CHEIRON Classic Values, Innovative Advice

City of San José Police and Fire Department Postemployment Healthcare Plan

Actuarial Valuation Funding Report as of June 30, 2025

Produced by Cheiron

February 2026

TABLE OF CONTENTS

Section		*Page*
Section I	Board Summary	1
Section II	Certification	10
Section III	Assets	12
Section IV	Measures of Liability	16
Section V	Contributions	23
Section VI	Actuarial Section of the ACFR	27

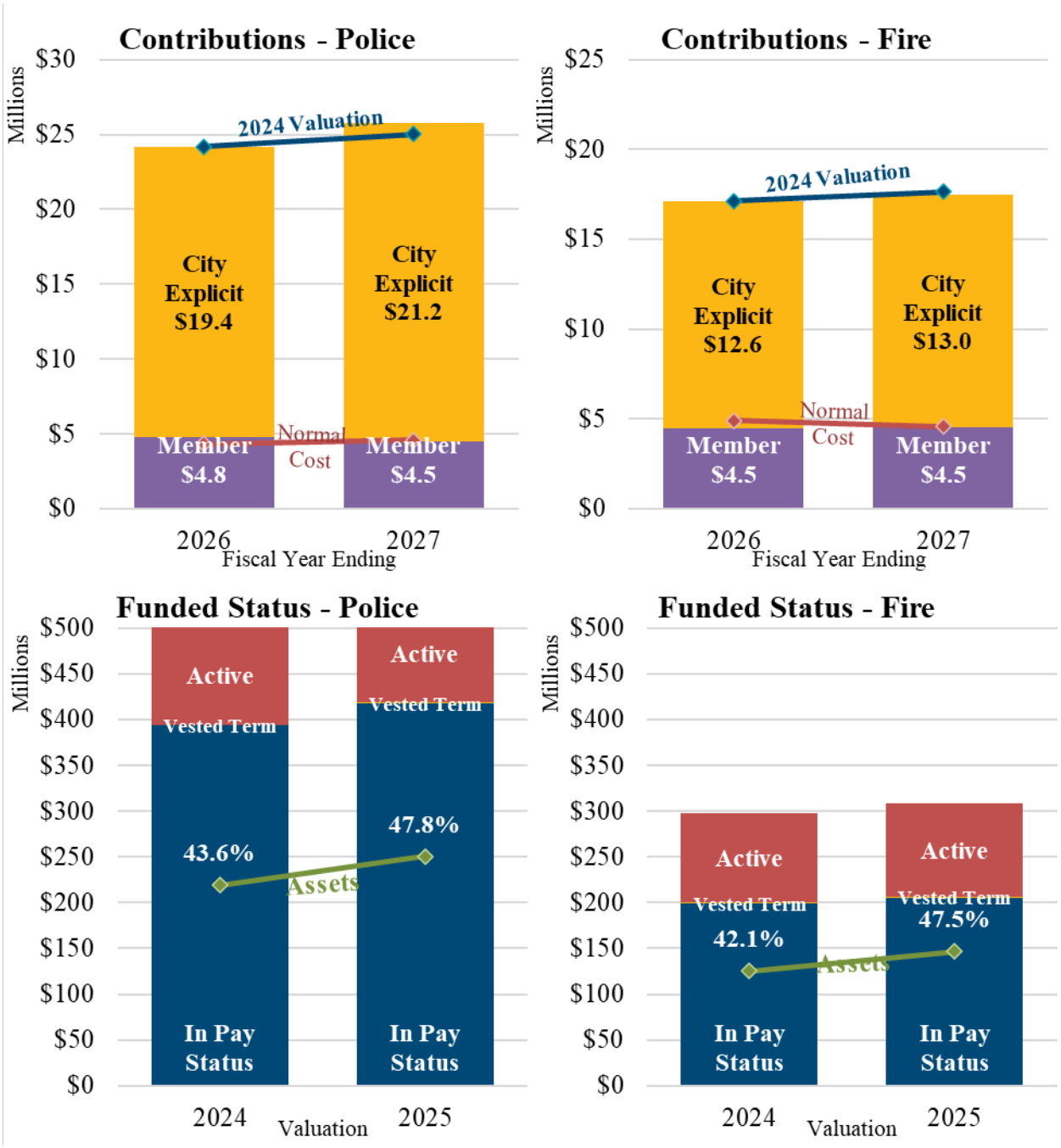
Appendices

Appendix A	Membership Information	35
Appendix B	Actuarial Assumptions and Methods	44
Appendix C	Summary of Plan Provisions	59
Appendix D	Glossary of Terms	67
Appendix E	List of Abbreviations	69

SECTION I – BOARD SUMMARY

This report measures the assets and liabilities of the City of San José Police and Fire Department Postemployment Healthcare Plan for funding purposes only. Separate reports are provided for financial reporting.

Dashboard



SECTION I – BOARD SUMMARY

The charts on the previous page are intended to provide a quick overview of the current valuation results compared to the prior valuation results. The charts at the top show contributions for FYE 2026 and 2027 for Police (left chart) and Fire (right chart). The normal cost, represented by the red line, is the expected cost of the explicit premium subsidy benefits attributable to the current year of service. All contributions above the normal cost go toward paying off the Unfunded Actuarial Liability (UAL). The blue line represents the projected contribution amount based on the 2024 valuation. The implicit subsidy payment is not shown as it is funded on a pay-as-you-go basis as a part of the health premiums for active employees. The City's implicit subsidy payment is approximately $6.5 million for FYE 2027.

The charts at the bottom of the previous page summarize the funded status as of the June 30, 2024 and 2025 actuarial valuations. The stacked bars represent the Actuarial Liability for the explicit subsidy, with the liability separated into components for members currently receiving benefits, vested terminated members, and active members. These amounts are only for the portion of the plan intended to be pre-funded, so they do not include the implicit subsidy. The green lines represent the assets, and the funded percentage is shown next to it.

More detail and discussion is provided in the following sections.

Contributions

The benefits under the Plan have two components: the explicit and implicit subsidies. The explicit subsidy (or premium subsidy) is paid by the Plan. It is the premium for the retiree's selected health coverage, up to 100% of the premium for the lowest-cost plan offered to active employees, plus the premium for the retiree's selected dental plan. The implicit subsidy is the difference between the expected claims cost for a retiree or spouse and the total (retiree plus city) premium.

Before FYE 2019, member and City contributions to the plan were negotiated through collective bargaining and were not actuarially determined. With the implementation of Measure F, member contributions became fixed at 8.0% of pay, and the City's contribution toward the explicit subsidy became actuarially determined separately for Police and Fire. However, the City has the option to limit its contribution for the explicit subsidy to 11% of the Police and Fire payroll. Finally, the City also pays the implicit subsidy on a pay-as-you-go basis as part of active health premiums. Because the Board's role is related to the funding of the explicit subsidy, this report focuses on the status of that funding and the development of the Actuarially Determined Contribution (ADC) for the pre-funded benefits.

Table I-1 shows the contribution amounts for the fiscal years ending in 2026 and 2027.

Table I-1
Summary of Trust Contribution Amounts

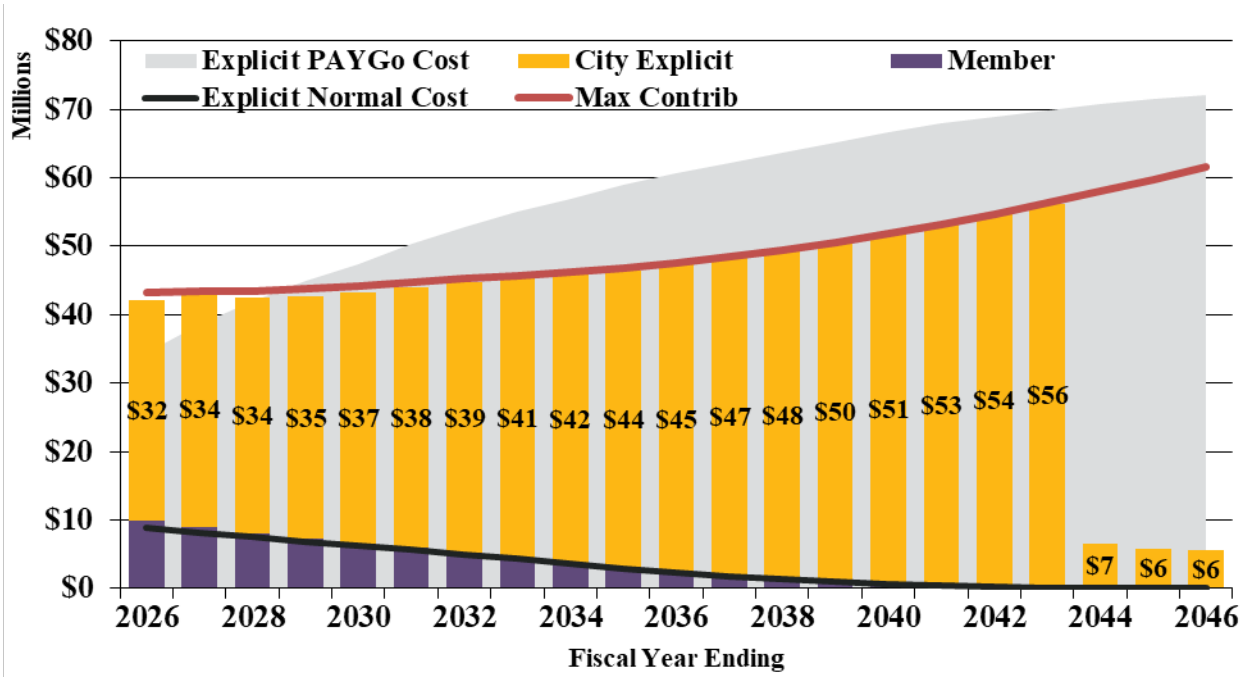
	FYE 2026	FYE 2027	% Change
Police Department			
Members	$ 4,783	$ 4,526	-5.4%
City	19,415	21,217	9.3%
Total	$ 24,198	$ 25,743	6.4%
Fire Department			
Members	$ 4,500	$ 4,511	0.2%
City	12,638	12,981	2.7%
Total	$ 17,138	$ 17,492	2.1%
Total Trust Contributions			
Members	$ 9,283	$ 9,037	-2.7%
City	32,053	34,198	6.7%
Grand Total	$ 41,336	$ 43,235	4.6%
Estimated City Optional Cap	$ 32,330	$ 34,307	6.1%

Dollar amounts in thousands

SECTION I – BOARD SUMMARY

The chart below shows the projected contributions to the Plan. The purple bars represent the member contributions, and the gold bars are the City's contributions to pre-fund the explicit subsidy. The red line represents the sum of member contributions and the City's optional cap. To the extent the bars rise above the red line, the projected contributions exceed the City's optional cap. The gray area behind the bars represents the projected annual benefit payments.

Projected Contributions FYE 2026-2046



Because new entrants are only entitled to catastrophic disability benefits and do not contribute to the Plan, the member contributions are expected to decline as current active members eligible for full benefits retire or otherwise leave active employment with the City. The City's actuarially determined contribution is expected to increase faster than payroll as the member contributions decrease. The Plan has historically had positive net cash flow, but we only expect that to last through FYE 2028. The significant decrease in 2044 is due to the full amortization of the initial amortization bases established in 2017.

SECTION I – BOARD SUMMARY

Funded Status

Table I-2 below summarizes the Actuarial Liability, Market Value of Assets, Unfunded Actuarial Liability, and funded percentage for the Plan as of June 30, 2024 compared to June 30, 2025. The Actuarial Liability for the explicit subsidy increased 4.6% for Police and 3.5% for Fire. At the same time, assets increased 14.5% for Police and 16.9% for Fire due to contributions and investment returns. As a result, the Unfunded Actuarial Liability decreased by 3.1% for Police and 6.2% for Fire, and the funded percentage for the explicit subsidy increased from 43.6% to 47.8% for the Police and from 42.1% to 47.5% for Fire.

