safety Tier 4	None.

Section 4: Actuarial Valuation Basis

Service retirement benefit formula

Tier and Retirement Age	Service Retirement Benefit Formula by Tier
Miscellaneous Tier 1 (§31676.14)	
50	$(1.48\% \times \text{FAS1} - 1/3 \times 1.48\% \times \$350 \times 12) \times \text{Yrs}$
55	$(1.95\% \times \text{FAS1} - 1/3 \times 1.95\% \times \$350 \times 12) \times \text{Yrs}$
60	$(2.44\% \times \text{FAS1} - 1/3 \times 2.44\% \times \$350 \times 12) \times \text{Yrs}$
62 and over	$(2.61\% \times \text{FAS1} - 1/3 \times 2.61\% \times \$350 \times 12) \times \text{Yrs}$
Miscellaneous Tiers 2 and 3 (§31676.14)	
50	$(1.48\% \times \text{FAS3} - 1/3 \times 1.48\% \times \$350 \times 12) \times \text{Yrs}$
55	$(1.95\% \times \text{FAS3} - 1/3 \times 1.95\% \times \$350 \times 12) \times \text{Yrs}$
60	$(2.44\% \times \text{FAS3} - 1/3 \times 2.44\% \times \$350 \times 12) \times \text{Yrs}$
62 and over	$(2.61\% \times \text{FAS3} - 1/3 \times 2.61\% \times \$350 \times 12) \times \text{Yrs}$
Miscellaneous Tier 4 (§31676.1)	
50	$(1.18\% \times \text{FAS3} - 1/3 \times 1.18\% \times \$350 \times 12) \times \text{Yrs}$
55	$(1.49\% \times \text{FAS3} - 1/3 \times 1.49\% \times \$350 \times 12) \times \text{Yrs}$
60	$(1.92\% \times \text{FAS3} - 1/3 \times 1.92\% \times \$350 \times 12) \times \text{Yrs}$
62	$(2.09\% \times \text{FAS3} - 1/3 \times 2.09\% \times \$350 \times 12) \times \text{Yrs}$
65 and over	$(2.43\% \times \text{FAS3} - 1/3 \times 2.43\% \times \$350 \times 12) \times \text{Yrs}$
Miscellaneous Tier 5 (§7522.20(a))	
52	$1.00\% \times \text{FAS3} \times \text{Yrs}$
55	$1.30\% \times \text{FAS3} \times \text{Yrs}$
60	$1.80\% \times \text{FAS3} \times \text{Yrs}$
62	$2.00\% \times \text{FAS3} \times \text{Yrs}$
65	$2.30\% \times \text{FAS3} \times \text{Yrs}$
67 and over	$2.50\% \times \text{FAS3} \times \text{Yrs}$

Section 4: Actuarial Valuation Basis

Tier and Retirement Age	Service Retirement Benefit Formula by Tier
Safety Tier 1 (§31664.1)	
50 and over	$(3.00\% \times \text{FAS1} - 1/3 \times 3.00\% \times \$350 \times 12) \times \text{Yrs}$
Safety Tier 2 (§31664.1)	
50 and over	$(3.00\% \times \text{FAS3} - 1/3 \times 3.00\% \times \$350 \times 12) \times \text{Yrs}$
Safety Tier 3 (§31664.2)	
50	$(2.29\% \times \text{FAS3} - 1/3 \times 2.29\% \times \$350 \times 12) \times \text{Yrs}$
55 and over	$(3.00\% \times \text{FAS3} - 1/3 \times 3.00\% \times \$350 \times 12) \times \text{Yrs}$
Safety Tier 4 (§7522.25(d))	
50	$2.00\% \times \text{FAS3} \times \text{Yrs}$
55	$2.50\% \times \text{FAS3} \times \text{Yrs}$
57 and over	$2.70\% \times \text{FAS3} \times \text{Yrs}$

Additional benefit information

For Miscellaneous members of the following Districts, benefits accrued before June 29, 2003 will continue to be calculated using §31676.1.

- Fair Oaks Cemetery District
- Galt Amo Cemetery District

Disability benefits

Non-duty disability

Provision by Tier	Non-Duty Disability Plan Provision
Eligibility	
All members	Five years of service (§31720).

Section 4: Actuarial Valuation Basis

Provision by Tier	Non-Duty Disability Plan Provision
Benefit amount	
Miscellaneous Tier 1	1.5% per year of service. If the benefit does not exceed one-third of Final Compensation, the service is projected to 65, but the total projected benefit cannot be more than one-third of Final Compensation (§31727 and §31727.2). The Service Retirement benefit is payable, if greater.
Safety Tier 1	1.8% per year of service. If the benefit does not exceed one-third of Final Compensation, the service is projected to 55, but the total projected benefit cannot be more than one-third of Final Compensation (§31727 and §31727.2). The Service Retirement benefit is payable, if greater.
Miscellaneous Tiers 2, 3, 4 and 5 Safety Tiers 2, 3 and 4	20% of Final Compensation for the first five years of service plus 2% for each year of additional service for a maximum of 40% of Final Compensation (§31727.7). The Service Retirement benefit is payable, if greater.

Line-of-duty disability

Provision by Tier	Line-of-Duty Disability Plan Provision
Eligibility	
All members	No age or service requirements (§31720).
Benefit amount	
All members	50% of the Final Compensation or 100% of Service Retirement benefit, if greater (§31727.4).

Pre-retirement death

Basic death benefit

Provision by Tier	Basic Death Benefit Plan Provision
Eligibility	
All members	No age or service requirements.
Vested members	Five years of service.

Section 4: Actuarial Valuation Basis

Provision by Tier	Basic Death Benefit Plan Provision
Benefit amount	
All members	Lump sum equal to refund of employee contributions with interest, plus one month's compensation for each year of service, to a maximum of six month's compensation (§31781).
Vested members	60% of the greater of Service Retirement or Non-Duty Disability Retirement benefit payable to surviving eligible spouse (§31765.1, §31781.1), in lieu of the basic lump sum benefit above.

Line-of-duty death benefit

Provision by Tier	Line-of-Duty Death Benefit Plan Provision
Eligibility	
All members	No age or service requirements.
Benefit amount	
All members	50% of Final Compensation or 100% of Service Retirement benefit, if greater, payable to spouse or minor children (§31787).

Post-retirement death

Service retirement or non-service-connected disability retirement

Unless another option was selected at retirement, 60% of member's unmodified allowance continues to eligible spouse (§31760.1) and an additional \$4,000 lump sum benefit is payable to member's beneficiary (§31789.3). An eligible spouse is a surviving spouse who was married to the member at least one year prior to the date of retirement (§31760.1).

Line-of-duty disability

Unless another option was selected at retirement, 100% of member's allowance continued to eligible spouse (§31786) and an additional \$4,000 lump sum benefit is payable to member's beneficiary (§31789.3). An eligible spouse is a surviving spouse who was married to the member at least one year prior to the date of retirement (§31760.1).

Section 4: Actuarial Valuation Basis

Withdrawal benefits

Less than five years of service

Refund of accumulated employee contributions with interest, or benefit at age 70 (§31628). A member may also elect to leave contributions on deposit in the retirement fund (§31629.5).

Five or more years of service

If contributions left on deposit, eligible for retirement benefits at any time after eligible to retire (§31700).

Post-retirement cost-of-living benefits¹

Membership Tier	Post-Retirement Cost-of-Living Benefits Plan Provision
Miscellaneous Tier 1 Safety Tier 1	Annual adjustment based on Consumer Price Index to a maximum of 4% per year; excess “banked” (§31874.2).
Miscellaneous Tier 2	None.
Miscellaneous Tiers 3, 4 and 5 Safety Tiers 2, 3 and 4	Annual adjustment based on Consumer Price Index to a maximum of 2% per year; excess “banked” (§31870).

Member contributions

Please refer to *Section 4, Exhibit 3* for specific rates.

Tier by Contribution Type	Member Contribution Plan Provision
Miscellaneous Tier 1	
Basic contributions	Entry-age based rates that provide for an annuity at age 55 equal to 1/240 of FAS1 (§31621.3).
Cost-of-living contributions	Entry-age based rates that provide for one-half of future Cost-of-Living costs.
Miscellaneous Tier 2	
Basic contributions	Entry-age based rates that provide for an annuity at age 55 equal to 1/240 of FAS3 (§31621.3).
Cost-of-living contributions	None.

¹ Historically, SCERS has determined the increase in Consumer Price Index (CPI) by comparing the annual average CPI for the San Francisco-Oakland-Hayward Area, as published by the Bureau of Labor Statistics, in each of the past two years.

Section 4: Actuarial Valuation Basis

Tier by Contribution Type	Member Contribution Plan Provision
Miscellaneous Tier 3	
Basic contributions	Entry-age based rates that provide for an annuity at age 55 equal to 1/240 of FAS3 (§31621.3).
Cost-of-Living contributions	Entry-age based rates that provide for one-half of future Cost-of-Living costs.
Miscellaneous Tier 4	
Basic contributions	Entry-age based rates that provide for an annuity at age 60 equal to 1/120 of FAS3 (§31621).
Cost-of-Living contributions	Entry-age based rates that provide for one-half of future Cost-of-Living costs.
Miscellaneous Tier 5	
Contributions	50% of the total normal cost rate.
Safety Tiers 1, 2 and 3	
Basic contributions	Entry-age based rates that provide for an annuity at age 50 equal to 1/100 of FAS1 (FAS3 for Tier 2 and Tier 3). (§31639.25).
Cost-of-Living	Entry-age based rates that provide for one-half of future Cost-of-Living costs.
Safety Tier 4	
Contributions	50% of the total normal cost rate.

Notes

- The above rates are known as full rates. For members entering the System on or after January 1, 1975, they pay a rate based on a single entry age (§31621.11 and §31639.26).
- All County and Orangevale Recreation and Park District legacy members have agreed to pay 50% of the total normal cost rate.
- For Rep Unit 19 (Probation) and Rep Unit 3 (Deputy Sheriffs System) members in Safety Tiers 1, 2, and 3, the member rate for 2024–2025, 2025–2026, and 2026–2027 shall not exceed the member rate for 2023–2024.
- For SacSewer members in Miscellaneous Tiers 1 through 4, the member rates are no more than 14% higher than the applicable member rate before the 50% normal cost sharing arrangement, or 50% of the total normal cost rate.

Other information

Safety Tiers 1, 2 and 3 members with 30 or more years of service are exempt from paying member contributions. The same applies for Miscellaneous members hired on or before March 7, 1973.

Section 4: Actuarial Valuation Basis

Changes in plan provisions

There have been no changes in plan provisions since the last valuation.

Section 4: Actuarial Valuation Basis

Exhibit 3: Member contribution rates

Comparison of total member rate

Comparison of Member Rate¹ from the June 30, 2024 and June 30, 2025 Valuations

Plan	2025 Basic	2025 COLA	2025 Total	2024 Basic	2024 COLA	2024 Total	Change
Miscellaneous nonSacSewer							
Tier 1 ²	4.34%	2.13%	6.47%	4.34%	2.99%	7.33%	-0.86%
Tier 2	4.17%	0.00%	4.17%	4.17%	0.00%	4.17%	0.00%
Tier 3	4.17%	1.88%	6.05%	4.17%	1.88%	6.05%	0.00%
Tier 4	7.32%	1.70%	9.02%	7.32%	1.68%	9.00%	0.02%
Tier 5	7.88%	1.65%	9.53%	7.90%	1.66%	9.56%	-0.03%
Miscellaneous SacSewer³							
Tier 2	4.17%	0.00%	4.17%	4.17%	0.00%	4.17%	0.00%
Tier 3	4.17%	1.87%	6.04%	4.17%	1.88%	6.05%	-0.01%
Tier 4	7.32%	1.61%	8.93%	7.32%	1.65%	8.97%	-0.04%
Tier 5	7.65%	1.63%	9.28%	7.80%	1.67%	9.47%	-0.19%
Safety							
Tier 1	12.13%	4.28%	16.41%	12.13%	4.62%	16.75%	-0.34%
Tier 2	11.51%	4.57%	16.08%	11.51%	4.56%	16.07%	0.01%
Tier 3	11.51%	4.28%	15.79%	11.51%	4.29%	15.80%	-0.01%
Tier 4	11.47%	3.15%	14.62%	11.49%	3.15%	14.64%	-0.02%

¹ Before reflecting members in legacy tiers agreeing to contribute an additional portion of the normal cost. Members who enter on or after 1/1/1975 contribute as indicated above and all others contribute the rate at their respective entry ages.

² The number of active members dropped from six (prior valuation) to three (current valuation). There was a reduction in the normal cost due to the reduction in average entry age from 30 to 22.

³ There were no Miscellaneous Tier 1 SacSewer active members reported for the June 30, 2025 valuation.

