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City of San José Police and Fire Department Retirement Plan

Actuarial Valuation Report as of June 30, 2025

Produced by Cheiron

November 2025

www.cheiron.us 1.877.CHEIRON (243.4766)

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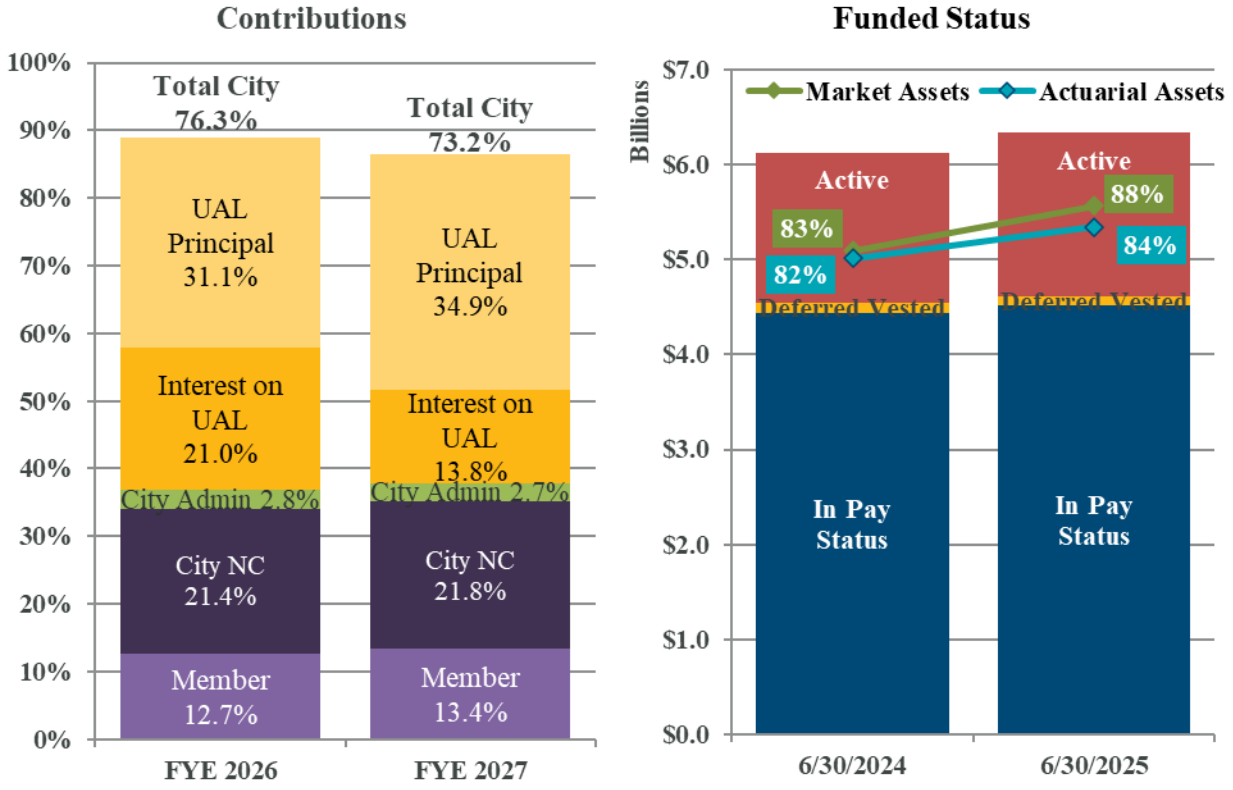
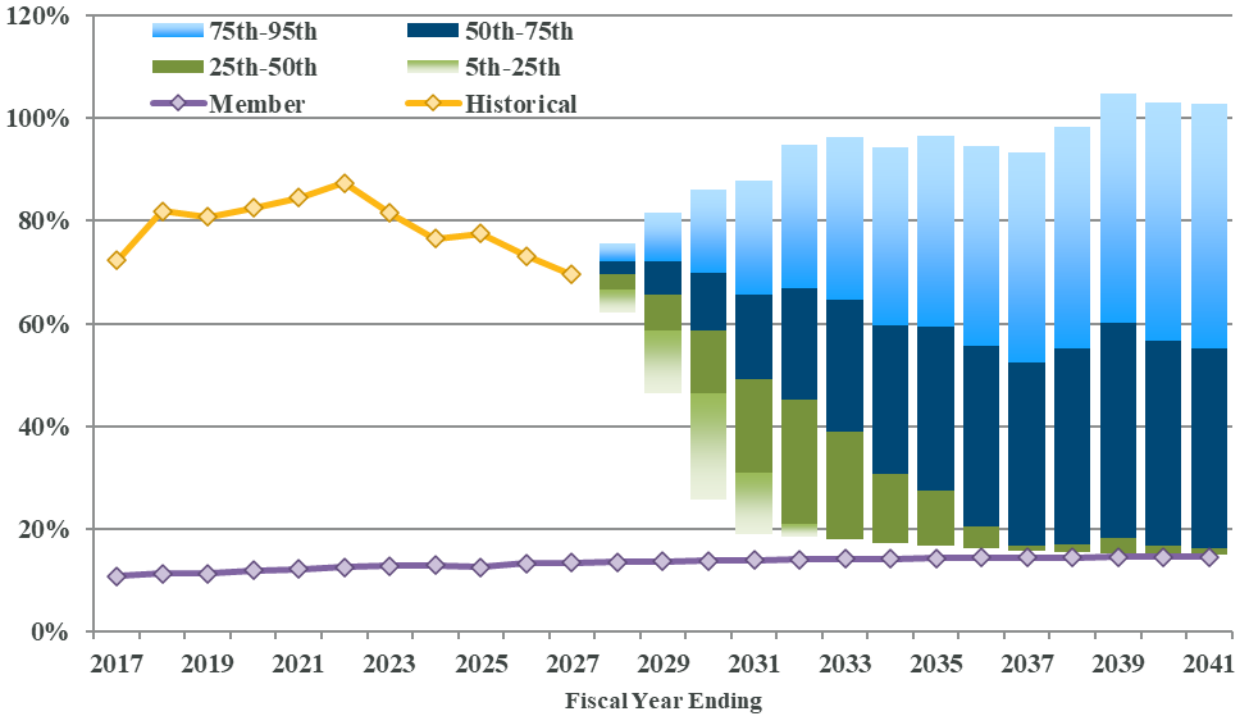
SECTION I – BOARD SUMMARY

Dashboard



Historical and Projected Employer Contribution Rates



SECTION I – BOARD SUMMARY

Membership

As shown in Table I-1 below, total membership grew 0.3% from 2024 to 2025, while active membership decreased 0.7%. Active membership continues its shift from Tier 1 to Tier 2. Tier 1 active membership decreased by 43 members, while Tier 2 active membership increased by 31 members. Despite the reduction in active membership, the total expected payroll increased by 6.0% in aggregate, with Tier 1 payroll increasing by 0.3% and Tier 2 payroll increasing by 11.5%.

Table I-1

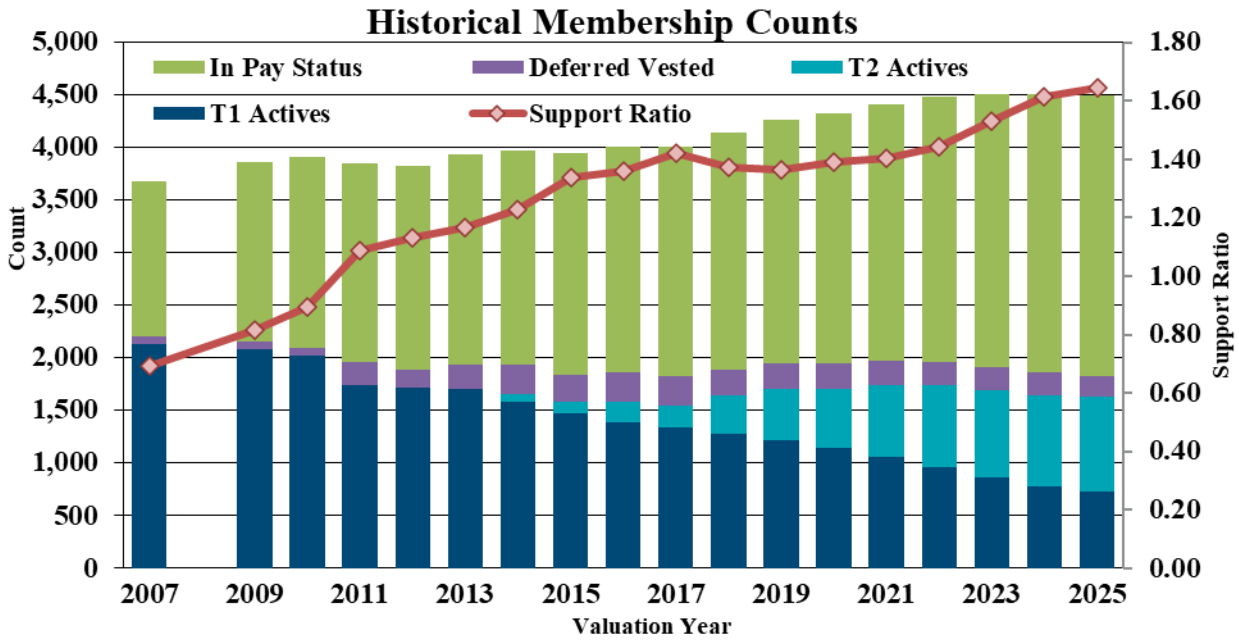
Total Membership	June 30, 2024	June 30, 2025	Change
Active Members			
Tier 1	773	730	-5.6%
Tier 2	867	898	3.6%
Total Actives	1,640	1,628	-0.7%
Terminated Members	425	427	0.5%
Members In Pay Status	2,651	2,675	0.9%
Total	4,716	4,730	0.3%
Expected Annual Payroll for Active Members			
Tier 1	$ 140,202	$ 140,614	0.3%
Tier 2	145,147	161,819	11.5%
Total	$ 285,349	$ 302,433	6.0%

Dollar amounts in thousands

As shown in the chart on the next page, active membership remained around 2,000 from 2007 through 2010, at which point it declined significantly. The decline leveled out around 2015 and gradually recovered through 2022. However, active membership has declined again for the last three years. While active membership declined, the number of members in pay status nearly doubled from 1,477 in 2007 to 2,675 in 2025. As a result, the Support Ratio, the number of members in pay status that each active member supports when there are actuarial losses or assumption changes, increased from approximately 0.7 in 2007 to 1.6 in 2025. An increase in this ratio is expected for a maturing plan, but the impact of the recession in 2008-2009 accelerated the

SECTION I – BOARD SUMMARY

trend significantly. As there are more retirees to be supported by each active member, contributions tend to become more volatile and sensitive to changes.



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Funded Status

This report measures assets and liabilities for funding purposes. Table I-2 below summarizes the Actuarial Liability, assets, and related ratios as of June 30, 2024 and 2025.

Table I-2

Actuarial Liability, Assets and Funded Status	June 30, 2024	June 30, 2025	Change
1. Actuarial Liability			
a. Actives	$ 1,588,937	$ 1,720,561	8.3%
b. Deferred Vested	109,780	101,638	-7.4%
c. In Pay Status	4,434,112	4,514,251	1.8%
d. Total	$ 6,132,829	$ 6,336,450	3.3%
2. Market Value of Assets (MVA)	$ 5,096,460	$ 5,568,979	9.3%
3. UAL - MVA Basis (1.d. - 2.)	$ 1,036,369	$ 767,471	-25.9%
4. Funding Ratio - MVA Basis (2. ÷ 1.d.)	83.1%	87.9%	4.8%
5. Actuarial Value of Assets (AVA)	$ 5,013,631	$ 5,348,772	6.7%
6. UAL - AVA Basis (1.d. - 5.)	$ 1,119,198	$ 987,678	-11.8%
7. Funding Ratio - AVA Basis (5. ÷ 1.d.)	81.8%	84.4%	2.6%
8. Expected Payroll	$ 285,349	$ 302,432	6.0%
9. Asset Leverage Ratio (2. ÷ 8.)	17.9	18.4	3.1%
10. Actuarial Liability Leverage Ratio (1.d. ÷ 8.)	21.5	21.0	-2.5%

Dollar amounts in thousands

The Actuarial Liability represents the target amount of assets the Plan should have in the trust as of the valuation date based on the actuarial cost method. The Actuarial Liability increased by 3.3%, and the Market Value of Assets increased by 9.3%. As a result, the Unfunded Actuarial Liability (UAL) measured on the Market Value of Assets decreased by 25.9% from approximately $1,036 million to $767 million, and the funding ratio on an MVA basis increased from 83.1% to 87.9%.

The asset smoothing method defers 80% of the current year's investment gain or loss on the Market Value of Assets while recognizing 20% of the prior four years' gains and losses, resulting in a 6.7% increase in the Actuarial Value of Assets. The UAL measured on the Actuarial Value of Assets decreased 11.8% from approximately $1,119 million to $988 million, and the funding ratio increased from 81.8% to 84.4%. The Market Value of Assets is larger than the actuarial value, so deferred net asset gains of $220 million will be recognized in the Actuarial Value of Assets over the next four years.

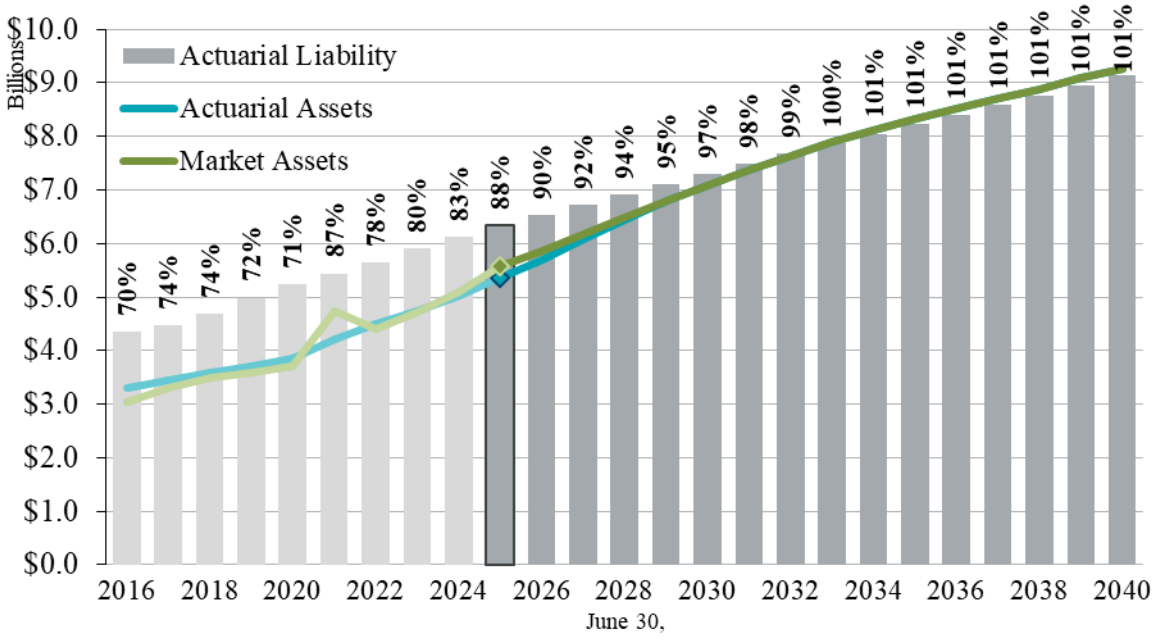
SECTION I – BOARD SUMMARY

The asset leverage ratio of 18.4 means that if the Plan experiences a 10% loss on assets compared to the discount rate of 6.625% (-3.375% return), the loss would be equivalent to 184% of payroll. Interest payments alone on such a loss would be approximately 12.2% of payroll.

As the Plan becomes better funded, the asset leverage ratio will increase, and if it were 100% funded, the leverage ratio would be 21.0. These leverage ratios are extremely high compared to other public pension plans, indicating that this plan is far more sensitive to investment gains or losses and assumption changes than other large public pension plans.

The chart below shows the historical and projected trends for assets (both market and smoothed actuarial value) versus the Actuarial Liability and the progress of the funding ratios (based on the Market Value of Assets) since 2016. The historical Actuarial Liability is in light gray, while the projected Actuarial Liability is in darker gray. From 2016 to 2020, the funding ratio remained relatively level, increasing from 70% to 71%. The exceptional investment returns in 2021 increased the funding ratio from 71% to 87% based on the Market Value of Assets. However, the investment losses in 2022 reduced the funded ratio to 78%. The funded ratio has improved since then to 88% this year. If all assumptions are met, the funded status is expected to reach 100% by 2033.

Historical and Projected Assets and Actuarial Liability



While the funded status is expected to improve, the UAL depends on actual investment returns, changes in assumptions, and actuarial gains and losses, so the projected UAL could potentially range widely. Section IV of this report provides more details on the assets, and Section V provides more details on the liability measures.

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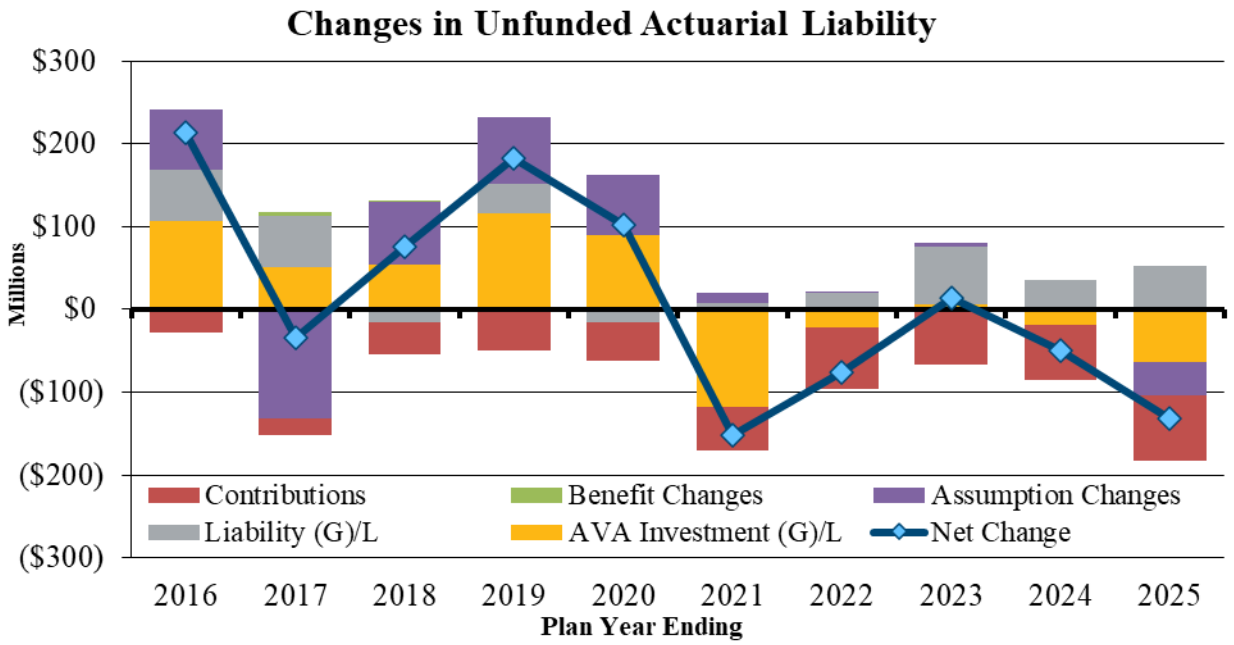
Changes in UAL

The chart and Table I-3 below show the historical changes to the UAL by the following sources: investment gains and losses on the Actuarial Value of Assets (AVA), liability gains and losses, assumption changes, benefit changes, and contributions compared to normal cost plus interest on the UAL.



Over the last 10 years, the UAL increased by about $142 million. Assumption changes in 9 of the last 10 years increased the UAL by $150 million. Liability losses, primarily due to higher-than-expected salary increases, increased the UAL by $311 million. Investment experience on the AVA increased the UAL by $200 million, and benefit changes increased the UAL by about $5 million. Contributions, the only consistent source of UAL reduction, reduced the UAL by about $524 million.