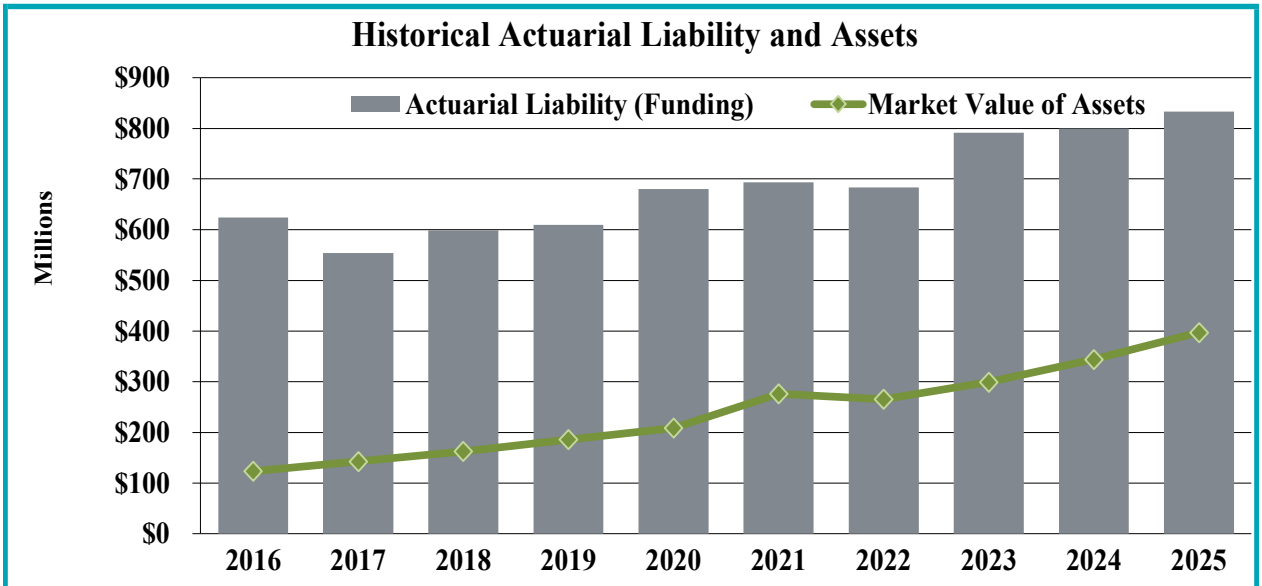
Table I-2
Summary of Funded Status - Explicit Subsidy Only

	6/30/2024	6/30/2025	% Change
Police Department			
Actuarial Liability			
Actives	$ 107,370	$ 105,985	-1.3%
Deferred Vested	1,021	920	-9.9%
In Pay Status	393,489	417,934	6.2%
Total	$ 501,880	$ 524,839	4.6%
Assets	218,894	250,647	14.5%
Unfunded Actuarial Liability	$ 282,986	$ 274,192	-3.1%
Funded Percentage	43.6%	47.8%	4.1%
Fire Department			
Actuarial Liability			
Actives	$ 97,117	$ 101,492	4.5%
Deferred Vested	1,496	1,167	-22.0%
In Pay Status	199,231	205,585	3.2%
Total	$ 297,844	$ 308,244	3.5%
Assets	125,313	146,452	16.9%
Unfunded Actuarial Liability	$ 172,531	$ 161,792	-6.2%
Funded Percentage	42.1%	47.5%	5.4%
Grand Total			
Aggregate UAL	$ 455,517	$ 435,984	-4.3%
Aggregate Funded Percentage	43.0%	47.7%	4.6%

Dollar amounts in thousands

SECTION I – BOARD SUMMARY

The chart below shows the historical trend of assets and the Actuarial Liability for the explicit subsidy on a funding basis for the City of San José Police and Fire Department Postemployment Healthcare Plan. Over the last 10 years, the UAL for the explicit subsidy has decreased by $65 million. Assets increased by $274 million, and the Actuarial Liability increased by $209 million. The increase in Actuarial Liability includes the impact of reducing the discount rate from 6.875% in 2016 to 6.00% in 2021. The asset increase has been primarily attributable to contributions and investment returns. In the future, asset growth will become more dependent on investment returns as benefit payments grow to equal or exceed contributions.

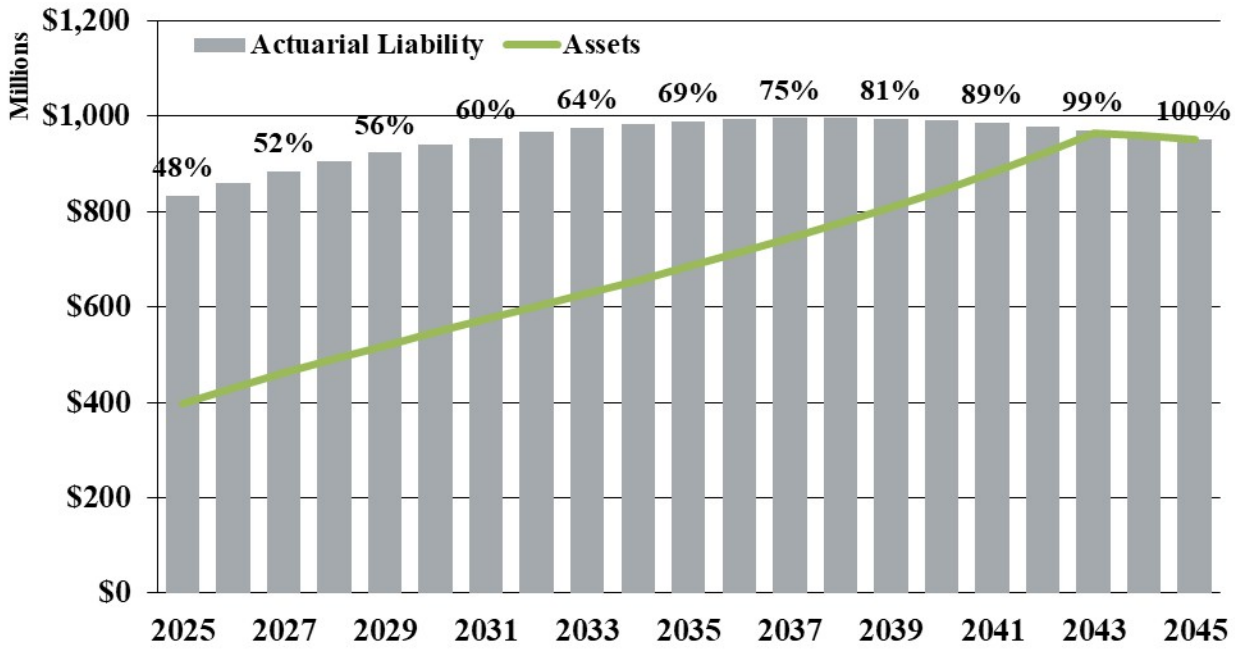


	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Funded Ratio	21.7%	27.0%	27.1%	30.5%	30.7%	39.8%	38.8%	37.8%	43.0%	47.7%
UAL	$ 501	$ 411	$ 436	$ 424	$ 472	$ 417	$ 418	$ 492	$ 456	$ 436
Discount Rate	6.875%	6.875%	6.50%	6.50%	6.25%	6.00%	6.00%	6.00%	6.00%	6.25%

The chart on the next page shows a 20-year projection of assets and Actuarial Liability (AL), as well as the projected funded percentage for the explicit subsidy. If all assumptions are met in the future, including an expected return of 6.25% each year, and the City does not impose its optional contribution cap, the Actuarial Liability for the explicit subsidy is expected to peak in 2038, and the funded percentage for the explicit subsidy is expected to reach 100% by 2045. If the City imposes its optional contribution cap every year, the funded percentage for the explicit subsidy is expected to reach 99% by 2045.

SECTION I – BOARD SUMMARY

Projected Assets and Actuarial Liability 2025-2045



Changes Since the Prior Valuation

Table I-3 below breaks out the sources of the changes in UAL for the fiscal year ending June 30, 2025. The total UAL for the explicit subsidy decreased about $19.5 million since the prior year.

Table I-3
Changes in Unfunded Actuarial Liability - Explicit Subsidy Only

	Police	Fire	Total
Unfunded Actuarial Liability, June 30, 2024	$ 282,986	$ 172,531	$ 455,517
Unfunded Actuarial Liability, June 30, 2025	274,192	161,792	435,984
Change in Unfunded Actuarial Liability	**$ (8,794)**	**$ (10,739)**	**$ (19,533)**
Sources of Changes			
Contributions above Tread Water	$ (3,008)	$ (2,342)	$ (5,350)
Investment Experience	(11,981)	(6,905)	(18,886)
Demographic Experience	2,824	(2,277)	547
Premium Experience	27,019	14,604	41,623
Assumption Changes	(5,443)	(3,120)	(8,563)
Discount Rate Change	(18,205)	(10,699)	(28,904)
Total Changes	**$ (8,794)**	**$ (10,739)**	**$ (19,533)**

Dollar amounts in thousands

Contributions in excess of the Tread Water amount reduced the UAL by $5.4 million. The Tread Water amount equals the normal cost plus administrative expenses plus the interest on the UAL. If all assumptions are met, contributions equal to the Tread Water amount would result in no change to the dollar amount of the UAL. In addition, investment experience decreased the UAL by about $18.9 million, the discount rate change from 6.00% to 6.25% decreased it by about $28.9 million, and other assumption changes decreased it by about $8.6 million. Higher-than-expected premiums, primarily for Medicare-eligible health plans, increased the UAL by $41.6 million, and demographic experience increased it by about $0.5 million.

SECTION I – BOARD SUMMARY

Table I-4 below summarizes the results of this valuation compared to the prior valuation.

Table I-4
Summary of Valuation Results

		June 30, 2025			
	June 30, 2024	Police	Fire	Total	Change
Active Members					
Full Benefits	708	325	343	668	-5.6%
Catastrophic Disability Only	932	659	301	960	3.0%
Total Active Members	1,640	984	644	1,628	-0.7%
Deferred Vested Members	7	3	3	6	-14.3%
In Pay Status or In-Lieu	2,437	1,540	911	2,451	0.6%
Total	4,084	2,527	1,558	4,085	0.0%
Full Benefit Member Payroll	$ 124,497	$ 63,780	$ 61,007	$ 124,787	0.2%
Total Payroll	285,349	187,454	114,978	302,432	6.0%
Actuarial Liability - Explicit	$ 799,724	$ 524,839	$ 308,244	$ 833,083	4.2%
Market Value of Assets	344,206	250,647	146,452	397,099	15.4%
Unfunded Actuarial Liability	$ 455,517	$ 274,192	$ 161,792	$ 435,984	-4.3%
Funded Percentage	43.04%	47.76%	47.51%	47.67%	4.6%
Actuarial Liability - Implicit	$ 85,443	$ 56,784	$ 31,213	$ 87,997	3.0%

		FYE 2027			
	FYE 2026	Police	Fire	Total	Change
City's ADC Amount	$ 32,053	$ 21,217	$ 12,981	$ 34,197	6.7%
Projected Payroll	293,909	193,312	118,571	311,883	6.1%
City's ADC Rate	10.9%	11.0%	10.9%	11.0%	0.1%
City's Implicit Subsidy Payment	$ 5,870	$ 4,414	$ 2,070	$ 6,484	10.5%

Dollar amounts in thousands

SECTION II – CERTIFICATION

The purpose of this report is to present the annual actuarial valuation of the City of San José Police and Fire Postemployment Department Healthcare Plan. This report is for the use of the Board in setting actuarially determined amounts for the City to contribute to the Plan. There are separate reports for accounting and financial reporting under GASB Statements 74 and 75.

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 health and discount rate assumptions were adopted by the Board of Administration at the November 6, 2025, and January 21, 2026, Board meetings, respectively, based upon our recommendations. All other assumptions in this report were adopted at the November 6, 2025, Board 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 assumption. We believe these assumptions are reasonable for the purpose of the funding valuation.

The liability measures and funding ratios in this report are for the purpose of establishing contribution amounts. 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.

Health care trends for this valuation were developed using the Society of Actuaries (SOA) Long-Run Medical Cost Trend Model. The SOA Long-Run Medical Cost Trend Model and its baseline projection are based on an econometric analysis of historical U.S. medical expenditures and the judgments of experts in the field. The long-run baseline projection and input variables have been developed under the guidance of the SOA Project Oversight Group.

We have relied on the Society of Actuaries as the developer of the Model. We have reviewed the Model, have a basic understanding of it, and have used it in accordance with its original intended

SECTION II – CERTIFICATION

purpose. We have not identified any material inconsistencies in the Model's assumptions or outputs that would affect this valuation.

Deterministic projections in this valuation report were developed using H-scan, a proprietary tool used to illustrate the impact of changes in assumptions, methods, plan provisions, or actual experience on the future financial status of the Plan. H-scan uses standard roll-forward techniques that implicitly assume a stable active population.

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 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 collectively 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 Board for the purposes described herein. Other users of this report are not intended users as defined in the Actuarial Standards of Practice, and Cheiron assumes no duty or liability to any other user.

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

Jacqueline R. King, FSA, EA, MAAA
Principal Consulting Actuary

John L. Colberg, FSA, EA, MAAA
Principal Consulting Actuary

SECTION III – ASSETS

Assets are invested in two trust vehicles: a 401(h) account within the pension plan and a separate 115 Trust, with separate sub-trusts for Police and Fire. All City contributions are made to the 115 Trust, while member contributions are made to the 401(h) account. Some benefit payments are paid from the 401(h) account and some are paid from the 115 Trust.

Statement of Change in Market Value of Assets

Table III-1 and Table III-2 show the changes in the Market Value of Assets for the last two fiscal years for Police and Fire separately. The implicit subsidy is shown as both a contribution and a payment from the Plan, but it is not actually contributed to the trust or paid from the trust. It is paid directly by the City as a part of active health plan premiums.