Section 4: Actuarial Valuation Basis

Miscellaneous Tier 1 Members' Contribution Rates (as a % of Monthly Payroll)

Entry Age	Basic First \$350	Basic Over \$350	COLA First \$350	COLA Over \$350	Total First \$350	Total Over \$350
16	2.21%	3.31%	1.09%	1.63%	3.30%	4.94%
17	2.24%	3.36%	1.10%	1.65%	3.34%	5.01%
18	2.27%	3.41%	1.12%	1.68%	3.39%	5.09%
19	2.30%	3.45%	1.13%	1.70%	3.43%	5.15%
20	2.33%	3.50%	1.15%	1.72%	3.48%	5.22%
21	2.37%	3.55%	1.17%	1.75%	3.54%	5.30%
22	2.40%	3.60%	1.18%	1.77%	3.58%	5.37%
23	2.44%	3.66%	1.20%	1.80%	3.64%	5.46%
24	2.47%	3.71%	1.21%	1.82%	3.68%	5.53%
25	2.51%	3.76%	1.23%	1.85%	3.74%	5.61%
26	2.54%	3.81%	1.25%	1.87%	3.79%	5.68%
27	2.58%	3.87%	1.27%	1.90%	3.85%	5.77%
28	2.61%	3.92%	1.29%	1.93%	3.90%	5.85%
29	2.65%	3.98%	1.31%	1.96%	3.96%	5.94%
30	2.69%	4.04%	1.33%	1.99%	4.02%	6.03%
31	2.73%	4.10%	1.35%	2.02%	4.08%	6.12%
32	2.77%	4.16%	1.37%	2.05%	4.14%	6.21%
33	2.81%	4.22%	1.39%	2.08%	4.20%	6.30%
34	2.85%	4.28%	1.40%	2.10%	4.25%	6.38%
35	2.89%	4.34%	1.42%	2.13%	4.31%	6.47%
36	2.94%	4.41%	1.45%	2.17%	4.39%	6.58%
37	2.99%	4.48%	1.47%	2.20%	4.46%	6.68%
38	3.03%	4.55%	1.49%	2.24%	4.52%	6.79%
39	3.08%	4.62%	1.51%	2.27%	4.59%	6.89%
40	3.13%	4.70%	1.54%	2.31%	4.67%	7.01%
41	3.19%	4.78%	1.57%	2.35%	4.76%	7.13%

Section 4: Actuarial Valuation Basis

Entry Age	Basic First \$350	Basic Over \$350	COLA First \$350	COLA Over \$350	Total First \$350	Total Over \$350
42	3.24%	4.86%	1.59%	2.39%	4.83%	7.25%
43	3.29%	4.94%	1.62%	2.43%	4.91%	7.37%
44	3.34%	5.01%	1.64%	2.46%	4.98%	7.47%
45	3.39%	5.08%	1.67%	2.50%	5.06%	7.58%
46	3.43%	5.15%	1.69%	2.53%	5.12%	7.68%
47	3.48%	5.22%	1.71%	2.57%	5.19%	7.79%
48	3.53%	5.29%	1.73%	2.60%	5.26%	7.89%
49	3.56%	5.34%	1.75%	2.63%	5.31%	7.97%
50	3.57%	5.35%	1.75%	2.63%	5.32%	7.98%
51	3.55%	5.33%	1.75%	2.62%	5.30%	7.95%
52	3.53%	5.30%	1.74%	2.61%	5.27%	7.91%
53	3.50%	5.25%	1.72%	2.58%	5.22%	7.83%
54	3.47%	5.20%	1.71%	2.56%	5.18%	7.76%
55	3.47%	5.20%	1.71%	2.56%	5.18%	7.76%
56	3.47%	5.20%	1.71%	2.56%	5.18%	7.76%
57	3.47%	5.20%	1.71%	2.56%	5.18%	7.76%
58	3.47%	5.20%	1.71%	2.56%	5.18%	7.76%
59 and over	3.47%	5.20%	1.71%	2.56%	5.18%	7.76%

Note: Members who enter prior to January 1, 1975 contribute on the basis of their actual entry age and all others contribute based on the basis of a single entry age of 35 for all Miscellaneous Tiers 1, 2, 3 and 4 members combined at the most recent experience study.

Interest: 6.75% per annum

COLA: 2.75%

Mortality: See *Section 4, Exhibit 1*

Salary Increase: Inflation (2.50%) + Across-the-Board Increase (0.25%) + Merit (See *Section 4, Exhibit 1*)

COLA Loading Factor: 49.18%¹

Non-Refundability Factor: 100.00%

¹ There is no COLA offset available. The reserve carried by the Board to reduce part of the COLA contributions is fully exhausted as of June 30, 2025.

Section 4: Actuarial Valuation Basis

Miscellaneous¹ Tier 2 Members' Contribution Rates (as a % of Monthly Payroll)

Entry Age	Basic First \$350	Basic Over \$350	COLA First \$350	COLA Over \$350	Total First \$350	Total Over \$350
35	2.78%	4.17%	0.00%	0.00%	2.78%	4.17%

Note: Members who enter on or after January 1, 1975 contribute on the basis of a single entry age of 35 for all Miscellaneous Tiers 1, 2, 3 and 4 members combined at the most recent experience study.

Interest: 6.75% per annum

COLA: 0.00%

Mortality: See *Section 4, Exhibit 1*

Salary Increase: Inflation (2.50%) + Across-the-Board Increase (0.25%) + Merit (See *Section 4, Exhibit 1*)

COLA Loading Factor: 0.00%

Non-Refundability Factor: 100.00%

Miscellaneous¹ Tier 3 Members' Contribution Rates (as a % of Monthly Payroll)

Entry Age	Basic First \$350	Basic Over \$350	COLA First \$350	COLA Over \$350	Total First \$350	Total Over \$350
35	2.78%	4.17%	1.25%	1.88%	4.03%	6.05%

Note: Members who enter on or after January 1, 1975 contribute on the basis of a single entry age of 35 for all Miscellaneous Tiers 1, 2, 3 and 4 members combined at the most recent experience study.

Interest: 6.75% per annum

COLA: 2.00%

Mortality: See *Section 4, Exhibit 1*

Salary Increase: Inflation (2.50%) + Across-the-Board Increase (0.25%) + Merit (See *Section 4, Exhibit 1*)

COLA Loading Factor: 45.17%²

Non-Refundability Factor: 99.85%

¹ Excluding SacSewer. SacSewer member contribution rates are shown in *Section 4, Exhibit 7*.

² Factor has been adjusted to reflect a reserve carried by the Board to reduce part of the COLA contributions.

Section 4: Actuarial Valuation Basis

Miscellaneous¹ Tier 4 Members' Contribution Rates (as a % of Monthly Payroll)

Entry Age	Basic First \$350	Basic Over \$350	COLA First \$350	COLA Over \$350	Total First \$350	Total Over \$350
35	4.88%	7.32%	1.13%	1.70%	6.01%	9.02%

Note: Members who enter on or after January 1, 1975 contribute on the basis of a single entry age of 35 for all Miscellaneous Tiers 1, 2, 3 and 4 members combined at the most recent experience study.

Interest: 6.75% per annum

COLA: 2.00%

Mortality: See *Section 4, Exhibit 1*

Salary Increase: Inflation (2.50%) + Across-the-Board Increase (0.25%) + Merit (See *Section 4, Exhibit 1*)

COLA Loading Factor: 23.22%²

Non-Refundability Factor: 99.21%

Miscellaneous¹ Tier 5 Members' Contribution Rates (as a % of Monthly Payroll, paid on all Eligible Pay³)

Entry Age	Basic	COLA	Total
All members	7.88%	1.65%	9.53%

Interest: 6.75% per annum

COLA: 2.00%

Mortality: See *Section 4, Exhibit 1*

Salary Increase: Inflation (2.50%) + Across-the-Board Increase (0.25%) + Merit (See *Section 4, Exhibit 1*)

COLA Loading Factor: 20.94%

Non-Refundability Factor: 97.56%

¹ Excluding SacSewer. SacSewer member contribution rates are shown in *Section 4, Exhibit 7*.

² Factor has been adjusted to reflect a reserve carried by the Board to reduce part of the COLA contributions.

³ It is our understanding that in the determination of pension benefits under the CalPEPRA formulas, the compensation that can be taken into account for 2025 is equal to \$155,081 (reference: Section 7522.10). This amount should be adjusted for changes to the Consumer Price Index for All Urban Consumers after 2025 (reference: Section 7522.10(d)).

Section 4: Actuarial Valuation Basis

Safety Tier 1 Members' Contribution Rates (as a % of Monthly Payroll)

Entry Age	Basic First \$350	Basic Over \$350	COLA First \$350	COLA Over \$350	Total First \$350	Total Over \$350
18	7.45%	11.18%	2.63%	3.94%	10.08%	15.12%
19	7.51%	11.26%	2.65%	3.97%	10.16%	15.23%
20	7.56%	11.34%	2.67%	4.00%	10.23%	15.34%
21	7.61%	11.42%	2.69%	4.03%	10.30%	15.45%
22	7.67%	11.50%	2.70%	4.05%	10.37%	15.55%
23	7.73%	11.59%	2.73%	4.09%	10.46%	15.68%
24	7.78%	11.67%	2.74%	4.11%	10.52%	15.78%
25	7.84%	11.76%	2.77%	4.15%	10.61%	15.91%
26	7.90%	11.85%	2.79%	4.18%	10.69%	16.03%
27	7.96%	11.94%	2.81%	4.21%	10.77%	16.15%
28	8.03%	12.04%	2.83%	4.24%	10.86%	16.28%
29	8.09%	12.13%	2.85%	4.28%	10.94%	16.41%
30	8.16%	12.24%	2.87%	4.31%	11.03%	16.55%
31	8.23%	12.34%	2.90%	4.35%	11.13%	16.69%
32	8.30%	12.45%	2.93%	4.39%	11.23%	16.84%
33	8.37%	12.56%	2.95%	4.43%	11.32%	16.99%
34	8.45%	12.68%	2.98%	4.47%	11.43%	17.15%
35	8.51%	12.77%	3.00%	4.50%	11.51%	17.27%
36	8.58%	12.87%	3.03%	4.54%	11.61%	17.41%
37	8.65%	12.98%	3.05%	4.58%	11.70%	17.56%
38	8.73%	13.09%	3.07%	4.61%	11.80%	17.70%
39	8.81%	13.22%	3.11%	4.66%	11.92%	17.88%
40	8.89%	13.33%	3.13%	4.70%	12.02%	18.03%
41	8.95%	13.42%	3.15%	4.73%	12.10%	18.15%
42	9.00%	13.50%	3.17%	4.76%	12.17%	18.26%
43	9.04%	13.56%	3.19%	4.78%	12.23%	18.34%

Section 4: Actuarial Valuation Basis

Entry Age	Basic First \$350	Basic Over \$350	COLA First \$350	COLA Over \$350	Total First \$350	Total Over \$350
44	9.07%	13.61%	3.20%	4.80%	12.27%	18.41%
45	9.05%	13.57%	3.19%	4.78%	12.24%	18.35%
46	8.99%	13.48%	3.17%	4.75%	12.16%	18.23%
47	8.91%	13.37%	3.14%	4.71%	12.05%	18.08%
48	8.83%	13.25%	3.11%	4.67%	11.94%	17.92%
49 and over	8.71%	13.07%	3.07%	4.61%	11.78%	17.68%

Note: Members who enter prior to January 1, 1975 contribute on the basis of their actual entry age and all others contribute based on the basis of a single entry age of 29 for all Safety Tiers 1, 2, and 3 members combined at the most recent experience study.

Interest:	6.75% per annum
COLA:	2.75%
Mortality:	See <i>Section 4, Exhibit 1</i>
Salary Increase:	Inflation (2.50%) + Across-the-Board Increase (0.25%) + Merit (See <i>Section 4, Exhibit 1</i>)
COLA Loading Factor:	35.25% ¹
Non-Refundability Factor:	98.93%

¹ Factor has been adjusted to reflect a reserve carried by the Board to reduce part of the COLA contributions.

Section 4: Actuarial Valuation Basis

Safety Tier 2 Members' Contribution Rates (as a % of Monthly Payroll)

Entry Age	Basic First \$350	Basic Over \$350	COLA First \$350	COLA Over \$350	Total First \$350	Total Over \$350
29	7.67%	11.51%	3.05%	4.57%	10.72%	16.08%

Note: Members who enter on or after January 1, 1975 contribute on the basis of a single entry age of 29 for all Safety Tiers 1, 2, and 3 members combined at the most recent experience study.

Interest: 6.75% per annum

COLA: 2.00%

Mortality: See Section 4, Exhibit 1

Salary Increase: Inflation (2.50%) + Across-the-Board Increase (0.25%) + Merit (See Section 4, Exhibit 1)

COLA Loading Factor: 39.67%¹

Non-Refundability Factor: 99.97%

Safety Tier 3 Members' Contribution Rates (as a % of Monthly Payroll)

Entry Age	Basic First \$350	Basic Over \$350	COLA First \$350	COLA Over \$350	Total First \$350	Total Over \$350
29	7.67%	11.51%	2.85%	4.28%	10.52%	15.79%

Note: Members who enter on or after January 1, 1975 contribute on the basis of a single entry age of 29 for all Safety Tiers 1, 2, and 3 members combined at the most recent experience study.

Interest: 6.75% per annum

COLA: 2.00%

Mortality: See Section 4, Exhibit 1

Salary Increase: Inflation (2.50%) + Across-the-Board Increase (0.25%) + Merit (See Section 4, Exhibit 1)

COLA Loading Factor: 37.16%¹

Non-Refundability Factor: 99.79%

¹ Factor has been adjusted to reflect a reserve carried by the Board to reduce part of the COLA contributions.

Section 4: Actuarial Valuation Basis

Safety Tier 4 Members' Contribution Rates (as a % of Monthly Payroll, paid on all Eligible Pay¹)

Entry Age	Basic	COLA	Total
All members	11.47%	3.15%	14.62%

Interest:	6.75% per annum
COLA:	2.00%
Mortality:	See <i>Section 4, Exhibit 1</i>
Salary Increase:	Inflation (2.50%) + Across-the-Board Increase (0.25%) + Merit (See <i>Section 4, Exhibit 1</i>)
COLA Loading Factor:	27.46%
Non-Refundability Factor:	99.22%

¹ It is our understanding that in the determination of pension benefits under the CalPEPRA formulas, the compensation that can be taken into account for 2025 is equal to \$155,081 (reference: Section 7522.10). This amount should be adjusted for changes to the Consumer Price Index for All Urban Consumers after 2025 (reference: Section 7522.10(d)).

Section 4: Actuarial Valuation Basis

Exhibit 4: Calculation of additional District rate as of June 30, 2025 for certain District employers

Additional contributions were made by the County to buy down the County, SacSewer and Superior Court UAAL contribution rate through the issuance of Pension Obligation Bonds (POB). As the other district employers did not participate in the POBs, their rates as calculated in this report have been increased to reflect that they did not buy down their UAAL rates and for other adjustments (Districts with All Service Improvements vs. Future Service Improvements, Rio Linda Elverta becoming a participating employer effective October 1, 2017). We have also calculated the POB rate adjustment available to SacSewer. The POB rate adjustment has been calculated as follows:

Calculation of the Additional District Rate for Certain Districts as of June 30, 2025

Description	Amount
June 30, 2024 POB adjustment amount	\$26,846,514
Additional District rate in June 30, 2024 valuation	7.01%
June 30, 2024 projected District payroll ¹	\$43,354,000
June 30, 2025 POB adjustment amount ²	\$25,516,968
10-year amortization factor	0.122284
June 30, 2025 projected District payroll ¹	\$45,639,000
Additional District rate in June 30, 2025 valuation³	6.84%
June 30, 2025 projected SacSewer payroll	\$80,447,000
June 30, 2025 projected Miscellaneous payroll ¹	\$1,133,209,000
June 30, 2025 SacSewer POB adjustment credit ⁴	\$(1,811,461)
SacSewer POB adjustment rate in June 30, 2025 valuation⁵	-0.28%

¹ Excluding the payroll for Rio Linda Elverta Recreation and Parks District.

² Equal to $\$26,846,514 \times 1.0675 - 7.01\% \times \$43,354,000 \times (1 + 0.0675 \div 2)$.

³ Equal to $\$25,516,968 \times 0.122284 \div \$45,639,000$.

⁴ Equal to $\$(25,516,968) \times \$80,447,000 \div \$1,133,209,000$.