Table I-3

Changes in Unfunded Actuarial Liability

	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Total
Discount Rate	**6.875%**	**6.875%**	**6.75%**	**6.75%**	**6.625%**	**6.625%**	**6.625%**	**6.625%**	**6.625%**	**6.625%**	
Source											
AVA (G)/L	$106.8	$ 50.9	$53.6	$116.2	$ 89.5	$(117.2)	$(22.5)	$ 5.3	$(18.4)	$ (64.3)	**$199.9**
Liability (G)/L	61.3	61.8	(15.1)	35.1	(15.4)	6.7	20.3	69.6	35.4	51.7	**311.4**
Assumptions	72.7	(131.8)	76.4	80.9	73.5	12.4	0.1	5.7	0.0	(39.7)	**150.1**
Benefits	0.0	4.3	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	**4.5**
Contributions	(27.4)	(19.6)	(39.7)	(49.8)	(46.5)	(54.1)	(74.2)	(66.6)	(66.7)	(79.2)	**(523.8)**
Total Change	**$213.3**	**$(34.4)**	**$75.4**	**$182.3**	**$101.3**	**$(152.2)**	**$(76.4)**	**$ 14.0**	**$(49.6)**	**$(131.5)**	**$142.0**

Dollar amounts in millions

Table I-4 breaks down the changes in UAL during the last year by source. In total, the UAL decreased by approximately $132 million. The UAL decreased due to contributions exceeding the normal cost and interest on the UAL, positive investment experience, and changes in assumptions. This decrease was offset by liability experience, primarily higher-than-expected salary increases. The total reduction in the UAL is about 2.1 percent of the Actuarial Liability.

Table I-4

Sources of FYE 2025 Change in UAL		Amount	% of AL
Unfunded Actuarial Liability, June 30, 2025	$	987,678	15.6%
Unfunded Actuarial Liability, June 30, 2024		1,119,198	17.7%
Change in Unfunded Actuarial Liability	**$**	**(131,520)**	**-2.1%**
Sources of Changes			
Plan Changes	$	0	0.0%
Assumption changes		(39,725)	-0.6%
Normal Cost and Interest on UAL less Contributions		(79,174)	-1.3%
Investment experience		(64,290)	-1.0%
Liability experience			
Salary experience	$	49,048	0.8%
Retirement experience		(2,762)	0.0%
Termination experience		(3,082)	0.0%
Other experience		8,465	0.0%
Total Liability Experience	$	51,669	0.8%
Total Changes	**$**	**(131,520)**	**-2.1%**

Dollar amounts in thousands

Contribution Amounts and Rates

As shown in the upper left corner of the dashboard (page 1), the City contribution rate decreased from 76.3% to 73.2% of payroll. In the dashboard (page 1), the light purple bars are the Member contributions, and the dark purple bars are the City's portion of the normal cost, representing the expected cost of benefits attributable to the next year of service. The green bars represent the City's portion of administrative expenses. The dark gold bars represent the interest on the UAL based on the Market Value of Assets, and contributions up to this level are referred to as the tread-water rate. Contributions equal to the tread-water rate are needed to prevent the UAL from growing as a dollar amount if all assumptions are met. The light gold bars represent the percentage of payroll contributed that directly reduces the principal of the UAL. In FYE 2025, contributions and favorable investment returns decreased the interest on the UAL, increasing the portion of the contribution for FYE 2027 that directly reduces the UAL principal.

SECTION I – BOARD SUMMARY

Table I-5 and the chart on the next page summarize the contribution rates and amounts by Tier for the fiscal years ending in 2026 and 2027. Police member contributions increased, primarily due to the non-pensionable pay that will become pensionable after 20 years of service, while Fire member contributions decreased. City contributions increased as a dollar amount, but decreased as a percentage of pay. Tier 2 City contributions increased both as a dollar amount and as a percentage of pay.

Table I-5

Contribution Rates and Amounts
(Throughout the Year)

	FYE 2026	FYE 2027	Change
Member Rates			
Tier 1			
Police	10.43%	11.47%	1.04%
Fire	12.00%	11.88%	-0.12%
Tier 2			
Police	13.55%	14.64%	1.09%
Fire	15.01%	14.55%	-0.46%
Aggregate	**12.73%**	**13.38%**	**0.65%**
City Contributions			
Tier 1 UAL	$ 153,343	$ 152,173	$ (1,170)
Tier 1 Admin Expenses	$ 8,012	$ 8,128	$ 116
Tier 1 Normal Cost	$ 40,187	$ 41,434	$ 1,247
	30.41%	31.71%	1.30%
Tier 2 Contribution	$ 22,607	$ 26,480	$ 3,873
	13.98%	14.61%	0.63%
Aggregate	**$ 224,149**	**$ 228,215**	**$ 4,066**
	76.26%	**73.17%**	**-3.09%**

Dollar amounts in thousands

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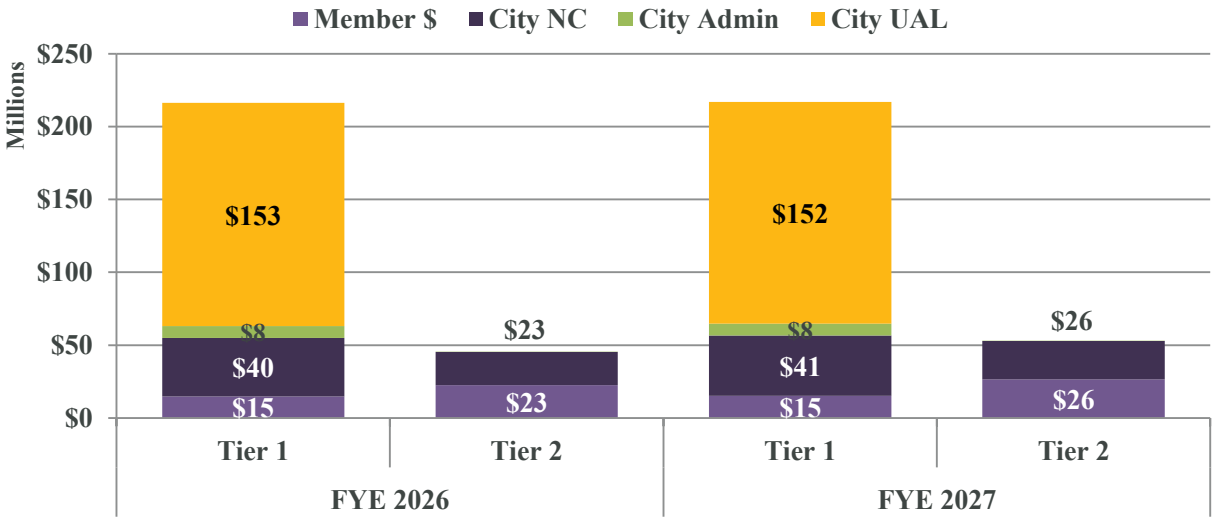
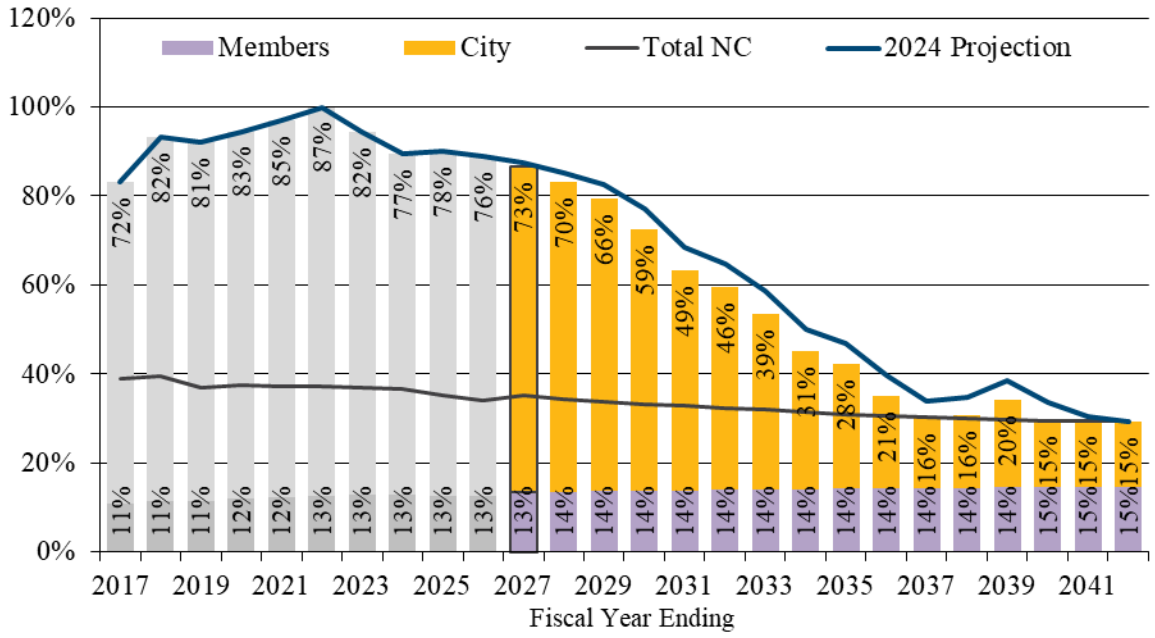


The chart below shows historical and projected aggregate contribution rates compared to those projected in the prior valuation. The purple bars are weighted-average member contribution rates for Police and Fire for Tier 1 and Tier 2. The gold bars are weighted-average City contribution rates for Police and Fire for Tier 1 and Tier 2. The gray bars represent historical amounts. The projected rates assume that all assumptions are met. The black line shows the weighted average normal cost rate, which is projected to decline as Tier 2 members replace Tier 1 members. All contribution rates above the normal cost rate represent payments toward the UAL, both principal and interest. The blue line represents the projection from the prior valuation.

Historical and Projected Aggregate Contribution Rates



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City contribution rates increased 15% of payroll from FYE 2017 to FYE 2022 but have now decreased 14% of payroll, from 87% for FYE 2022 to 73% for FYE 2027. Future City contribution rates are expected to decline to 16% over the next 10 years as layers of the UAL are fully amortized.

While there is significant downward pressure on City contribution rates, there is a wide range of potential future contribution rates due to the volatility of investment returns, as shown at the bottom of the dashboard (page 1). As a result, the expected range of contribution rates from the 5th to the 95th percentile in FYE 2032 is from 19% of payroll to 95% of payroll. Such a wide range is due to the combination of the size of the assets compared to payroll and the standard deviation of the investment portfolio. For these projections, we used a 6.625% expected return and 13.1% standard deviation (based on Meketa's capital market assumptions).

Section VI of this report provides additional detail on the contribution rates and the amortization schedules separately by Tier and for Police and Fire.

SECTION II – IDENTIFICATION AND ASSESSMENT OF RISK

Actuarial valuations are based on assumptions about future economic and demographic experience. These assumptions represent a reasonable estimate of future experience, but actual future experience will undoubtedly be different and may be significantly different. This section of the report is intended to identify the primary risks to the Plan, provide some background information about those risks, and assess those risks.

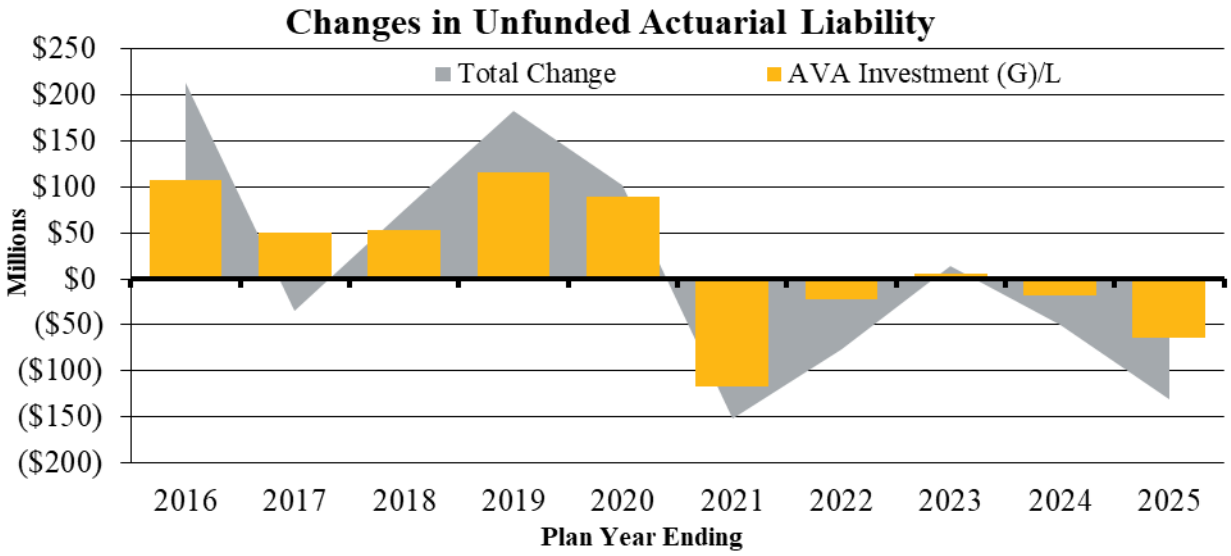
Identification of Risks

As discussed with the Board, the fundamental risk to the Plan is that the contributions needed to pay the benefits become unaffordable. While there are several factors that could lead to contribution amounts becoming unaffordable, we believe the primary risks for this Plan are:

- Investment risk,
- Interest rate risk, and
- Assumption change risk.

Other risks that we have not identified may also turn out to be important.

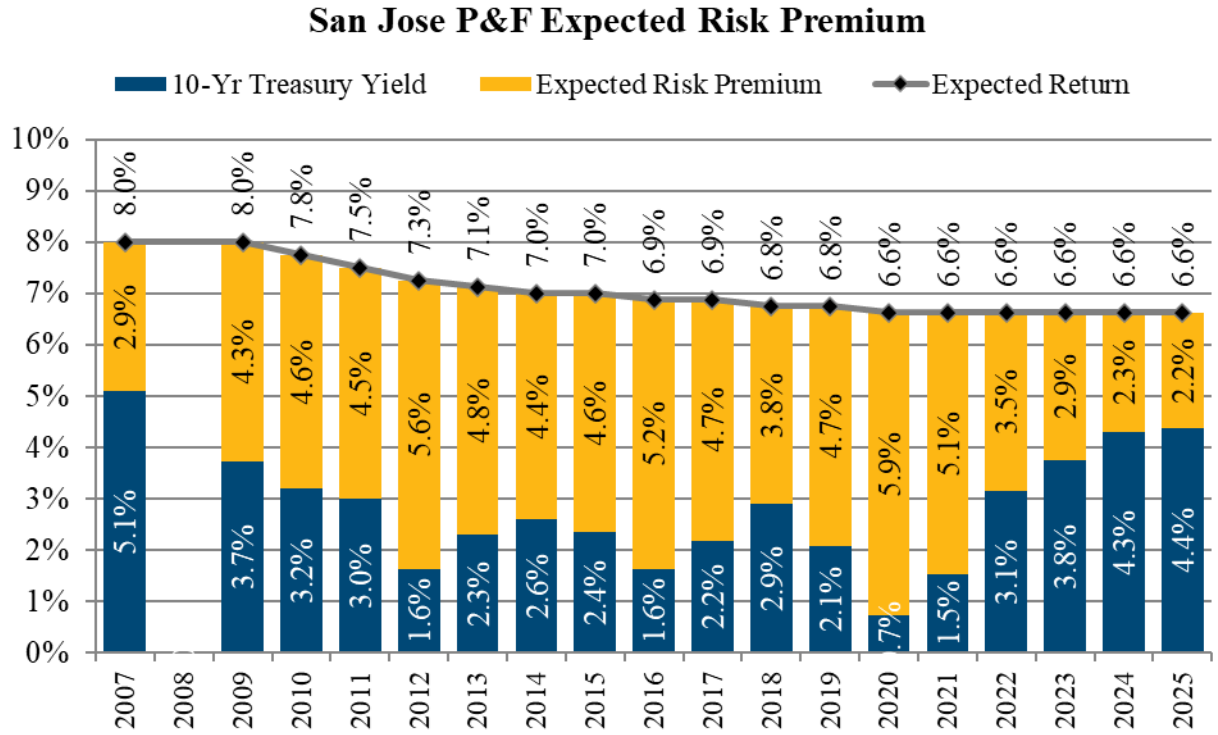
Investment Risk is the potential for investment returns to be different than expected. Lower investment returns than anticipated will increase the Unfunded Actuarial Liability, necessitating higher contributions in the future unless other gains offset these investment losses. The Plan's asset allocation determines the potential volatility of future investment returns, and the affordability of the investment risk is determined by the amount of assets invested relative to the sponsor's size.



The chart above shows the impact of investment gains and losses on the smoothed Actuarial Value of Assets over the last 10 years compared to the Plan's total change in UAL. Investment losses contributed to the UAL's growth during the first five years, while investment gains contributed to its reduction during the last five years.

SECTION II – IDENTIFICATION AND ASSESSMENT OF RISK

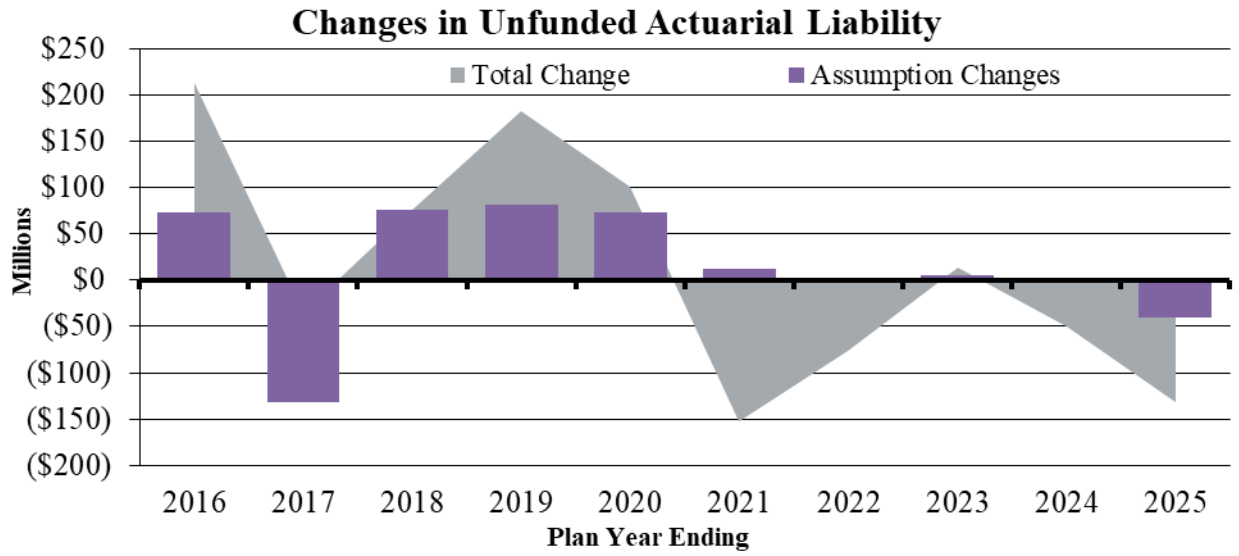
Interest rate risk is the potential for interest rates to differ from expected. For public plans, short-term fluctuations in interest rates have little or no effect, as the Plan's liability is usually measured based on the expected return on assets. Longer-term trends in interest rates, however, can have a powerful effect. The chart below shows the yield on a 10-year Treasury security compared to the Plan's assumed rate of return. The difference is a simple measure of the amount of investment risk taken. As interest rates declined, plans faced a choice: maintain the same level of risk and reduce the expected rate of return, maintain the same expected rate of return and take on more investment risk, or some combination of the two strategies. If the recent rise in interest rates persists, it may ease some pressure on plans to reduce discount rates and require less risk to achieve expected returns.



Assumption change risk is the potential for the environment to change such that future valuation assumptions differ from current assumptions. For example, declines in interest rates over the last three decades resulted in higher investment returns for fixed-income investments but lower expected future returns necessitating either a change in investment policy, a reduction in discount rate, or some combination of the two. Assumption change risk is an extension of the other risks identified, but rather than capturing the risk as experienced; it captures the cost of recognizing a change in environment when the current assumption is no longer reasonable.

As shown in the chart on the following page, changes in assumptions during the first 5 years increased the UAL. Most of these changes were reducing the discount rate from 7.00% to 6.625% over this period, but they also include changes to demographic assumptions such as mortality and retirement rates. The reductions in the discount rate largely reflect the impact of declining interest

rates on future expected investment returns. The decrease in the UAL for 2017 was primarily due to reductions in assumed future mortality improvements and reductions in assumed salary increases.