SECTION III – ASSETS

Table III-1
Market Value of Assets - Police Department

	Fiscal Year Ending 2024			Fiscal Year Ending 2025		
	401(h)	115 Trust	Total	401(h)	115 Trust	Total
Market Value, Beginning	$ 8,015	$ 183,667	$ 191,682	$ 4,857	$ 214,037	$ 218,894
Contributions						
Member	5,734	0	5,734	5,547	0	5,547
City	0	17,672	17,672	0	18,015	18,015
Implicit subsidy	2,980	0	2,980	3,866	0	3,866
Total	$ 8,714	$ 17,672	$ 26,386	$ 9,413	$ 18,015	$ 27,428
Net Investment Earnings	574	19,627	20,201	516	25,321	25,837
Benefit Payments						
Explicit subsidy	9,440	6,872	16,312	5,548	12,032	17,580
Implicit subsidy	2,980	0	2,980	3,866	0	3,866
Total	$ 12,420	$ 6,872	$ 19,292	$ 9,414	$ 12,032	$ 21,446
Administrative	26	57	83	8	58	66
Market Value, End	$ 4,857	$ 214,037	$ 218,894	$ 5,364	$ 245,283	$ 250,647
Estimated Rate of Return	9.3%	9.9%	9.9%	10.6%	11.2%	11.2%

Dollar amounts in thousands

SECTION III – ASSETS

Table III-2
Market Value of Assets - Fire Department

	Fiscal Year Ending 2024			Fiscal Year Ending 2025		
	401(h)	115 Trust	Total	401(h)	115 Trust	Total
Market Value, Beginning	$ 1,211	$ 106,471	$ 107,682	$ 1,322	$ 123,991	$ 125,313
Contributions						
Member	5,086	0	5,086	5,160	0	5,160
City	0	11,050	11,050	0	11,933	11,933
Implicit subsidy	1,464	0	1,464	1,748	0	1,748
Total	$ 6,550	$ 11,050	$ 17,600	$ 6,908	$ 11,933	$ 18,841
Net Investment Earnings	112	11,373	11,485	140	14,829	14,969
Benefit Payments						
Explicit subsidy	5,076	4,866	9,942	5,160	5,722	10,882
Implicit subsidy	1,464	0	1,464	1,748	0	1,748
Total	$ 6,540	$ 4,866	$ 11,406	$ 6,908	$ 5,722	$ 12,630
Administrative	11	37	48	2	39	41
Market Value, End	$ 1,322	$ 123,991	$ 125,313	$ 1,460	$ 144,992	$ 146,452
Estimated Rate of Return	9.3%	9.9%	9.9%	10.6%	11.2%	11.2%

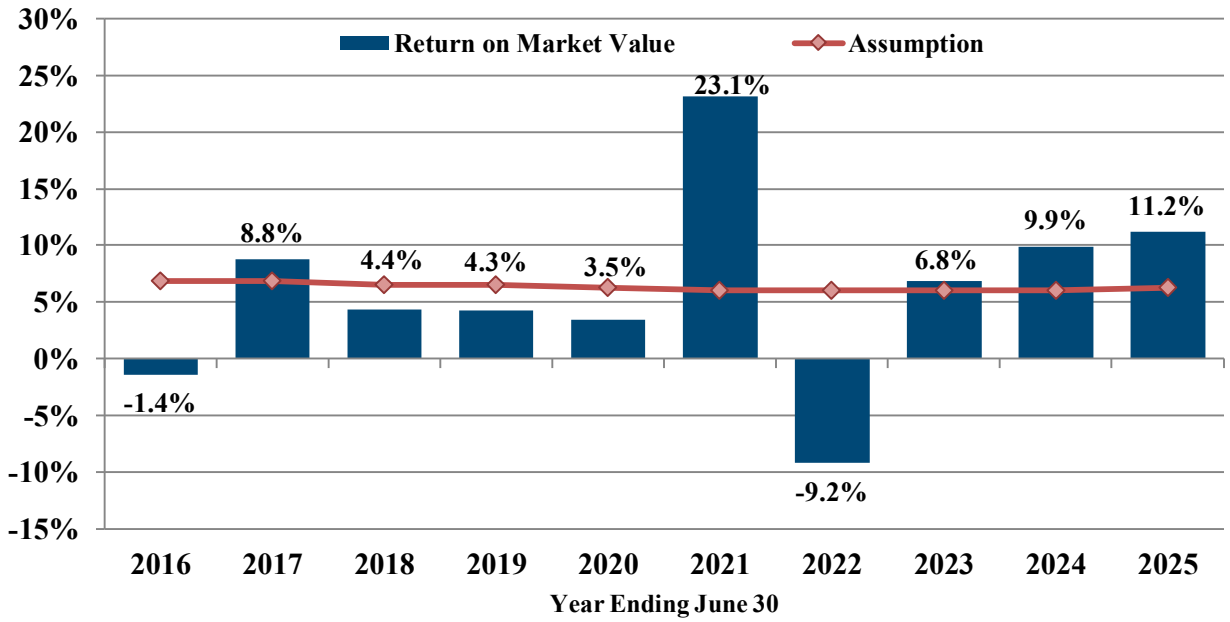
Dollar amounts in thousands

In the last year, investments, in aggregate, returned approximately 11.2% for both Police and Fire compared to an expected rate of return of 6.0%, resulting in a total investment gain of approximately $18.9 million.

SECTION III – ASSETS

The chart below shows the actual investment return on the Market Value of Assets for Police and Fire combined compared to the assumed return for the last 10 years. The compound average of the actual returns is about 5.8%.

Historical Rates of Return



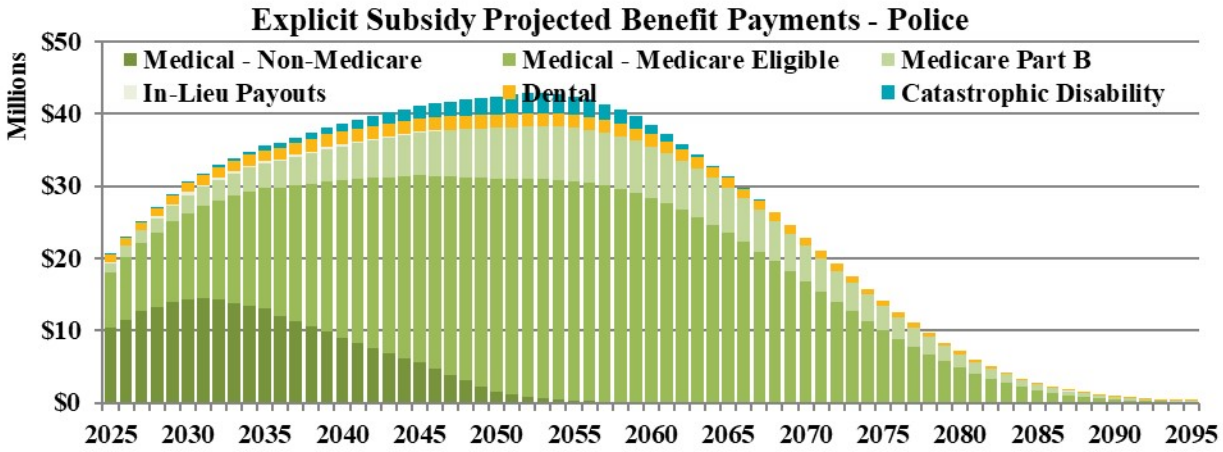
SECTION IV – MEASURES OF LIABILITY

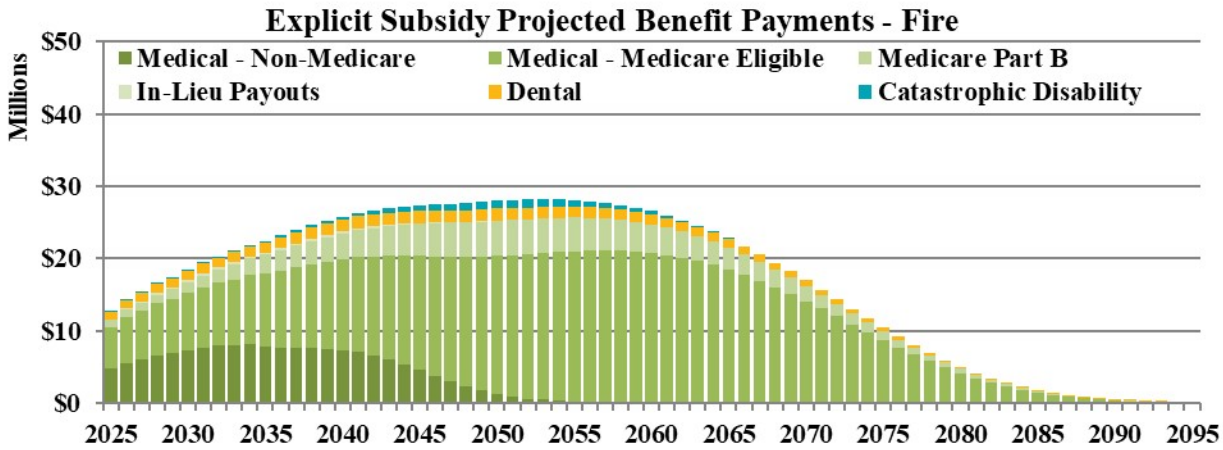
This section presents detailed information on liability measures for the Plan for funding purposes, including:

- Projected benefit payments,
- Present value of future benefits,
- Normal cost, and
- Actuarial Liability.

Projected Benefit Payments

The projected benefit payments are the fundamental basis for the valuation representing the amount that is expected to be paid in each future year for members in the Plan as of the valuation date if all assumptions are met. The charts below show the projected benefit payments for the next 70 years.





SECTION IV – MEASURES OF LIABILITY

Tables IV-1 and IV-2 show the expected net benefit payments for the next 20 years for the Police and Fire Departments, respectively. These payments include the expected annual implicit subsidy as well as the expected plan premium payments (the explicit subsidy).

Table IV-1
Expected Net Benefit Payments - Police Department

Fiscal Year Ending June 30	Explicit Subsidy			Implicit Subsidy	Total Expected Payments
	Medical	Dental	Total		
2026	$ 19,916	$ 1,837	$ 21,753	$ 4,241	$ 25,994
2027	22,336	1,922	24,258	4,414	28,672
2028	24,696	2,006	26,702	4,839	31,541
2029	26,384	2,085	28,469	5,048	33,518
2030	28,095	2,155	30,250	5,400	35,650
2031	29,806	2,219	32,025	5,525	37,550
2032	31,080	2,281	33,361	5,786	39,147
2033	32,375	2,343	34,718	5,727	40,445
2034	33,534	2,405	35,939	5,472	41,411
2035	34,643	2,465	37,108	5,356	42,464
2036	35,624	2,515	38,139	5,300	43,439
2037	36,343	2,556	38,898	4,959	43,858
2038	37,211	2,588	39,799	4,760	44,559
2039	38,000	2,616	40,616	4,442	45,058
2040	38,838	2,640	41,478	4,179	45,657
2041	39,453	2,657	42,110	3,928	46,038
2042	40,002	2,667	42,670	3,763	46,433
2043	40,604	2,671	43,275	3,529	46,804
2044	41,168	2,670	43,838	3,249	47,087
2045	41,616	2,665	44,281	3,038	47,320

Dollar amounts in thousands

SECTION IV – MEASURES OF LIABILITY

Table IV-2
Expected Net Benefit Payments - Fire Department

Fiscal Year Ending June 30	Explicit Subsidy			Implicit Subsidy	Total Expected Payments
	Medical	Dental	Total		
2026	$ 11,743	$ 1,049	$ 12,792	$ 1,863	$ 14,655
2027	13,137	1,105	14,242	2,070	16,312
2028	14,078	1,156	15,233	2,200	17,434
2029	15,278	1,201	16,479	2,454	18,932
2030	15,943	1,242	17,185	2,565	19,750
2031	17,058	1,280	18,338	2,752	21,090
2032	18,081	1,321	19,402	2,937	22,339
2033	18,875	1,365	20,240	3,244	23,484
2034	19,621	1,410	21,031	3,221	24,252
2035	20,394	1,454	21,848	3,319	25,167
2036	20,967	1,493	22,460	3,113	25,573
2037	21,665	1,525	23,190	3,209	26,399
2038	22,363	1,554	23,917	3,305	27,222
2039	23,042	1,580	24,622	3,267	27,889
2040	23,664	1,604	25,269	3,300	28,569
2041	24,214	1,621	25,835	3,339	29,174
2042	24,681	1,634	26,315	3,364	29,679
2043	24,979	1,642	26,621	3,271	29,892
2044	25,307	1,648	26,955	3,116	30,071
2045	25,544	1,650	27,195	2,917	30,112

Dollar amounts in thousands

SECTION IV – MEASURES OF LIABILITY

Present Value of Future Benefits

The present value of future benefits represents the expected amount of money needed today, if all assumptions are met, to pay for 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. Table IV-3 below shows the present value of future benefits as of June 30, 2024 and 2025.