⁵ Equal to $\$(1,811,461) \times 0.122284 \div \$80,447,000$.

Section 4: Actuarial Valuation Basis

Exhibit 5: Detailed District rates as of June 30, 2025

Special Districts with All Service Improvement Only as of June 30, 2025

Component by Tier	2025 Basic Contribution Rate	2025 COLA Contribution Rate	2025 Total Contribution Rate
Tier 3 – Member Pays Full Rate¹			
Normal cost	13.39%	2.09%	15.48%
UAAL	16.41%	1.29%	17.70%
Total Contribution	29.80%	3.38%	33.18%
Tier 3 – Member Pays 50:50 Rate²			
Normal cost	8.76%	2.09%	10.85%
UAAL	16.41%	1.29%	17.70%
Total Contribution	25.17%	3.38%	28.55%
Tier 5³			
Normal cost	7.88%	1.65%	9.53%
UAAL	16.41%	1.29%	17.70%
Total Contribution	24.29%	2.94%	27.23%

¹ Includes Carmichael Recreation and Park District, Elk Grove Cosumnes Cemetery District, Mission Oaks Recreation and Park District, Sacramento Employment and Training Agency (S.E.T.A.), and Sunrise Recreation and Park District.

² Includes Orangevale Recreation and Park District only.

³ Includes all the employers referenced in footnotes 1 and 2.

Section 4: Actuarial Valuation Basis

Special Districts with Future Service Improvement Only¹ as of June 30, 2025

Component by Tier	2025 Basic Contribution Rate	2025 COLA Contribution Rate	2025 Total Contribution Rate
Tier 3 – Member Pays Full Rate			
Normal cost	13.39%	2.09%	15.48%
UAAL	12.69%	1.00%	13.69%
Total Contribution	26.08%	3.09%	29.17%
Tier 5			
Normal cost	7.88%	1.65%	9.53%
UAAL	12.69%	1.00%	13.69%
Total Contribution	20.57%	2.65%	23.22%

Rio Linda Elverta Recreation and Parks District as of June 30, 2025

Component by Tier	2025 Basic Contribution Rate	2025 COLA Contribution Rate	2025 Total Contribution Rate
Tier 5			
Normal cost	7.88%	1.65%	9.53%
UAAL	1.07%	0.08%	1.15%
Total Contribution	8.95%	1.73%	10.68%

¹ Includes Fair Oaks Cemetery District and Galt-Arno Cemetery District.

Section 4: Actuarial Valuation Basis

Exhibit 6: Normal cost rates with additional member contributions under cost sharing arrangements

County and Orangevale Recreation and Park District members have agreed to pay 50% of the normal cost rate. The normal cost rates adjusted for the additional member contributions are developed in the following steps:

- Step A: Calculate the normal cost rates for the employer and the member assuming that no members contribute an additional portion of the normal cost.
- Step B: Calculate the normal cost rates for the employer and the member assuming that members pay exactly one-half of the total normal cost rate. In this step, we have adjusted the employer rate to account for the cost associated with the cessation of member contributions after 30 years of service for Miscellaneous members hired on or before March 7, 1973 and for Safety Tier 1, Tier 2 and Tier 3 members.
- Step C: Gross up the member normal cost rates developed in Step B for integration with Social Security.

These steps are presented in the following pages.

Section 4: Actuarial Valuation Basis

Step A: Normal cost (prior to any additional normal cost contributions by the member)

Total Normal Cost Contribution Rates (Employer and Member Normal Cost Rates):
Member Paying Full Rate
(% of Payroll)

Category	Total Normal Cost	Employer Normal Cost ¹	Member Normal Cost ²	Member COLA Offset ¹
Miscellaneous				
Tier 1 ³	16.88%	10.48%	6.47%	0.00%
Tier 2	15.98%	11.84%	4.17%	0.00%
Tier 3	21.69%	15.48%	6.05%	0.23%
Tier 4	21.11%	11.97%	9.02%	0.23%
Safety				
Tier 1 ³	48.70%	34.37%	16.41%	3.32%
Tier 2	42.11%	26.20%	16.08%	0.29%
Tier 3	40.84%	25.00%	15.79%	0.29%

¹ Employer normal cost rate and member COLA offset are paid over all payroll.

² Member normal cost rate is paid over payroll before the cessation of member contributions after 30 years of service for all Safety members and for Miscellaneous members hired on or before March 7, 1973. Member rates shown are for annual salary in excess of \$4,200 (or monthly salary in excess of \$350). For annual salary less than \$4,200 (or monthly salary less than \$350), the rates are equal to 2/3 of the rates shown. Also, the member COLA offset is a non-cash contribution item funded out of the balance of transfer to offset member COLA rate.

³ These are the single-entry age rates at age 35 and 29 for Miscellaneous and Safety, respectively.

Section 4: Actuarial Valuation Basis

Step B: Normal cost (assuming exactly 50:50 payment by the employer and the member) – before gross-up for integration with Social Security

Total Normal Cost Contribution Rates (Employer and Member Normal Cost Rates):
Member Paying 50:50 Rate
(% of Payroll)

Category	Total Normal Cost	Employer Normal Cost ¹	Member Normal Cost ^{2, 3}	Member COLA Offset ¹
Miscellaneous				
Tier 1	16.88%	8.44%	8.44%	0.00%
Tier 2	15.98%	7.99%	7.99%	0.00%
Tier 3	21.69%	10.85%	10.62%	0.23%
Tier 4	21.11%	10.56%	10.33%	0.23%
Safety				
Tier 1	48.70%	30.22% ⁴	21.07%	3.32%
Tier 2	42.11%	21.37% ⁵	20.76%	0.29%
Tier 3	40.84%	20.43%	20.14%	0.29%

¹ Employer normal cost rate and member COLA offset are paid over all payroll.

² Member normal cost rate is paid over payroll before the cessation of member contributions after 30 years of service for all Safety members and for Miscellaneous members hired on or before March 7, 1973.

³ The member rates have not been grossed up for the rate on the first \$4,200 in annual salary being 2/3 of the rate on annual salary above \$4,200. Please see Step C on the following page for the member rates after the gross-up.

⁴ This employer rate has been adjusted by 5.83% of payroll to account for the cost associated with the cessation of member contributions after 30 years of service.

⁵ This employer rate has been adjusted by 0.32% of payroll to account for the cost associated with the cessation of member contributions after 30 years of service.

Section 4: Actuarial Valuation Basis

Step C: Normal cost (assuming exactly 50:50 payment by the employer and the member) – after gross-up for integration with Social Security

Total Normal Cost Contribution Rates (Employer and Member Normal Cost Rates):
Member Paying 50:50 Rate
(% of Payroll)

Category	Total Normal Cost	Employer Normal Cost ¹	Member Basic Normal Cost ^{2, 3}	Member COLA Normal Cost ^{2, 3}	Member Total Normal Cost ^{2, 3}	COLA Loading Factor	Member COLA Offset ¹
Miscellaneous							
Tier 1	16.88%	8.44%	6.40%	2.14%	8.54%	33.44%	0.00%
Tier 2	15.98%	7.99%	8.09%	0.00%	8.09%	0.00%	0.00%
Tier 3	21.69%	10.85%	8.87%	1.88%	10.75%	21.20%	0.23%
Tier 4	21.11%	10.56%	8.74%	1.70%	10.44%	19.45%	0.23%
Safety							
Tier 1	48.70%	30.22% ⁴	17.89%	3.33%	21.22%	18.61%	3.32%
Tier 2	42.11%	21.37% ⁵	16.47%	4.45%	20.92%	27.02%	0.29%
Tier 3	40.84%	20.43%	16.13%	4.18%	20.31%	25.91%	0.29%

¹ Employer normal cost rate and member COLA offset are paid over all payroll.

² Member normal cost rate is paid over payroll before the cessation of member contributions after 30 years of service for all Safety members and for Miscellaneous members hired on or before March 7, 1973. Member rates shown are for annual salary in excess of \$4,200 (or monthly salary in excess of \$350). For annual salary less than \$4,200 (or monthly salary less than \$350), the rates are equal to 2/3 of the rates shown. Also, the member COLA offset is a non-cash contribution item funded out of the balance of transfer to offset member COLA rate.

³ For Rep Unit 19 (Probation) and Rep Unit 3 (Deputy Sheriffs System) members in Safety Tiers 1, 2, and 3, the member rate for 2024–2025, 2025–2026, and 2026–2027 shall not exceed the member rate for 2023–2024. This provision has no impact on the member rate established in this valuation for 2026–2027.

⁴ This employer rate has been adjusted by 5.83% of payroll to account for the cost associated with the cessation of member contributions after 30 years of service.

⁵ This employer rate has been adjusted by 0.32% of payroll to account for the cost associated with the cessation of member contributions after 30 years of service.

Section 4: Actuarial Valuation Basis

Exhibit 7: SacSewer normal cost rates

SacSewer members in Miscellaneous Tiers 1 through 4, have agreed to pay 114% of the applicable full member rate, but no more than 50% of the total normal cost rate. The normal cost rates adjusted for the additional member contributions are developed in the following steps:

- Step A: Calculate the normal cost rates for the employer and the member assuming that no members contribute an additional portion of the normal cost.
- Step B: Calculate the normal cost rates for the employer and the member assuming that members pay 114% of the applicable member rate, but no more than 50% of the total normal cost rate.

These steps are presented in the following pages. Tier 1 rates are not shown because there were no Miscellaneous Tier 1 SacSewer active members reported for the June 30, 2025 valuation. Tier 5 rates are the same in both Step A and Step B as they do not require any adjustment for additional member contributions.

Section 4: Actuarial Valuation Basis

Step A: Normal cost (prior to any additional normal cost contributions by the member)

Total Normal Cost Contribution Rates (Employer and Member Normal Cost Rates):
Member Paying Full or 50:50 Rate
(% of Payroll)

Category	Total Normal Cost	Employer Normal Cost ¹	Member Normal Cost ^{2, 3}	Member COLA Offset ¹
Miscellaneous				
Tier 2	16.31%	12.18%	4.17%	0.00%
Tier 3	21.40%	15.20%	6.04%	0.23%
Tier 4	20.12%	11.05%	8.93%	0.23%
Tier 5	18.56%	9.28%	9.28%	0.00%

¹ Employer normal cost rate and member COLA offset are paid over all payroll.

² Member rates shown for Tiers 2, 3 and 4 are for annual salary in excess of \$4,200 (or monthly salary in excess of \$350). For annual salary less than \$4,200 (or monthly salary less than \$350), the rates are equal to 2/3 of the rates shown. Also, the member COLA offset is a non-cash contribution item funded out of the balance of transfer to offset member COLA rate.

³ Member rates shown for Tier 5 are for all eligible compensation. It is our understanding that in the determination of pension benefits under the CalPEPRA formulas, the compensation that can be taken into account for 2025 is equal to \$155,081 (reference: Section 7522.10). This amount should be adjusted for changes to the Consumer Price Index for All Urban Consumers after 2025 (reference: Section 7522.10(d)).

Section 4: Actuarial Valuation Basis

Step B: Normal cost (assuming legacy members pay 114% of the applicable member rate)

Total Normal Cost Contribution Rates (Employer and Member Normal Cost Rates):
 Member Paying 114% or 50:50 Rate
 (% of Payroll)

Category	Total Normal Cost	Employer Normal Cost ¹	Member Basic Normal Cost ^{2,3}	Member COLA Normal Cost ^{2,3}	Member Total Normal Cost ^{2,3}	COLA Loading Factor	Member COLA Offset ¹
Miscellaneous							
Tier 2	16.31%	11.61%	4.75%	0.00%	4.75%	0.00%	0.00%
Tier 3	21.40%	14.33%	5.05%	1.86%	6.91%	36.83%	0.23%
Tier 4	20.12%	10.06%	8.34%	1.60%	9.94%	19.18%	0.23%
Tier 5	18.56%	9.28%	7.65%	1.63%	9.28%	21.31%	0.00%

¹ Employer normal cost rate and member COLA offset are paid over all payroll.

² Member rates shown for Tiers 2, 3 and 4 are for annual salary in excess of \$4,200 (or monthly salary in excess of \$350). For annual salary less than \$4,200 (or monthly salary less than \$350), the rates are equal to 2/3 of the rates shown. Also, the member COLA offset is a non-cash contribution item funded out of the balance of transfer to offset member COLA rate.

³ Member rates shown for Tier 5 are for all eligible compensation. It is our understanding that in the determination of pension benefits under the CalPEPRA formulas, the compensation that can be taken into account for 2025 is equal to \$155,081 (reference: Section 7522.10). This amount should be adjusted for changes to the Consumer Price Index for All Urban Consumers after 2025 (reference: Section 7522.10(d)).