Plan Maturity Measures

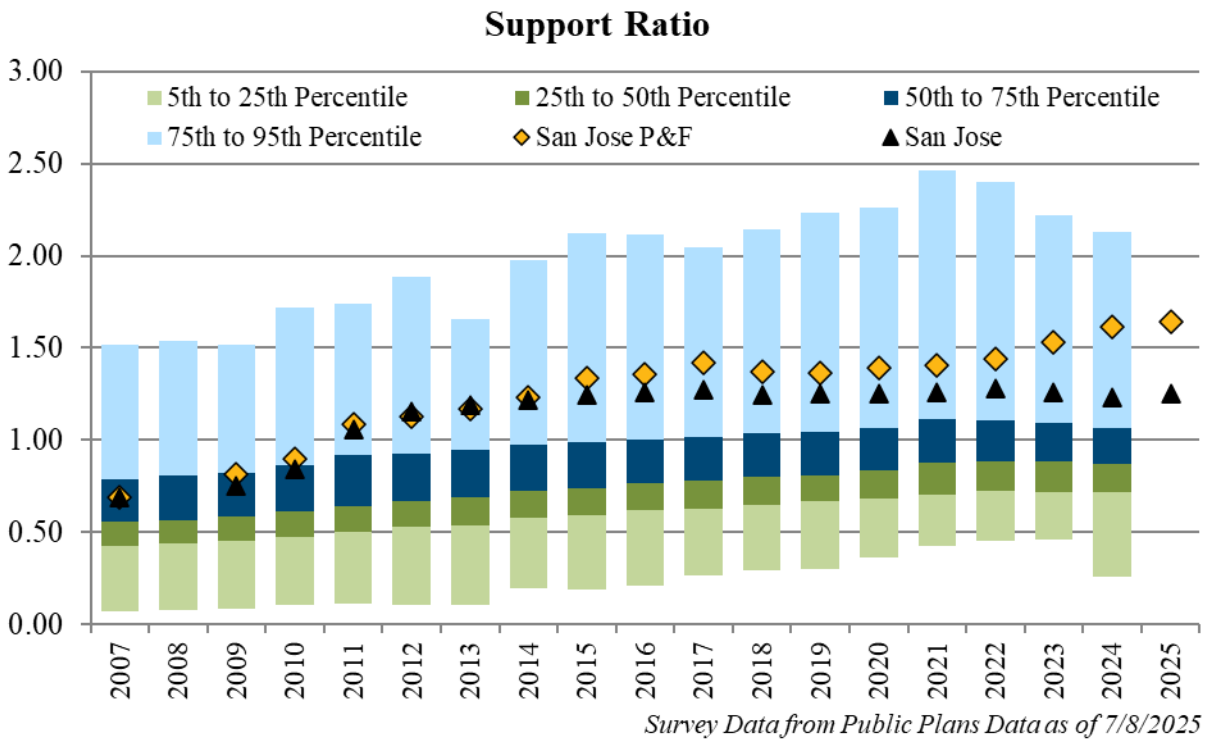
The future financial condition of a mature pension plan is more sensitive to each of the risks identified above than that of a less mature plan. Before assessing each of these risks, it is important to understand the Plan's maturity compared to other plans and how the maturity has changed over time.

Plan maturity can be measured in a variety of ways, but all of the measures point to one basic dynamic – the larger the plan is compared to the contribution or revenue base that supports it; the more sensitive the plan will be to risk. The measures below have been selected as the most important in understanding the primary risks identified for the Plan.

Support Ratio (Retirees per Active)

One simple measure of plan maturity is the ratio of the number of retired members (those receiving benefits) to the number of active members. The revenue base supporting the plan is usually proportional to the number of active members, so a relatively high number of retirees compared to active members indicates a larger plan relative to its revenue base as well.

SECTION II – IDENTIFICATION AND ASSESSMENT OF RISK



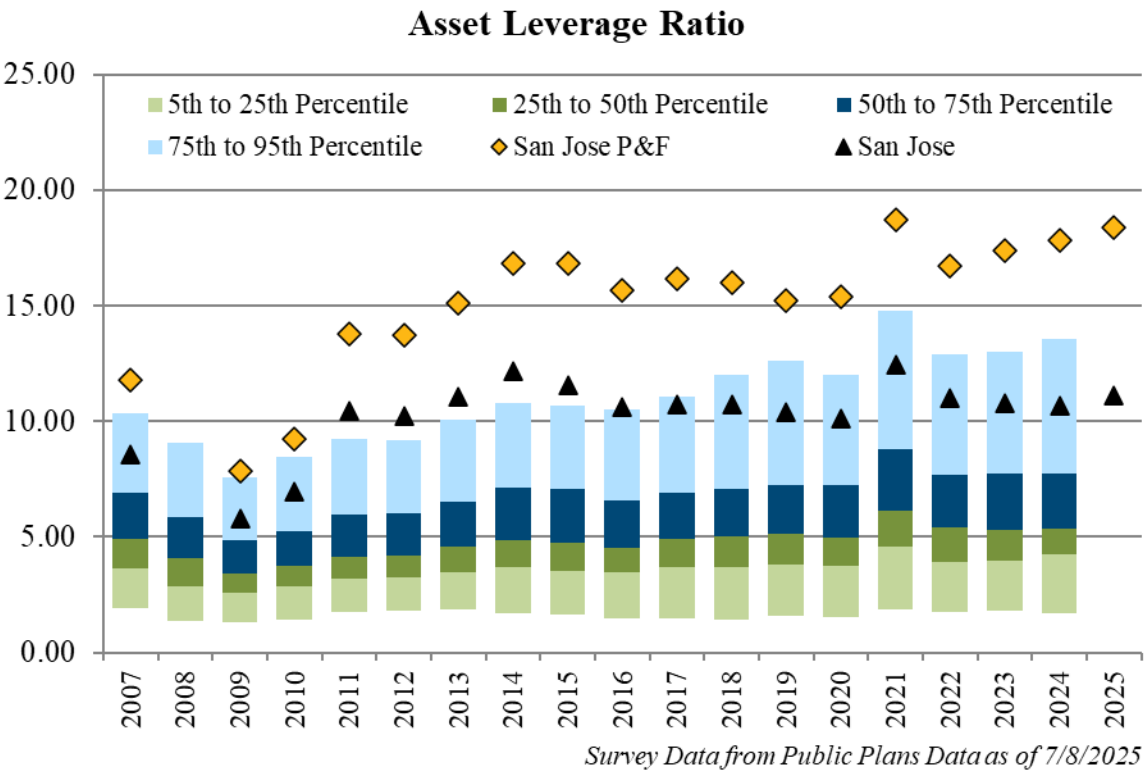
The chart above shows the distribution from the 5th to 95th percentile of support ratios for the plans in the Public Plans Database. The gold diamond shows how the San José Police and Fire Plan compares, and the black triangle shows how the combined Federated and Police and Fire plans compare. Through 2010, the Plan was in the middle of the distribution even as the support ratio increased. However, after the Great Recession, the Plan's support ratio increased rapidly and is now in the upper quartile of plans in the database.

Leverage Ratios

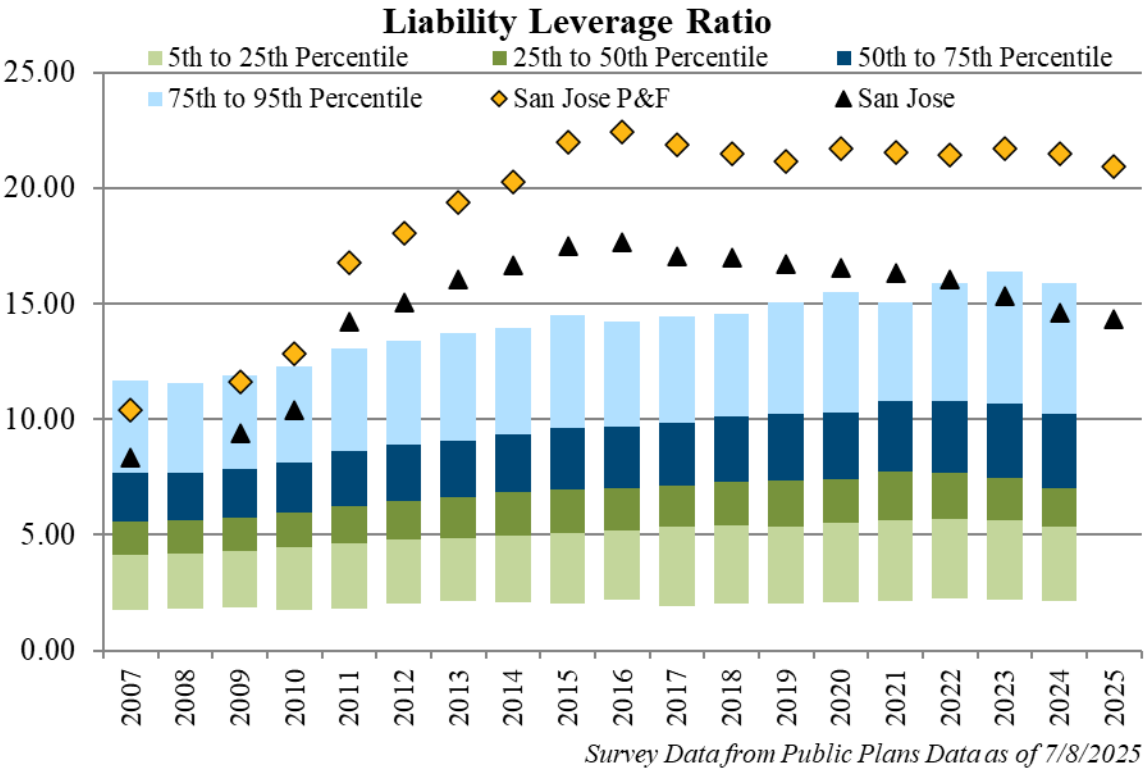
Leverage or volatility ratios measure the size of the plan compared to its revenue base more directly. For example, an asset leverage ratio of 5.0 means that if the Plan experiences a 10% loss on assets compared to the expected return, the loss would be equivalent to 50% of payroll. The same investment loss for a plan with an asset leverage ratio of 10.0 would equal 100% of payroll.

As the Plan becomes better funded, the asset leverage ratio will increase, and if it were 100% funded, the leverage ratio would equal the Actuarial Liability (AL) leverage ratio. The AL leverage ratio also indicates how sensitive the Plan is to experience gains and losses or assumption changes. For example, an assumption change that increases the AL by 5% would add a liability equivalent to about 50% of payroll if the AL leverage ratio is 10.0.

SECTION II – IDENTIFICATION AND ASSESSMENT OF RISK



Survey Data from Public Plans Data as of 7/8/2025



Survey Data from Public Plans Data as of 7/8/2025

SECTION II – IDENTIFICATION AND ASSESSMENT OF RISK

The charts on the previous page show the distribution of the Market Value of Assets and Actuarial Liability leverage ratios for the plans in the Public Plans Database, from the 5th to the 95th percentile. The gold diamond is the San José Police and Fire Plan, and the black triangle is the combined Federated and Police and Fire plans. As discussed with the Board for several years and as is shown in the charts on the previous page, the leverage ratios for the Police and Fire Plan are much higher than most plans. As a Police and Fire plan, it is not unusual to be at the high end of the distribution. However, even when combined with Federated, the leverage ratios are still very high, indicating that San José is much more sensitive to risk than most plans. This sensitivity can work to San Jose's advantage or disadvantage, depending on whether risks ultimately have a positive or negative impact.

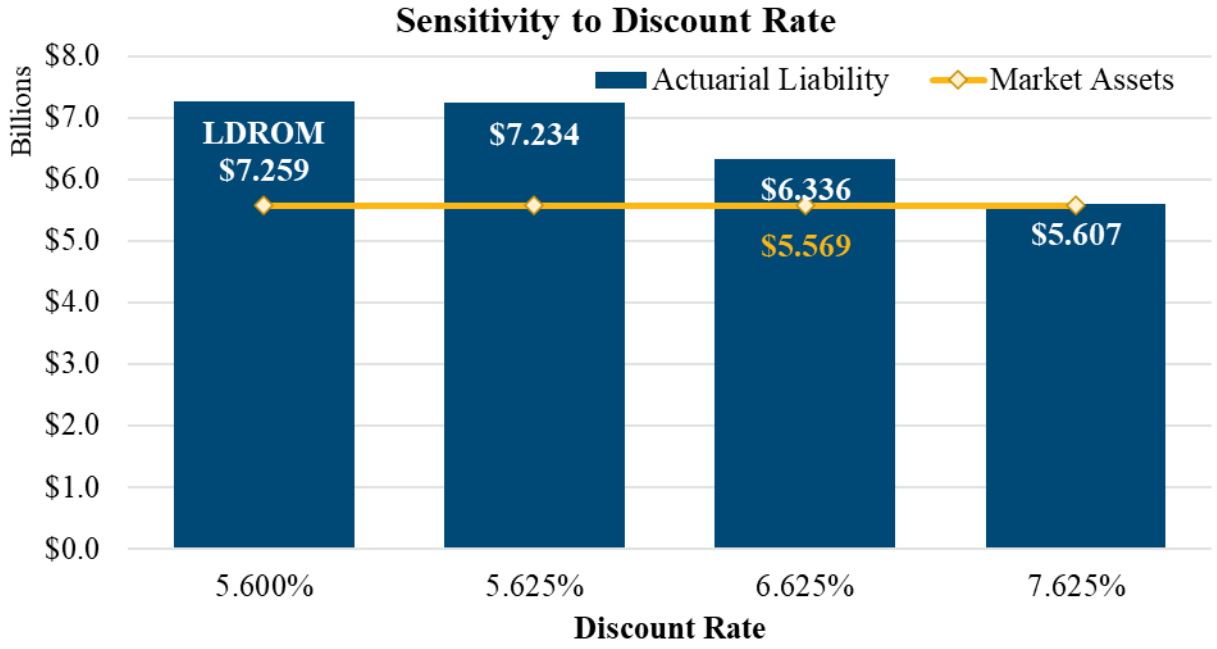
SECTION II – IDENTIFICATION AND ASSESSMENT OF RISK

Assessing Costs and Risks

The fundamental risk to the Plan is that the contributions needed to fund the benefits become unaffordable. Assessing this risk, however, is complex because there is no bright line to indicate what is unaffordable, and the contribution amounts themselves are affected not only by the Plan's experience but also by the interaction of that experience with Board decisions related to assumptions, asset smoothing methods, and amortization periods.

Sensitivity to Discount Rate

The chart below compares the Market Value of Assets (gold line) to the Actuarial Liability (blue bar) using discount rates equal to the current expected rate of return and 100 basis points above and below. In addition, the chart shows the Low-Default-Risk Obligation Measure (LDROM), which is the Actuarial Liability using a discount rate derived from low-default-risk fixed-income securities that approximately match the Plan's benefit payments.



The Plan invests in a diversified portfolio with the objective of maximizing investment returns at a reasonable level of risk. If investments return 6.625% annually, the Plan would need approximately $6.336 billion in assets today to pay all benefits attributable to past service, compared to current assets of $5.569 billion. If investment returns are only 5.625%, the Plan would need approximately $7.234 billion in assets today; if investment returns are 7.625%, the Plan would only need $5.607 billion in assets. The lowest-risk portfolio for a pension plan with fixed cash flows would be composed entirely of low-default-risk fixed-income securities whose cash flows match the benefit cash flows of the Plan. As of June 30, 2025, using the FTSE Pension Liability Index, we estimate that such a portfolio would have an expected return of 5.6%, and the Plan would need $7.259 billion to pay all benefits attributed to past service. This amount is the

SECTION II – IDENTIFICATION AND ASSESSMENT OF RISK

LDROM. The $0.923 billion difference between the LDROM and the Actuarial Liability at 6.625% represents the expected savings from bearing the risk of investing in the Plan's diversified portfolio. Alternatively, it also represents the cost of eliminating the investment risk.

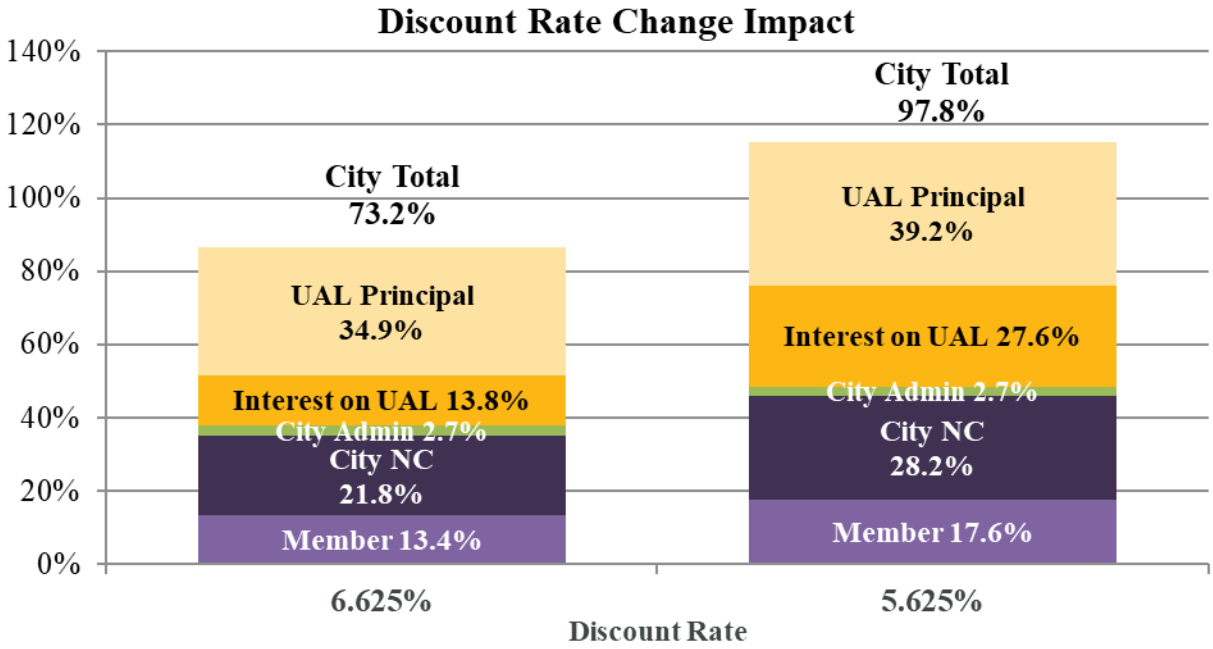
Because the Plan invests in a diversified portfolio rather than the LDROM portfolio, the reported funded status is higher, and expected employer contributions are lower. Benefit security for plan members depends on a combination of the Plan's assets, the investment returns generated on those assets, and San José's ability to make any needed future contributions. An LDROM portfolio would generate more predictable but lower expected investment returns, potentially changing the level of reliance on future San José contributions to secure benefits.

Point-in-Time Assessments

To assess the risks of the Plan independently of the contribution strategy, two key measures should be focused on: normal cost and interest cost. The normal cost represents the expected cost of the benefits attributable to the next year of service. The interest cost represents the interest on the UAL calculated using the discount rate. Combined, the normal cost plus the interest cost are called the Tread Water Cost. If actual contributions are less than the Tread Water Cost, the UAL would be expected to grow, and if actual contributions are greater than the Tread Water Cost, the UAL would be expected to shrink.

The stacked bars in the chart on the following page show the aggregate member and City contribution rates at the current discount rate compared to a discount rate 100 basis points lower. The light purple bars are the member contribution rates, and the dark purple bars are the City's normal cost rate, representing the expected cost of benefits attributable to the next year of service. The dark gold bars are the interest on the UAL, and the light gold bars are the contributions that reduce the principal of the UAL.

SECTION II – IDENTIFICATION AND ASSESSMENT OF RISK



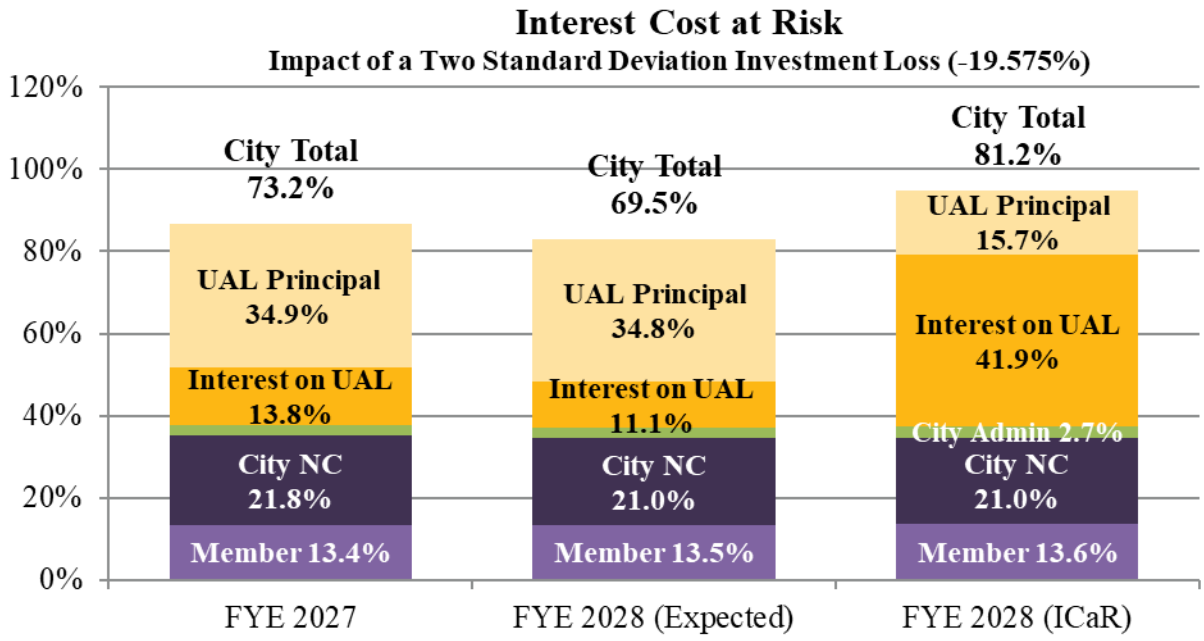
Decreasing the discount rate by 100 basis points would increase member rates by about 4.2% of payroll and the City's normal cost rate by 6.4% of payroll. The interest on the UAL would increase by almost 14% of payroll. Using the current amortization methods, the City's total contribution rate would increase from 73% to 98% of payroll.