Table IV-3
Present Value of Future Benefits

	June 30, 2024	June 30, 2025				
	Total	Actives	Deferred Vested	In Pay Status	Total	Change
Police Department						
Explicit Subsidy						
Pre-Medicare	$ 151,381	$ 66,546	$ 338	$ 93,739	$ 160,623	6.1%
Medicare Eligible	341,376	63,787	513	296,220	360,520	5.6%
Dental	38,329	7,687	69	27,976	35,732	-6.8%
Total Explicit Subsidy	**$ 531,086**	**$ 138,020**	**$ 920**	**$ 417,935**	**$ 556,875**	**4.9%**
Fire Department						
Explicit Subsidy						
Pre-Medicare	$ 90,472	$ 54,889	$ 441	$ 36,501	$ 91,831	1.5%
Medicare Eligible	218,284	70,087	650	155,251	225,988	3.5%
Dental	23,703	7,878	76	13,834	21,788	-8.1%
Total Explicit Subsidy	**$ 332,459**	**$ 132,854**	**$ 1,167**	**$ 205,586**	**$ 339,607**	**2.2%**
Aggregate						
Explicit Subsidy						
Pre-Medicare	$ 241,854	$ 121,435	$ 779	$ 130,240	$ 252,454	4.4%
Medicare Eligible	559,659	133,874	1,163	451,471	586,508	4.8%
Dental	62,032	15,565	145	41,810	57,520	-7.3%
Total Explicit Subsidy	**$ 863,545**	**$ 270,874**	**$ 2,087**	**$ 623,521**	**$ 896,482**	**3.8%**
Implicit Subsidy	93,624	40,533	290	56,364	97,187	3.8%
Grand Total	**$ 957,169**	**$ 311,407**	**$ 2,377**	**$ 679,885**	**$993,669**	**3.8%**

Dollar amounts in thousands

Normal Cost

Under the Entry Age (EA) actuarial cost method, the present value of future benefits for each individual is spread over the individual's expected working career as a level percentage of the individual's expected pay. The normal cost rate is determined by taking the value, as of entry age into the Plan, of each member's projected future benefits divided by the value, also at entry age, of each member's expected future salary. The normal cost rate is multiplied by current salary to determine each member's normal cost. The normal cost of the Plan is the sum of the normal costs for each individual. The normal cost represents the expected amount of money needed to fund the benefits attributed to the next year of service under the Entry Age actuarial cost method.

SECTION IV – MEASURES OF LIABILITY

Table IV-4 below shows the EA normal cost as of June 30, 2024 and 2025 separately by component, develops the normal cost rate, and applies the rate to the projected payroll for the fiscal year for which contributions are determined.

Table IV-4
Explicit Subsidy Normal Cost

	June 30, 2024 Total	June 30, 2025 Full Benefits	June 30, 2025 Catastrophic	June 30, 2025 Total	% Change
Police Department					
Pre-Medicare	$ 2,297	$ 2,097	$ 622	$ 2,719	18.4%
Medicare Eligible	1,912	1,804	0	1,804	-5.6%
Dental	274	251	0	251	-8.4%
Total Normal Cost	**$ 4,482**	**$ 4,152**	**$ 622**	**$ 4,774**	**6.5%**
Valuation Pay	$ 164,661	$ 63,780	$ 110,239	$ 174,019	5.7%
Total Normal Cost Rate	**2.72%**	**6.71%**	**0.58%**	**2.74%**	**0.7%**
Fire Department					
Pre-Medicare	$ 2,226	$ 1,926	$ 212	$ 2,138	-4.0%
Medicare Eligible	2,382	2,300	0	2,300	-3.4%
Dental	320	275	0	275	-14.0%
Total Normal Cost	**$ 4,927**	**$ 4,501**	**$ 212**	**$ 4,713**	**-4.4%**
Valuation Pay	$ 100,877	$ 61,007	$ 46,418	$ 107,426	6.5%
Total Normal Cost Rate	**4.88%**	**7.61%**	**0.47%**	**4.39%**	**-10.0%**
	FYE 2026 Total	**FYE 2027 Full Benefits**	**FYE 2027 Catastrophic**	**FYE 2027 Total**	**% Change**
Police Department					
Expected Pay	$ 182,097	$ 56,574	$ 136,738	$ 193,312	6.2%
Total Normal Cost	**$ 4,333**	**$ 3,796**	**$ 793**	**$ 4,589**	**5.9%**
Fire Department					
Expected Pay	$ 111,812	$ 56,389	$ 62,182	$ 118,571	6.0%
Total Normal Cost	**$ 4,902**	**$ 4,291**	**$ 292**	**$ 4,583**	**-6.5%**
Aggregate					
Expected Pay	$ 293,909	$ 112,963	$ 198,920	$ 311,883	6.1%
Total Normal Cost	**$ 9,235**	**$ 8,087**	**$ 1,085**	**$ 9,172**	**-0.7%**

Dollar amounts in thousands

SECTION IV – MEASURES OF LIABILITY

Actuarial Liability

The Actuarial Liability represents the expected amount of money needed today, if all assumptions are met, to pay for benefits attributed to service prior to the valuation date under the Entry Age actuarial cost method. As such, it is the amount of assets targeted by the actuarial cost method for the Plan to hold as of the valuation date. It is not the amount necessary to settle the obligation.

Table IV-5 shows the Actuarial Liability as of June 30, 2024 and 2025 separately by component.

Table IV-5
Actuarial Liability

	June 30, 2024	June 30, 2025				
	Total	Actives	Deferred Vested	In Pay Status	Total	% Change
Police Department						
Explicit Subsidy						
Pre-Medicare	$ 134,590	$ 45,655	$ 338	$ 93,739	$ 139,732	3.8%
Medicare Eligible	330,494	53,982	513	296,220	350,715	6.1%
Dental	36,796	6,347	69	27,976	34,392	-6.5%
Total Explicit	**$ 501,880**	**$ 105,984**	**$ 920**	**$ 417,935**	**$ 524,839**	**4.6%**
Implicit Subsidy	55,752	16,238	127	40,419	56,784	1.9%
Total Police	**$ 557,632**	**$ 122,222**	**$ 1,047**	**$ 458,354**	**$ 581,623**	**4.3%**
Fire Department						
Explicit Subsidy						
Pre-Medicare	$ 73,585	$ 39,296	$ 441	$ 36,501	$ 76,238	3.6%
Medicare Eligible	202,618	55,972	650	155,251	211,873	4.6%
Dental	21,641	6,223	76	13,834	20,133	-7.0%
Total Explicit	**$ 297,844**	**$ 101,491**	**$ 1,167**	**$ 205,586**	**$ 308,244**	**3.5%**
Implicit Subsidy	29,691	15,105	163	15,945	31,213	5.1%
Total Fire	**$ 327,535**	**$ 116,596**	**$ 1,330**	**$ 221,531**	**$ 339,457**	**3.6%**
Aggregate						
Explicit Subsidy	**$ 799,724**	**$ 207,475**	**$ 2,087**	**$ 623,521**	**$ 833,083**	**4.2%**
Implicit Subsidy	85,443	31,343	290	56,364	87,997	3.0%
Grand Total	**$ 885,167**	**$ 238,818**	**$ 2,377**	**$ 679,885**	**$ 921,080**	**4.1%**

Dollar amounts in thousands

SECTION V – CONTRIBUTIONS

Amortization of the Unfunded Actuarial Liability

Under the contribution allocation procedure employed by the Plan, there are three components to the contribution toward the explicit subsidy: the normal cost, administrative expenses, and an amortization payment on the Unfunded Actuarial Liability (UAL). The normal cost was developed in Section IV. This section develops the administrative expenses, the UAL contribution, and the City's actuarially determined contribution for the explicit subsidy. The implicit subsidy is funded on a pay-as-you-go basis through the payment of active health premiums.

The difference between the Actuarial Liability and the Market Value of Assets is the Unfunded Actuarial Liability (UAL). Table V-1 calculates the UAL and funded percentage for the explicit subsidy.

Table V-1
Unfunded Actuarial Liability
Explicit Subsidy Only

	June 30, 2024	June 30, 2025	% Change
Police Department			
Actuarial Liability	$ 501,880	$ 524,839	4.6%
Assets	218,894	250,647	14.5%
Unfunded Actuarial Liability	**$ 282,986**	**$ 274,192**	-3.1%
Funded Percentage	**43.6%**	**47.8%**	9.5%
Fire Department			
Actuarial Liability	$ 297,844	$ 308,244	3.5%
Assets	125,313	146,452	16.9%
Unfunded Actuarial Liability	**$ 172,531**	**$ 161,792**	-6.2%
Funded Percentage	**42.1%**	**47.5%**	12.9%
Aggregate UAL	**$ 455,517**	**$ 435,984**	-4.3%
Aggregate Funded Percentage	**43.0%**	**47.7%**	10.7%

Dollar amounts in thousands

SECTION V – CONTRIBUTIONS

The UAL for the explicit subsidy as of June 30, 2017 was amortized as a level percentage of payroll over 25 years. Subsequent amortization bases are also amortized over 25 years, but payment levels are phased in and out over three years. Table V-2 below shows the schedule of amortization bases for payment of the UAL.

Table V-2
UAL Amortization

	Outstanding Balance	Remaining Period	Remaining Phase-in	Remaining Phase-out	FYE 2027 Payment
Police Department					
Fresh Start UAL	$ 231,405	17	N/A	N/A	$ 18,729
2018 Changes	11,822	18	0	3	880
2019 Changes	(9,861)	19	0	3	(707)
2020 Changes	33,983	20	0	3	2,351
2021 Changes	(36,370)	21	0	3	(2,434)
2022 Changes	2,729	22	0	3	177
2023 Changes	49,247	23	1	3	3,102
2024 Changes	(21,350)	24	2	3	(889)
2025 Changes	(6,624)	25	3	3	(139)
FYE 2026 Payment*	19,211				
Total Police UAL	**$ 274,192**				**$ 21,070**
Fire Department					
Fresh Start UAL	$ 144,634	17	N/A	N/A	$ 11,705
2018 Changes	9,912	18	0	3	738
2019 Changes	(5,586)	19	0	3	(400)
2020 Changes	14,968	20	0	3	1,036
2021 Changes	(23,830)	21	0	3	(1,595)
2022 Changes	2,569	22	0	3	167
2023 Changes	33,295	23	1	3	2,097
2024 Changes	(16,702)	24	2	3	(695)
2025 Changes	(9,302)	25	3	3	(196)
FYE 2026 Payment*	11,834				
Total Fire UAL	**$ 161,792**				**$ 12,857**
Grand Total	**$ 435,984**				**$ 33,927**

* *FYE 2026 amortization payment discounted to 7/1/2025.* *Dollar amounts in thousands*

SECTION V – CONTRIBUTIONS

Contributions for Administrative Expenses

Contributions for administrative expenses are set equal to $33.00 per member for FYE 2027 (increasing 3.125 percent per year). There are currently 2,527 Police members and 1,558 Fire members, resulting in estimated administrative expenses for FYE 2027 of $83,391 and $51,414 respectively.

Contribution Amounts

The City pays the actuarially determined contribution for the explicit subsidy but has the option to cap its contribution at 11% of Police and Fire payroll, including the payroll for members only eligible for catastrophic disability benefits. The actuarially determined contribution is the normal cost plus administrative expenses plus the amortization payment on the UAL, less expected member contributions. Members eligible for full benefits contribute 8.00% of pay.

SECTION V – CONTRIBUTIONS

Table V-3 shows the components of the Actuarially Determined Contribution (ADC) amounts for the explicit subsidy for FYE 2026 and 2027.

Table V-3
City's Actuarially Determined Contribution (ADC)
Explicit Subsidy Only

	FYE 2026	FYE 2027	% Change
Police Department			
Normal Cost Amount	$ 4,333	$ 4,589	5.9%
Administrative Expense	86	83	-3.5%
UAL Payment	19,779	21,070	6.5%
Total Contribution	**$ 24,198**	**$ 25,742**	6.4%
Projected Member Contributions	4,783	4,525	-5.4%
City's ADC Amount	**$ 19,415**	**$ 21,217**	**9.3%**
Projected Total Payroll	182,097	193,312	6.2%
City's ADC Percentage	10.7%	11.0%	2.9%
Fire Department			
Normal Cost Amount	$ 4,902	$ 4,583	-6.5%
Administrative Expense	53	52	-1.9%
UAL Payment	12,184	12,857	5.5%
Total Contribution	**$ 17,139**	**$ 17,492**	2.1%
Projected Member Contributions	4,501	4,511	0.2%
City's ADC Amount	**$ 12,638**	**$ 12,981**	**2.7%**
Projected Total Payroll	111,812	118,571	6.0%
City's ADC Percentage	11.3%	10.9%	-3.1%
Grand Totals			
City's ADC Amount	$ 32,053	$ 34,198	6.7%
Projected Total Payroll	293,909	311,883	6.1%
City's ADC Percentage	10.9%	11.0%	0.5%
City's Optional Cap	$ 32,330	$ 34,307	6.1%

Dollar amounts in thousands

SECTION VI – ACTUARIAL SECTION OF THE ACFR

The Government Finance Officers Association (GFOA) maintains a checklist of items to be included in the Plan's Annual Comprehensive Financial Report (ACFR) to receive recognition for excellence in financial reporting. The schedules in this section are listed by the GFOA for inclusion in the Actuarial Section of the Plan's ACFR. Liability amounts shown in these exhibits include both the explicit and implicit subsidies.