Appendix A: Definition of Pension Terms

The following list defines certain technical terms for the convenience of the reader:

Term	Definition
Actuarial accrued liability for actives	The equivalent of the accumulated normal costs allocated to the years before the valuation date.
Actuarial accrued liability for retirees and beneficiaries	Actuarial present value of lifetime benefits to existing retirees and beneficiaries. This sum takes account of life expectancies appropriate to the ages of the annuitants and the interest that the sum is expected to earn before it is entirely paid out in benefits.
Actuarial cost method	A procedure allocating the actuarial present value of future benefits to various time periods; a method used to determine the normal cost and the actuarial accrued liability that are used to determine the actuarially determined contribution.
Actuarial gain or loss	A measure of the difference between actual experience and that expected based upon a set of actuarial assumptions, during the period between two actuarial valuation dates. To the extent that actual experience differs from that assumed, actuarial accrued liabilities emerge which may be the same as forecasted or may be larger or smaller than projected. Actuarial gains are due to favorable experience, e.g., assets earn more than projected, salary increases are less than assumed, members retire later than assumed, etc. Favorable experience means actual results produce actuarial liabilities not as large as projected by the actuarial assumptions. On the other hand, actuarial losses are the result of unfavorable experience, i.e., actual results yield actuarial liabilities that are larger than projected.
Actuarially equivalent	Of equal actuarial present value, determined as of a given date and based on a given set of actuarial assumptions.
Actuarial present value	<p>The value of an amount or series of amounts payable or receivable at various times, determined as of a given date by the application of a particular set of actuarial assumptions. Each such amount or series of amounts is:</p> <p>Adjusted for the probable financial effect of certain intervening events (such as changes in compensation levels, marital status, etc.)</p> <p>Multiplied by the probability of the occurrence of an event (such as survival, death, disability, withdrawal, etc.) on which the payment is conditioned, and</p> <p>Discounted according to an assumed rate (or rates) of return to reflect the time value of money.</p>

Appendix A: Definition of Pension Terms

Term	Definition
Actuarial present value of future benefits	The actuarial present value of benefit amounts expected to be paid at various future times under a particular set of actuarial assumptions, taking into account such items as the effect of advancement in age, anticipated future compensation, and future service credits. The actuarial present value of future benefits includes the liabilities for active members, retired members, beneficiaries receiving benefits, and inactive members entitled to either a refund of member contributions or a future retirement benefit. Expressed another way, it is the value that would have to be invested on the valuation date so that the amount invested plus investment earnings would provide sufficient assets to pay all projected benefits and expenses when due.
Actuarial valuation	The determination, as of a valuation date, of the Normal cost, actuarial accrued liability, actuarial value of assets, and related actuarial present values for a plan, as well as actuarially determined contributions.
Actuarial value of assets	The value of the Plan's assets as of a given date, used by the actuary for valuation purposes. This may be the market or fair value of plan assets, but commonly plans use a smoothed value in order to reduce the year-to-year volatility of calculated results, such as the funded ratio and the actuarially determined contribution.
Actuarially determined	Values that have been determined utilizing the principles of actuarial science. An actuarially determined value is derived by application of the appropriate actuarial assumptions to specified values determined by provisions of the Plan.
Actuarially determined contribution	The employer's contributions, expressed as a dollar amount or a percentage of covered plan compensation, determined under the Plan's funding policy. The actuarially determined contribution consists of the employer normal cost and the amortization payment.
Amortization method	A method for determining the amortization payment. The most common methods used are level dollar and level percentage of payroll. Under the level dollar method, the amortization payment is one of a stream of payments, all equal, whose actuarial present value is equal to the unfunded actuarial accrued liability. Under the level percentage of pay method, the amortization payment is one of a stream of increasing payments, whose actuarial present value is equal to the unfunded actuarial accrued liability. Under the level percentage of pay method, the stream of payments increases at the assumed rate at which total covered payroll of all active members will increase.
Amortization payment	The portion of the pension plan contribution, or actuarially determined contribution, that is intended to pay off the unfunded actuarial accrued liability.

Appendix A: Definition of Pension Terms

Term	Definition
Assumptions or actuarial assumptions	The estimates upon which the cost of the Plan is calculated, including: Investment return — the rate of investment yield that the Plan will earn over the long-term future; Mortality rates — the rate or probability of death at a given age for employees and retirees; Retirement rates — the rate or probability of retirement at a given age or service; Disability rates — the rate or probability of disability retirement at a given age; Withdrawal rates — the rate or probability at which employees of various ages are expected to leave employment for reasons other than death, disability, or retirement; Salary increase rates — the rates of salary increase due to inflation, real wage growth and merit and promotion increases.
Closed amortization period	A specific number of years that is counted down by one each year, and therefore declines to zero with the passage of time. For example, if the amortization period is initially set at 20 years, it is 19 years at the end of one year, 18 years at the end of two years, etc. See “open amortization period.”
Decrements	Those causes/events due to which a member’s status (active-inactive-retiree-beneficiary) changes, that is: death, retirement, disability, or withdrawal.
Defined benefit plan	A retirement plan in which benefits are defined by a formula based on the member’s compensation, age and/or years of service.
Defined contribution plan	A retirement plan, such as a 401(k) plan, a 403(b) plan, or a 457 plan, in which the contributions to the plan are assigned to an account for each member, the plan’s earnings are allocated to each account, and each member’s benefits are a direct function of the account balance.
Employer normal cost	The portion of the normal cost to be paid by the employer. This is equal to the normal cost less expected member contributions.
Experience study	A periodic review and analysis of the actual experience of the Plan that may lead to a revision of one or more actuarial assumptions. Actual rates of decrement and salary increases are compared to the actuarially assumed values and modified based on recommendations from the Actuary.
Funded ratio	The ratio of the valuation value of assets to the actuarial accrued liability. Plans sometimes also calculate a market funded ratio, using the market value of assets, rather than the valuation value of assets.
GASB 67 and GASB 68	Governmental Accounting Standards Board (GASB) Statements No. 67 and No. 68. These are the governmental accounting standards that set the accounting rules for public retirement systems and the employers that sponsor or contribute to them. Statement No. 68 sets the accounting rules for the employers that sponsor or contribute to public retirement systems, while Statement No. 67 sets the rules for the systems themselves.

Appendix A: Definition of Pension Terms

Term	Definition
Investment return	The rate of earnings of the Plan from its investments, including interest, dividends and capital gain and loss adjustments, computed as a percentage of the average value of the fund. For actuarial purposes, the investment return often reflects a smoothing of the capital gains and losses to avoid significant swings in the value of assets from one year to the next.
Negative amortization	Negative amortization is a result of an increase in the unfunded actuarial accrued liability when the amortization payment is less than the interest accrued on the unfunded actuarial accrued liability.
Net pension liability	The net pension liability is equal to the total pension liability minus the plan fiduciary net position.
Normal cost	The portion of the actuarial present value of future benefits and expenses, if applicable, allocated to a valuation year by the actuarial cost method. Any payment with respect to an unfunded actuarial accrued liability is not part of the normal cost (see “amortization payment”). For pension plan benefits that are provided in part by employee contributions, normal cost refers to the total of member contributions and employer normal cost unless otherwise specifically stated.
Open amortization period	An open amortization period is one which is used to determine the amortization payment but which does not change over time. If the initial period is set as 30 years, the same 30-year period is used in each future year in determining the amortization period.
Plan fiduciary net position	Market value of assets.
Service costs	The portions of the actuarial present value of projected benefit payments that are attributed to valuation years.
Total pension liability	The actuarial accrued liability under the entry age normal cost method and based on the blended discount rate as described in GASB 67 and 68.
Unfunded actuarial accrued liability	The excess of the actuarial accrued liability over the valuation value of assets. This value may be negative, in which case it may be expressed as a negative unfunded actuarial accrued liability, also called the funding surplus or an overfunded actuarial accrued liability.
Valuation date or actuarial valuation date	The date as of which the value of assets is determined and as of which the Actuarial Present Value of Future Benefits is determined. The expected benefits to be paid in the future are discounted to this date.
Valuation value of assets	The actuarial value of assets reduced by the value of non-valuation reserves.

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Sacramento County Employees' Retirement System

**Governmental Accounting Standards Board
Statement No. 67 (GASBS 67) Actuarial Valuation
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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October 20, 2025

Board of Retirement
Sacramento County Employees' Retirement System
980 9th Street, Suite 1900
Sacramento, CA 95814

Dear Board Members:

We are pleased to submit this Governmental Accounting Standards Board Statement No. 67 (GASBS 67) Actuarial Valuation as of June 30, 2025 for the Sacramento County Employees' Retirement System ("SCERS" or "the Plan"). It contains various information that will need to be disclosed in order to comply with GASBS 67. Please refer to SCERS' Actuarial Valuation and Review as of June 30, 2025 for the data, 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.

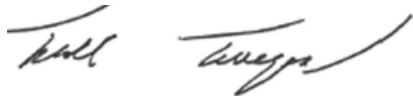
The measurements shown in this actuarial valuation may not be applicable for other purposes. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic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

The actuarial calculations were completed under the supervision of Molly Calcagno, ASA, MAAA, and 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 based upon our analysis and recommendations. In our opinion, the assumptions are reasonable and take into account the experience of SCERS and reasonable expectations. In addition, in our opinion, the combined effect of these assumptions is expected to have no significant bias.

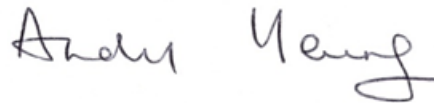
Segal makes no representation or warranty as to the future status of the Plan and does not guarantee any particular result. This document does not constitute legal, tax, accounting or investment advice or create or imply a fiduciary relationship. The Board is encouraged to discuss any issues raised in 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,



Todd Tauzer, FSA, MAAA, FCA, CERA
Senior Vice President and Actuary



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



Molly Calcagno, ASA, MAAA, EA
Senior Actuary

DC/jl

Table of Contents

Section 1: Actuarial Valuation Summary	5
Purpose and basis	5
General observations on a GASBS 67 actuarial valuation	5
Highlights of the valuation	6
Summary of key valuation results	7
Important information about actuarial valuations	8
Section 2: GASBS 67 Information	10
General information about the pension plan	10
Exhibit 1: Net Pension Liability	14
Exhibit 2: Discount rate	16
Exhibit 3: Schedule of changes in Net Pension Liability	19
Exhibit 4: Schedule of employer contributions	21
Appendix A: Projection of Plan Fiduciary Net Position	24
Appendix B: Definition of Terms	26

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. 67 (GASBS 67) as of June 30, 2025. This report is based on:

- The benefit provisions of SCERS, as administered by the Board of Retirement;
- The characteristics of covered active members, inactive members, and retired members and beneficiaries as of June 30, 2025, provided by SCERS;
- The assets of the Plan as of June 30, 2025, provided by SCERS;
- Economic assumptions regarding future salary increases and investment earnings adopted by the Board of Retirement for the June 30, 2025 funding valuation; and
- Other actuarial assumptions, regarding employee terminations, retirement, death, etc. adopted by the Board of Retirement for the June 30, 2025 funding valuation.

General observations on a GASBS 67 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 SCERS 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 SCERS' 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.
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 fair value basis.

Section 1: Actuarial Valuation Summary

Highlights of the valuation

1. The reporting date for the Plan is June 30, 2025 and the NPL was measured as of the same date. The TPL was determined based upon the actuarial valuation as of June 30, 2025 and the Plan FNP was also valued as of the measurement date.
2. The NPL decreased from \$1,692.4 million as of June 30, 2024 to \$1,019.7 million as of June 30, 2025 primarily due to a return on the fair value of assets of 11.1% during fiscal year 2024-2025 that was more than the assumption of 6.75% used in the June 30, 2024 valuation (a gain of about \$582 million¹). 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 19.
3. Effective December 15, 2024, the Sacramento Area Sewer District (SacSewer) has become a new employer of SCERS. Prior to that date, members associated with SacSewer were still considered members of the County. County employees assigned to SacSewer have separated from County employment to become employees of SacSewer. Pursuant to directions provided by SCERS, we will be allocating a portion of the NPL and pension expense to SacSewer when we provide the GASBS 68 report for employer reporting.
4. The discount rate used to measure the TPL and NPL as of June 30, 2025 was 6.75%, following the same assumptions used by SCERS in the actuarial funding valuation as of June 30, 2025. The detailed calculations used in the derivation of the 6.75% discount rate can be found in *Appendix A*. Various other information that is required to be disclosed can be found throughout *Section 2*.
5. The Plan Fiduciary Net Position as of June 30, 2025 includes \$9.8 million that is available to offset a portion of the legacy members' future COLA contribution rates. Since the \$9.8 million can only be used in the future to reduce contribution rates for the legacy employees, we have included a liability of the same amount so that the employer's net NPL is unchanged by the availability of this amount.

¹ Equal to about \$568 million investment gain net of investment expenses but gross of about \$14 million in administrative expenses.

Section 1: Actuarial Valuation Summary

Summary of key valuation results

Line Description	Current Year	Prior Year
Reporting and Measurement Date	June 30, 2025	June 30, 2024
Disclosure elements		
Service cost ¹	\$307,476,126	\$287,892,288
Total Pension Liability	15,597,205,000	15,002,017,000
Plan Fiduciary Net Position	14,577,459,000	13,309,631,000
Net Pension Liability	1,019,746,000	1,692,386,000
Schedule of contributions		
Actuarially determined contributions ²	\$389,784,688	\$395,853,306
Actual contributions	389,784,688	395,853,306
Contribution deficiency / (excess)	0	0
Demographic data		
Number of retired members and beneficiaries	14,606	14,285
Number of inactive members ³	5,102	4,935
Number of active members	13,952	13,690
Key assumptions		
Investment rate of return	6.75%	6.75%
Inflation rate	2.50%	2.50%
“Across-the-board” salary increase	0.25%	0.25%
Projected salary increases ⁴	4.25% to 9.75%	4.25% to 9.75%
Cost-of-living adjustments	Miscellaneous and Safety Tier 1: 2.75% Miscellaneous Tier 2: 0.00% All other Tiers: 2.00%	Miscellaneous and Safety Tier 1: 2.75% Miscellaneous Tier 2: 0.00% All other Tiers: 2.00%

¹ The service cost is based on the previous year’s valuation, meaning the service cost as of the June 30, 2025 and June 30, 2024 measurement dates are based on the valuations as of June 30, 2024 and June 30, 2023, respectively. Both service costs have been calculated using the assumptions shown in the Prior Year column, as there had been no changes in the actuarial assumptions between the June 30, 2024 and June 30, 2023 valuations.

² These amounts exclude \$(742,697) of reduction in receivable contributions and \$2,127,362 of increase in receivable contributions due from Sacramento Metropolitan Fire (SMF) in the 2025 and 2024 valuations, respectively. (These amounts represent the change in the withdrawal liability for SMF as a result of our annual update.)

³ Includes inactive members with member contributions on deposit.

⁴ Includes inflation at 2.50% plus “across-the-board” salary increase of 0.25% plus merit and promotion increases that vary by service.

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
Plan provisions	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.
Member information	An actuarial valuation for a plan is based on data provided to the actuary by SCERS. 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.
Financial information	The valuation is based on the fair value of assets as of the measurement date, as provided by SCERS.
Actuarial assumptions	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 (if applicable). 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.
Actuarial models	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 SCERS 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 SCERS upon delivery and review. SCERS should notify Segal immediately of any questions or concerns about the final content.

Section 2: GASBS 67 Information

General information about the pension plan

Plan administration

The Sacramento County Employees' Retirement System (SCERS) was established by the County of Sacramento in 1941. SCERS is administered by the Board of Retirement and governed by the County Employees' Retirement Law of 1937 (California Government Code Section 31450 et. seq). SCERS is a cost-sharing multiple employer public employee retirement system whose main function is to provide service retirement, disability, death and survivor benefits to the Safety and Miscellaneous members employed by the County of Sacramento. SCERS also provides retirement benefits to the employee members of the Sacramento Area Sewer District (SacSewer), effective December 15, 2024, the Superior Court of California (County of Sacramento), and nine Special Districts.

The management of SCERS is vested with the Sacramento County Board of Retirement. The Board consists of nine members and two alternates.

- Four members are appointed by the Board of Supervisors;
- Two members are elected by the Miscellaneous membership;
- One member and one alternate are elected by the Safety membership;
- One member and one alternate are elected by the retired members of the System;
- The County Director of Finance serves as ex officio member.