Discount rate declines over the last decade, or more, were primarily driven by declines in interest rates, which affect expectations of future investment returns. Recent increases in interest rates have eased the pressure to continue reducing the discount rate.

Actual investment returns do not affect the normal cost, but they do directly affect the UAL and the interest on the UAL. One simple measure of the risk inherent in the investment policy is the Interest Cost at Risk (ICaR), which is the amount that the interest on the UAL would increase if the investment returns for one year were two standard deviations below the expected return. Based on Meketa's capital market assumptions, the standard deviation for the current portfolio is 13.1%, which results in the investment return used to determine ICaR equal to -19.575% (6.625% – 2 x 13.1%).

The chart on the next page shows the contribution rates for FYE 2027, determined in this valuation report in the far-left bar graph, and the expected FYE 2028 contribution rates based on a 6.625% investment rate of return for FYE 2025, in the middle of the chart. The FYE 2028 bar graph on the right shows the impact of a -19.575% return for FYE 2026. The interest on the UAL would increase by 30.8% of pay. Using 5-year asset smoothing with a 20% corridor and a 15-year amortization, the total contribution rate would increase by 11.7% of payroll. In this scenario, the City's contribution rate for FYE 2028 would be 81.2% of payroll and would be expected to increase in future years as deferred losses are recognized.

SECTION II – IDENTIFICATION AND ASSESSMENT OF RISK

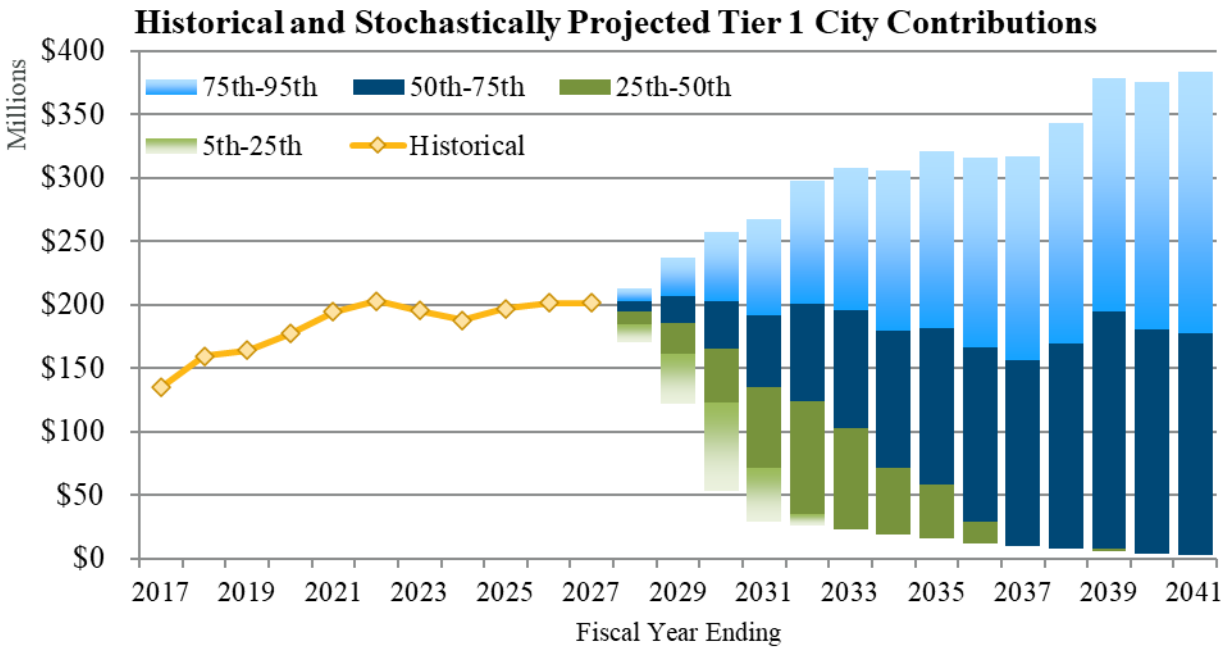


Stochastic Projections

If experience has taught us anything, it is that future projections are highly uncertain. The largest source of uncertainty is the projection of investment returns. To better understand the potential impact of investment returns on the Plan, we have included some stochastic projections in the dashboard and in this section of the report. The stochastic projections are based on a 6.625% geometric return and a 13.1% standard deviation (based on Meketa's capital market assumptions). Each projection contains 10,000 trials.

The chart on the next page shows the historical and stochastically projected City contribution amounts for Tier 1. The gold line represents the amounts paid historically or already determined by an actuarial valuation. The blue and green bars represent the range of projected contributions from the 5th to the 95th percentiles of the 10,000 trials. This range is intended to convey the uncertainty in the projections based on future investment returns.

SECTION II – IDENTIFICATION AND ASSESSMENT OF RISK

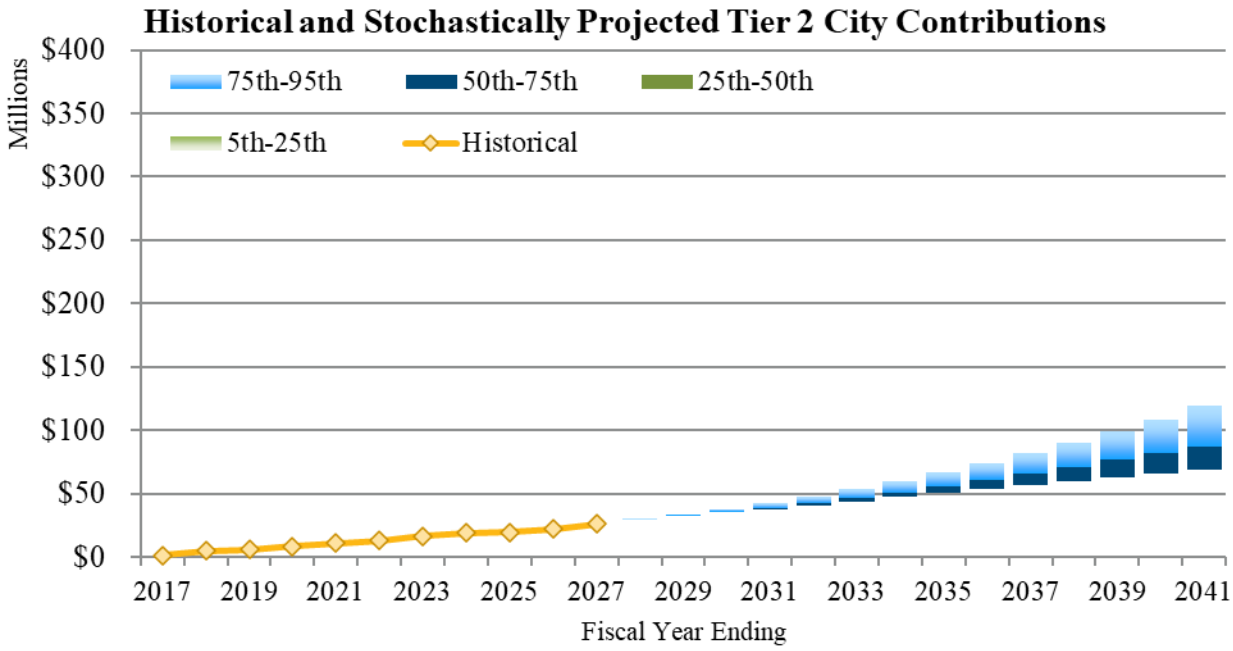


The chart shows a downward trend over the next decade. However, there is a wide range of potential City contribution amounts depending on actual investment returns. The range between the 5th and 95th percentile for FYE 2032 (based on the 2030 actuarial valuation) is from a contribution of $27 million to a contribution of $297 million. The low end of this range is the employer normal cost, and contributions can't go lower regardless of investment returns. The standard deviation of the investment portfolio largely determines the range between the 5th and 95th percentiles.

The chart on the following page shows the historical and stochastically projected City contribution amounts for Tier 2. The range of contribution amounts is much narrower for Tier 2 than Tier 1. Tier 2 is projected to grow quickly, and assets are relatively small right now. As a result, actual investment returns have a limited impact on future contribution amounts while the rate of growth will have a larger impact.

SECTION II – IDENTIFICATION AND ASSESSMENT OF RISK

Historical and Stochastically Projected Tier 2 City Contribution Amounts



More Detailed Assessment

A more detailed assessment is always valuable to enhance the understanding of the risks identified above. While more detail would provide some additional value, we don't believe performing an in-depth analysis every year is necessary. Consequently, we recommend that the Board review the less detailed analysis provided above annually and consider a more detailed analysis periodically and when there is a substantial change in the financial position or maturity of the plan.

SECTION III – CERTIFICATION

The purpose of this report is to present the June 30, 2025 Actuarial Valuation of the City of San José Police and Fire Department Retirement Plan ("Plan"). This report is for the use of the Plan and the City of San José.

In preparing our report, we relied on information, some oral and some written, supplied by the Plan. This information includes, but is not limited to, the plan provisions, employee data, and financial information. We performed an informal examination of the obvious characteristics of the data for reasonableness and consistency in accordance with Actuarial Standard of Practice No. 23.

The Board of Administration adopted the economic and demographic assumptions used in this report at its November 5, 2025 Board meeting based on recommendations from our experience study covering plan experience for the period ending June 30, 2025. We believe these assumptions are reasonable for the purpose of the valuation.

The funding ratios in this report are for the purpose of establishing contribution rates. These measures are not appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan's benefit obligations.

Cheiron utilizes ProVal actuarial valuation software leased from Winklevoss Technologies (WinTech) to calculate liabilities and project benefit payments. We have relied on WinTech as the developer of ProVal. We have a basic understanding of ProVal and have used ProVal in accordance with its original intended purpose. We have not identified any material inconsistencies in assumptions or output of ProVal that would affect this valuation.

Deterministic projections in this valuation report were developed using P-scan, a proprietary tool used to illustrate the impact of changes in assumptions, methods, plan provisions, or actual experience (particularly investment experience) on the future financial status of the System. P-scan uses standard roll-forward techniques that implicitly assume a stable active population. Because P-scan does not automatically capture how changes in one variable affect all other variables, some scenarios may not be consistent.

Stochastic projections in this valuation report were developed using R-scan, our proprietary tool for assessing the probability of different outcomes based on a range of potential investment returns. We relied on Cheiron colleagues for the development of the model. The stochastic projections of investment returns assume that each future year's investment return is independent from all other years and is identically distributed according to a lognormal distribution. The System's investment consultant provided the standard deviation used in the stochastic projection of investment returns.

Future actuarial measurements may differ significantly from the current measurements 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.

This report and its contents have been prepared in accordance with generally recognized and accepted actuarial principles and practices and our understanding of the Code of Professional

SECTION III – CERTIFICATION

Conduct and applicable Actuarial Standards of Practice set out by the Actuarial Standards Board, as well as applicable laws and regulations. Furthermore, as credentialed actuaries, we meet the Qualification Standards of the American Academy of Actuaries to render the opinion contained in this report. This report does not address any contractual or legal issues. We are not attorneys, and our firm does not provide any legal services or advice.

This report was prepared for the Plan for the purposes described herein. This report is not intended to benefit any third party, and Cheiron assumes no duty or liability to any such party.

William R. Hallmark, ASA, EA, MAAA, FCA
Consulting Actuary

Anne D. Harper, FSA, EA, MAAA
Principal Consulting Actuary

SECTION IV – ASSETS

The Plan uses and discloses two different asset measurements: the Market Value and the Actuarial Value of Assets. The Market Value of Assets represents the value of the assets if they were liquidated on the valuation date. The Actuarial Value of Assets is a value that smooths annual investment returns over a five-year period to reduce the impact of short-term investment volatility on contribution rates. The market value is primarily used for reporting and disclosure, while the actuarial value is used to determine contribution rates.

This section shows the changes in the Market Value of Assets and develops the Actuarial Value of Assets.

Statement of Changes in the Market Value of Assets

Table IV-1 shows the changes in the Market Value of Assets by tier for the current fiscal year and in total for the prior fiscal year.

Table IV-1

Change in Market Value of Assets	FYE 2024	Fiscal Year Ending 2025			
	Total	Tier 1	Tier 2 Fire	Tier 2 Police	Total
Beginning Market Value	$ 4,721,488	$ 4,903,021	$ 50,880	$ 142,558	$ 5,096,460
Contributions					
Member	34,439	16,351	5,741	13,714	35,806
City	202,700	193,683	5,741	13,714	213,138
Total	$ 237,139	$ 210,034	$ 11,483	$ 27,428	$ 248,944
Net Investment Earnings	437,637	515,672	6,007	16,520	538,200
Benefit Payments	(291,954)	(305,022)	(137)	(1,458)	(306,618)
Administrative Expenses	(7,850)	(7,708)	(75)	(223)	(8,006)
Ending Market Value	**$ 5,096,460**	**$ 5,315,997**	**$ 68,157**	**$ 184,825**	**$ 5,568,979**
Estimated Rate of Return	9.2%	10.4%	10.6%	10.6%	10.4%

Dollar amounts in thousands

The net investment earnings for the year ended June 30, 2025 represent approximately a 10.4% return on the Market Value of Assets compared to an assumed return of 6.625%. For the year ended June 30, 2024, the net investment return was approximately 9.2% (6.625% was assumed).

SECTION IV – ASSETS

Actuarial Value of Assets

Most pension funds use an Actuarial Value of Assets to determine ongoing contribution amounts, smoothing year-to-year market value returns to reduce the volatility of contribution rates.

The Actuarial Value of Assets is calculated by recognizing the deviation of actual investment returns from the expected return (6.625%) over a five-year period. The dollar amount of the expected return on the Market Value of Assets is determined using the actual contributions, benefit payments, and administrative expenses during the year. Any difference between the expected return and the actual net investment earnings is considered a gain or loss. Table IV-2 on the next page shows the calculation of the Actuarial Value of Assets separately for each tier.

For the 2023 valuation, the Board elected to reset the asset smoothing method by combining the remaining deferred gains and losses in the 2022 valuation from all prior years with the investment gain from 2023 and to recognize the sum over the next five years.

Table IV-2 on the following page shows the development of the Actuarial Value of Assets separately for each tier. For the last two fiscal years, it shows the actual earnings, the expected earnings, the investment gain or loss for the year, and the portion of the gain or loss that is not recognized in the current Actuarial Value of Assets. The table also shows the gains and losses that were combined in the 2023 valuation, as well as the portion, 40 percent, that is not recognized in the current Actuarial Value of Assets. The deferred amounts will be recognized in future years.

SECTION IV – ASSETS

Table IV-2

Development of Actuarial Value of Assets

	June 30, 2025			
	Tier 1	Tier 2 Fire	Tier 2 Police	Total
Market Assets (MVA)	$ 5,315,997	$ 68,157	$ 184,825	$ 5,568,979
FYE 2025				
Actual Earnings	$ 515,672	$ 6,007	$ 16,520	$ 538,200
Expected Earnings	327,997	3,738	10,284	342,018
Investment Gain/(Loss)	$ 187,676	$ 2,269	$ 6,237	$ 196,181
Deferred (80%)	$ 150,141	$ 1,815	$ 4,989	$ 156,945
FYE 2024				
Actual Earnings	$ 422,568	$ 3,938	$ 11,130	$ 437,637
Expected Earnings	306,308	2,791	7,889	316,989
Investment Gain/(Loss)	116,260	1,147	3,241	120,648
Deferred (60%)	$ 69,756	$ 688	$ 1,944	$ 72,389
Amounts Combined in 2023 Valuation				
Investment Gain/(Loss)	(21,613)	(302)	(902)	(22,817)
Deferred (40%)	(8,645)	(121)	(361)	(9,127)
Total Deferred Gain/(Loss)	**$ 211,252**	**$ 2,383**	**$ 6,573**	**$ 220,207**
Preliminary Actuarial Value of Assets	$ 5,104,745	$ 65,775	$ 178,253	$ 5,348,772
Minimum (80% of MVA)	4,252,798	54,526	147,860	4,455,184
Maximum (120% of MVA)	6,379,196	81,789	221,790	6,682,775
Actuarial Value of Assets	**$ 5,104,745**	**$ 65,775**	**$ 178,253**	**$ 5,348,772**
Ratio of Actuarial to Market	96.0%	96.5%	96.4%	96.0%
Estimated Rate of Return	7.9%	7.8%	7.8%	7.9%

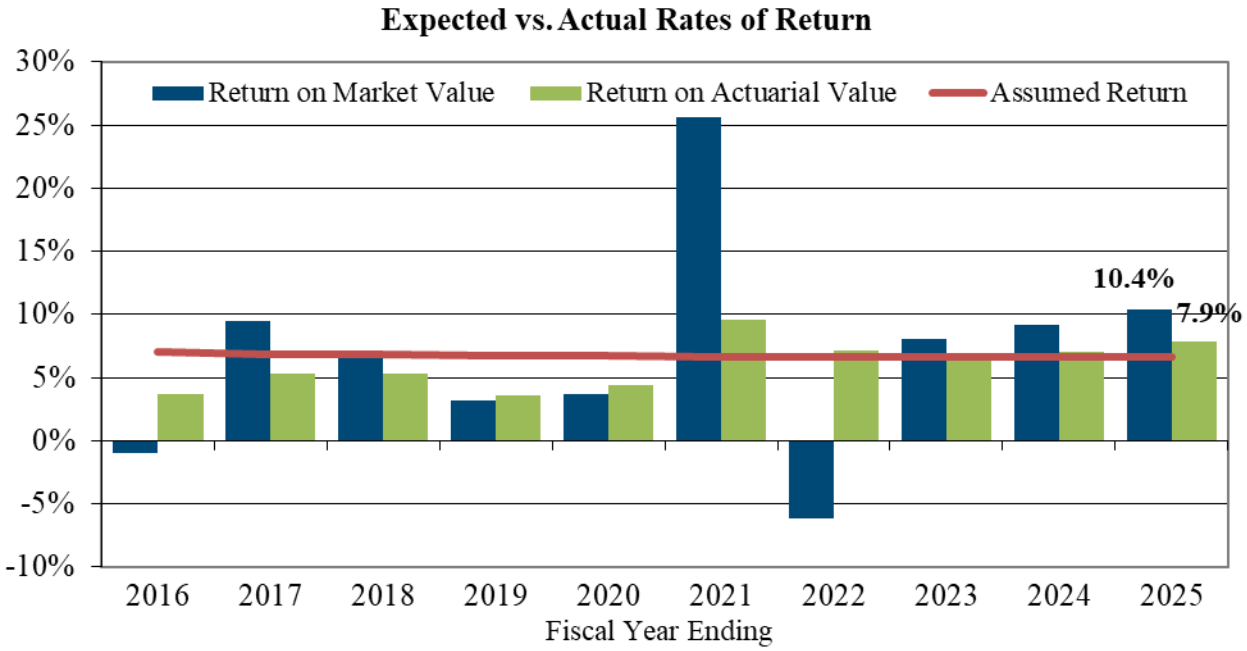
Dollar amounts in thousands

Based on the smoothed Actuarial Value of Assets, the return for the year ending June 30, 2025, was approximately 7.9%, compared to the assumed return of 6.625%. The estimated rate of return varies by tier, reflecting the different cash flows for each tier and the different levels of assets for each tier in each of the last four years.

The chart on the next page shows the historical rates of return on both the Market and Actuarial Values of Assets compared to the assumed rates of return (the red line). Because of the 5-year smoothing, the return on the actuarial value is less volatile than the return on the market value. The

SECTION IV – ASSETS

return on the market value exceeded the assumed return in 6 of the 10 years, and the return on the actuarial value exceeded the assumed return in 4 of the 10 years.



SECTION V – MEASURES OF LIABILITY

This section presents detailed information on liability measures for the Plan for funding purposes, including:

- Present value of future benefits,
- Normal cost
- Actuarial Liability, and
- Analysis of changes in Unfunded Actuarial Liability during the year.