Table VI-1

Police Department - Member Benefit Coverage Information

Actuarial Valuation Date	Actuarial Liability: Retirees and Vested Terminated (A)	Actuarial Liability: Active Members (B)	Market Value of Assets *	Portion of Liability Covered by Actuarial Value of Assets: (A)	Portion of Liability Covered by Actuarial Value of Assets: (B)
6/30/2025	$ 459,400	$ 122,223	$ 250,647	55%	0%
6/30/2024	434,139	123,493	218,894	50%	0%
6/30/2023	413,934	136,206	191,682	46%	0%
6/30/2022	345,739	130,013	171,369	50%	0%
6/30/2021	343,241	138,464	180,002	52%	0%
6/30/2020	324,689	143,413	137,789	42%	0%
6/30/2019	293,344	142,094	124,990	43%	0%
6/30/2018	305,606	166,211	111,659	37%	0%
6/30/2017	280,546	150,792	99,926	36%	0%
6/30/2016	307,941	188,002	97,412	32%	0%

** Actuarial Value of Assets for 6/30/2016 and earlier.* *Dollar amounts in thousands*

SECTION VI – ACTUARIAL SECTION OF THE ACFR

Table VI-2
Fire Department - Member Benefit Coverage Information

Actuarial Valuation Date	Actuarial Liability: Retirees and Vested Terminated (A)	Actuarial Liability: Active Members (B)	Market Value of Assets *	Portion of Liability Covered by Actuarial Value of Assets (A)	Portion of Liability Covered by Actuarial Value of Assets (B)
6/30/2025	$ 222,861	$ 116,596	$ 146,452	66%	0%
6/30/2024	216,029	111,506	125,313	58%	0%
6/30/2023	206,503	119,594	107,682	52%	0%
6/30/2022	168,837	107,466	93,904	56%	0%
6/30/2021	162,834	113,670	96,311	59%	0%
6/30/2020	161,088	109,823	70,743	44%	0%
6/30/2019	154,885	103,007	60,967	39%	0%
6/30/2018	161,946	113,510	50,861	31%	0%
6/30/2017	147,204	101,704	42,591	29%	0%
6/30/2016	164,063	118,866	37,795	23%	0%

** Actuarial Value of Assets for 6/30/2016 and earlier.* *Dollar amounts in thousands*

Table VI-3
Police Department - Analysis of Financial Experience
Gain or (Loss) for the Year Ending on Valuation Date Due to:

Actuarial Valuation Date	Investment Income	Combined Liability Experience	Total Financial Experience	Assumption Changes	Total Experience
6/30/2025	$ 11,981	$ (29,525)	$ (17,543)	$ 23,142	$ 5,598
6/30/2024	7,953	5,995	13,948	6,615	20,563
6/30/2023	1,583	(40,872)	(39,290)	(15,899)	(55,189)
6/30/2022	(28,934)	36,673	7,739	(11,836)	(4,097)
6/30/2021	25,626	27,361	52,988	(21,845)	31,143
6/30/2020	(4,115)	17,054	12,938	(30,044)	(17,106)
6/30/2019	(2,839)	64,974	62,135	(6,817)	55,318
6/30/2018	(2,442)	3,712	1,270	(22,819)	(21,549)

The analysis was combined for Police and Fire for 6/30/2017 and earlier. *Dollar amounts in thousands*

SECTION VI – ACTUARIAL SECTION OF THE ACFR

Table VI-4

Fire Department - Analysis of Financial Experience

Gain or (Loss) for the Year Ending on Valuation Date Due to:

Actuarial Valuation Date	Investment Income	Combined Liability Experience	Total Financial Experience	Assumption Changes	Total Experience
6/30/2025	$ 6,905	$ (11,709)	$ (4,803)	$ 13,298	$ 8,494
6/30/2024	4,507	8,414	12,921	4,520	17,440
6/30/2023	791	(27,055)	(26,264)	(10,286)	(36,550)
6/30/2022	(16,421)	19,851	3,430	(6,488)	(3,058)
6/30/2021	12,961	23,287	36,248	(14,737)	21,511
6/30/2020	(2,137)	19,190	17,052	(18,287)	(1,235)
6/30/2019	(1,205)	34,915	33,710	(1,749)	31,961
6/30/2018	(1,548)	(311)	(1,859)	(13,568)	(15,427)

The analysis was combined for Police and Fire for 6/30/2017 and earlier. *Dollar amounts in thousands*

Table VI-5

Police and Fire Department - Analysis of Financial Experience

Gain or (Loss) for the Year Ending on Valuation Date Due to:

Actuarial Valuation Date	Investment Income	Combined Liability Experience	Total Financial Experience	Non-Recurring Items	Total Experience
6/30/2017	2,647	(15,108)	$ (12,461)	29,245	16,784
6/30/2016	(2,914)	(2,728)	$ (5,642)	4,864	(778)

The analysis was combined for Police and Fire for 6/30/2017 and earlier. *Dollar amounts in thousands*

SECTION VI – ACTUARIAL SECTION OF THE ACFR

The schedule of funding progress compares the assets used for funding purposes to the comparable liabilities to determine how well the Plan is funded and how this status has changed over the past several years. The Actuarial Liability is compared to the Actuarial Value of Assets to determine the funding ratio. Since the June 30, 2017 valuation, the Actuarial Value of Assets equals the Market Value of Assets.

Table VI-6

Police Department - Schedule of Funding Progress

Actuarial Valuation Date	Actuarial Value of Assets (a)	Actuarial Liability (b)	Unfunded Actuarial Liability (UAL) (b - a)	Funded Ratio (a ÷ b)	Annual Covered Payroll (c)	UAL as a Percentage of Covered Payroll ((b - a) ÷ c)
6/30/2025	$ 250,647	$ 581,623	$ 330,976	43.1%	$ 187,454	177%
6/30/2024	218,894	557,632	338,738	39.3%	176,794	192%
6/30/2023	191,682	550,140	358,459	34.8%	169,293	212%
6/30/2022	171,369	475,753	304,384	36.0%	165,637	184%
6/30/2021	180,002	481,704	301,702	37.4%	157,594	191%
6/30/2020	137,789	468,102	330,314	29.4%	147,269	224%
6/30/2019	124,990	435,438	310,448	28.7%	146,865	211%
6/30/2018	111,659	471,817	360,158	23.7%	131,888	273%
6/30/2017	99,926	431,338	331,412	23.2%	120,299	275%
6/30/2016	97,412	495,943	398,531	19.6%	111,029	359%

Dollar amounts in thousands

SECTION VI – ACTUARIAL SECTION OF THE ACFR

Table VI-7

Fire Department - Schedule of Funding Progress

Actuarial Valuation Date	Actuarial Value of Assets (a)	Actuarial Liability (b)	Unfunded Actuarial Liability (UAL) (b - a)	Funded Ratio (a ÷ b)	Annual Covered Payroll (c)	UAL as a Percentage of Covered Payroll ((b - a) ÷ c)
6/30/2025	$ 146,452	$ 339,457	$ 193,005	43.1%	$ 114,978	168%
6/30/2024	125,313	327,535	202,222	38.3%	108,555	186%
6/30/2023	107,682	326,097	218,415	33.0%	102,599	213%
6/30/2022	93,904	276,304	182,399	34.0%	97,758	187%
6/30/2021	96,311	276,504	180,193	34.8%	95,841	188%
6/30/2020	70,743	270,912	200,169	26.1%	93,529	214%
6/30/2019	60,967	257,890	196,924	23.6%	88,953	221%
6/30/2018	50,861	275,456	224,595	18.5%	86,541	260%
6/30/2017	42,591	248,908	206,317	17.1%	83,517	247%
6/30/2016	37,795	282,929	245,134	13.4%	83,043	295%

Dollar amounts in thousands

Schedule of Active Member Data - Police

Valuation Date	Active Member Counts			Annual Payroll	Average Annual Pay	Change in Average Pay
	Under 65	Age 65+	Total			
2025	984	0	984	$ 187,454,341	$ 190,502	7.6%
2024	999	0	999	176,793,639	176,971	9.4%
2023	1,047	0	1,047	169,293,313	161,694	6.7%
2022	1,093	0	1,093	165,636,770	151,543	4.3%
2021	1,081	0	1,081	157,000,932	145,237	3.3%
2020	1,047	0	1,047	147,268,605	140,658	-0.5%
2019	1,039	0	1,039	146,865,241	141,352	4.4%
2018	974	0	974	131,888,184	135,409	1.0%
2017	897	0	897	120,299,327	134,113	10.0%
2016	911	0	911	111,028,782	121,876	

SECTION VI – ACTUARIAL SECTION OF THE ACFR

Schedule of Active Member Data - Fire

Valuation Date	Active Member Counts			Annual Payroll	Average Annual Pay	Change in Average Pay
	Under 65	Age 65+	Total			
2025	644	0	644	$ 114,978,034	$ 178,537	5.4%
2024	641	0	641	108,554,867	169,352	7.0%
2023	648	0	648	102,599,376	158,332	5.8%
2022	653	0	653	97,757,818	149,706	2.9%
2021	657	0	657	95,556,891	145,444	2.9%
2020	662	0	662	93,529,264	141,283	5.1%
2019	662	0	662	88,952,979	134,370	3.1%
2018	664	0	664	86,541,114	130,333	1.0%
2017	646	0	646	83,370,711	129,057	4.3%
2016	671	0	671	83,043,310	123,761	

SECTION VI – ACTUARIAL SECTION OF THE ACFR

Schedule of Retirees and Beneficiaries Added to and Removed from Rolls
Police Department

Period	Beginning of Period Count	Beginning of Period Annual Subsidy [1]	Added to Rolls Count	Removed from Rolls Count	End of Period Count	End of Period Annual Subsidy *	Net Change Count	Net Change Annual Subsidy *	% Increase in Annual Subsidy	Average Annual Subsidy
Medical										
2024-25	1,509	$ 14,966	44	35	1,518	$ 16,005	9	$ 1,039	6.9%	$ 10,544
2023-24	1,480	14,376	60	31	1,509	$ 14,966	29	591	4.1%	$ 9,918
2022-23	1,444	13,143	63	27	1,480	14,376	36	1,232	9.4%	9,713
2021-22	1,403	13,091	68	27	1,444	13,143	41	53	0.4%	9,102
2020-21	1,353	12,410	74	24	1,403	13,091	50	681	5.5%	9,331
2019-20	1,242	11,217	132	21	1,353	12,410	111	1,193	10.6%	9,172
2018-19	1,233	10,633	69	60	1,242	11,217	9	584	5.5%	9,031
2017-18	1,198	12,719	73	38	1,233	10,633	35	(2,086)	-16.4%	8,624
2016-17	1,169	12,037	56	27	1,198	12,719	29	681	5.7%	10,616
2015-16	1,141	11,641	60	32	1,169	12,037	28	397	3.4%	10,297
Dental										
2024-25	1,481	$ 1,894	54	39	1,496	$ 1,927	15	$ 33	1.7%	$ 1,288
2023-24	1,463	$ 1,912	57	39	1,481	1,894	18	(18)	-0.9%	1,279
2022-23	1,435	1,502	60	32	1,463	1,912	28	410	27.3%	1,307
2021-22	1,399	1,776	66	30	1,435	1,502	36	(274)	-15.4%	1,047
2020-21	1,359	1,723	66	26	1,399	1,776	40	53	3.1%	1,269
2019-20	1,315	1,693	71	27	1,359	1,723	44	30	1.8%	1,268
2018-19	1,269	1,626	70	24	1,315	1,693	46	67	4.1%	1,288
2017-18	1,248	1,605	59	38	1,269	1,626	21	20	1.3%	1,281
2016-17	1,220	1,510	50	22	1,248	1,605	28	96	6.3%	1,286
2015-16	1,199	1,497	42	21	1,220	1,510	21	12	0.8%	1,237

* *Annual subsidies are explicit amounts in thousands.*

SECTION VI – ACTUARIAL SECTION OF THE ACFR

Schedule of Retirees and Beneficiaries Added to and Removed from Rolls
Fire Department