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

Section 2: GASBS 67 Information

Plan membership

At June 30, 2025, pension plan membership consisted of the following:

Membership	Count
Retired members and beneficiaries	14,606
Inactive members ¹	5,102
Active members	13,952
Total	33,660

Benefits provided

SCERS provides service retirement, disability, death and survivor benefits to eligible employees. All permanent full-time or part-time employees of the County of Sacramento, SacSewer or contracting districts become members of SCERS upon employment.

There are separate retirement plans for Safety and Miscellaneous members. Safety membership is extended to those involved in active law enforcement, fire suppression, and certain other classifications.

There are four tiers applicable to Safety members.

- Tier 1 includes all members who entered prior to June 25, 1995.
- Tier 2 includes members who entered on or after June 25, 1995 but prior to January 1, 2012.
- Tier 3 includes County employees who entered on or after January 1, 2012 but prior to January 1, 2013.
- Tier 4 includes any new Safety employee who becomes a member on or after January 1, 2013 and is subject to the provisions of the California Public Employees' Pension Reform Act of 2013 (PEPRA), California Government Code 7522 et seq. and Assembly Bill (AB) 197. These members are designated as PEPRA Safety.

All other employees are classified as Miscellaneous members. There are five tiers applicable to Miscellaneous members.

- Tier 1 includes all members who entered prior to September 27, 1981.
- Tier 2 and Tier 3 include members who were hired on or after September 27, 1981 and June 27, 1993, respectively, but prior to January 1, 2012 for County and SacSewer members and January 1, 2013 for contracting districts.
- Tier 4 includes County and SacSewer employees who entered on or after January 1, 2012 but prior to January 1, 2013.

¹ Includes inactive members due a refund of member contributions.

Section 2: GASBS 67 Information

- Tier 5 includes any new Miscellaneous employee who becomes a member on or after January 1, 2013 and is subject to the provisions of PEPRA, California Government Code 7522 et seq. and AB 197. These members are designated as PEPRA Miscellaneous.

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

- Final average compensation consists of the highest 12 consecutive months for a Tier 1 Safety or Tier 1 Miscellaneous member and the highest 36 consecutive months for a Tier 2, Tier 3, Tier 4 or Tier 5 member.
- For members with membership dates before January 1, 2013, the maximum monthly retirement allowance is 100% of final compensation. There is no maximum for members with membership dates on or after January 1, 2013.

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. An eligible surviving spouse is one married to 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 or named beneficiary having an insurable interest in the life of the member.

SCERS provides an annual cost-of-living benefit to Safety Tier 1, Tier 2, Tier 3 and Tier 4 members and Miscellaneous Tier 1, Tier 3, Tier 4 and Tier 5 members. The cost-of-living adjustment, based upon the ratio of the past two Consumer Price Indices for the San Francisco-Oakland-Hayward area, is capped at 4.0% for Tier 1 members and 2.0% for all other members eligible for a cost-of-living adjustment.

Safety member benefit

Safety members hired prior to January 1, 2013, are eligible to retire once they attain the age of 50 and have acquired 10 or more years of retirement service credit. A member with 20 years of service is eligible to retire regardless of age. Safety members who are first hired on or after January 1, 2013, are eligible to retire once they have attained the age of 50 and have acquired five years of retirement service credit, or upon attainment of age 70.

Safety member benefits for Tier 1 and Tier 2 are calculated pursuant to the provisions of California Government Code Section 31664.1. Safety member benefits for Tier 3 are calculated pursuant to the provision of California Government Code Section 31664.2. The monthly allowance is equal to 2% of the first \$350 of final compensation, plus 3% of the excess final compensation times years of accrued retirement service credit times age factor from either Section 31664.1 (Tier 1 and 2) or 31664.2 (Tier 3). Safety member benefits for those who are first hired on or after January 1, 2013, are calculated pursuant to the provision of

Section 2: GASBS 67 Information

California Government Code Section 7522.25(d). The monthly allowance is equal to the final compensation multiplied by years of accrued retirement credit multiplied by the age factor from Section 7522.25(d).

Miscellaneous member benefits

Miscellaneous members hired prior to January 1, 2013, are eligible to retire once they attain the age of 50 and have acquired 10 or more years of retirement service credit. A member with 30 years of service is eligible to retire regardless of age. Miscellaneous members who are first hired on or after January 1, 2013, are eligible to retire once they have attained the age of 52 and have acquired five years of retirement service credit, or upon attainment of age 70.

Miscellaneous member benefits for Tier 1, Tier 2 and Tier 3 are calculated pursuant to the provisions of California Government Code Section 31676.14. Miscellaneous member benefits for Tier 4 are calculated pursuant to the provisions of California Government Code Section 31676.1. The monthly allowance is equal to 1/90th of the first \$350 of final compensation, plus 1/60th of the excess final compensation times years of accrued retirement service credit times age factor from either Section 31676.14 (Tier 1, Tier 2 and Tier 3) or Section 31676.1 (Tier 4). Miscellaneous member benefits for those who are first hired on or after January 1, 2013, are calculated pursuant to the provision of California Government Code Section 7522.20(a). The monthly allowance is equal to the final compensation multiplied by years of accrued retirement credit multiplied by the age factor from Section 7522.20(a).

Contributions

The County of Sacramento, SacSewer and contracting districts 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 SCERS' actuary after the completion of the annual actuarial valuation. The average employer contribution rate as of June 30, 2025 for 2024-2025 (based on the June 30, 2023 valuation) was 28.69% of compensation.

All members are required to make contributions to SCERS regardless of the retirement plan or tier in which they are included. The average member contribution rate as of June 30, 2025 for 2024-2025 (based on the June 30, 2023 valuation) was 11.49% of compensation.

Section 2: GASBS 67 Information

Exhibit 1: Net Pension Liability

Line Description	Current Year	Prior Year
Reporting and Measurement Date	June 30, 2025	June 30, 2024
Components of the Net Pension Liability		
Total Pension Liability	\$15,597,205,000	\$15,002,017,000
Plan Fiduciary Net Position	(14,577,459,000)	(13,309,631,000)
Net Pension Liability	\$1,019,746,000	\$1,692,386,000
Plan Fiduciary Net Position as a percentage of the Total Pension Liability ¹	93.46%	88.72%

The NPL for the Plan in this valuation was measured as of June 30, 2025. The Plan FNP was valued as of the measurement date and the TPL was determined based upon the actuarial valuation as of June 30, 2025.

Plan provisions

The plan provisions used in the measurement of the NPL as of June 30, 2025 are the same as those used in SCERS' actuarial funding valuation as of June 30, 2025.

Actuarial assumptions

The TPL as of June 30, 2025 uses the same actuarial assumptions as the actuarial funding valuation as of June 30, 2025. The actuarial assumptions used in that funding valuation were based on the results of an experience study for the period July 1, 2019 through June 30, 2022. In particular, the following actuarial assumptions were applied to all periods included in the measurement:

¹ 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: GASBS 67 Information

Assumption Type	Assumption
Investment rate of return	6.75%, net of pension plan investment expense, including inflation.
Inflation rate	2.50%
“Across-the-board” salary increase	0.25%
Salary increases	4.25% to 9.75% The above salary increases vary by service and include inflation and “across-the-board” salary increase.
Cost-of-living adjustments	Miscellaneous Tier 1: 2.75% Safety Tier 1: 2.75% Miscellaneous Tier 2: 0.00% All other Tiers: 2.00%
Other assumptions	See the analysis of actuarial experience for the period July 1, 2019 through June 30, 2022.

Detailed information regarding all actuarial assumptions can be found in the June 30, 2025 Actuarial Valuation and Review.

Section 2: GASBS 67 Information

Exhibit 2: Discount rate

Determination of discount rate and investment rates of return

The long-term expected rate of return on pension plan investments¹ was determined using a building-block method in which expected arithmetic real rates of return (expected returns, net of inflation and 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 expenses² and a risk margin. This portfolio return is also 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 for the actuarial funding valuation as of June 30, 2025. This information will be subject to change every three years based on the results of an actuarial experience study.

¹ 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, where it is considered gross of administrative expenses. This results in an increase in the margin for adverse deviation when using that investment return assumption for financial reporting.

² Investment expenses include investment consulting fees, custodian fees and other miscellaneous investment expenses and fees, and exclude investment manager fees.

Section 2: GASBS 67 Information

Asset Class	Target Allocation	Long-Term Expected Arithmetic Real Rate of Return ¹
Global equity	40.00%	7.05%
Private equity	11.00%	10.12%
Public credit – high yield	1.00%	4.63%
Public credit – leveraged loan	1.00%	4.07%
Private credit	5.00%	6.69%
Fixed income – core	12.00%	1.97%
Fixed income – U.S. Treasury	4.00%	1.31%
Core real estate	6.00%	3.86%
Value added real estate	1.50%	6.70%
Opportunistic real estate	1.50%	8.60%
Absolute return	7.00%	3.00%
Real assets	7.00%	7.30%
Liquid real return	2.00%	4.40%
Cash	1.00%	0.63%
Total	100.00%	5.92%

Discount rate

The discount rate used to measure the TPL was 6.75% as of June 30, 2025.

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.² 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 June 30, 2025.

¹ Arithmetic real rates of return are net of inflation.

² For this purpose, only employer contributions that are intended to fund benefits of current plan members and their beneficiaries are included.

Section 2: GASBS 67 Information

Discount rate sensitivity

The following presents the NPL of SCERS as of June 30, 2025 calculated using the current discount rate of 6.75%, as well as what the SCERS' NPL would be if it were calculated using a discount rate that is 1-percentage-point lower (5.75%) or 1-percentage-point higher (7.75%) than the current rate.

Line Description	1% Decrease in Discount Rate (5.75%)	Current Discount Rate (6.75%)	1% Increase in Discount Rate (7.75%)
Net Pension Liability	\$3,100,500,000	\$1,019,746,000	\$(688,900,000)

Section 2: GASBS 67 Information

Exhibit 3: Schedule of changes in Net Pension Liability

Line Description	Current Year	Prior Year
Reporting and Measurement Date	June 30, 2025	June 30, 2024
Total Pension Liability		
Service cost	\$307,476,126	\$287,892,288
Interest	1,008,109,032	964,836,649
Change of benefit terms	0	0
Differences between expected and actual experience	28,691,842	96,174,063 ¹
Changes of assumptions	0	0
Benefit payments, including refunds of member contributions	(749,089,000)	(705,740,000)
Other	0	0
Net change in Total Pension Liability	\$595,188,000	\$643,163,000
Total Pension Liability — beginning	15,002,017,000	14,358,854,000
Total Pension Liability — ending	\$15,597,205,000	\$15,002,017,000
Plan Fiduciary Net Position		
Contributions — employer	\$389,785,000	\$395,853,000
Contributions — member	156,024,000	159,654,000
Net investment income	1,483,299,000 ²	1,104,512,000
Benefit payments, including refunds of member contributions	(749,089,000)	(705,740,000)
Administrative expense	(13,739,000)	(12,422,000)
Other	1,548,000 ³	4,516,000 ⁴
Net change in Plan Fiduciary Net Position	\$1,267,828,000	\$946,373,000
Plan Fiduciary Net Position — beginning	13,309,631,000	12,363,258,000
Plan Fiduciary Net Position — ending	\$14,577,459,000	\$13,309,631,000
Net Pension Liability — ending	\$1,019,746,000	\$1,692,386,000
Plan Fiduciary Net Position as a percentage of the Total Pension Liability	93.46%	88.72%
Covered payroll ⁵	\$1,358,446,518	\$1,330,913,098
Plan Net Pension Liability as percentage of covered payroll	75.07%	127.16%

See accompanying footnotes to this schedule on next page.

Section 2: GASBS 67 Information

Footnotes to prior page

1. Net of the reductions in the retiree and beneficiary benefits reported for the June 30, 2024 valuation under the Alameda Decision as experience gains and losses.
2. Includes net \$13,000 adjustment to Plan FNP as of June 30, 2024 as restated by SCERS after the completion of the June 30, 2024 valuation. Even though we have not revised any of the June 30, 2024 results in this GASBS 67 actuarial valuation, the Plan FNP as of June 30, 2024 was restated from \$13,309,631,000 to \$13,309,644,000.
3. We have classified the \$2,337,396 interest contribution made by Sacramento Metropolitan Fire, a non-active employer, during 2024-2025 as well as the \$(742,697) reduction to receivable contributions due from Sacramento Metropolitan Fire, in the “Other” category. We have also classified net \$(47,000) of miscellaneous income and prior period adjustments in the “Other” category. This is done to anticipate that the NPL for the active employers to be disclosed later in our GASBS 68 actuarial valuation as of June 30, 2025 will be allocated using the employer contributions excluding the total \$1,595,000 contributions made, and miscellaneous income and prior period adjustments received during 2024-2025. Following last year’s practice, we have continued to treat the net \$(47,000) in miscellaneous income and prior period adjustments as an amount to be recognized immediately as of the June 30, 2025 measurement date.
4. We have classified the \$2,308,375 interest contribution made by Sacramento Metropolitan Fire, a non-active employer, during 2023-2024 as well as the \$2,127,362 receivable contributions due from Sacramento Metropolitan Fire, in the “Other” category. We have also classified net \$80,000 of miscellaneous income in the “Other” category. This was done because the NPL for the active employers disclosed in our GASBS 68 actuarial valuation as of June 30, 2024 was allocated using the employer contributions excluding the total \$4,436,000 contributions made and miscellaneous income received during 2023-2024. Following the prior year’s practice, we have continued to treat the net \$80,000 in miscellaneous income as an amount to be recognized immediately as of the June 30, 2024 measurement date.
5. Covered payroll represents payroll on which contributions to the pension plan are based.

Section 2: GASBS 67 Information

Exhibit 4: Schedule of employer contributions

Year Ended June 30	Actuarially Determined Contributions	Contributions in Relation to the Actuarially Determined Contributions	Contribution Deficiency / (Excess)	Covered Payroll ¹	Contributions as a Percentage of Covered Payroll
2016	\$207,884,162	\$207,884,162	\$0	\$912,421,000	22.78%
2017	201,928,297	201,928,297	0	958,934,000	21.06%
2018	198,331,133	198,331,133	0	985,375,000	20.13%
2019	240,237,090	240,237,090	0	1,017,885,000	23.60%
2020	274,054,940	274,054,940	0	1,059,984,000	25.85%
2021	292,533,591	292,533,591	0	1,034,343,000	28.28%
2022	323,609,923	323,609,923	0	1,078,235,000	30.01%
2023	360,673,968	360,673,968	0	1,175,393,000	30.69%
2024	395,853,306	395,853,306	0	1,330,913,000	29.74%
2025	389,784,688	389,784,688	0	1,358,447,000	28.69%

See accompanying notes to this schedule on next page.