Present Value of Future Benefits

The present value of future benefits represents the amount of money today that is expected to be needed to pay all benefits, both earned as of the valuation date and expected to be earned in the future by current plan members under the current plan provisions if all assumptions are met. Table V-1 below shows the present value of future benefits as of June 30, 2024 and June 30, 2025, separately by Tier for Police and Fire. Police Tier 2 members entered the Plan beginning August 4, 2013. Fire Tier 2 members entered the Plan beginning January 2, 2015.

Table V-1

Present Value of Future Benefits

	Fire			Police		
	6/30/2024	6/30/2025	% Change	6/30/2024	6/30/2025	% Change
Tier 1						
Actives	$ 858,484	$ 887,483	3.4%	$ 909,495	$ 961,098	5.7%
Deferred Vested	17,850	14,083	-21.1%	86,285	80,313	-6.9%
In Pay Status						
Service Retirees	$ 787,050	$ 750,189	-4.7%	$ 2,049,924	$ 2,078,333	1.4%
Beneficiaries	111,982	111,830	-0.1%	139,194	140,270	0.8%
Disabled Retirees	656,560	701,340	6.8%	686,008	723,798	5.5%
Total	$ 1,555,592	$ 1,563,359	0.5%	$ 2,875,126	$ 2,942,401	2.3%
Tier 1 Total	**$ 2,431,926**	**$ 2,464,925**	**1.4%**	**$ 3,870,906**	**$ 3,983,812**	**2.9%**
Tier 2						
Actives	$ 226,600	$ 256,538	13.2%	$ 469,938	$ 578,969	23.2%
Deferred Vested	389	648	66.6%	5,256	6,592	25.4%
In Pay Status	1,222	1,233	0	2,173	7,257	234.0%
Tier 2 Total	**$ 228,211**	**$ 258,419**	**13.2%**	**$ 477,367**	**$ 592,818**	**24.2%**
Plan Total	**$ 2,660,137**	**$ 2,723,344**	**2.4%**	**$ 4,348,273**	**$ 4,576,630**	**5.3%**

Dollar amounts in thousands

SECTION V – MEASURES OF LIABILITY

Normal Cost

Under the Entry Age Actuarial Cost Method, the present value of future benefits at plan entry for each individual is spread over the individual's expected working career under the Plan as a level percentage of the individual's expected pay. The normal cost of the Plan is the sum of the normal costs for each individual in the Plan. The normal cost represents the amount of money today that is expected to be needed to pay the benefits attributed to the next year of service if all assumptions are met. Table V-2 below shows the Entry Age Normal Cost and total normal cost rates as of June 30, 2024 and June 30, 2025, separately by Tier for Police and Fire, as well as a breakdown of the normal cost rate between the Retirement and COLA funds.

Table V-2

Entry Age Normal Cost By Group

	Fire			Police		
	6/30/2024	6/30/2025	% Change	6/30/2024	6/30/2025	% Change
Tier 1						
Retirement	$ 21,719	$ 21,170	-2.5%	$ 18,500	$ 17,403	-5.9%
Termination	1,156	1,161	0.4%	3,638	3,524	-3.1%
Death	277	295	6.4%	265	254	-4.5%
Disability	5,280	6,482	22.8%	4,710	7,892	67.6%
Reciprocity	153	174	13.2%	678	690	1.8%
Tier 1 Total	**$ 28,586**	**$ 29,282**	**2.4%**	**$ 27,791**	**$ 29,762**	**7.1%**
Expected Payroll	$ 64,648	$ 66,839	3.4%	$ 71,128	$ 69,336	-2.5%
Normal Cost Rate	**44.22%**	**43.81%**	**-0.41%**	**39.07%**	**42.92%**	**3.85%**
Retirement	30.08%	30.00%	-0.08%	26.69%	29.25%	2.56%
COLA	14.14%	13.81%	-0.33%	12.38%	13.67%	1.29%
Tier 2						
Retirement	$ 7,717	$ 7,345	-4.8%	$ 15,981	$ 15,165	-5.1%
Termination	375	413	10.0%	3,751	4,183	11.5%
Death	148	164	10.6%	321	338	5.3%
Disability	2,554	3,886	52.1%	5,216	10,849	108.0%
Tier 2 Total	**$ 10,794**	**$ 11,807**	**9.4%**	**$ 25,268**	**$ 30,534**	**20.8%**
Expected Payroll	$ 35,967	$ 40,592	12.9%	$ 93,288	$ 104,288	11.8%
Normal Cost Rate	**30.01%**	**29.09%**	**-0.92%**	**27.09%**	**29.28%**	**2.19%**
Retirement	23.61%	22.98%	-0.63%	21.27%	22.97%	1.70%
COLA	6.40%	6.11%	-0.29%	5.82%	6.31%	0.49%

Dollar amounts in thousands

SECTION V – MEASURES OF LIABILITY

Table V-3 shows the impact of the assumption changes on the total normal cost rates. The most significant effect is on Police members. This increase is primarily due to the pay that becomes pensionable after 20 years of service, which is incorporated into the salary scale.

Table V-3

Impact of Assumption Changes on the Total Normal Cost Rate

	Fire			Police		
	Old	New	Change	Old	New	Change
Tier 1	43.98%	43.81%	-0.17%	39.50%	42.92%	3.42%
Tier 2	29.86%	29.09%	-0.77%	27.21%	29.28%	2.07%

SECTION V – MEASURES OF LIABILITY

Actuarial Liability

The Actuarial Liability represents the amount of money today that would be needed to pay for benefits attributed to service before the valuation date under the entry age method if all assumptions are met. It is the difference between the present value of future benefits and the present value of future normal costs. Table V-4 shows the Actuarial Liability as of June 30, 2024 and 2025, separately by Tier for Police and Fire, as well as a breakdown between Retirement and COLA.

Table V-4

Actuarial Liability

	Fire			Police		
	6/30/2024	6/30/2025	% Change	6/30/2024	6/30/2025	% Change
Tier 1						
Actives						
Retirement	$ 624,082	$ 605,531	-3.0%	$ 705,578	$ 711,129	0.8%
Termination	4,921	4,295	-12.7%	5,371	3,913	-27.1%
Death	1,479	1,711	15.7%	1,465	1,572	7.3%
Disability	38,183	92,220	141.5%	38,400	76,768	99.9%
Total Actives	$ 668,665	$ 703,757	5.2%	$ 750,814	$ 793,382	5.7%
Deferred Vested	17,850	14,083	-21.1%	86,285	80,313	-6.9%
In Pay Status	1,555,592	1,563,359	0.5%	2,875,126	2,942,401	2.3%
Tier 1 Total	**$ 2,242,107**	**$ 2,281,199**	**1.7%**	**$ 3,712,225**	**$ 3,816,096**	**2.8%**
Retirement	1,265,589	1,289,216	1.9%	2,038,211	2,094,666	2.8%
COLA	976,518	991,983	1.6%	1,674,014	1,721,430	2.8%
Tier 2						
Actives						
Retirement	$ 39,051	$ 42,415	8.6%	$ 94,579	$ 104,282	10.3%
Termination	143	389	172.0%	9,277	10,847	16.9%
Death	322	453	40.7%	775	1,044	34.7%
Disability	7,500	18,843	151.2%	17,811	45,152	153.5%
Total Actives	$ 47,016	$ 62,100	32.1%	$ 122,442	$ 161,325	31.8%
Deferred Vested	$ 389	$ 648	66.6%	$ 5,256	$ 6,592	25.4%
In Pay Status	$ 1,222	$ 1,233	0.9%	$ 2,173	$ 7,257	234.0%
Tier 2 Total	**$ 48,627**	**$ 63,981**	**31.6%**	**$ 129,871**	**$ 175,174**	**34.9%**
Retirement	38,143	50,367	32.0%	100,623	136,171	35.3%
COLA	10,484	13,614	29.9%	29,248	39,003	33.4%
Plan Total	**$ 2,290,734**	**$ 2,345,180**	**2.4%**	**$ 3,842,096**	**$ 3,991,270**	**3.9%**

Dollar amounts in thousands

SECTION V – MEASURES OF LIABILITY

Table V-5 shows the impact of the assumption changes on the Actuarial Liability. Changes to retirement, termination, and mortality rates generally reduced the Actuarial Liability, while changes to wage inflation and the merit salary scale increased it.

Table V-5

Impact of Assumption Changes on the Actuarial Liability

	Fire			Police		
	Old	New	Change	Old	New	Change
Tier 1						
Actives	$ 711,755	$ 703,756	-1.1%	$ 775,649	$ 793,382	2.3%
Deferred Vested	14,034	14,083	0.4%	79,879	80,313	0.5%
In Pay Status	1,585,478	1,563,359	-1.4%	2,976,215	2,942,401	-1.1%
Tier 1 Total	**$ 2,311,267**	**$ 2,281,199**	**-1.3%**	**$ 3,831,743**	**$ 3,816,096**	**-0.4%**
Tier 2						
Actives	$ 60,902	$ 62,100	2.0%	$ 156,534	$ 161,324	3.1%
Deferred Vested	641	648	1.1%	6,570	6,592	0.3%
In Pay Status	1,240	1,233	-0.5%	7,278	7,257	-0.3%
Tier 2 Total	**$ 62,783**	**$ 63,981**	**1.9%**	**$ 170,382**	**$ 175,174**	**2.8%**
Plan Total	**$ 2,374,050**	**$ 2,345,180**	**-1.2%**	**$ 4,002,125**	**$ 3,991,270**	**-0.3%**

Dollar amounts in thousands

SECTION V – MEASURES OF LIABILITY

Table V-6 below shows the development of the expected Unfunded Actuarial Liability as of June 30, 2025, and the sources of experience gains and losses for each tier.

Table V-6

Development of Experience Gain or (Loss)	Tier 1	Tier 2	Total
Unfunded actuarial liability, 6/30/2024	$ 1,131,351	$ (12,153)	$ 1,119,198
Interest	74,952	(805)	74,147
Expected unfunded actuarial liability payment with interest	(152,980)	1,236	(151,744)
Change in assumptions	(45,715)	5,990	(39,725)
Expected unfunded actuarial liability, 6/30/2025	$ 1,007,608	$ (5,732)	$ 1,001,876
Actual unfunded actuarial liability	992,550	(4,872)	987,678
Experience Gain or (Loss)	**$ 15,058**	**$ (860)**	**$ 14,198**
Portion due to investment experience	61,767	2,523	$ 64,290
Portion due to salary experience	(42,917)	(6,131)	(49,048)
Portion due to retirement experience	2,765	(3)	2,762
Portion due to termination experience	909	2,173	3,082
Portion due to mortality experience	1,286	430	1,716
Portion due to disability experience	(184)	(1,258)	(1,442)
Portion due to other asset and liability experience	(8,568)	1,406	(7,162)
Total	**$ 15,058**	**$ (860)**	**$ 14,198**

Dollar amounts in thousands

Other liability losses this year were primarily due to data corrections, including changes in reciprocity. Other asset experience includes contributions and administrative expenses that differ from expected.

SECTION V – MEASURES OF LIABILITY

Table V-7 below shows a five-year history of sources of liability gain and loss. Salary increases have been the primary source of losses.

Table V-7

Historical Sources of Liability Gain or (Loss)

Source	Year Ending June 30th 2021	2022	2023	2024	2025	Total
Salary increases	(9,202)	(24,411)	(71,972)	(59,449)	(49,048)	(214,082)
Retirement	(2,685)	(4,524)	(1,986)	729	2,762	(5,704)
Termination	(6,401)	(2,269)	(4,826)	5,135	3,082	(5,279)
Mortality	5,753	2,043	3,934	1,705	1,716	15,151
Disability	3,353	7,701	6,235	3,579	(1,442)	19,426
Other	2,456	1,196	(1,005)	12,880	(8,739)	6,788
Total	(6,726)	(20,264)	(69,620)	(35,421)	(51,669)	(183,700)

Dollar amounts in thousands

SECTION VI – CONTRIBUTIONS

Under the contribution allocation procedure employed by the Plan, the total contribution has three components: the normal cost, assumed administrative expenses, and the Unfunded Actuarial Liability contribution. The normal cost rate was developed in Section V. This section develops the UAL and administrative expense contribution rates and divides the contributions between the members and the City.

Table VI-1 below shows the outstanding balance, remaining period, and amortization payments for each component of the Tier 1 member UAL as of June 30, 2025.

Table VI-1

Tier 1 Member UAL Amortization Bases and Payments

Source	Date	Balance	Remaining Period	Amortization Payment Fire	Police	Total
Reclassified Classics	6/30/2016	$ 35	9.0	$ 2	$ 3	$ 5
Reclassified Fed Svc	6/30/2016	4	N/A	0	2	2
Reclassified Rehires	6/30/2016	117	N/A	0	15	15
Total Members		**$ 157**		**$ 2**	**$ 20**	**$ 22**
Retirement		80		1	10	11
COLA		77		1	10	11

Dollar amounts in thousands

The components attributable to reclassifying members from Tier 2 to Tier 1 due to rehire or prior Federated service are paid by the individually affected members at fixed special contribution rates of 1.96% and 0.87%, respectively. These special contribution rates cease for an individual member when their portion of the UAL has been paid off, so the "remaining period" varies by individual and has not been calculated in aggregate. The payments for reclassified classic members are paid by all classic members.

Table VI-2 below shows the calculation of the classic member special contribution rate for FYE 2026 and FYE 2027.

Table VI-2

Classic Member Contribution Rate

	Fiscal Year Ending 2026 Retirement	COLA	Total	Fiscal Year Ending 2027 Retirement	COLA	Total
Classic UAL Payment	$ 2.4	$ 2.6	$ 5.0	$ 2.4	$ 2.6	$ 5.1
Expected Classic Payroll			$ 4,251			$ 4,370
Classic Member Rate	**0.06%**	**0.06%**	**0.12%**	**0.06%**	**0.06%**	**0.12%**

Dollar amounts in thousands

SECTION VI – CONTRIBUTIONS

Table VI-3 on the following page shows the outstanding balance, remaining period, and amortization payments for each component of the Tier 1 City UAL as of June 30, 2025. Each component is amortized over the remaining period shown in the table, with payments assumed to increase by 2.50% each year. The UAL payments are allocated between Police and Fire in proportion to the Tier 1 UAL for each, calculated using the Office of Retirement Services' division of assets. On this basis, Fire Tier 1 is 100% funded, so all amortization payments have been allocated to Police Tier 1, except those specifically for Fire. At the bottom of the table, the total is divided into the portion attributable to the basic retirement benefits and the portion attributable to COLA benefits. These amounts are used to set separate contribution rates for the basic retirement benefits and the COLA benefits portions of the Plan.

SECTION VI – CONTRIBUTIONS

Table VI-3

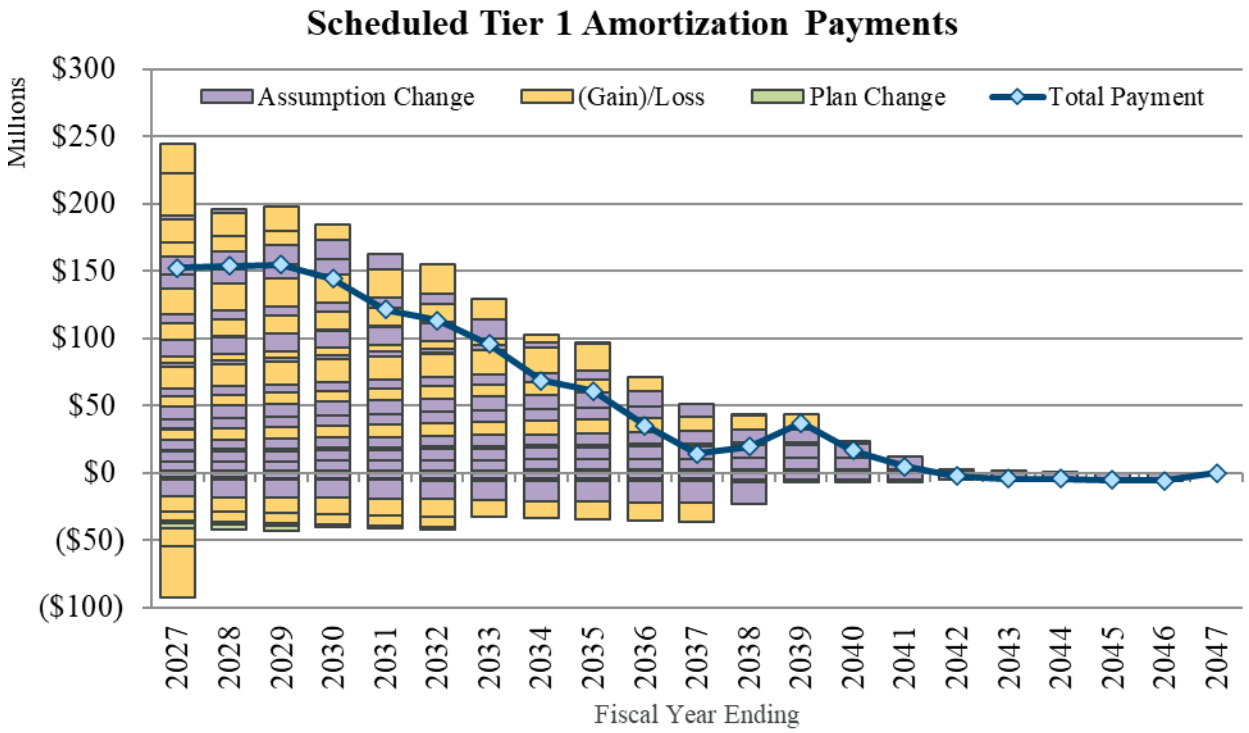
Tier 1 City UAL Amortization Bases and Payments

Source	Date	Balance	Remaining Period	Amortization Payment Fire	Police	Total
Experience	6/30/2007	(12,333)	1.0	0	(13,150)	(13,150)
Assumptions	6/30/2007	5,014	2.0	0	2,726	2,726
Experience	6/30/2009	28,216	1.0	0	30,085	30,085
Assumptions	6/30/2009	47,040	4.0	0	13,291	13,291
Experience	6/30/2010	20,296	1.0	0	21,640	21,640
Assumptions	6/30/2010	42,145	5.0	0	9,710	9,710
Experience	6/30/2011	(34,335)	1.0	0	(36,610)	(36,610)
Assumptions	6/30/2011	31,934	6.0	0	6,249	6,249
Experience	6/30/2012	45,616	3.0	0	16,856	16,856
SRBR Elimination	6/30/2012	(11,125)	3.0	0	(4,111)	(4,111)
Assumptions	6/30/2012	68,391	7.0	0	11,690	11,690
Experience	6/30/2013	35,245	4.0	0	9,958	9,958
Assumptions	6/30/2013	19,454	8.0	0	2,965	2,965
Experience	6/30/2014	(36,033)	6.0	0	(7,051)	(7,051)
Assumptions	6/30/2014	41,096	9.0	0	5,672	5,672
Experience	6/30/2015	(5,968)	6.0	0	(1,168)	(1,168)
Assumptions	6/30/2015	70,152	10.0	0	8,876	8,876
Experience	6/30/2016	96,425	6.0	0	18,869	18,869
Assumptions	6/30/2016	59,249	11.0	0	6,941	6,941
Measure F (Rehires)	6/30/2016	2,022	7.0	47	299	346
Experience	6/30/2017	71,362	7.0	0	12,198	12,198
Assumptions	6/30/2017	(111,334)	12.0	0	(12,177)	(12,177)
Measure F (Classic/Fed)	6/30/2018	69	8.0	1	10	10
Experience	6/30/2018	30,125	8.0	0	4,591	4,591
Assumptions	6/30/2018	66,460	13.0	0	6,832	6,832
Experience	6/30/2019	111,244	9.0	0	15,353	15,353
Assumptions	6/30/2019	72,928	14.0	0	7,088	7,088
Experience	6/30/2020	60,089	10.0	0	7,603	7,603
Assumptions	6/30/2020	67,656	15.0	0	6,248	6,248
Experience	6/30/2021	(91,169)	11.0	0	(10,681)	(10,681)
Assumptions	6/30/2021	11,593	16.0	0	1,022	1,022
Experience	6/30/2022	1,499	12.0	0	164	164
Assumptions	6/30/2022	56	17.0	0	5	5
Experience	6/30/2023	77,667	13.0	0	7,984	7,984
Assumptions	6/30/2023	8,287	18.0	0	672	672
Experience	6/30/2024	15,635	14.0	0	1,520	1,520
Experience	6/30/2025	(15,060)	15.0	0	(1,391)	(1,391)
Assumptions	6/30/2025	(45,715)	20.0	0	(3,455)	(3,455)
2025 UAL Payment		148,503				
Total City		**$ 992,393**		**$ 48**	**$ 147,322**	**$ 147,369**
Retirement		549,953		23	83,007	83,030
COLA		442,440		25	64,315	64,339

Dollar amounts in thousands

SECTION VI – CONTRIBUTIONS

The chart below shows the future payment schedule for the Tier 1 amortization bases. Assumption changes are shown in purple, experience gain or loss bases in gold, and plan changes in green. The blue line shows the net scheduled payment for each year.