Period	Beginning of Period Count	Beginning of Period Annual Subsidy [1]	Added to Rolls Count	Removed from Rolls Count	End of Period Count	End of Period Annual Subsidy *	Net Change Count	Net Change Annual Subsidy *	% Increase in Annual Subsidy	Average Annual Subsidy
Medical										
2024-25	894	$ 8,852	21	19	896	$ 9,391	2	$ 539	6.1%	$ 10,481
2023-24	879	8,432	36	21	894	8,852	15	420	5.0%	9,902
2022-23	856	7,545	51	28	879	8,432	23	887	11.8%	9,592
2021-22	832	7,525	54	30	856	7,545	24	20	0.3%	8,814
2020-21	825	7,332	36	29	832	7,525	7	192	2.6%	9,044
2019-20	799	6,791	41	15	825	7,332	26	542	8.0%	8,888
2018-19	803	6,518	27	31	799	6,791	(4)	272	4.2%	8,499
2017-18	776	7,455	47	20	803	6,518	27	(937)	-12.6%	8,117
2016-17	752	6,976	42	18	776	7,455	24	479	6.9%	9,607
2015-16	758	6,965	28	34	752	6,976	(6)	11	0.2%	9,277
Dental										
2024-25	890	$ 1,048	24	21	893	$ 1,044	3	$ (4)	-0.4%	$ 1,169
2023-24	876	1,065	36	22	890	1,048	14	(17)	-1.6%	1,178
2022-23	861	829	45	30	876	1,065	15	236	28.5%	1,216
2021-22	841	977	51	31	861	829	20	(148)	-15.2%	962
2020-21	839	970	32	30	841	977	2	7	0.7%	1,161
2019-20	828	963	26	15	839	970	11	7	0.7%	1,156
2018-19	828	962	26	26	828	963	0	1	0.2%	1,163
2017-18	808	942	39	19	828	962	20	20	2.1%	1,162
2016-17	798	893	30	20	808	942	10	49	5.5%	1,166
2015-16	793	891	23	18	798	893	5	2	0.2%	1,120

* *Annual subsidies are explicit amounts in thousands.*

APPENDIX A – MEMBERSHIP INFORMATION

Police Department - Summary of Member Data			
Valuation Date	**June 30, 2024**	**June 30, 2025**	**% Change**
Active Employees Eligible for Full Benefits			
Count	355	325	-8.45%
Average Age	48.0	48.6	1.31%
Average OPEB Benefit Service	19.8	20.4	3.01%
Total Payroll	$ 71,899,123	$ 70,633,301	-1.76%
Active Employees Eligible for Catastrophic Disability Only			
Count	644	659	2.33%
Average Age	33.4	34.0	1.71%
Average OPEB Benefit Service	5.1	5.7	11.76%
Total Payroll	$ 104,894,516	$ 116,821,040	11.37%
Term Vested Members*	3	3	0.00%
Retirees and Surviving Spouses with Coverage**			
Medical and Dental Coverage	1,253	1,252	-0.08%
Medical Coverage Only	1	1	0.00%
In-Lieu Medical with Dental Coverage	208	222	6.73%
Dental Coverage Only	20	22	10.00%
In-Lieu Medical Coverage Only	47	43	-8.51%
Total	**1,529**	**1,540**	0.72%
Total Count	**2,531**	**2,527**	**-0.16%**

* *Includes only those members with 20 or more years of OPEB benefit service.*

** *Counts do not include dependent spouses.*

APPENDIX A – MEMBERSHIP INFORMATION

Fire Department - Summary of Member Data			
Valuation Date	**June 30, 2024**	**June 30, 2025**	**% Change**
Active Employees Eligible for Full Benefits			
Count	353	343	-2.83%
Average Age	48.5	49.3	1.65%
Average OPEB Benefit Service	18.8	19.6	4.18%
Total Payroll	$ 65,021,948	$ 66,647,268	2.50%
Active Employees Eligible for Catastrophic Disability Only			
Count	288	301	4.51%
Average Age	36.4	36.8	1.22%
Average OPEB Benefit Service	5.4	6.0	11.56%
Total Payroll	$ 43,532,919	$ 48,330,767	11.02%
Term Vested Members*	4	3	-25.00%
Retirees and Surviving Spouses with Coverage**			
Medical and Dental Coverage	809	810	0.12%
Medical Coverage Only	1	0	N/A
In-Lieu Medical with Dental Coverage	67	68	1.49%
Dental Coverage Only	14	15	7.14%
In-Lieu Medical Coverage Only	17	18	5.88%
Total	**908**	**911**	0.33%
Total Count	**1,553**	**1,558**	**0.32%**

* *Includes only those members with 20 or more years of OPEB benefit service.*

** *Counts do not include dependent spouses.*

APPENDIX A – MEMBERSHIP INFORMATION

Police Department - Status Reconciliation

	Active	Terminated Vested	Retiree	Surviving Spouse	Disabled	Total
Beginning of Year	**999**	**3**	**932**	**153**	**444**	**2,531**
New Hires	68	0	0	0	0	68
Rehires	1	(1)	0	0	0	0
Non-Vested Termination	(45)	0	0	0	0	(45)
Vested Terminations	(1)	1	0	0	0	0
Service Retirements	(26)	(1)	27	0	0	0
Disabled Retirements	(3)	0	(17)	0	20	0
New Survivors	0	0	0	12	0	12
No longer covered	(9)	0	(15)	(10)	(11)	(45)
Data corrections	0	1	4	0	1	6
End of Year	**984**	**3**	**931**	**155**	**454**	**2,527**

Counts do not include dependent spouses.

Counts include members in In-Lieu credit program and those only eligible for catastrophic disability.

Fire Department - Status Reconciliation

	Active	Terminated Vested	Retiree	Surviving Spouse	Disabled	Total
Beginning of Year	**641**	**4**	**350**	**141**	**417**	**1,553**
New Hires	20	0	0	0	0	20
Rehires	1	(1)	0	0	0	0
Non-Vested Termination	(4)	0	0	0	0	(4)
Vested Terminations	(1)	1	0	0	0	0
Service Retirements	(12)	(1)	13	0	0	0
Disabled Retirements	0	0	(24)	0	24	0
New Survivors	0	0	0	8	0	8
No longer covered	(1)	0	(5)	(5)	(10)	(21)
Data corrections	0	0	0	0	2	2
End of Year	**644**	**3**	**334**	**144**	**433**	**1,558**

Counts do not include dependent spouses.

Counts include members in In-Lieu credit program and those only eligible for catastrophic disability.

APPENDIX A – MEMBERSHIP INFORMATION

Member Data as of June 30, 2025:

Police Department - Active Employees Eligible For Full Benefits
Years of OPEB Benefit Service

Age Group	< 5	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 +	Total
Under 25	0	0	0	0	0	0	0	0
25 to 29	0	0	0	0	0	0	0	0
30 to 34	0	0	0	0	0	0	0	0
35 to 39	0	0	15	2	0	0	0	17
40 to 44	0	3	11	55	3	0	0	72
45 to 49	0	0	7	38	41	13	0	99
50 to 54	0	2	4	24	33	37	0	100
55 to 59	0	0	0	6	8	15	1	30
60 to 64	0	0	0	2	3	2	0	7
65 and up	0	0	0	0	0	0	0	0
Total	**0**	**5**	**37**	**127**	**88**	**67**	**1**	**325**

Fire Department - Active Employees Eligible For Full Benefits
Years of OPEB Benefit Service

Age Group	< 5	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 +	Total
Under 25	0	0	0	0	0	0	0	0
25 to 29	0	0	0	0	0	0	0	0
30 to 34	0	0	1	0	0	0	0	1
35 to 39	0	0	11	3	0	0	0	14
40 to 44	0	0	34	32	0	0	0	66
45 to 49	1	0	23	60	23	2	0	109
50 to 54	0	1	3	25	37	26	1	93
55 to 59	0	0	3	14	15	18	4	54
60 to 64	0	0	0	0	4	2	0	6
65 and up	0	0	0	0	0	0	0	0
Total	**1**	**1**	**75**	**134**	**79**	**48**	**5**	**343**

APPENDIX A – MEMBERSHIP INFORMATION

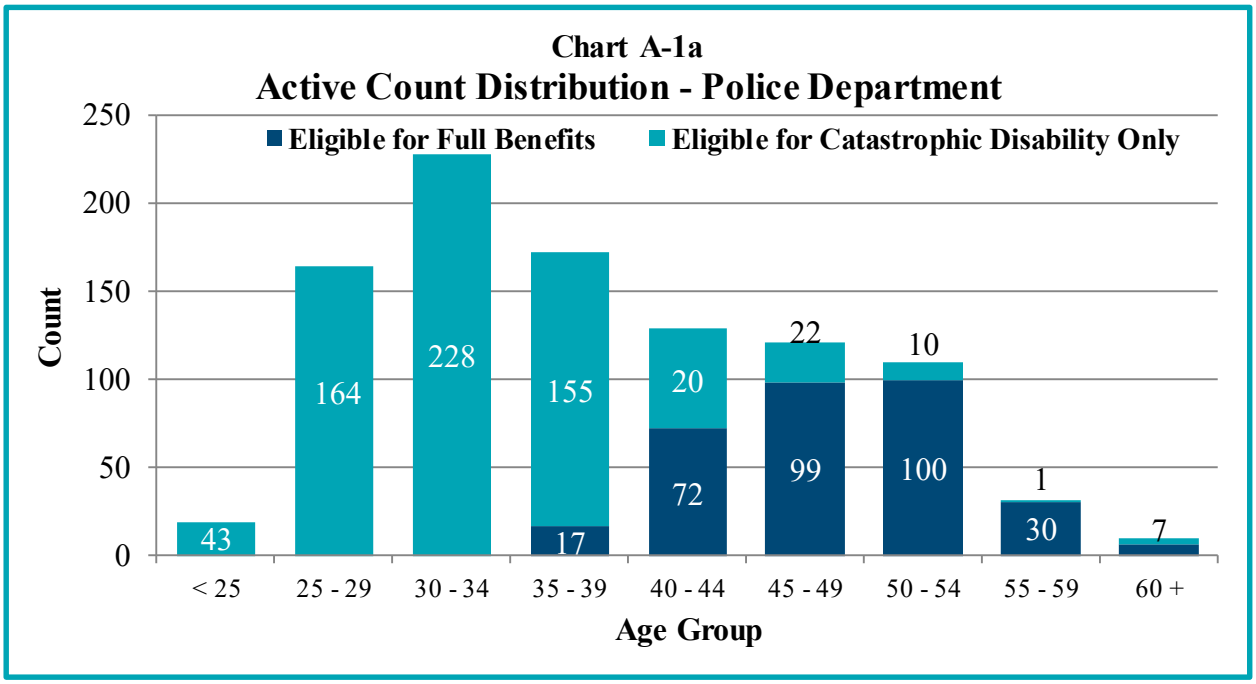
Police Department - Active Employees Eligible for Catastrophic Disability Benefits Only
Years of OPEB Benefit Service

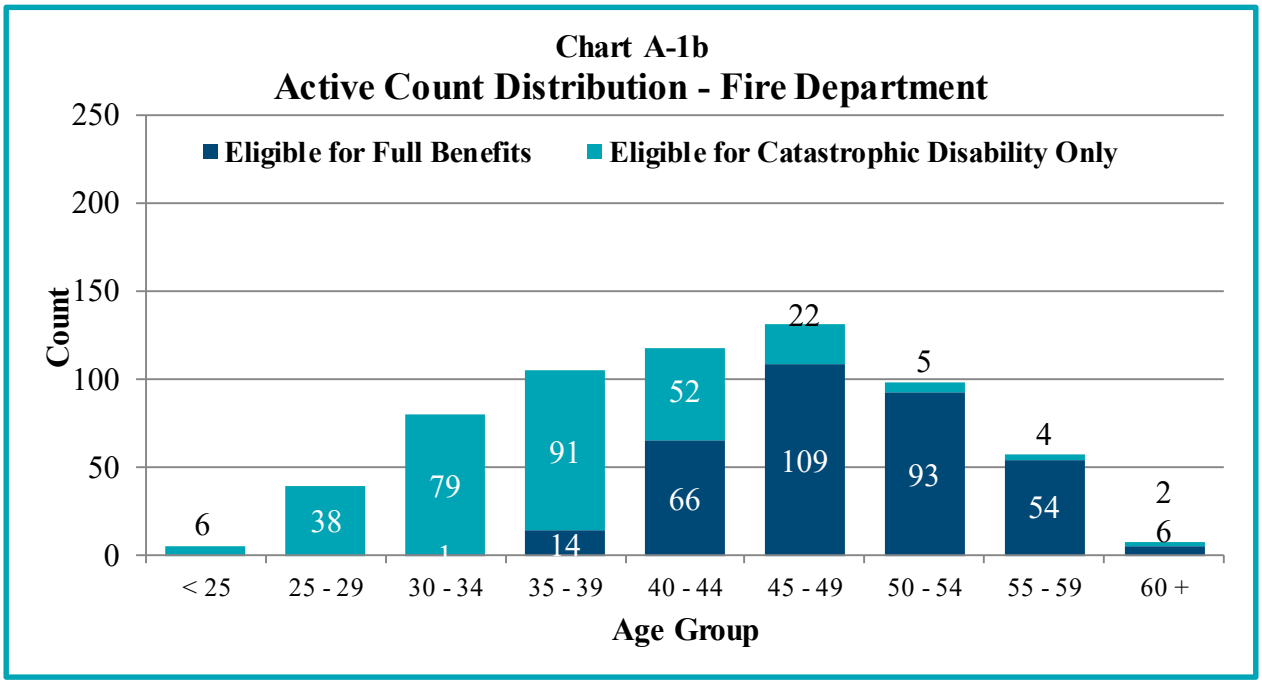
Age Group	< 5	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 +	Total
Under 25	19	0	0	0	0	0	0	19
25 to 29	139	25	0	0	0	0	0	164
30 to 34	90	129	9	0	0	0	0	228
35 to 39	38	85	32	0	0	0	0	155
40 to 44	9	28	16	4	0	0	0	57
45 to 49	3	11	5	2	1	0	0	22
50 to 54	1	3	1	4	0	1	0	10
55 to 59	0	1	0	0	0	0	0	1
60 to 64	0	1	0	0	1	1	0	3
65 and up	0	0	0	0	0	0	0	0
Total	**299**	**283**	**63**	**10**	**2**	**2**	**0**	**659**