¹ Covered payroll represents payroll on which contributions to the pension plan are based.

Section 2: GASBS 67 Information

Methods and assumptions used to establish the actuarially determined contribution for the year ended June 30, 2025

Valuation date

Actuarially determined contribution rates are calculated as of June 30, two years prior to the end of the fiscal year in which contributions are reported (the June 30, 2023 valuation sets the rates for the 2024-2025 fiscal year).

Actuarial cost method

Entry age actuarial cost method

Amortization method

Level percent of payroll

Remaining amortization period

The balance of the UAAL as of June 30, 2012 is amortized separately from any future changes in UAAL over a period of 23 years from June 30, 2012 (12 years remaining as of June 30, 2023).

Effective June 30, 2013, any changes in UAAL due to actuarial gains or losses or due to changes in actuarial assumptions or methods will be amortized over a 20-year closed period effective with each valuation. Any change in UAAL that arises due to plan amendments will be amortized over its own declining 15-year period and any change in UAAL due to retirement incentive programs will be amortized over a declining period of up to 5 years.

Asset valuation method

The actuarial value of assets is equal to the market value (or fair value) of assets less unrecognized returns from each of the last six years. The unrecognized return each year is equal to the difference between the actual and expected returns on the market value of assets, recognized over a seven-year period. The actuarial value of assets is further adjusted, if necessary, to be within 30% of the market value of assets.

Other information

All members with membership dates on or after January 1, 2013 enter the new tiers created by the California Public Employees' Pension Reform Act of 2013 (PEPRA).

Section 2: GASBS 67 Information

Actuarial assumptions

The actuarially determined contribution for the year ended June 30, 2025 is based on the results of the SCERS June 30, 2023 Actuarial Valuation and Review. The actuarial assumptions used in that valuation are as follows:

Assumption Type	Assumptions Used in the June 30, 2023 Valuation
Investment rate of return	6.75%, net of pension plan investment expense, including inflation.
Inflation rate	2.50%
“Across-the-board” salary increase	0.25%
Projected salary increases	4.25% to 9.75% Projected salary increases include inflation at 2.50% plus "across-the-board" salary increase of 0.25% plus merit and promotion increases that vary by service.
Cost-of-living adjustments	Miscellaneous Tier 1: 2.75% Safety Tier 1: 2.75% Miscellaneous Tier 2: 0.00% All other Tiers: 2.00%
Other assumptions	Same as those used in the funding actuarial valuation as of June 30, 2023.

Appendix A: Projection of Plan Fiduciary Net Position

Projection of Plan Fiduciary Net Position for use in the Calculation of Discount Rate as of June 30, 2025
 (\$ in millions)

Year Beginning July 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)
2025	\$14,577	\$528	\$834	\$15	\$970	\$15,227
2026	15,227	514	854	16	1,013	15,884
2027	15,884	497	893	16	1,055	16,526
2028	16,526	501	932	17	1,097	17,175
2029	17,175	490	973	18	1,139	17,813
2030	17,813	478	1,014	18	1,180	18,439
2031	18,439	469	1,056	19	1,220	19,053
2032	19,053	466	1,098	20	1,260	19,662
2033	19,662	452	1,138	20	1,299	20,255
2034	20,255	469	1,177	21	1,338	20,864
2050	23,402	101	1,622	24	1,521	23,379
2051	23,379	96	1,640	24	1,519	23,330
2052	23,330	91	1,656	24	1,515	23,255
2053	23,255	86	1,671	24	1,509	23,155
2109	107,006	112 ¹	5	110	7,223	114,225
2110	114,225	119 ¹	3	118	7,710	121,933
2111	121,933	127 ¹	2	126	8,230	130,162
2112	130,162	135 ¹	2	134	8,786	138,947
2143	986,000	1,018 ¹	0 ²	1,018	66,555	1,052,555
2144	1,052,555	1,087 ¹	0 ²	1,087	71,047	1,123,602 ³

¹ Mainly attributable to employer contributions to fund each year's annual administrative expenses.

² Less than \$1 million when rounded.

³ The Plan FNP of \$1,123,602 million has a value of \$443 million as of June 30, 2025 when discounted with interest at the rate of 6.75% per annum.

Appendix A: Projection of Plan Fiduciary Net Position

Notes

1. Amounts may not total exactly due to rounding.
2. Various years have been omitted from this table.
3. **Column (a):** Except for the “discounted value” for June 30, 2144 shown in footnote 3 on the previous page, none of the Plan FNP amounts shown have been adjusted for the time value of money.
4. **Column (b):** Projected total contributions include member and employer normal cost contributions based on closed group projections (based on covered active members as of June 30, 2025); plus employer contributions to the UAAL. Contributions are assumed to occur halfway through the year, on average.
5. **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 and retired members and beneficiaries as of June 30, 2025. The projected benefit payments reflect the cost-of-living increase assumptions used in the June 30, 2025 report. Benefit payments are assumed to occur halfway through the year, on average.
6. **Column (d):** Projected administrative expenses are calculated as approximately 0.10% of the beginning Plan FNP. The 0.10% was based on the actual fiscal year 2024-2025 administrative expenses (unaudited) as a percentage of the beginning Plan FNP as of July 1, 2024. Administrative expenses are assumed to occur halfway through the year, on average.
7. **Column (e):** Projected investment earnings are based on the assumed investment rate of return of 6.75% per annum and reflect the assumed timing of cashflows, as noted above.
8. 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 6.75% per annum was applied to all periods of projected benefit payments to determine the TPL as of June 30, 2025 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. 67. The terms may have different meanings in other contexts.

Term	Definition
Active employees	Individuals employed at the end of the reporting or measurement period, as applicable.
Actual contributions	Cash contributions recognized as additions to the Plan Fiduciary Net Position.
Actuarial present value of projected benefit payments	Projected benefit payments discounted to reflect the expected effects of the time value (present value) of money and the probabilities of payment.
Actuarial valuation	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.
Actuarial valuation date	The date as of which an actuarial valuation is performed.
Actuarially determined contribution	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.
Ad hoc cost-of-living adjustments (Ad Hoc COLAs)	Cost-of-living adjustments that require a decision to grant by the authority responsible for making such decisions.
Ad hoc postemployment benefit changes	Postemployment benefit changes that require a decision to grant by the authority responsible for making such decisions.
Agent employer	An employer whose employees are provided with pensions through an agent multiple-employer defined benefit pension plan.
Agent multiple-employer defined benefit pension plan (agent pension plan)	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.
Automatic cost-of-living adjustments (Automatic COLAs)	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).
Automatic postemployment benefit changes	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).

Term	Definition
Closed period	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.
Contributions	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.
Cost-of-living adjustments	Postemployment benefit changes intended to adjust benefit payments for the effects of inflation.
Cost-sharing employer	An employer whose employees are provided with pensions through a cost-sharing multiple-employer defined benefit pension plan.
Cost-sharing multiple employer defined benefit pension plan (Cost-sharing pension plan)	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.
Covered payroll	Payroll on which contributions to a pension plan are based.
Deferred retirement option program (DROP)	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.
Defined benefit pension plans	Pension plans that are used to provide defined benefit pensions.
Defined benefit pensions	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. 67.)
Defined contribution pension plans	Pension plans that are used to provide defined contribution pensions.

Term	Definition
Defined contribution pensions	<p>Pensions having terms that:</p> <ol style="list-style-type: none"> 1. Provide an individual account for each employee; 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 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.
Discount rate	<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"> 1. The actuarial present value of benefit payments projected to be made in future periods in which: <ol style="list-style-type: none"> a. The amount of the Plan Fiduciary Net Position is projected (under the requirements of GASB Statement No. 67) to be greater than the benefit payments that are projected to be made in that period, and 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. 2. The actuarial present value of projected benefit payments not included in 1., calculated using the municipal bond rate.
Entry age actuarial cost method	<p>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.</p>
Inactive employees	<p>Terminated individuals that have accumulated benefits but are not yet receiving them, and retirees or their beneficiaries currently receiving benefits.</p>
Measurement period	<p>The period between the prior and the current measurement dates.</p>
Multiple-employer defined benefit pension plan	<p>A defined benefit pension plan that is used to provide pensions to the employees of more than one employer.</p>
Net Pension Liability (NPL)	<p>The liability of employers and non-employer contributing entities to employees for benefits provided through a defined benefit pension plan.</p>
Non-employer contributing entities	<p>Entities that make contributions to a pension plan that is used to provide pensions to the employees of other entities.</p>

Term	Definition
Other postemployment benefits	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.
Pension plans	Arrangements through which pensions are determined, assets dedicated for pensions are accumulated and managed and benefits are paid as they come due.
Pensions	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.
Plan members	Individuals that are covered under the terms of a pension plan. Plan members generally include: <ol style="list-style-type: none"> <li data-bbox="680 561 1381 586">3. Employees in active service (active plan members), and <li data-bbox="680 602 1881 659">4. Terminated employees who have accumulated benefits but are not yet receiving them and retirees or their beneficiaries currently receiving benefits (inactive plan members).
Postemployment	The period after employment.
Postemployment benefit changes	Adjustments to the pension of an inactive employee.
Postemployment healthcare benefits	Medical, dental, vision, and other health-related benefits paid subsequent to the termination of employment.
Projected benefit payments	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.
Public employee retirement system	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.
Real rate of return	The rate of return on an investment after adjustment to eliminate inflation.
Service costs	The portions of the actuarial present value of projected benefit payments that are attributed to valuation years.
Single employer	An employer whose employees are provided with pensions through a single-employer defined benefit pension plan.
Single-employer defined benefit pension plan (Single-employer pension plan)	A defined benefit pension plan that is used to provide pensions to employees of only one employer.

Term	Definition
Special funding situations	<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 data-bbox="680 302 1780 358">5. 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 data-bbox="680 370 1875 427">6. The non-employer entity is the only entity with a legal obligation to make contributions directly to a pension plan.
Termination benefits	<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>
Total Pension Liability (TPL)	<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. 67.</p>

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Sacramento County Employees' Retirement System

Actuarial Valuation Overview

As of June 30, 2025

December 10, 2025 / Todd Tauzer / Andy Yeung

Agenda

Overview of an Actuarial Valuation

Pension Plan Valuation Highlights

Financial Reporting Valuation Highlights

Overview of an Actuarial Valuation

The Actuarial Valuation

A plan's funding GPS

A financial check-up serving as roadmap and guide

- Where we are and where we are going

Establishes how far along the plan is

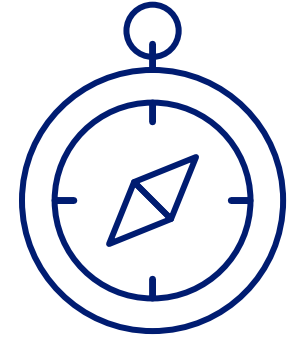
- Funding position – assets, liabilities, and unfunded liability

Determines the next steps towards the ultimate goal

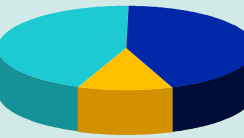
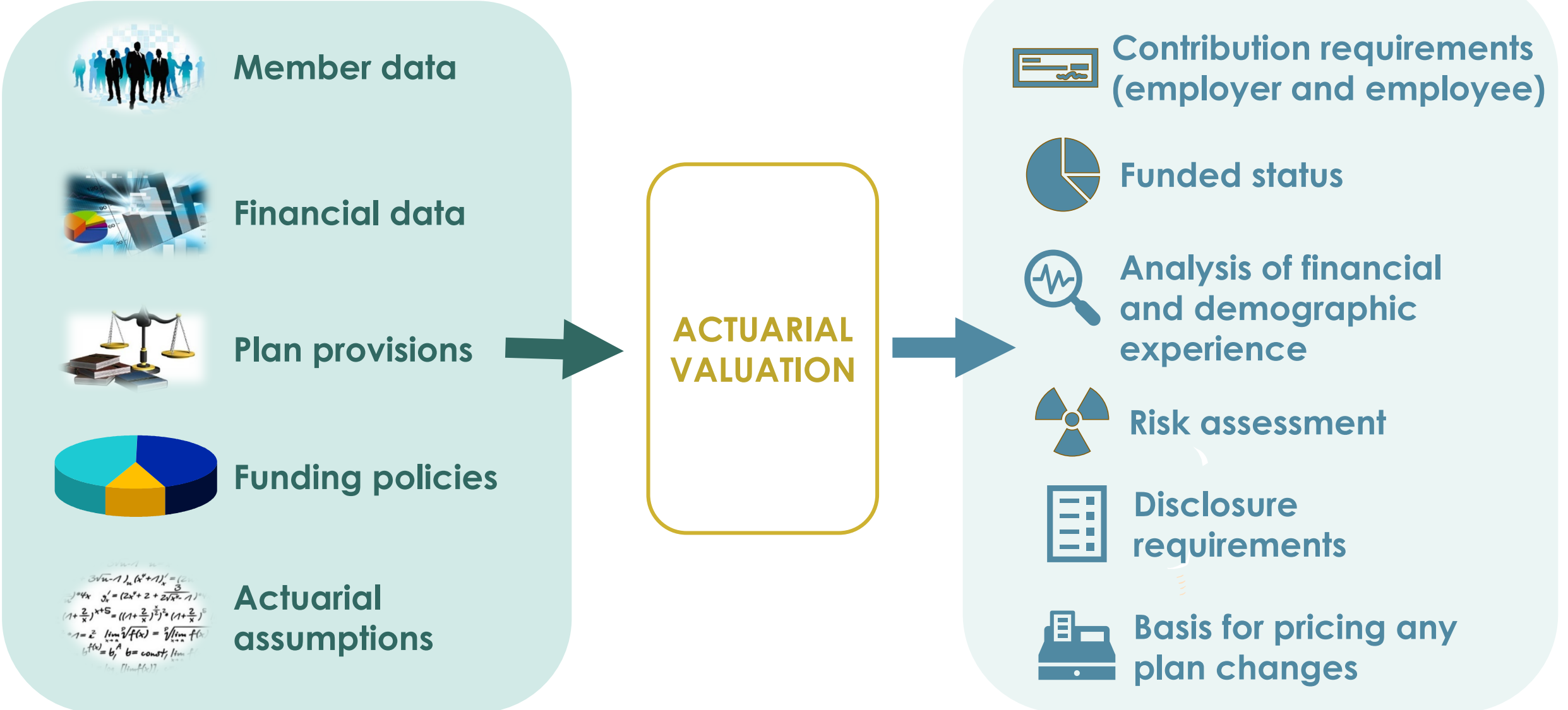
- Employer and employee contribution rates