SECTION VI – CONTRIBUTIONS

Table VI-4 below shows the outstanding balance, remaining period, and amortization payments for each component of the Tier 2 UAL as of June 30, 2024. Each component is amortized from the valuation date in which it was first recognized with payments assumed to increase 2.50% each year. All components of the Tier 2 UAL are split evenly between the members and the City.

Table VI-4

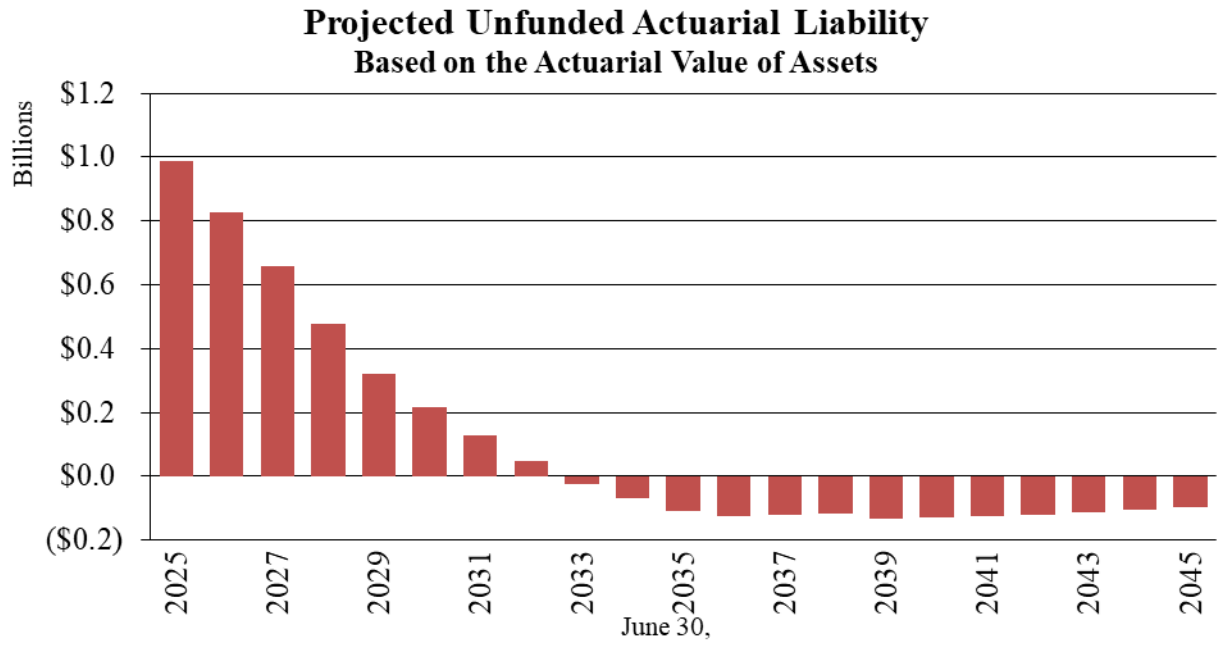
Tier 2 UAL Amortization Bases

Source	Date	Outstanding Balance Fire	Outstanding Balance Police	Remaining Period	Amortization Payment Fire	Amortization Payment Police
Members and City						
Experience	6/30/2014	$ 0	$ (16)	6.0	$ 0	$ (3)
Assumptions	6/30/2014	0	(3)	9.0	0	(0)
Experience	6/30/2015	27	12	6.0	5	2
Assumptions	6/30/2015	6	(14)	10.0	1	(2)
Experience	6/30/2016	(36)	(84)	6.0	(7)	(16)
Assumptions	6/30/2016	15	72	11.0	2	8
Measure F (Rehires)	6/30/2016	143	464	7.0	24	79
Experience	6/30/2017	300	544	7.0	51	93
Assumptions	6/30/2017	(123)	(417)	12.0	(13)	(46)
Experience	6/30/2018	(363)	(759)	8.0	(55)	(116)
Assumptions	6/30/2018	125	368	13.0	13	38
Experience	6/30/2019	(61)	12	9.0	(8)	2
Assumptions	6/30/2019	(188)	(9)	14.0	(18)	(1)
Experience	6/30/2020	(132)	(1,903)	10.0	(17)	(241)
Assumptions	6/30/2020	(151)	374	15.0	(14)	34
Experience	6/30/2021	(951)	(3,958)	11.0	(111)	(464)
Assumptions	6/30/2021	15	103	16.0	1	9
Experience	6/30/2022	(343)	(2,835)	12.0	(38)	(310)
Assumptions	6/30/2022	0	0	17.0	0	0
Experience	6/30/2023	(205)	(409)	13.0	(21)	(42)
Assumptions	6/30/2023	(1,395)	(1,333)	18.0	(113)	(108)
Experience	6/30/2024	1,837	(449)	14.0	179	(44)
Experience	6/30/2025	(1,511)	2,372	15.0	(140)	219
Assumptions	6/30/2025	1,198	4,792	20.0	91	362
Total Tier 2		**$ (1,793)**	**$ (3,079)**		**$ (189)**	**$ (545)**
Retirement		(1,559)	(4,586)		(180)	(707)
COLA		(234)	1,507		(9)	162

Dollar amounts in thousands

SECTION VI – CONTRIBUTIONS

The chart below shows the projected aggregate balance of the UAL based on the Actuarial Value of Assets for the Plan under the amortization schedules shown on the previous pages, assuming all expected payments are made and all assumptions are met. This projection includes new amortization bases for the unrecognized investment gains and losses that will be recognized over the next four years.



SECTION VI – CONTRIBUTIONS

In addition to the UAL payments shown in Table VI-1 (page 36), Tier 1 members pay 3/11ths of the normal cost (excluding reciprocity normal cost). Tier 2 members pay half of the normal cost, half of the administrative expenses, and half of the UAL payments shown in Table VI-4 on page 40.

Assumed administrative expenses equal the prior year's actual administrative expenses, increased by the annual wage inflation assumption to the year of the contribution. Administrative expenses are allocated to tier groups in proportion to each group's Market Value of Assets. Table VI-5 below shows the development of the administrative expense rates for FYE 2027.

Table VI-5

Administrative Expense By Group

	Fire		Police		
	Tier 1	Tier 2	Tier 1	Tier 2	Total
Market Assets	$ 2,419,103	$ 68,157	$ 2,896,894	$184,825	$ 5,568,979
Retirement	1,365,052	53,809	1,587,484	145,953	3,152,298
COLA	1,054,051	14,348	1,309,410	38,873	2,416,681
Total Admin Expense	$ 3,699	$ 107	$ 4,429	$ 281	$ 8,516
Member Expense Rate	**0.00%**	**0.10%**	**0.00%**	**0.11%**	**0.06%**
Retirement	0.00%	0.08%	0.00%	0.09%	0.05%
COLA	0.00%	0.02%	0.00%	0.02%	0.01%
City Expense Rate	**5.69%**	**0.10%**	**6.74%**	**0.11%**	**2.67%**
Retirement	3.21%	0.08%	3.69%	0.09%	1.50%
COLA	2.48%	0.02%	3.05%	0.02%	1.17%

Dollar amounts in thousands

SECTION VI – CONTRIBUTIONS

Table VI-6 below shows the member contribution rates for FYE 2027, split by Tier and between Police and Fire groups. All Tier 1 members contribute the normal cost rate. Certain Tier 1 members also pay a portion of the cost under Measure F either individually or as a part of a designated group as described above. The Measure F UAL rates shown in the table are averaged over the entire Tier 1 payroll. Individuals may pay at a substantially higher rate.

Table VI-6

Fiscal Year Ending 2027 Member Contribution Rates

	Fire			Police		
	Retirement	COLA	Total	Retirement	COLA	Total
Tier 1						
Normal Cost	8.13%	3.75%	11.88%	7.77%	3.67%	11.44%
Measure F UAL	0.00%	0.00%	0.00%	0.02%	0.01%	0.03%
Total	**8.13%**	**3.75%**	**11.88%**	**7.79%**	**3.68%**	**11.47%**
Tier 2						
Normal Cost	11.49%	3.06%	14.55%	11.49%	3.15%	14.64%
Admin Expense	0.08%	0.02%	0.10%	0.09%	0.02%	0.11%
UAL	-0.08%	-0.02%	-0.10%	-0.09%	-0.02%	-0.11%
Total	**11.49%**	**3.06%**	**14.55%**	**11.49%**	**3.15%**	**14.64%**

SECTION VI – CONTRIBUTIONS

Table VI-7 below shows the estimated dollar amounts of the City's contributions, assuming contributions are made throughout the fiscal year.

Table VI-7

Fiscal Year Ending 2027 Estimated City Contributions
Contribution Amounts Throughout the Year

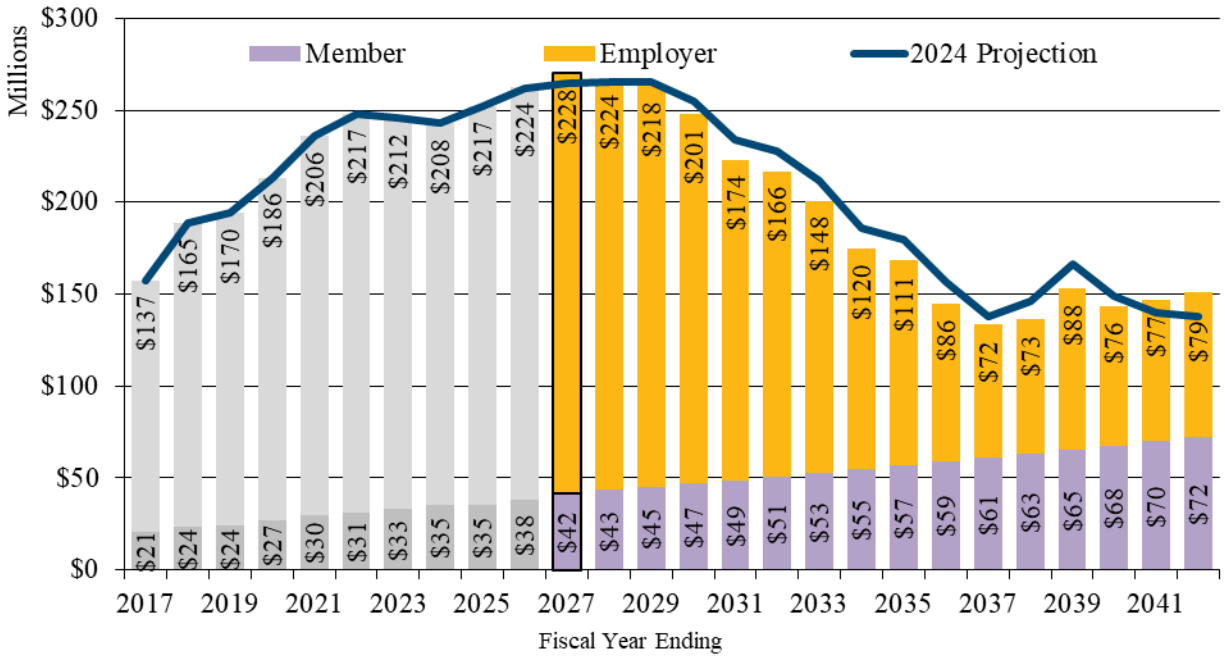
	Fire			Police		
	Retirement	COLA	Total	Retirement	COLA	Total
Tier 1 UAL Payment	$ 24	$ 26	$ 49	$ 85,713	$ 66,410	$ 152,123
Tier 1 Admin Expenses	$ 2,087	$ 1,612	$ 3,699	$ 2,427	$ 2,002	$ 4,429
Tier 1 Normal Cost	$ 14,210 21.87%	$ 6,538 10.06%	$ 20,748 31.93%	$ 14,111 21.48%	$ 6,575 10.00%	$ 20,686 31.48%
Tier 2 Contribution	$ 6,158 11.49%	$ 1,640 3.06%	$ 7,798 14.55%	$ 14,662 11.49%	$ 4,020 3.15%	$ 18,682 14.64%
Total Contribution	**$ 22,479 18.96%**	**$ 9,815 8.28%**	**$ 32,294 27.24%**	**$ 116,913 60.48%**	**$ 79,007 40.87%**	**$ 195,921 101.35%**

Dollar amounts in thousands

SECTION VI – CONTRIBUTIONS

The chart below shows historical and projected aggregate contribution amounts for the Plan compared to those projected in the prior valuation. The purple bars are member contribution amounts for Police and Fire for both Tier 1 and Tier 2. The gold bars are city contribution amounts for Police and Fire for both Tier 1 and Tier 2. The gray bars represent historical amounts. The projected amounts assume that all assumptions are met. The blue line represents the projection from the prior valuation.

Historical and Projected Aggregate Contribution Amounts



SECTION VII – ACTUARIAL SECTION OF THE ACFR

The Government Finance Officers Association (GFOA) maintains a checklist of items to be included in the System's Annual Comprehensive Financial Report (ACFR) to receive recognition for excellence in financial reporting. The GFOA lists the schedules in this section for inclusion in the Actuarial Section of the System's ACFR.

Table VII-1

Schedule of Funding Progress

Actuarial Valuation Date	Actuarial Value of Assets	Actuarial Liability (AL)	Unfunded Actuarial Liability	Funded Ratio	Covered Payroll	Unfunded AL as a % of Covered Payroll
6/30/2025	$ 5,348,772	$ 6,336,450	$ 987,678	84.4%	$ 302,432	327%
6/30/2024	5,013,631	6,132,829	1,119,198	81.8%	285,349	392%
6/30/2023	4,739,742	5,908,554	1,168,812	80.2%	271,893	430%
6/30/2022	4,495,687	5,650,481	1,154,794	79.6%	263,395	438%
6/30/2021	4,210,447	5,441,660	1,231,213	77.4%	252,558	487%
6/30/2020	3,851,948	5,235,335	1,383,387	73.6%	240,798	575%
6/30/2019	3,706,302	4,988,427	1,282,125	74.3%	235,818	544%
6/30/2018	3,596,590	4,696,428	1,099,838	76.6%	218,429	504%
6/30/2017	3,439,922	4,464,402	1,024,480	77.1%	203,816	503%
6/30/2016	3,303,550	4,355,990	1,052,440	75.8%	194,072	542%

Dollar amounts in thousands

SECTION VII – ACTUARIAL SECTION OF THE ACFR

Table VII-2

Schedule of Funded Liabilities by Type

Actuarial Valuation Date	Actuarial Liability For: Active Member Contributions (A)	Retirees, Beneficiaries and Other Inactives (B)	Remaining Active Members' Liability (C)	Reported Assets	Portion of Actuarial Liability Covered by Reported Assets: (A)	(B)	(C)
6/30/2025	$ 335,196	$ 4,615,888	$ 1,385,366	$ 5,348,772	100%	100%	29%
6/30/2024	315,372	4,543,892	1,273,565	5,013,631	100%	100%	12%
6/30/2023	312,277	4,351,041	1,245,236	4,739,742	100%	100%	6%
6/30/2022	316,682	4,085,699	1,248,100	4,495,687	100%	100%	7%
6/30/2021	315,820	3,875,560	1,250,280	4,210,447	100%	100%	2%
6/30/2020	315,240	3,655,447	1,264,648	3,851,948	100%	97%	0%
6/30/2019	308,023	3,446,977	1,233,427	3,706,302	100%	99%	0%
6/30/2018	304,454	3,227,859	1,164,115	3,596,590	100%	100%	6%
6/30/2017	299,933	3,050,871	1,113,598	3,439,922	100%	100%	8%
6/30/2016	294,535	2,999,773	1,061,682	3,303,550	100%	100%	1%

Dollar amounts in thousands

SECTION VII – ACTUARIAL SECTION OF THE ACFR

In the exhibit below, non-recurring items include changes in assumptions and changes in plan provisions.

Table VII-3

Analysis of Financial Experience

Actuarial Valuation Date	Gain or (Loss) for Year(s) Ending on Valuation Date Due To: Investment Income	Combined Liability Experience	Total Financial Experience	Non-Recurring Items	Total Experience
6/30/2025	$ 64,290	$ (50,091)	$ 14,199	$ 39,725	$ 53,924
6/30/2024	18,357	(35,836)	(17,479)	0	(17,479)
6/30/2023	(5,280)	(70,885)	(76,165)	(5,679)	(81,844)
6/30/2022	22,550	(20,703)	1,847	(58)	1,789
6/30/2021	117,195	(6,608)	110,587	(12,389)	98,198
6/30/2020	(89,538)	19,032	(70,506)	(73,524)	(144,030)
6/30/2019	(116,232)	(27,406)	(143,638)	(80,853)	(224,491)
6/30/2018	(53,615)	13,448	(40,167)	(76,425)	(116,592)
6/30/2017	(50,882)	(57,971)	(108,853)	127,571	18,718
6/30/2016	(106,785)	(54,528)	(161,313)	(72,680)	(233,993)

Dollar amounts in thousands

APPENDIX A – MEMBERSHIP INFORMATION

Data Assumptions and Methods

In preparing our data, we relied on information supplied by the San José Department of Retirement Services. This information includes, but is not limited to, plan provisions, employee data, and financial information. Our methodology for obtaining the data used for the valuation is based upon the following assumptions and practices:

- Records on the "Active" data file are considered to be Active if they do not have a reason for termination.

- Records on any of the data files are considered to be Inactive if they have a reason for termination of deferred vested or leave of absence/inactive.

- Records on the "Retiree" and "Beneficiary/QDRO" files are considered in pay status if they do not have a date of death, are not inactive, and have not withdrawn from the plan.

- All active employees are assumed to accrue a full year of service in all future years.

- Salary for the year commencing on the valuation date is defined as the greater of:

    - Annualized "compensation rate 2," increased with one year of wage inflation and one-half year of merit increase; and,
    - "Pensionable compensation" for the year ending on the valuation date, increased with one year of wage inflation and one year of merit increase.

- The annual benefit for deferred vested members is set to be the accrued benefit provided. If an accrued benefit is not provided, then an annual benefit is estimated at the later of their current age and assumed retirement age, using the benefit service provided and annualized "compensation rate 2."

- We assume any member found in last year's "Retiree" file and not in this year's file is deceased without a beneficiary and should be removed from the valuation data.

- We assume all deceased members with payments continuing to a beneficiary have already been accounted for in the "Retiree" file.

- If a spouse continuance amount is not provided on a Tier 1 retiree or disabled member's record, it is assumed to equal the member's benefit, multiplied by 37.5%, and divided by the member's benefit multiplier at retirement.