Fire Department - Active Employees Eligible for Catastrophic Disability Benefits Only
Years of OPEB Benefit Service

Age Group	< 5	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 +	Total
Under 25	6	0	0	0	0	0	0	6
25 to 29	36	4	0	0	0	0	0	40
30 to 34	50	26	3	0	0	0	0	79
35 to 39	31	53	7	0	0	0	0	91
40 to 44	14	24	9	5	0	0	0	52
45 to 49	3	8	5	6	0	0	0	22
50 to 54	0	2	1	1	0	1	0	5
55 to 59	1	1	1	0	0	1	0	4
60 to 64	0	1	1	0	0	0	0	2
65 and up	0	0	0	0	0	0	0	0
Total	**141**	**119**	**27**	**12**	**0**	**2**	**0**	**301**

APPENDIX A – MEMBERSHIP INFORMATION



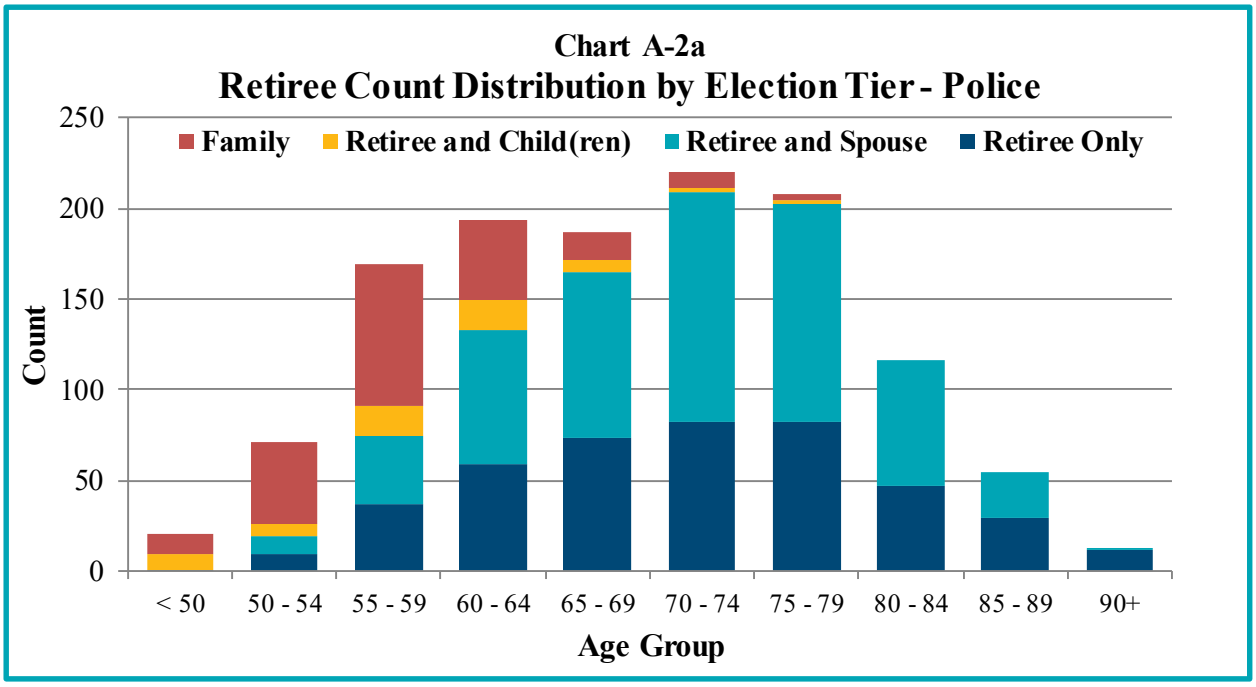


APPENDIX A – MEMBERSHIP INFORMATION

Retirees, Disabled Retirees and Surviving Spouses
Police Department

Age Group	Medical Insurance Males	Medical Insurance Females	Medical Insurance Total	Dental Insurance
Under 50	16	5	21	31
50 to 54	61	10	71	127
55 to 59	151	18	169	243
60 to 64	154	39	193	246
65 to 69	162	25	187	213
70 to 74	200	20	220	229
75 to 79	167	41	208	215
80 to 84	90	26	116	122
85 to 89	35	20	55	57
Over 90	4	9	13	13
Total	**1,040**	**213**	**1,253**	**1,496**

Counts do not include dependent spouses.

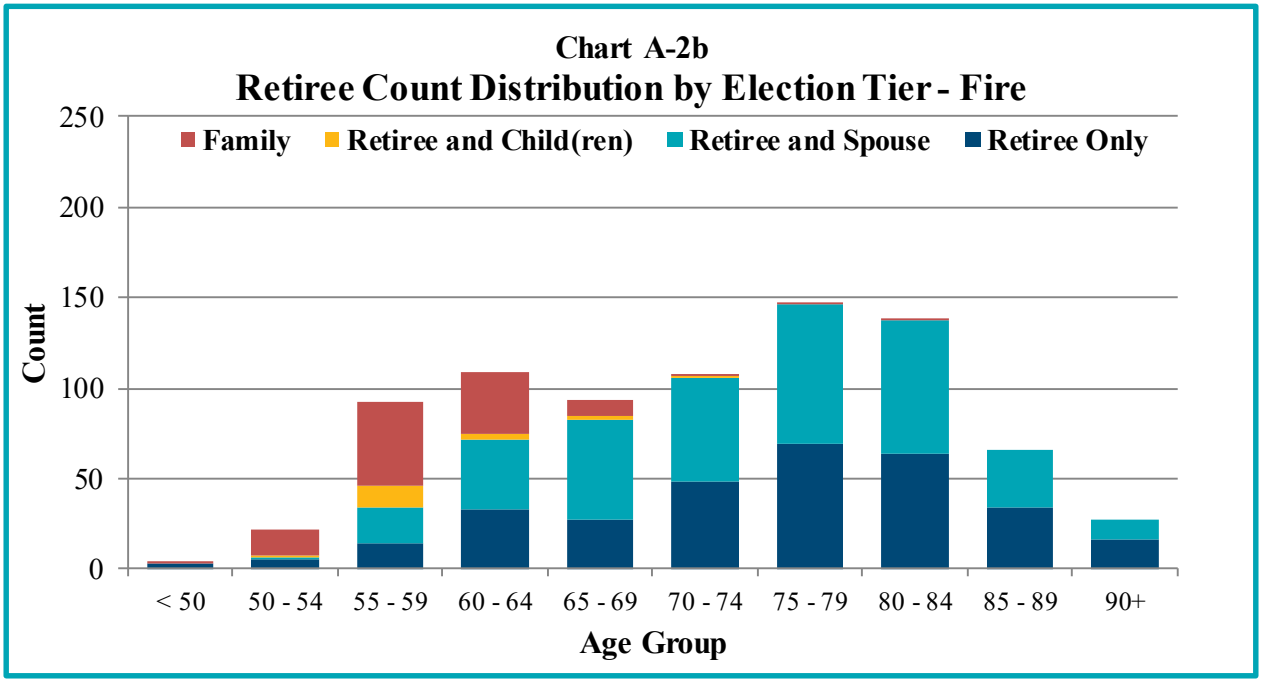


APPENDIX A – MEMBERSHIP INFORMATION

Retirees, Disabled Retirees and Surviving Spouses
Fire Department

Age Group	Medical Insurance Males	Medical Insurance Females	Medical Insurance Total	Dental Insurance
Under 50	4	0	4	7
50 to 54	20	2	22	32
55 to 59	85	7	92	121
60 to 64	97	12	109	121
65 to 69	78	16	94	100
70 to 74	84	24	108	115
75 to 79	109	39	148	154
80 to 84	107	32	139	143
85 to 89	50	16	66	69
Over 90	18	10	28	31
Total	**652**	**158**	**810**	**893**

Counts do not include dependent spouses.



APPENDIX A – MEMBERSHIP INFORMATION

Police & Fire Department Vested Terminations*

Age Group	Police	Fire	Total
Under 45	0	0	0
45 to 49	1	1	2
50 to 54	2	2	4
55 to 59	0	0	0
60 to 64	0	0	0
Over 65	0	0	0
Total	**3**	**3**	**6**

**Includes only those term vested participants with at least 20 years of OPEB benefit service.*

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

Economic Assumptions

The expected return on Plan assets and per person cost trend assumptions shown below were adopted by the Board of Administration with our input at the November 6, 2025 Board meeting. Please refer to the presentation for that meeting for details, including the rationale for each assumption.

1. Expected Return on Plan Assets

6.25% per year. The Board expects a long-term rate of return of 6.5% based on Meketa's 10-year capital market assumptions and the Plan's current investment policy. A margin for adverse deviation was used to improve the probability of achieving the discount rate.

2. Per Person Cost Trends

Medical trends were developed using the 2025 Society of Actuaries Long-run Medical Cost Trend Model with the following parameters:

Initial trend rate for the 2026 calendar year:

Non-Medicare Eligible:	7.50%
Medicare Eligible:	6.50%
Inflation:	2.50%
Real GDP per Capita:	1.40%
Excess Medical Cost Growth:	0.90%
Expected GDP Share in 2034:	19.0%
Resistance Point:	18.0%
Year limited to GDP growth:	2075

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

Annual Increase

Fiscal Year Beginning	Pre-Medicare	Medicare Eligible	Dental	Part B Premiums	Fiscal Year Beginning	Pre-Medicare	Medicare Eligible	Dental	Part B Premiums
2026	*Varies by Plan*			8.70%	2051	4.49	4.49	3.50	3.40
2027	7.08%	5.92%	3.50%	5.83	2052	4.48	4.48	3.50	3.40
2028	6.74	5.76	3.50	6.38	2053	4.48	4.48	3.50	3.40
2029	6.40	5.60	3.50	6.98	2054	4.47	4.47	3.50	3.40
2030	6.06	5.44	3.50	6.69	2055	4.46	4.46	3.50	3.40
2031	5.72	5.27	3.50	6.60	2056	4.46	4.46	3.50	3.40
2032	5.38	5.11	3.50	7.58	2057	4.45	4.45	3.50	3.40
2033	5.04	4.95	3.50	7.48	2058	4.44	4.44	3.50	3.40
2034	4.76	4.76	3.50	6.53	2059	4.44	4.44	3.50	3.40
2035	4.64	4.64	3.50	6.32	2060	4.43	4.43	3.50	3.40
2036	4.63	4.63	3.50	6.12	2061	4.43	4.43	3.50	3.40
2037	4.62	4.62	3.50	5.92	2062	4.42	4.42	3.50	3.40
2038	4.60	4.60	3.50	5.72	2063	4.41	4.41	3.50	3.40
2039	4.59	4.59	3.50	5.52	2064	4.41	4.41	3.50	3.40
2040	4.58	4.58	3.50	5.32	2065	4.38	4.38	3.50	3.40
2041	4.57	4.57	3.50	5.11	2066	4.33	4.33	3.50	3.40
2042	4.56	4.56	3.50	4.91	2067	4.28	4.28	3.50	3.40
2043	4.55	4.55	3.50	4.71	2068	4.23	4.23	3.50	3.40
2044	4.54	4.54	3.50	4.51	2069	4.18	4.18	3.50	3.40
2045	4.54	4.54	3.50	4.31	2070	4.14	4.14	3.50	3.40
2046	4.53	4.53	3.50	4.10	2071	4.09	4.09	3.50	3.40
2047	4.52	4.52	3.50	3.90	2072	4.05	4.05	3.50	3.40
2048	4.51	4.51	3.50	3.70	2073	4.00	4.00	3.50	3.40
2049	4.50	4.50	3.50	3.50	2074	3.96	3.96	3.50	3.40
2050	4.50	4.50	3.50	3.40	2075+	3.94	3.94	3.50	3.40

The table above shows the trend increases on a fiscal year basis; premium rates change on a calendar year basis. For the fiscal year beginning July 1, 2026, the trend was developed using actual calendar year 2026 premiums and a trend assumption for calendar year 2027. The trend factors vary by plan as shown in the table below.