Every once in a while, the unexpected can cause “rerouting”

- Experience studies with potential assumption changes



The Actuarial Valuation

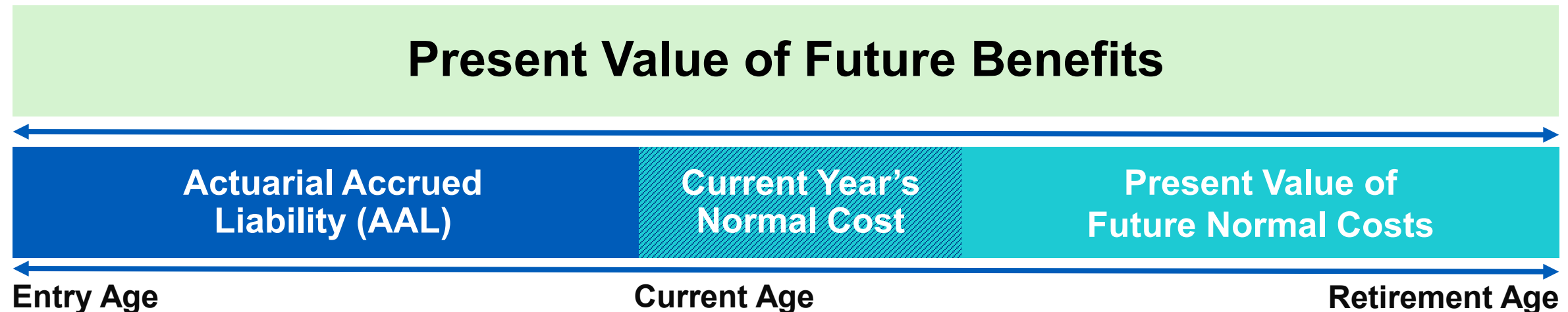


Actuarial Funding Policy

Three core components

Actuarial cost (funding) method allocates present value of member's projected benefits to years of service: past, current and future

- Defines normal cost and actuarial accrued liability (AAL)
- SCERS uses the **entry age method**
 - Provides for most stable contribution rates as a percent of payroll



Actuarial Funding Policy

Three core components

Asset smoothing method assigns a value to assets that manages short term volatility while tracking market value

- Defines the unfunded actuarial accrued liability (UAAL)
- Market value gains and losses recognized over 7 years

Amortization policy sets contributions to systematically pay off UAAL

- UAAL as of June 30, 2012 shall be amortized separately from any future changes in UAAL over a period of 23 years from June 30, 2012
- Any new UAAL as a result of experience gains/losses & assumption changes are amortized over separate, declining 20-year periods

Pension Plan Valuation Highlights

Summary of Valuation Results

Average Employer Contribution Rate

27.52%

28.49% prior year

Average Member Contribution Rate

11.18%

11.23% prior year

Valuation Value Investment Return

7.81%

10.99% market value

Funded Ratio on Actuarial Basis

90.1%

88.1% prior year

Unfunded Liability on Valuation Basis

\$1,985M

\$2,191M prior year

Funded Ratio on Market Basis

93.5%

88.7% prior year

Unfunded Liability on Market Basis

\$1,020M

\$1,692M prior year

Valuation Experience Highlights

Investment return experience

- Net gain from valuation (“smoothed”) value of assets earning 7.81%
 - Decreased UAAL by \$137 million (0.88% of AAL)
 - Decreased employer contribution rate by 0.69% of payroll

Other experience

- Net loss from salary increases, retiree COLA increases greater than assumed, and sources other than investments
 - Increased UAAL by \$16 million (0.10% of AAL)
 - Decreased employer contribution rate by 0.28% of payroll due to amortizing the UAAL over a larger than expected projected total salary (5.3% actual increase vs. 2.75% expected increase)

Changes in the Valuation

Sacramento Area Sewer District (SacSewer)

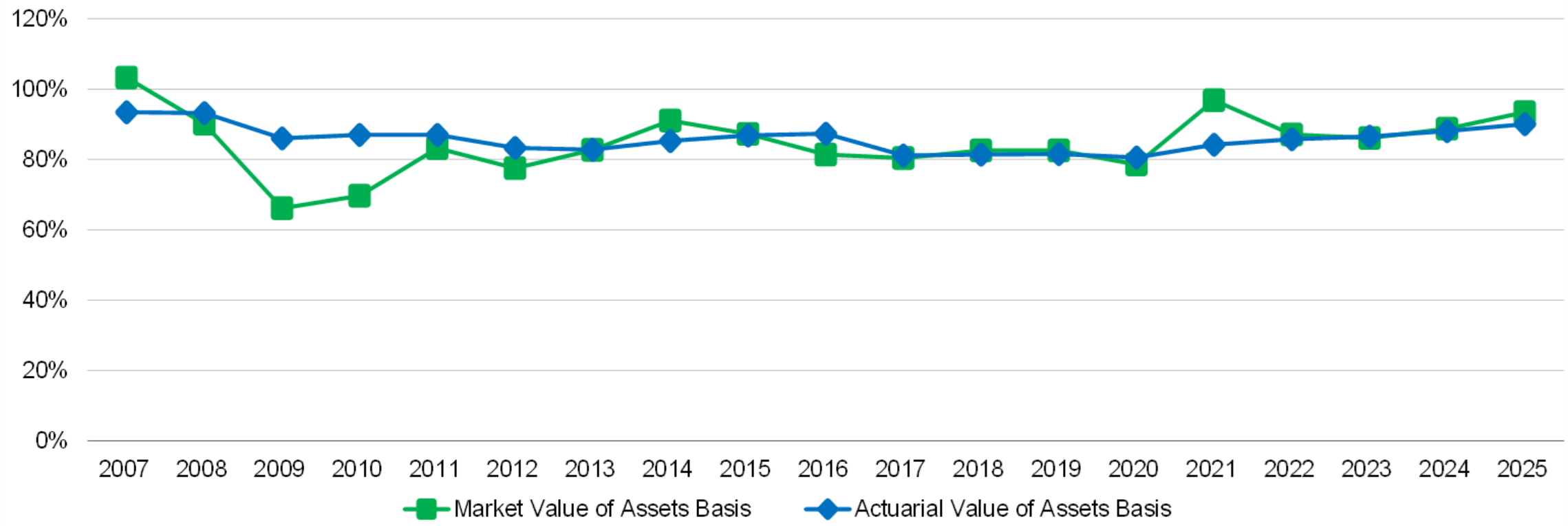
- Effective December 15, 2024, SacSewer has become a new employer of SCERS
 - Fiscal year 2026-2027 employer and member contribution rates for SacSewer are independent of the County's contribution rates
 - Member rates for Miscellaneous Tiers 2 through 4 are no more than 14% higher than the applicable member full rate before the 50% normal cost sharing arrangement when they were County employees
 - The remainder of the total normal cost calculated on SacSewer's membership is paid by the employer
 - For transfers into or out of SacSewer after June 30, 2024, SCERS will transfer assets into or out of SacSewer reserves equal to the actuarial accrued liability of the transferred members as determined in the most recent actuarial valuation immediately preceding the transfer

Funded Ratio

Single point-in-time measurement, snapshot of funding progress

Market Basis: 93.5%
Increase from 88.7% in prior year

Actuarial Basis: 90.1%
Increase from 88.1% in prior year



Unfunded Actuarial Accrued Liability

Actuarial accrued liability minus valuation value of assets (\$ in millions)

1. UAAL as of June 30, 2024	\$2,191
2. Total normal cost at middle of year	318
3. Expected total contributions	(544)
4. Interest to end of year	141
5. Expected UAAL at end of year	\$2,106
6. Changes due to:	
a. Investment return greater than expected, after asset smoothing	\$(137)
b. Actual contributions greater than expected under funding policy	(12)
c. Individual salary increases greater than expected	17
d. COLA increases greater than expected	10
e. Other net experience (gain)/loss	1
f. Total changes	\$(121)
7. UAAL as of June 30, 2025	\$1,985

Unfunded Actuarial Accrued Liability

All Employers Combined

(\$ in '000s)

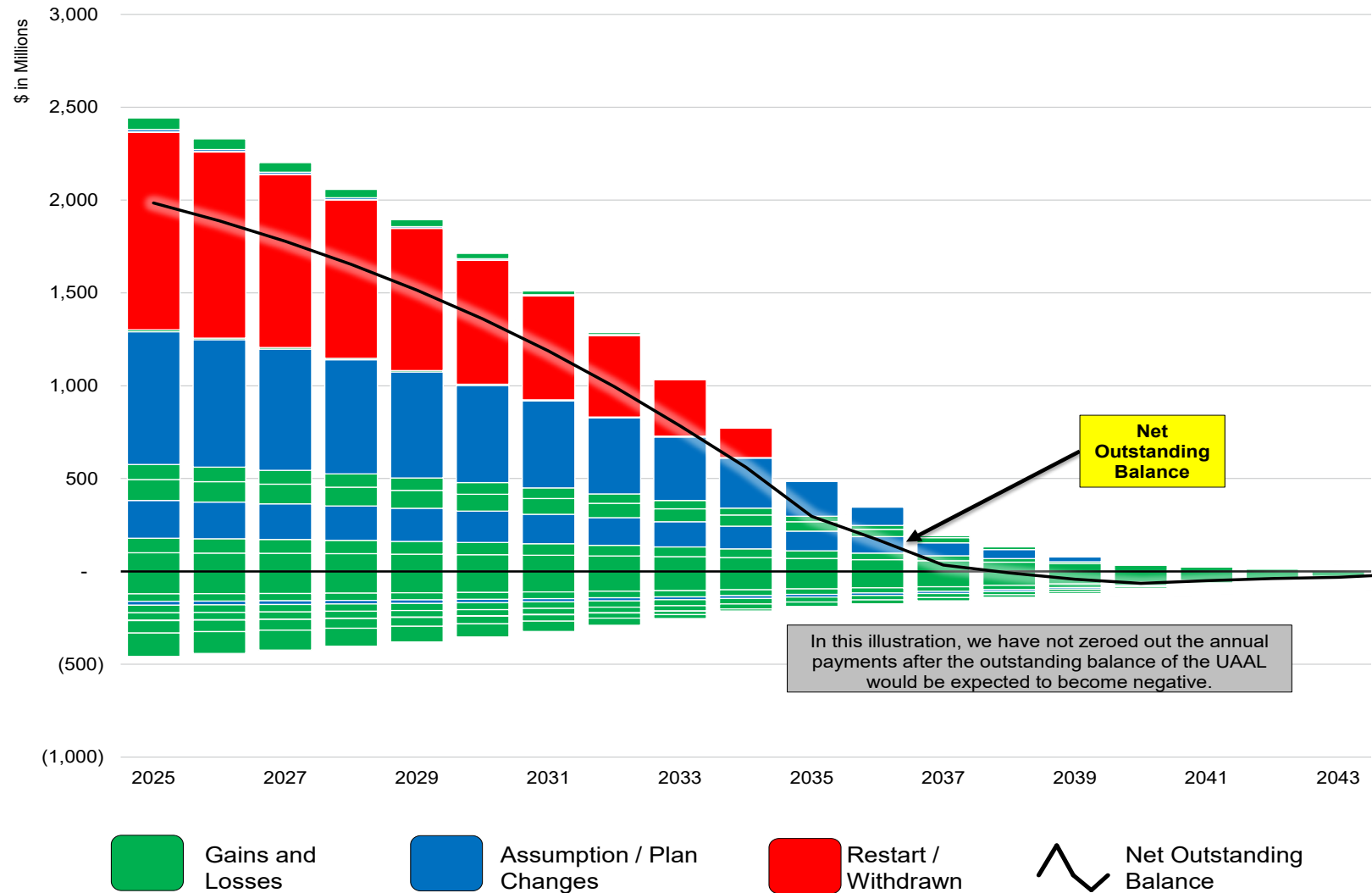
Base Type	Date Established: June 30	Initial Amount	Initial Period	Outstanding Balance	Years Remaining	Annual Payment
Restart amortization	2012	\$1,308,328	23	\$1,064,526	10	\$130,174
Actuarial loss	2013	87,234	20	62,240	8	9,177
Actuarial gain	2014	(165,429)	20	(126,021)	9	(16,818)
Assumption changes	2014	15,781	20	12,024	9	1,605
Actuarial gain	2015	(82,237)	20	(66,071)	10	(8,080)
Withdrawn employers	2015	2,989	20	2,401	10	294
Actuarial loss	2016	11,847	20	9,939	11	1,125
Actuarial gain	2017	(2,265)	20	(1,968)	12	(207)
Assumption changes	2017	823,711	20	715,727	12	75,571
Actuarial loss	2018	90,387	20	81,054	13	8,041
Actuarial loss	2019	122,704	20	112,893	14	10,582
Actuarial loss	2020	83,659	20	78,578	15	6,995
Assumption changes	2020	216,097	20	202,974	15	18,068
Actuarial gain	2021	(41,671)	20	(39,880)	16	(3,387)
Actuarial gain	2022	(43,215)	20	(41,978)	17	(3,413)
Actuarial loss	2023	101,735	20	99,971	18	7,807
Assumption changes	2023	(20,664)	20	(20,306)	18	(1,586)
Actuarial gain	2024	(40,724)	20	(40,422)	19	(3,041)
Actuarial gain	2025	(121,043)	20	(121,043)	20	(8,797)
Total				\$1,984,638		\$224,110

Note: Results may not total due to rounding.