APPENDIX A – MEMBERSHIP INFORMATION

Table A-1

Active Member Data	June 30, 2024	June 30, 2025			
	Total	Fire	Police	Total	% Change
Tier 1					
Count	773	375	355	730	-5.6%
Averages					
Current Age	48.0	49.1	48.3	48.7	1.5%
Eligibility Service	19.5	19.8	20.6	20.2	3.5%
Benefit Service	18.7	19.0	19.8	19.4	3.8%
Expected Pensionable Earnings	$ 192,461	$ 193,774	$ 216,439	$ 204,796	6.4%
Tier 2					
Count	867	269	629	898	3.6%
Averages					
Current Age	33.5	35.7	33.4	34.1	1.8%
Eligibility Service	4.9	5.6	5.4	5.5	12.9%
Benefit Service	4.7	5.2	5.4	5.3	13.2%
Expected Pensionable Earnings	$ 157,527	$ 157,296	$ 175,864	$ 170,302	8.1%
Total					
Count	1,640	644	984	1,628	-0.7%
Averages					
Current Age	40.3	43.5	38.8	40.7	0.8%
Eligibility Service	11.8	13.9	10.9	12.1	2.7%
Benefit Service	11.3	13.2	10.6	11.6	3.0%
Expected Pensionable Earnings	$ 173,993	$ 178,537	$ 190,502	$ 185,769	6.8%

APPENDIX A – MEMBERSHIP INFORMATION

Table A-2

Schedule of Active Member Data

Valuation Year	Active Count	Annual Payroll	Monthly Average Pay	Percent Change in Average Pay
2025	1,628	$ 302,432,000	$ 15,481	6.77%
2024	1,640	285,349,000	14,499	8.47%
2023	1,695	271,893,000	13,367	6.33%
2022	1,746	263,395,000	12,571	3.81%
2021	1,738	252,558,000	12,110	3.13%
2020	1,709	240,798,000	11,742	5.66%
2019	1,638	218,429,000	11,113	1.02%
2018	1,544	203,816,000	11,000	12.69%
2017	1,577	184,733,000	9,762	2.96%
2016	1,654	188,189,000	9,481	-11.51%

APPENDIX A – MEMBERSHIP INFORMATION

Table A-3

Payee Member Data	June 30, 2024	June 30, 2025	%Change
Retired			
Count	1,363	1,351	-0.9%
Average Age	65.5	66.1	0.9%
Average Annual Benefit	$ 129,543	$ 133,218	2.8%
Service Disability			
Count	847	878	3.7%
Average Age	70.4	70.2	-0.3%
Average Annual Benefit	$ 115,290	$ 119,360	3.5%
Non-Service Disability			
Count	27	26	-3.7%
Average Age	60.7	60.2	-0.8%
Average Annual Benefit	$ 58,335	$ 59,550	2.1%
Beneficiaries & SADROs			
Count	414	420	1.4%
Average Age	70.3	71.0	1.1%
Average Annual Benefit	$ 54,414	$ 56,573	4.0%
Total			
Count	2,651	2,675	0.9%
Average Age	67.7	68.1	0.6%
Average Annual Benefit	$ 112,531	$ 115,920	3.0%

APPENDIX A – MEMBERSHIP INFORMATION

Table A-4

Schedule of Retirees and Beneficiaries Added to and Removed from Rolls

Period	Beginning Count	Beginning Annual Allowances	Added to Rolls Count	Added to Rolls Annual Allowances	Removed from Rolls Count	Removed from Rolls Annual Allowances	End of Period Count	End of Period Annual Allowances	% Increase in Annual Allowances	Average Annual Allowances
2024-2025	2,651	$ 298,320	131	$ 22,885	107	$ 11,120	2,675	$ 310,085	3.9%	$ 115,920
2023-2024	2,598	283,918	170	25,781	117	11,379	2,651	298,320	5.1%	112,531
2022-2023	2,518	266,635	143	22,750	63	5,467	2,598	283,918	6.5%	109,283
2021-2022	2,438	251,318	146	21,212	66	5,895	2,518	266,635	6.1%	105,892
2020-2021	2,380	237,230	121	18,787	63	4,699	2,438	251,318	5.9%	103,084
2019-2020	2,318	224,303	112	16,936	50	4,009	2,380	237,230	5.8%	99,676
2018-2019	2,250	211,220	122	17,005	54	3,922	2,318	224,303	6.2%	96,766
2017-2018	2,192	200,197	120	15,558	62	4,535	2,250	211,220	5.5%	93,876
2016-2017	2,149	190,897	87	11,816	44	2,516	2,192	200,197	4.9%	91,331
2015-2016	2,108	182,185	72	10,843	31	2,131	2,149	190,897	4.8%	88,831

Annual Allowances in Thousands

APPENDIX A – MEMBERSHIP INFORMATION

Table A-5

Inactive Member Data	June 30, 2024	June 30, 2025	%Change
Tier 1			
Terminated Vested / Reciprocal			
Count	192	173	-9.9%
Average Age	48.0	48.5	0.9%
Average Annual Benefit	$ 29,448	$ 28,157	-4.4%
Average Contribution Balance with Interest	$ 143,724	$ 138,168	-3.9%
Non-Vested Terminated			
Count	26	22	-15.4%
Average Age	44.5	44.8	0.5%
Average Annual Benefit	$ 11,057	$ 11,067	0.1%
Average Contribution Balance with Interest	$ 65,469	$ 67,252	2.7%
Total			
Count	218	195	-10.6%
Average Age	47.6	48.0	0.9%
Average Annual Benefit	$ 27,255	$ 26,229	-3.8%
Average Contribution Balance with Interest	$ 134,391	$ 130,167	-3.1%
Tier 2			
Terminated Vested / Reciprocal			
Count	47	57	21.3%
Average Age	36.2	36.2	-0.1%
Average Annual Benefit	$ 11,167	$ 15,428	38.2%
Average Contribution Balance with Interest	$ 62,581	$ 85,672	36.9%
Non-Vested Terminated			
Count	160	175	9.4%
Average Age	35.4	35.7	0.7%
Average Annual Benefit	$ 2,618	$ 2,366	-9.6%
Average Contribution Balance with Interest	$ 16,820	$ 15,413	-8.4%
Total			
Count	207	232	12.1%
Average Age	35.6	35.8	0.5%
Average Annual Benefit	$ 4,559	$ 5,575	22.3%
Average Contribution Balance with Interest	$ 27,210	$ 32,675	20.1%
Total			
Count	425	427	0.5%
Average Age	41.8	41.4	-0.9%
Average Annual Benefit	$ 16,201	$ 15,007	-7.4%
Average Contribution Balance with Interest	$ 82,188	$ 77,197	-6.1%

For inactive members, benefit is calculated using the assumptions and methods outlined in Appendix A if not provided in the data

APPENDIX A – MEMBERSHIP INFORMATION

Table A-6

Distribution of Active Members as of June 30, 2025

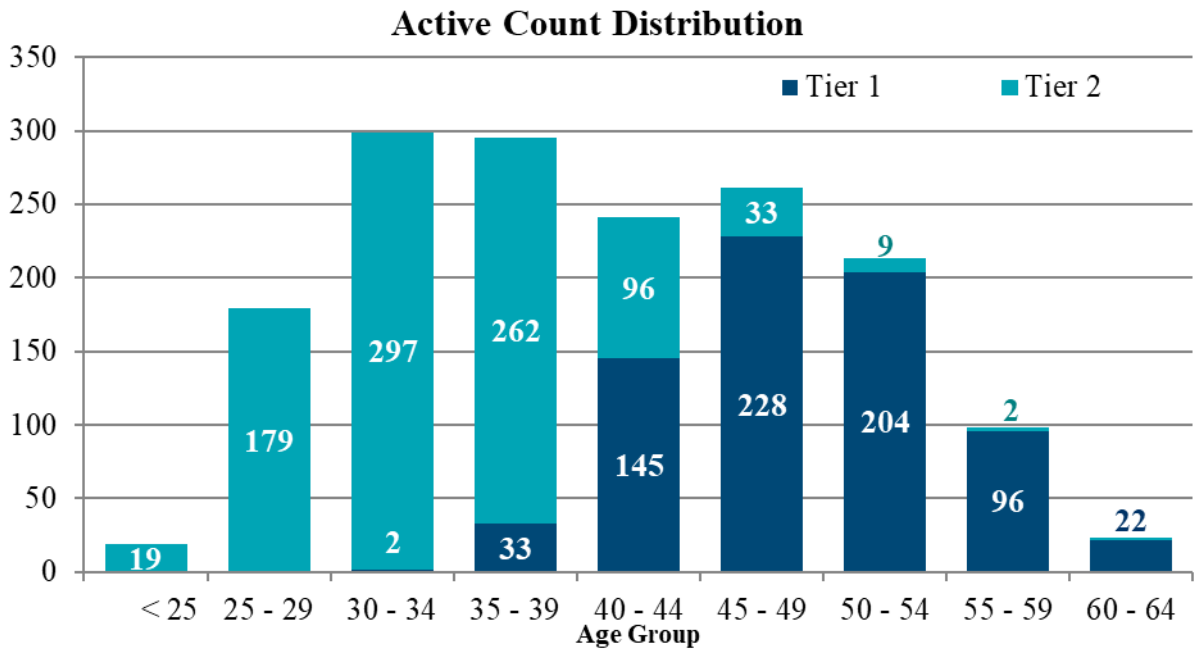
Age	Years of Benefit Service								
	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 and Up	Total
Under 25	14	5	0	0	0	0	0	0	19
25 to 29	39	122	18	0	0	0	0	0	179
30 to 34	19	129	147	4	0	0	0	0	299
35 to 39	5	70	149	69	2	0	0	0	295
40 to 44	1	27	61	66	85	1	0	0	241
45 to 49	1	7	19	48	110	64	12	0	261
50 to 54	0	1	10	10	60	69	63	0	213
55 to 59	0	1	2	4	23	25	39	4	98
60 to 64	0	0	2	1	3	10	5	2	23
65 and up	0	0	0	0	0	0	0	0	0
Total Count	79	362	408	202	283	169	119	6	1,628

Distribution of Average Expected Salary as of June 30, 2025

Age	Years of Benefit Service								
	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 and Up	Total
Under 25	$134,625	$142,868	$0	$0	$0	$0	$0	$0	$136,794
25 to 29	132,460	156,460	180,074	0	0	0	0	0	153,606
30 to 34	147,857	157,555	186,637	190,237	0	0	0	0	171,674
35 to 39	146,362	158,461	184,149	193,586	201,182	0	0	0	179,736
40 to 44	136,518	153,718	184,133	189,270	209,061	260,257	0	0	191,043
45 to 49	198,987	148,609	187,176	188,852	204,417	218,293	230,738	0	203,394
50 to 54	0	166,572	180,818	201,180	201,042	204,299	221,009	0	206,898
55 to 59	0	299,283	189,199	176,125	195,670	197,742	210,124	234,815	203,676
60 to 64	0	0	177,985	160,450	216,209	209,393	203,058	277,092	209,932
65 and up	0	0	0	0	0	0	0	0	0
Avg. Salary	$ 138,320	$ 157,116	$ 184,917	$ 190,851	$ 204,488	$ 209,261	$ 217,669	$ 248,907	$ 185,769

APPENDIX A – MEMBERSHIP INFORMATION

Chart A-1



APPENDIX A – MEMBERSHIP INFORMATION

Table A-7

Retirees and Disabled by Attained Age and Benefit Effective Date

Benefit Effective	Age										
	Under 50	50 to 54	55 to 59	60 to 64	65 to 69	70 to 74	75 to 79	80 to 84	85 to 89	90 and up	Total
Pre-2007	0	0	2	11	17	96	231	203	107	26	693
PYE 2007	0	0	2	1	8	33	13	2	0	0	59
PYE 2008	0	2	2	0	11	28	12	1	0	0	56
PYE 2009	0	0	0	3	40	66	32	2	1	0	144
PYE 2010	1	0	1	1	73	43	9	0	0	0	128
PYE 2011	0	3	4	17	61	20	2	0	0	0	107
PYE 2012	2	3	3	24	27	7	1	0	0	0	67
PYE 2013	2	4	5	25	12	4	1	0	0	0	53
PYE 2014	2	4	3	25	16	1	0	0	0	0	51
PYE 2015	4	2	7	56	20	3	1	0	0	0	93
PYE 2016	1	4	9	34	4	3	0	0	0	0	55
PYE 2017	4	5	19	30	8	0	0	0	0	0	66
PYE 2018	1	6	28	27	4	1	0	0	0	0	67
PYE 2019	1	2	44	29	4	0	0	1	0	0	81
PYE 2020	1	0	40	38	3	1	0	0	0	0	83
PYE 2021	5	12	57	23	2	0	0	0	0	0	99
PYE 2022	5	20	62	11	0	0	0	0	0	0	98
PYE 2023	2	31	57	15	2	0	0	0	0	0	107
PYE 2024	4	35	41	3	3	1	0	1	0	0	88
PYE 2025	7	25	24	3	0	0	0	0	1	0	60
Total	42	158	410	376	315	307	302	210	109	26	2,255

Average Age at Retirement/Disability		52.5
Average Current Age		67.6
Average Annual Pension	$	126,973

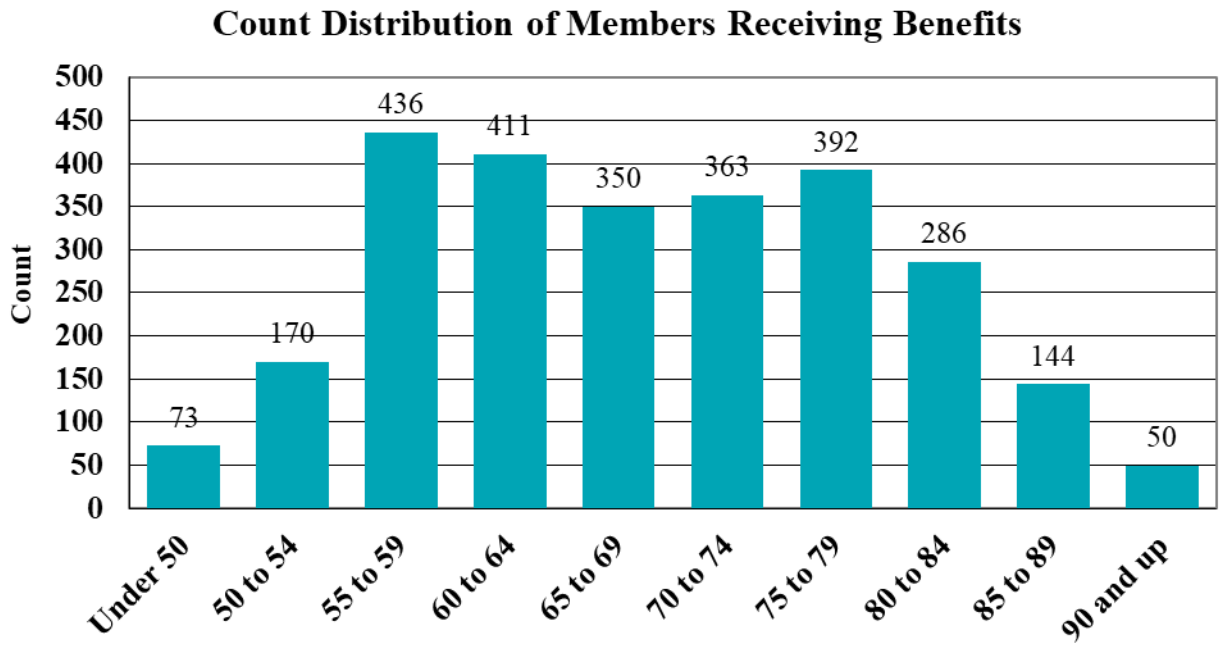
APPENDIX A – MEMBERSHIP INFORMATION

Table A-8

Distribution of Retirees, Disabled Members, and Beneficiaries as of June 30, 2025

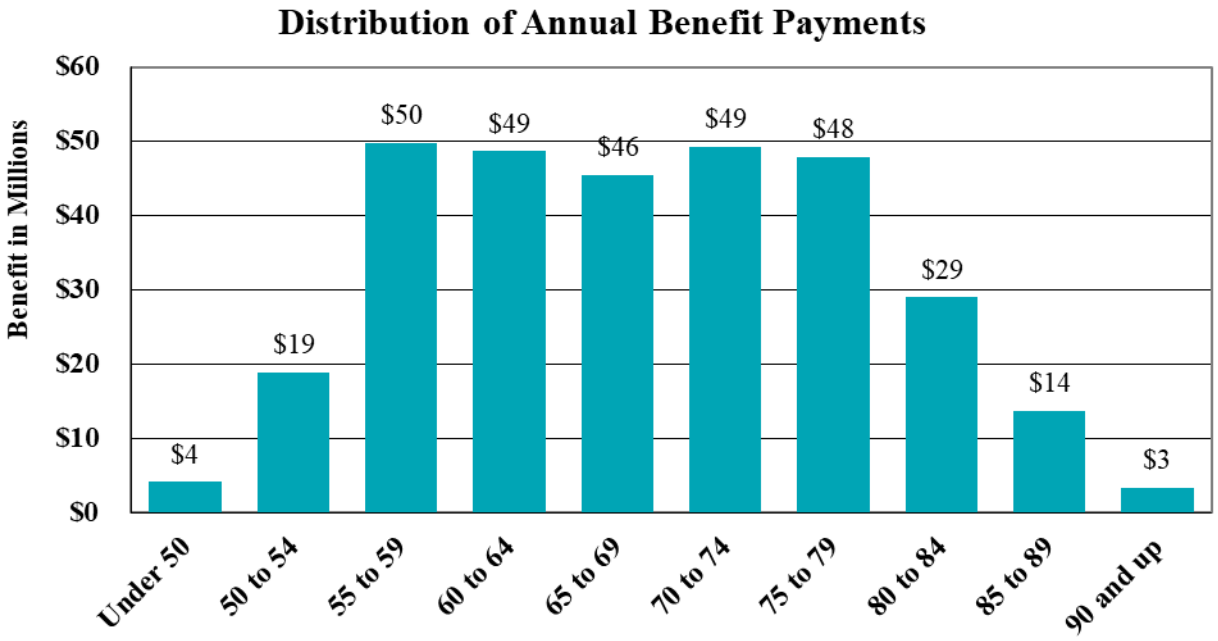
Age	Count		Annual Benefit
Under 50	73	$	4,120,461
50 to 54	170		18,876,574
55 to 59	436		49,720,833
60 to 64	411		48,665,764
65 to 69	350		45,510,357
70 to 74	363		49,291,852
75 to 79	392		47,844,261
80 to 84	286		28,975,730
85 to 89	144		13,708,161
90 and up	50		3,370,814
Total	**2,675**	**$**	**310,084,808**

Chart A-2



APPENDIX A – MEMBERSHIP INFORMATION

Chart A-3



APPENDIX A – MEMBERSHIP INFORMATION

Table A-9

Changes in Plan Membership

TIER 1	Active	Vested Terminated / Reciprocal	Non-Vested Terminated	In-Pay Retired	In-Pay Disabled	In-Pay Beneficiary / SADRO	Total
June 30, 2024	**773**	**192**	**26**	**1,363**	**871**	**414**	**3,639**
New Entrants	0	0	0	0	0	0	0
Rehires	6	(6)	0	0	0	0	0
Non-Vested Terms	0	0	0	0	0	0	0
Vested Deferrals	(5)	5	0	0	0	0	0
Refunds	(1)	(2)	(1)	0	0	0	(4)
Disabilities	(3)	(2)	0	(42)	47	0	0
Retirements	(40)	(13)	0	53	0	0	0
SADROs	0	(1)	0	0	0	1	0
Deaths	0	(1)	0	(23)	(21)	0	(45)
Beneficiary Deaths	0	0	0	0	0	(17)	(17)
Benefits Expiring	0	0	0	0	0	(3)	(3)
Adjustments	0	1	(3)	0	0	25	23
June 30, 2025	**730**	**173**	**22**	**1,351**	**897**	**420**	**3,593**
TIER 2							
June 30, 2024	**867**	**47**	**160**	**0**	**3**	**0**	**1,077**
New Entrants	78	0	5	0	0	0	83
Rehires	6	(3)	(2)	0	0	0	1
Non-Vested Terms	(24)	(9)	33	0	0	0	0
Vested Deferrals	(22)	22	(2)	0	0	0	(2)
Refunds	(6)	(3)	(14)	0	0	0	(23)
Disabilities	(1)	(1)	(2)	0	2	0	(2)
Retirements	0	0	0	0	0	0	0
Deaths	0	0	0	0	0	0	0
Beneficiary Deaths	0	0	0	0	0	0	0
Benefits Expiring	0	0	0	0	0	0	0
Adjustments	0	4	(3)	0	2	0	3
June 30, 2025	**898**	**57**	**175**	**0**	**7**	**0**	**1,137**
TOTAL							
June 30, 2024	**1,640**	**239**	**186**	**1,363**	**874**	**414**	**4,716**
New Entrants	78	0	5	0	0	0	83
Rehires	12	(9)	(2)	0	0	0	1
Non-Vested Terms	(24)	(9)	33	0	0	0	0
Vested Deferrals	(27)	27	(2)	0	0	0	(2)
Refunds	(7)	(5)	(15)	0	0	0	(27)
Disabilities	(4)	(3)	(2)	(42)	49	0	(2)
Retirements	(40)	(13)	0	53	0	0	0
SADROs	0	(1)	0	0	0	1	0
Deaths	0	(1)	0	(23)	(21)	0	(45)
Beneficiary Deaths	0	0	0	0	0	(17)	(17)
Benefits Expiring	0	0	0	0	0	(3)	(3)
Adjustments	0	5	(6)	0	2	25	26
June 30, 2025	**1,628**	**230**	**197**	**1,351**	**904**	**420**	**4,730**

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

A. Actuarial Assumptions

The economic and demographic assumptions were adopted at the Board's November 6, 2025 meeting based on our input and recommendations from our experience study covering plan experience through June 30, 2025. Please refer to the experience study report and presentations for both the October 2, 2025 and November 6, 2025 Board meetings for the rationale for each of the assumptions.

1. Discount Rate

6.625% net of investment expenses. The long-term expected return on assets based on Meketa's capital market assumptions for the 10-year and 20-year time horizons are 7.1% and 8.5%, respectively. The Board applied a margin for adverse deviation to maintain the assumption of 6.625%.

2. Price Inflation

2.50% per annum.

3. Amortization Payment Growth

2.50% per annum.

4. Wage Inflation

Reflect currently bargained across-the-board increases and 3.125% per annum (0.625% real wage growth) thereafter. For this valuation, Fire members have bargained increases of 4.00% effective July 1, 2025, 1.00% effective January 1, 2026, and 3.50% effective July 1, 2026. For this valuation, Police members have bargained increases of 7.00% effective July 1, 2025, 5.00% effective July 1, 2026, and 3.00% effective July 1, 2027.

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

5. Merit Salary Increase Rate

The following merit component is added to wage inflation, based on an individual member's years of service:

Table B-1

Merit Salary Increases	
Years of Service	**Increase**
0	6.00%
1	6.00
2	5.75
3	5.50
4	5.00
5	4.25
6	2.50
7	1.50
8	1.15
9	0.95
10+	0.75

Police members are expected to receive the following additional increases:

- July 1, 2027: 3.75% increase for any Police member with 20 or more years of service.
- July 1, 2028: 1.25% increase for any Police member with 20 or more years of service.
- 20 years of service: 5.0% increase for any Police member attaining 20 years of service after the effective dates above.

6. Rates of Retirement

Rates of retirement are based on age and service according to the following Tables B-2 and B-3. Tier 1 rates only apply when the member is eligible for unreduced benefits.

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

Table B-2

Police Rates of Retirement							
	Tier 1 Years of Service			Tier 2 Years of Service			
Age	<25	25 – 29	30+	<20	20 – 24	25 – 29	30+
50	0.0%	55.0%	55.0%	2.0%	2.0%	2.0%	5.0%
51	0.0	45.0	55.0	2.0	2.0	2.0	5.0
52 – 54	0.0	35.0	55.0	2.0	2.0	2.0	5.0
55	25.0	37.5	55.0	2.0	2.0	2.0	5.0
56	25.0	40.0	55.0	2.0	2.0	2.0	5.0
57 – 59	25.0	40.0	55.0	7.5	10.0	20.0	55.0
60 – 61	25.0	40.0	55.0	10.0	20.0	35.0	55.0
62 – 64	100.0	100.0	100.0	25.0	50.0	75.0	100.0
65+	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table B-3

Fire Rates of Retirement							
	Tier 1 Years of Service			Tier 2 Years of Service			
Age	<25	25 – 29	30+	<20	20 – 24	25 – 29	30+
50	0.0%	40.0%	40.0%	1.0%	1.0%	1.0%	2.5%
51 – 54	0.0	30.0	40.0	1.0	1.0	1.0	2.5
55	27.5	30.0	40.0	1.0	1.0	1.0	2.5
56	22.5	30.0	40.0	1.0	1.0	1.0	2.5
57	17.5	30.0	40.0	5.0	7.5	15.0	40.0
58 – 59	27.5	30.0	40.0	5.0	7.5	15.0	40.0
60 – 61	27.5	30.0	40.0	7.5	15.0	25.0	40.0
62 – 64	100.0	100.0	100.0	20.0	35.0	50.0	100.0
65+	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Tier 1 vested terminated members are assumed to retire at age 50 if they have 25 or more years of service or at age 55 if they have less than 25 years of service. Tier 2 vested terminated members are assumed to retire at age 60.

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

7. Rates of Termination

Rates of termination are shown in Table B-4 below.

Table B-4

Rates of Termination		
Service	Police	Fire
0	11.00%	6.00%
1	8.00	3.25
2	6.25	2.25
3	5.00	1.50
4	4.25	1.25
5	3.75	1.00
6	3.55	0.90
7	3.40	0.80
8	3.30	0.70
9	3.25	0.60
10	3.25	0.50
11	3.25	0.50
12	3.15	0.50
13	2.95	0.50
14	2.75	0.50
15	2.25	0.50
16	1.75	0.50
17	1.50	0.50
18	1.25	0.50
19+	1.00	0.50

Termination rates do not apply once retirement rates apply.

Tier 1 members who terminate with less than 10 years of service and Tier 2 members who terminate with less than 5 years of service are assumed to receive a refund of contributions. For terminating employees who are not assumed to receive a refund, 75% are assumed to subsequently work for a reciprocal employer and receive 3.125% pay increases per year.

8. Rates of Disability

For Police, disability rates are equal to the CalPERS Public Agency Police industrial and non-industrial rates multiplied by 77%. For Fire, disability rates are equal to the CalPERS Public Agency Fire industrial and non-industrial rates multiplied by 110%. Sample disability rates of active participants are provided in Table B-5.

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

Table B-5

Rates of Disability at Selected Ages		
Age	Police	Fire
25	0.13%	0.03%
30	0.38	0.07
35	0.62	0.14
40	0.86	0.26
45	1.11	0.46
50	1.46	2.33
55	3.74	3.43
60	4.73	4.87
65	5.69	6.74

All disabilities are assumed to be duty-related.

9. Rates of Mortality

Mortality rates are based on the sex-distinct mortality tables shown below, multiplied by the corresponding factor. The same factor is applied to the male and female tables.

Table B-6

Base Mortality Tables		
Category	Table	Factor
Healthy Retirees	2016 Public Safety Above Median Income Mortality Table (PubS-2016(A)) for Healthy Retirees	1.00
Disabled Retiree	2016 Public Safety Mortality Table (PubS-2016) for Disabled Retirees	0.90
Beneficiaries	2016 General Member Mortality Table (PubG-2016) for Healthy Retirees	1.10
Healthy Non-Annuitant	2016 Public Safety Above Median Income Mortality Table (PubS-2016(A)) for Employees	0.96

It is assumed that 50% of active deaths are service-related.

Future mortality improvements are projected by applying the SOA MP-2021 projection scale on a generational basis from the base year of 2016.

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

10. Family Composition

The percentage assumed to be married at retirement is shown in Table B-7. Spouses are assumed to be of the opposite sex. Male retirees are assumed to be three years older than their spouses, and female retirees are assumed to be three years younger than their spouses.

Table B-7

Percentage Married	
Sex	**Percentage**
Males	85%
Females	70%

11. Administrative Expenses

Administrative expenses are assumed to equal the prior year's actual administrative expenses, increased by the wage inflation assumption to the year of the contribution. Administrative expenses are allocated to tier groups in proportion to each group's Market Value of Assets.

12. Changes Since Last Valuation

Retirement, termination, mortality, and disability rates, the percentage of female members assumed to be married, the merit salary scale, and the wage inflation assumption were updated for this valuation.

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

B. Contribution Allocation Procedure

The contribution allocation procedure primarily consists of an actuarial cost method, an asset smoothing method, and an amortization method, as described below. This contribution allocation procedure, combined with reasonable assumptions, produces a Reasonable Actuarially Determined Contribution as defined in Actuarial Standard of Practice No. 4. The contribution allocation procedure was selected to balance benefit security, intergenerational equity, and the stability of actuarially determined contributions. The selection also considered the demographics of plan members, the funding goals and objectives of the Board, and the need to accumulate assets to make benefit payments when due.

1. Actuarial Cost Method

The Entry Age Actuarial Cost Method was used for active employees, whereby the normal cost is computed as the level annual percentage of pay required to fund the retirement benefits between each member's date of hire and assumed retirement. The Actuarial Liability is the difference between the present value of future benefits and the present value of future normal cost. The Unfunded Actuarial Liability is the difference between the Actuarial Liability and the Actuarial Value of Assets.

2. Asset Valuation Method

For the purposes of determining contributions, we use a smoothed Actuarial Value of Assets that dampens the effects of volatility in the market value of assets on the pattern of contributions.

The Actuarial Value of Assets is calculated by recognizing the deviation of actual investment returns compared to the expected return over a five-year period. The dollar amount of the expected return on the Market Value of Assets is determined using the actual contributions and benefit payments during the year. Any difference between this amount and the actual net investment earnings is considered a gain or loss. Finally, the Actuarial Value of Assets is restricted to a corridor between 80 percent and 120 percent of the Market Value of Assets.

As adopted by the Board at their November 2, 2023 meeting based on our input, effective for this valuation, the remaining unrecognized investment gains and losses were combined with the investment gain for 2023 and will be recognized over five years. The primary impact of this change is to align the recognition of the large gain for 2021 with the large loss for 2022 to produce a smoother pattern of contributions.

3. Amortization Method

Actuarial gains and losses and plan changes are amortized over a 15-year period beginning with the valuation date in which they first arise. Changes in methods and assumptions are amortized over a 20-year period beginning with the valuation date on which they are effective. Amortization payments are assumed to increase by 2.5% each year. Some amortization periods have been adjusted in prior years to smooth the pattern of future contributions.

APPENDIX C – SUMMARY OF PLAN PROVISIONS
TIER 1

1. Membership Requirement

Participation in the plan is immediate upon the first day of employment with the City of San José as a police officer or firefighter except for the following:

- Independent contractors,
- Person in City service principally for training or educational purposes,
- Auxiliary or voluntary police officers or firefighters,
- Part-time or non-salaried employees, and
- Employees receiving credit in any other retirement or pension system.

Persons eligible for Tier 1 membership include:

- Any police officer hired prior to August 4, 2013 or any firefighter hired prior to January 2, 2015.
- Any person who was a member of this plan as an employee of the police department prior to August 4, 2013, and terminated employment with the city, and returned to employment with the city in a position covered by this plan on or after August 4, 2013.
- Any person who was a member of this plan as an employee of the fire department prior to January 2, 2015, and terminated employment with the city, and returned to employment with the city in a position covered by this plan on or after January 2, 2015.
- Any person accepting employment in the police department or fire department of the city on or after January 1, 2013, who is otherwise eligible for this plan and who was an active member in another California public retirement system with which this plan has reciprocity under Part 16, and who has a break in service of less than six months from that covered employment and employment with the city.

2. Final Compensation

The highest twelve consecutive months of pensionable compensation in covered employment. However, in determining Final Compensation, no pensionable compensation in the last 12 months of employment that exceeds 108% of pensionable compensation during the 12 months immediately preceding the last 12 months shall be considered.

3. Credited Service

Years of service in covered employment plus service purchased for military leave of absence, Federated service, and unpaid leaves of absence.

APPENDIX C – SUMMARY OF PLAN PROVISIONS
TIER 1

4. Contributions

a. Member:

The amount needed to fund 3/11ths of normal cost (excluding normal cost for reciprocal benefits and excluding administrative expenses) calculated under the Entry Age actuarial cost method.

b. Employer:

The Employer contributes the remaining amounts necessary to fund the Plan in accordance with the Board's funding policy.

5. Service Retirement

Eligibility

Age 55 with 20 years of service, age 50 with 25 years of service, age 70 with no service requirement, or any age with 30 years of service. Reduced benefits are also available at age 50 with 20 years of service.

Benefit

Police: 2.5% of Final Compensation for each year of credited service up to 20 years plus 4.0% of Final Compensation for each year of credited service in excess of 20, subject to a maximum of 90% of Final Compensation.

Fire: For members with less than 20 years of service, 2.5% of Final Compensation for each year of credited service. For members with 20 or more years of service, 3.0% of Final Compensation for each year of service, subject to a maximum of 90% of Final compensation.

6. Service-Connected Disability Retirement

Eligibility

No age or service requirement.

Benefit

Police: 50% of Final Compensation plus 4.0% of Final Compensation for each year of credited service in excess of 20, subject to a maximum of 90% of Final Compensation.

APPENDIX C – SUMMARY OF PLAN PROVISIONS
TIER 1

Fire: For members with less than 20 years of service, 50% of Final Compensation. For members with 20 or more years of service, 3.0% of Final Compensation for each year of service, subject to a maximum of 90% of Final Compensation.

7. Non-Service-Connected Disability Retirement

Eligibility

Two years of service.

Benefit

For members with less than 20 years of service, 32% of Final Compensation plus 1% of Final Compensation for each year of service in excess of two. For members with 20 or more years of service, the benefit amount equals the amount that would be calculated under the service retirement formula.

8. Non-Service-Connected Death

Less than 2 Years of Service:
Lump sum benefit equal to the greater of accumulated employee contributions with interest or $1,000.

Active members ineligible for service retirement and disabled retirees on a non-service-connected disability:
Spouse receives 24% of Final Compensation plus 0.75% of Final Compensation for each year of service in excess of two, subject to a maximum of 37.5% of Final Compensation. If a member has eligible dependent children, an additional benefit is payable as follows:

1 Child: 25% of Final Compensation
2 Children: 37.5% of Final Compensation
3+ Children: 50% of Final Compensation

The total benefit payable to a family is limited to 75% of Final Compensation.

If a member does not have a spouse or eligible dependent children, a lump sum benefit equal to the greater of accumulated employee contributions with interest or $1,000.

Active members eligible for service retirement, service retirees, and disabled retirees on a service-connected disability:
Spouse receives the greater of 37.5% of Final Compensation or 50% of the member's service retirement benefit, subject to a maximum of 42.5% of Final Compensation for Police and 45% of Final Compensation for Fire. Eligible dependent children will receive the same benefit as defined under the non-service-connected death for disabled retirees or

members ineligible for service retirement. The total benefit payable to a family is limited to 75% of Final Compensation.

If a member does not have an eligible surviving spouse or surviving domestic partner or eligible surviving children, the member's estate receives a lump sum death benefit of $1,000.

Deferred vested members eligible for service retirement:
Spouse receives 1.875% of Final Compensation for each year of service, subject to a maximum of 37.5% of Final Compensation. Eligible dependent children receive the same benefit as defined under the non-service-connected death for active members ineligible for service retirement. The total benefit payable to a family is limited to 75% of Final Compensation.

If a member does not have a spouse or eligible dependent children, a lump sum benefit is paid to the member's estate equal to the greater of accumulated employee contributions with interest or $1,000.

9. Service-Connected Death

Spouse receives the greater of 37.5% of Final Compensation or 50% of the member's service retirement benefit, subject to a maximum of 42.5% of Final Compensation for Police and 45% of Final Compensation for Fire. If a member has eligible dependent children, an additional benefit of 25% of Final Compensation is payable for each eligible dependent child. The total benefit payable to a family is limited to 75% of Final Compensation.

If a member does not have a spouse or eligible dependent children, a lump sum benefit equal to the greater of accumulated employee contributions with interest or $1,000 is paid to the member's estate.

10. Termination Benefits

Less than 10 Years of Service:
Lump sum benefit equal to the accumulated employee contributions with interest at 2% per annum. For members not covered by the VEBA, the lump sum also includes an amount equal to the employee contributions made to the 401(h) account accumulated with interest at 2% per annum.

10 or more years of credited service:
The amount of the service retirement benefit, payable at the later of age 55 or 20 years from date of membership.

APPENDIX C – SUMMARY OF PLAN PROVISIONS
TIER 1

11. Post-retirement Cost-of-Living Benefit

Benefits are increased every February 1 by 3.0%.

12. Changes Since Last Valuation

None.

APPENDIX C – SUMMARY OF PLAN PROVISIONS
TIER 2

1. Membership Requirement

Any police officer who is hired by the City on or after August 4, 2013, or any firefighter who is hired by the City on or after January 2, 2015, and who does not meet the eligibility requirements for Tier 1.

2. Final Compensation

The highest average monthly compensation of the member during any thirty-six consecutive months of covered employment. Compensation excludes overtime pay and expense allowances.

3. Credited Service

One year of service credit is given for 2,080 or more hours of city service rendered in any calendar year. A partial year (fraction with the numerator equal to the hours worked, and the denominator equal to 2,080) is given for each calendar year with less than 2,080 hours worked.

4. Member Contributions

50% of total Tier 2 contributions to the pension plan, including, but not limited to, administrative expenses, normal cost, and Unfunded Actuarial Liability. Increases in members' Unfunded Actuarial Liability contributions are limited to one-third of one percent of compensation each year. Contributions cannot be less than 50% of normal cost.

5. Unreduced Service Retirement

Eligibility

Age 57 with five years of service.

Benefit – Member

2.4% of Final Compensation for each year of credited service up to 20 years, plus 3.0% of Final Compensation for each year of credited service between 20 years and 25 years, plus 3.4% of Final Compensation for each year of credited service in excess of 25 years, subject to a maximum of 80% of Final Compensation.

Benefit – Survivor

50% joint and survivor annuity.

APPENDIX C – SUMMARY OF PLAN PROVISIONS
TIER 2

6. Early Service Retirement

Eligibility

Age 50 with five years of service.

Benefit – Member

Reduced 7% per year for each year between age 57 and the member's age at retirement.

7. Service-Connected Disability Retirement

Eligibility

No age or service requirement.

Benefit – Member

The greater of:

- Monthly benefit equivalent to 50% of Final Compensation,
- The service retirement benefit, if eligible for service retirement,
- A service retirement benefit actuarially reduced from age 50, if not eligible for service retirement.

8. Non-Service-Connected Disability Retirement

Eligibility

Five years of service.

Benefit – Member

1.8% of Final Compensation for each year of credited service if less than age 50, or the service pension benefit if older than age 50.

APPENDIX C – SUMMARY OF PLAN PROVISIONS
TIER 2

9. Death Before Retirement

If death occurs before retirement eligibility is reached and after two years of service

Monthly benefit equal to 24% of Final Compensation plus 0.75% of Final Compensation for each year of service in excess of two, up to a maximum of 37.5% of Final Compensation

If death occurs after retirement eligibility is reached

Benefit equivalent to what the spouse would have received if the employee was retired at the time of death.

Employees killed in the line of duty

Monthly benefit equal to the greater of:

- 37.5% of Final Compensation or
- 50% of what the employee would have received if retired at the time of death.

10. Withdrawal Benefits

Less than five years of credited service

Lump sum benefit equal to the accumulated employee contributions with interest.

Five or more years of credited service

The amount of the service retirement benefit, actuarially reduced for early retirement, and payable when retirement eligibility is reached.

11. Benefit Forms

Retiree may choose an optional settlement at retirement that reduces their allowance to provide a higher survivorship allowance to their spouse/domestic partner.

12. Post-retirement Cost-of-Living Benefit

Benefits are increased every February 1 by the change in the December CPI-U for San José-San Francisco-Oakland, subject to a cap of 2.0%. The first COLA after retirement shall be prorated based on the number of months retired.

13. Changes Since Last Valuation

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

APPENDIX C – SUMMARY OF PLAN PROVISIONS
TIER 2

Note: The summary of major plan provisions is designed to outline principal plan benefits. If the Department of Retirement Services finds the plan summary not in accordance with the actual provisions, the actuary should immediately be alerted so that the proper provisions can be valued.

APPENDIX D – GLOSSARY OF TERMS

1. Actuarial Liability

The Actuarial Liability is the difference between the present value of future benefits and the present value of total future normal costs. This is also referred to by some actuaries as the "accrued liability" or "actuarial accrued liability." The Actuarial Liability represents the amount of assets a plan should have as of a valuation date according to the actuarial cost method.

2. Actuarial Assumptions

Estimates of future experience with respect to rates of mortality, disability, turnover, retirement rate or rates of investment income, and salary increases. Demographic actuarial assumptions (rates of mortality, disability, turnover, and retirement) are generally based on past experience, often modified for projected changes in conditions. Economic assumptions (price inflation, wage inflation, and investment income) are generally based on expectations for the future that may differ from the Plan's past experience.

3. Actuarial Cost Method

A mathematical budgeting procedure for allocating the dollar amount of the present value of future benefits between future normal cost and Actuarial Liability.

4. Actuarial Gain (Loss)

The difference between actual experience and the anticipated experience based on the actuarial assumptions during the period between two actuarial valuation dates.

5. Actuarial Present Value

The amount of funds currently required to provide a payment or series of payments in the future. It is determined by discounting future payments at the discount rate and by probabilities of payment.

6. Actuarially Determined Contribution

The payment to the Plan as determined by the actuary using a contribution allocation procedure. It may or may not be the actual amount contributed to the Plan.

7. Amortization Method

A method for determining the amount, timing, and pattern of payment of the Unfunded Actuarial Liability.

APPENDIX D – GLOSSARY OF TERMS

8. Asset Valuation Method

The method used to develop the Actuarial Value of Assets from the Market Value of Assets typically by smoothing investment returns above or below the assumed rate of return over a period of time.

9. Contribution Allocation Procedure

A procedure typically using an actuarial cost method, an asset valuation method, and an amortization method to develop the Actuarially Determined Contribution.

10. Discount Rate

The rate of interest used to discount future benefit payments to determine the actuarial present value. For purposes of determining an Actuarially Determined Contribution, the discount rate is typically based on the long-term expected return on assets.

11. Funded Status or Funding Ratio

Either the Market or Actuarial Value of Assets divided by the Actuarial Liability. For purposes of this report, the funded status represents the proportion of the actual assets as of the valuation date compared to the assets expected by the actuarial cost method. These measures are for contribution budgeting purposes and are not appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan's benefit obligations.

12. Normal Cost

The portion of the present value of future benefits allocated to the current year by the actuarial cost method.

13. Present Value of Future Benefits

The actuarial present value of all benefits, both earned as of the valuation date and expected to be earned in the future by current plan members based on current plan provisions and actuarial assumptions.

14. Unfunded Actuarial Liability (UAL)

The Unfunded Actuarial Liability is the difference between Actuarial Liability and either the Market or the Actuarial Value of Assets. This value is sometimes referred to as "unfunded actuarial accrued liability." It represents the difference between the actual assets and the amount of assets expected by the actuarial cost method as of the valuation date.

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