Projection of UAAL Balances

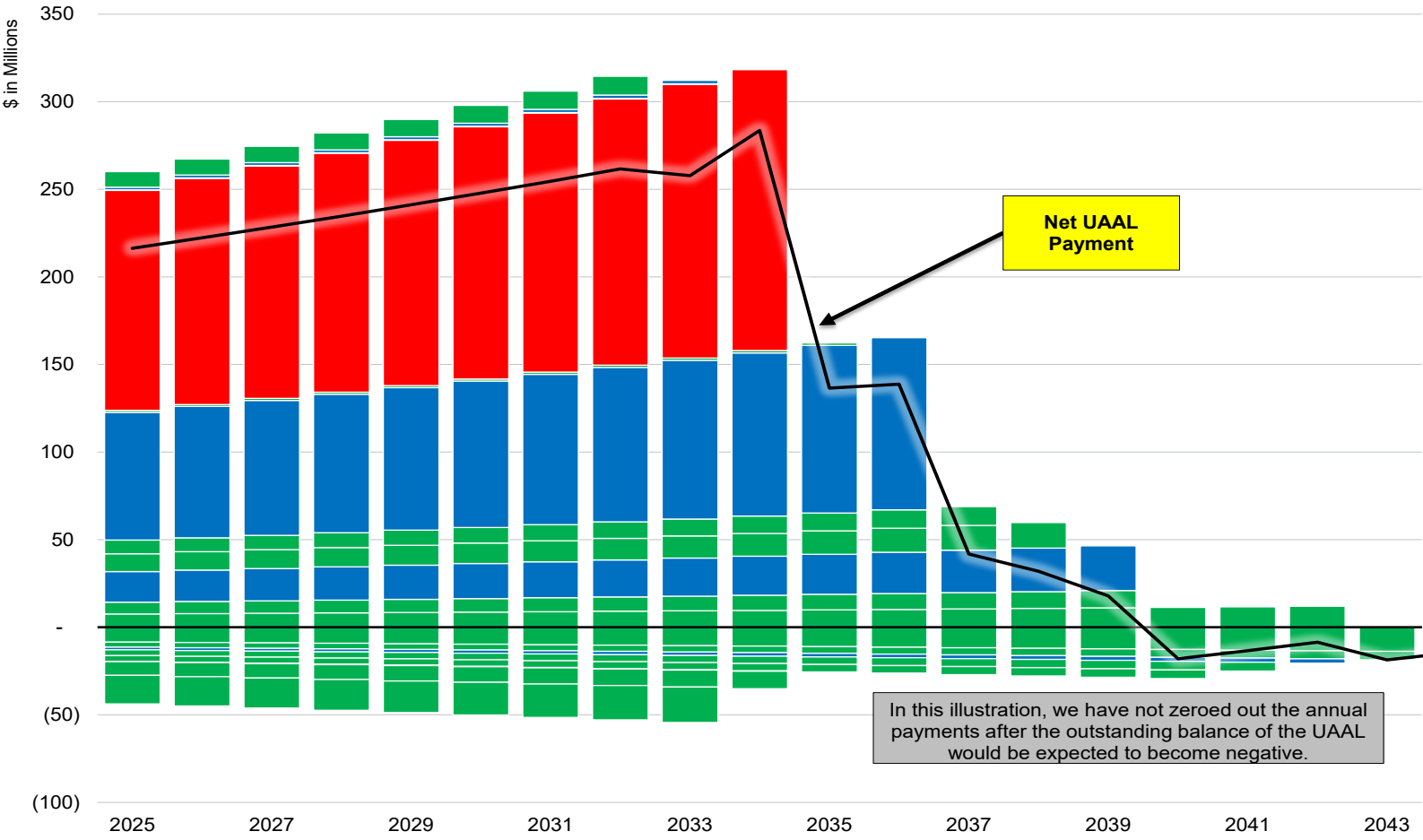
Net outstanding balance of \$1,985 million in net UAAL

- Amortization layers by source
- Shows when each layer is paid off
- Net outstanding balance at future valuation dates



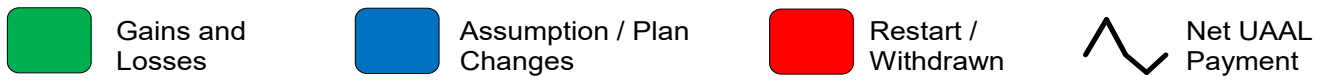
Projection of UAAL Payments

Annual payments to amortize \$1,985 million in net UAAL



- Payment on amortization layer by source
- Progression of payments over time
- Net payment at future valuation dates

In this illustration, we have not zeroed out the annual payments after the outstanding balance of the UAAL would be expected to become negative.



Average Employer Contribution Rate

\$ in millions

	Contribution Rate	Estimated Annual Amount
1. Average employer contribution as of June 30, 2024	28.49%	\$407.7
2. Changes due to:		
a. Investment return greater than expected after asset smoothing	(0.69%)	\$(9.9)
b. Actual contributions greater than expected	(0.06%)	(0.8)
c. Individual salary increases greater than expected	0.09%	1.3
d. Decrease in UAAL rate from greater than expected increase in total payroll	(0.33%)	(4.7)
e. COLA increases greater than expected	0.05%	0.7
f. Other net experience (gain)loss	(0.03%)	(0.4)
g. Total change	(0.97%)	\$(13.8)
3. Average employer contribution as of June 30, 2025	27.52%	\$393.9

Average Member Contribution Rate

\$ in millions

- Members only pay normal cost component
 - Decrease in average rate primarily due to legacy members being replaced by less expensive PEPPRA members and other demographic changes
 - Different member rates based on cost sharing and other arrangements, tiers, and entry ages (hired before 1/1/1975)

	Contribution Rate	Estimated Annual Amount
1. Average member contribution as of June 30, 2024	11.23%	\$160.7
2. Change in demographics	(0.05%)	\$(0.7)
3. Average member contribution as of June 30, 2025	11.18%	\$160.0

Investment Experience

As of June 30, 2025

Market value of assets earned 10.99%

- Valuation (“smoothed”) value of assets earned 7.81%
 - Includes partial recognition of this year’s gains and prior gains/losses through asset smoothing method
- Net deferred gain of \$527.6 million
 - 3.6% of market value of assets
 - Will be recognized over next six years in the asset smoothing method
 - If recognized today, average contribution rate would change from 27.5% to 24.8%
- Contingency Reserve of \$437.3 million available to mitigate unfavorable investment experience
 - If recognized today, average contribution rate would drop by 2.2%

Determination of Actuarial & Valuation Assets

As of June 30, 2025

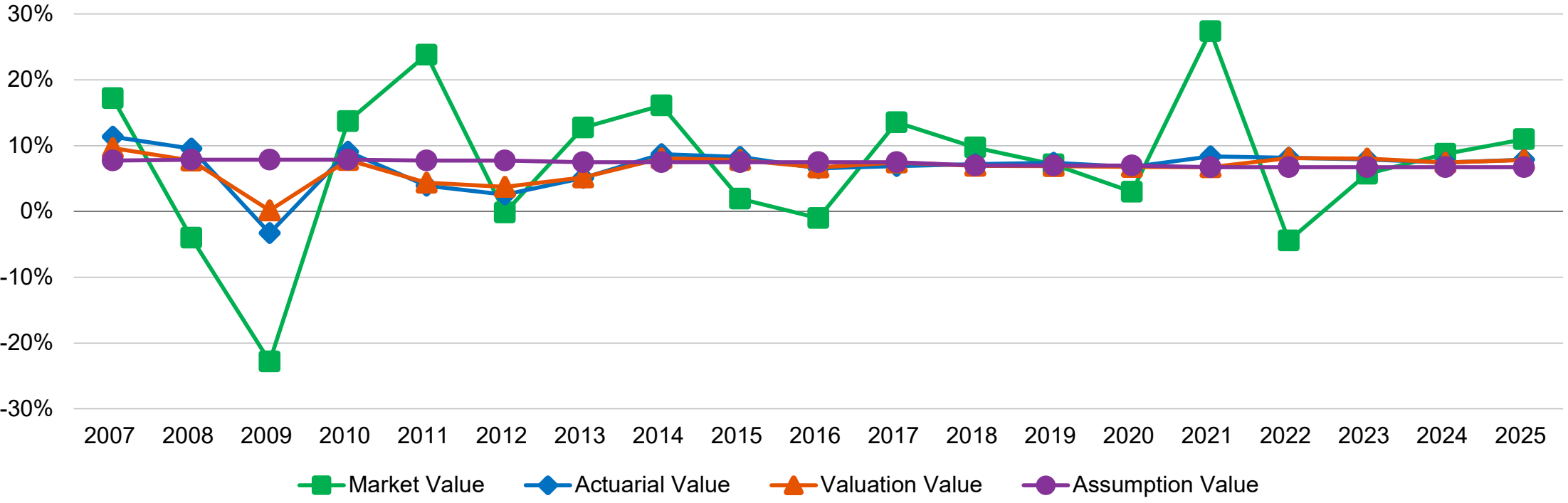
Step	Actual Return	Expected Return	Investment Gain/(Loss)	Percent Deferred	Amount
1. Market value of assets (MVA)					\$14,577,459,489
2. Calculation of deferred return					
a. Year ended June 30, 2020	\$292,913,229	\$690,394,213	\$(397,480,984)	14.3%	\$(56,782,998)
b. Year ended June 30, 2021	2,744,248,606	676,831,490	2,067,417,116	28.6%	590,690,605
c. Year ended June 30, 2022	(556,708,213)	851,772,426	(1,408,480,639)	42.9%	(603,634,560)
d. Year ended June 30, 2023	682,769,803	802,694,164	(119,924,361)	57.1%	(68,528,206)
e. Year ended June 30, 2024	1,092,170,751	840,834,933	251,335,818	71.4%	179,525,585
f. Year ended June 30, 2025	1,469,512,896	902,165,138	567,347,758	85.7%	486,298,078
g. Total deferred return					\$527,568,504
3. Actuarial value of assets (AVA)					\$14,049,890,985
4. AVA as a percentage of MVA					96.38%
5. Non-valuation reserves and amounts					\$447,157,785
6. Valuation value of assets (VVA)					\$13,602,733,200

Actuarial Assets Recognition in Future Years

The net deferred investment gain of \$527.6M is recognized in each of the next six years as follows:

Year Recognized	Amount
a. Amount recognized on year ended June 30, 2026	\$137,173,529
b. Amount recognized on year ended June 30, 2027	193,956,528
c. Amount recognized on year ended June 30, 2028	(101,388,775)
d. Amount recognized on year ended June 30, 2029	99,822,747
e. Amount recognized on year ended June 30, 2030	116,954,797
f. Amount recognized on year ended June 30, 2031	81,049,678
g. Total unrecognized return as of June 30, 2025	\$527,568,504

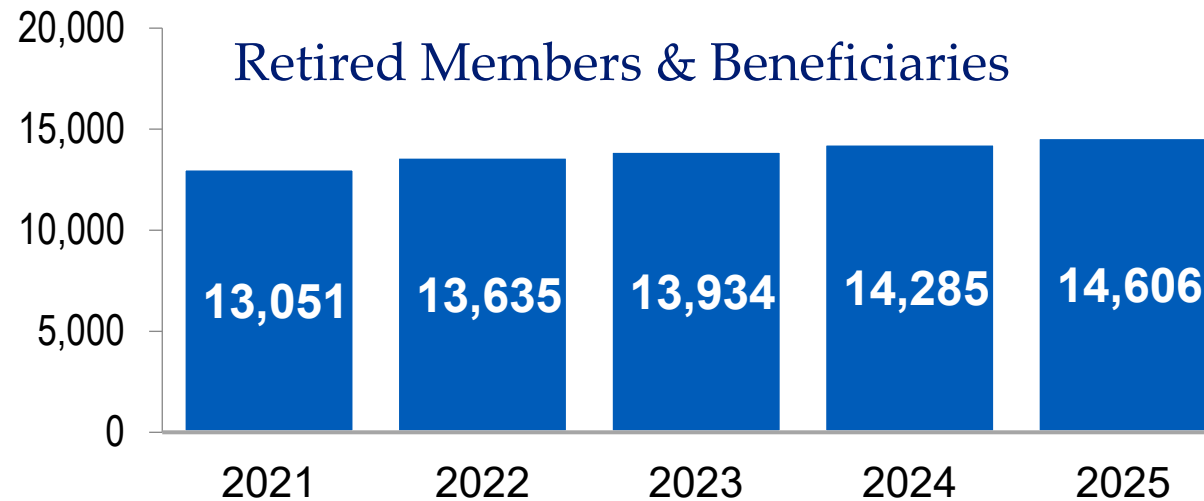
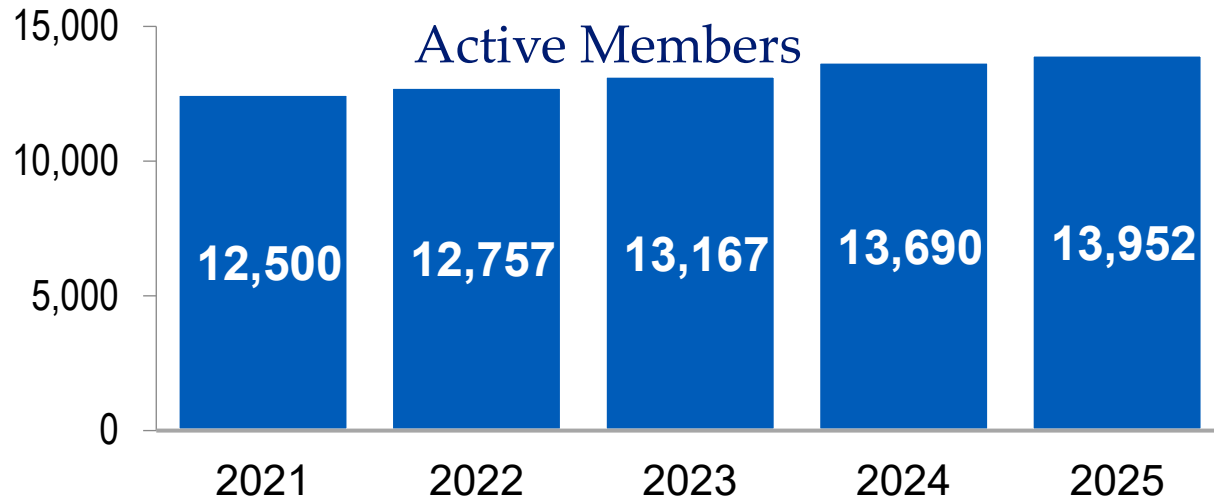
Historical Investment Returns



Geometric Average Return	Market Value	Actuarial Value	Valuation Value
Most recent 5-year average	9.22%	7.94%	7.63%
Most recent 10-year average	7.78%	7.45%	7.29%
Most recent 15-year average	8.69%	6.86%	6.80%

Membership Demographics

As of June 30, 2025 & June 30, 2024



Active Members	2025	2024
Count	13,952	13,690
Average age	44.2	44.4
Average service	10.1	10.3
Average compensation	\$102,567	\$99,244

Retired Members & Beneficiaries	2025	2024
Count	14,606	14,285
Average age	71.0	70.8
Average monthly benefit	\$4,375	\$4,212

Inactive Members	2025	2024
Count	5,102	4,935

Financial Reporting Valuation Highlights

GASB 67 Valuation

\$ in millions

Line Description	Current Year	Prior Year
Reporting and Measurement Date	June 30, 2025	June 30, 2024
Components of the Net Pension Liability		
Total Pension Liability	\$15,597	\$15,002
Plan Fiduciary Net Position	(14,577)	(13,310)
Net Pension Liability	\$1,020	\$1,692
Plan Fiduciary Net Position as a percentage of the Total Pension Liability	93.46%	88.72%

Thank You

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