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

Plan		FY Beginning 2026 Trend
Pre-Medicare		
	Kaiser Plans	8.85%
	Anthem Plans	4.65%
Medicare		
	Kaiser Plan	9.23%
	Anthem PPO Plan	18.29%
Dental		
	HMO Plan	1.76%
	PPO Plan	1.75%

Deductibles, Co-payments, Out-of-Pocket Maximums, and Annual Maximum (where applicable) are assumed to increase at the above trend rates.

3. Changes Since the Last Valuation

The per-person cost trends were updated.

The discount rate was increased from 6.00% to 6.25%.

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

Demographic Assumptions

The Board of Administration adopted the discount rate at the January 21, 2026, Board meeting and adopted the other OPEB assumptions at the November 6, 2025, Board meeting based on our recommendations. The demographic assumptions shared with the pension plan shown below 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. Salary Increase Rate

Wage inflation component

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.

Merit Increases

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

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.

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

2. Administrative Expenses

For FYE 2027, trust administrative expenses are assumed to equal $33 per full benefit member and are assumed to increase at the ultimate wage inflation assumption of 3.125% per annum.

3. Retirement Rates

Retirement rates are based on age and service, as shown in the following Tables. Tier 1 rates only apply when the member is eligible for unreduced pension benefits.

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

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

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

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.

4. Rates of Termination

Rates of termination are shown in the following table.

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.

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

5. 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.

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

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

6. Disability Rates

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 the table shown below.

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.

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

7. Percent of Retirees Electing Coverage Versus In-Lieu Credits

Upon retirement, members are assumed to elect coverage or enter the In-Lieu credit program according to the following table.

Future Retiree Participation		
	Coverage	In-Lieu
Active Members	70%	30%
Terminated Vested Members	50%	50%

8. Dependent Coverage Election

Upon retirement, members who elect coverage are assumed to cover dependents according to the following table.

Assumed Future Retiree Tier Elections				
	Pre-Medicare		Medicare	
Coverage Tier	Male	Female	Male	Female
Retiree Only	17%	52%	23%	75%
Retiree and Children	6%	23%	0%	0%
Retiree and Spouse	30%	15%	77%	25%
Retiree and Family	47%	10%	0%	0%

100% of members eligible for dental are assumed to elect spousal coverage.

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

9. In-Lieu Assumptions

Members who elect to receive the In-Lieu credits are assumed to remain in the In-Lieu credit program for five years, after which they are assumed to elect coverage and use their In-Lieu credits. The amount of the In-Lieu credit is 25% of the subsidy for the tier of coverage for which the retiree qualifies. Future retiree medical tier qualification assumptions are provided in the following table.

Assumed Future Retiree In-Lieu Credit Tier

	Pre-Medicare		Medicare	
Coverage Tier	Male	Female	Male	Female
Retiree Only	17%	17%	37%	37%
Retiree and Children	0%	0%	0%	0%
Retiree and Spouse	23%	23%	63%	63%
Retiree and Family	60%	60%	0%	0%

10. Health Plan Election

Retirees who are not yet age 65 are assumed to be eligible for Medicare when they reach age 65 and are assumed to enroll in the Medicare-eligible plan corresponding to their current Pre-Medicare plan election. Future retirees are assumed to elect plans in the proportion shown in the following table.

Assumed Plan Elections for Future Retirees

	% Electing		% Electing
Pre-Medicare Medical Plans		**Medicare-Eligible Medical Plans**	
Kaiser DHMO	5%	Kaiser Senior Advantage	43%
Kaiser $25 Co-pay	62%	Anthem Medicare PPO	57%
Kaiser HDHP	6%		
Anthem DHMO	3%		
Anthem Select $20 Co-pay	8%		
Anthem Traditional $20 Co-pay	3%		
Anthem HDHP PPO	9%	**Dental Plans (All Retirees)**	
Anthem Select PPO	3%	Delta Dental PPO	99%
Anthem Classic PPO	1%	DeltaCare HMO	1%

Eligible for coverage and elect coverage

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

11. Voluntary Employees' Beneficiary Association Balance Drawdown

Members are assumed to draw down their VEBA balances by the blended active and retiree member plus spouse premium, without factoring in the lowest cost premium, and increased by a factor of 1.625 to estimate the adjustment from a blended active and retiree premium to a retiree only premium.

12. Married Percentage

Gender	Percentage
Males	85%
Females	70%

13. Dependent Age

For current retirees, actual spouse date of birth was used when available. For future retirees, male retirees are assumed to be three years older than their partner, and female retirees are assumed to be three years younger than their partner.

14. Changes Since the Last Valuation

Retirement, termination, mortality, and disability rates, the percentage of female members assumed to be married, the merit salary scale, the wage inflation, the administrative expense assumptions and the VEBA account balance increase factor were updated for this valuation.

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

Claim and Health Plan Benefit Expense Assumptions

The claim and expense assumptions shown below were adopted by the Board of Administration at the November 6, 2025 Board meeting based upon our recommendations.

The claims costs are based on the fully insured premiums charged to the City for the active and retiree population in 2025 and 2026. For non-Medicare adults, the premiums for each coverage tier (retiree only, retiree plus spouse, retiree plus child(ren) and retiree plus family) were blended based on enrollment data for the 2025 calendar year. The same process was used for Medicare adults, except only Medicare-eligible retirees were included. The resulting per person per month (PPPM) cost was then adjusted using age curves. The pre-Medicare adult claims curves were then loaded for the cost of children; the load for children decreases by retiree age since older retirees have fewer children. The impact of children on Medicare costs was assumed to be de minimis. All claims costs are developed jointly for the Federated, Police, and Fire Postemployment Healthcare Plans of the City of San José but the load for children for Police and Fire was developed separately from the load for Federated.

The claims costs and trend assumptions reflect the Inflation Reduction Act of 2022 (the Act), including associated regulations and market responses to date. As the regulations and market responses evolve, the impact on future costs could vary significantly from those assumed in this valuation.

1. Average Annual Claims and Expense Assumptions

The following claim and expense assumptions were developed as of July 1, 2025 based on the premiums for 2025 and 2026. The explicit subsidy amount (100% of the premium for the lowest-cost health plan available to active City employees) is assumed to grow based on the Pre-Medicare cost trend rates.

The following tables show the claims costs for each medical plan as of the valuation date:

Sample Claims Costs - Non-Medicare Eligible						
	Kaiser		Anthem HMO		Anthem PPO	
Age	Male	Female	Male	Female	Male	Female
40	$13,531	$16,499	$19,867	$23,471	$24,318	$29,877
45	13,706	15,998	19,386	22,169	24,852	29,145
50	14,341	16,205	19,464	21,727	26,247	29,739
55	15,718	17,033	20,443	22,039	29,034	31,496
60	18,213	17,759	22,779	22,229	33,913	33,064
64	21,325	17,359	26,003	21,188	39,906	32,479

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

Sample Claims Costs - Medicare Eligible				
	Kaiser Senior Adv		Anthem Select PPO	
Age	Male	Female	Male	Female
65	$3,405	$3,004	$6,743	$5,948
70	3,616	3,063	7,160	6,064
75	4,156	3,444	8,229	6,820
80	4,719	3,906	9,345	7,734
85	5,097	4,268	10,092	8,452

Sample Claims Costs - Dental	
Dental Blended	
Age	Unisex
All	702.43

2. Medicare Part D Subsidy

Not applicable.

3. Medicare Part B

All Medicare eligible retirees are assumed to participate in Medicare Part B.

4. Medicare Eligibility

All retirees who turn age 65 are assumed to be eligible for Medicare.

5. Annual Limits

Assumed to increase at the same rate as trend.

6. Lifetime Maximums

Are not assumed to have any financial impact.

7. Geography

Implicitly assumed to remain the same as current retirees.

8. Retiree Contributions

Retirees pay the difference between the actual premium for the elected medical plan and the lowest cost medical plan available to active members if the retiree is eligible to receive the explicit subsidy. No retiree contributions are required for dental.

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

9. Changes Since the Last Valuation

All claims costs were updated to reflect the changes in plan premiums and the populations covered.

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

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.

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 costs. Or, equivalently, it is the accumulation of normal costs for all periods prior to the valuation date. The normal cost and Actuarial Liability are calculated on an individual basis. The sum of the individual amounts is the normal cost and Actuarial Liability for the Plan. The Actuarial Liability for the Plan represents the target amount of assets the Plan should have as of the valuation date according to the actuarial cost method.

2. Asset Valuation Method

The Actuarial Value of Assets equals the Market Value of Assets.

3. Amortization Method

The Unfunded Actuarial Liability is the difference between the Actuarial Liability and the Actuarial Value of Assets. The Unfunded Actuarial Liability as of June 30, 2017 was amortized as a level percent of payroll over a closed 25-year period.

All subsequent amortization bases are amortized over 25-year periods with a 3-year phase-in and phase-out. With the 3-year phase-in and phase-out, the second year's payment is two times the first year's payment increased for assumed payroll growth, and the third years' payments are three times the first year's payment increased for assumed payroll growth. Subsequent payments increase for assumed payroll growth. After 25 years, the process reverses, and the 26th year's payment is two-thirds of the 25th year's payment, increased for assumed payroll growth, and the 27th year's payment is one-third of the 25th year's payment, increased for assumed payroll growth.

4. Contributions

The City contributes the annual implicit subsidy as part of active employee health premiums and prefunds the explicit subsidy based on the normal cost, administrative expenses, and the amortization payment described above, less expected employee contributions. The City has the option to limit its contribution to no more than 11% of total payroll.

Active members who are eligible for full benefits contribute 8.00% of their pay.

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

5. Changes Since the Last Valuation

None.

APPENDIX C – SUMMARY OF PLAN PROVISIONS

Postemployment Healthcare Plan

Eligibility: Employees hired before July 2013 that did not elect to opt-in to the Voluntary Employees' Beneficiary Association (VEBA).

Medical/Dental:

Employees who retire (include deferred vested members) with at least 15 years of service with the City ("OPEB benefit service"), or with a monthly pension equal to at least 37.5% of final compensation, are eligible to elect medical coverage upon retirement. Tier 1 employees (hired before August 4, 2013) are eligible for unreduced service retirement at 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 service retirement is available at age 50 with 20 years of service. Tier 2 employees (hired on or after August 4, 2013) are eligible for unreduced service retirement at age 60 with 10 years of service or reduced service retirement at age 50 with 10 years of service. Service credited through reciprocity agreements counts towards an employee's required service to retire, but only service with the City counts towards the required years of service to receive OPEB benefits.

Employees who become disabled with at least 15 years of service or have a monthly pension equal to at least 37.5% of final compensation are eligible to elect medical coverage upon retirement.

Spouses or domestic partners of retired members are allowed to participate if they were enrolled in the City's medical plan at the time of the member's retirement. Dependent children are eligible to receive coverage until the age of 26.

Surviving spouses/domestic partners/children of deceased members are eligible for coverage if the following conditions are met:

1. The employee has 15 years of service at time of death or is entitled to a monthly pension of at least 37.5% of final compensation; and,

2. Both the member and the survivors were enrolled in the active medical plan immediately before death; and,

3. The survivor will receive a monthly pension benefit.

APPENDIX C – SUMMARY OF PLAN PROVISIONS

Employees who separate from service after July 5, 1992 with 20 years of service, leaving contributions in the retirement plan, are eligible to elect medical and/or dental coverage upon retirement.

Benefits for Retirees:

Medical: The Plan pays 100% of the premium for the lowest cost health plan available to active City employees. The member pays the difference if another plan is elected.

To the extent that the elected plan premium is less than the maximum subsidy amount, Medicare-eligible retirees receive reimbursement of Medicare Part B premiums for themselves and their covered spouse, if applicable.

Dental: The Plan pays 100% of the dental insurance premiums.

Premiums: Monthly premiums before adjustments for 2025 and 2026 are as follows.

APPENDIX C – SUMMARY OF PLAN PROVISIONS

2025 Monthly Premiums	Single	Emp/Sp	Emp/Chd	Family
Medical				
Non-Medicare Monthly Rates				
Kaiser DHMO	$ 756.94	$ 1,513.88	$ 1,324.66	$ 2,270.82
Kaiser $25 Co-pay	924.42	1,848.84	1,617.74	2,773.26
Kaiser HDHP	637.74	1,275.48	1,116.06	1,913.22
Anthem HMO Select $20 Co-pay	987.26	2,171.90	1,777.04	3,060.38
Anthem HMO Traditional $20 Co-pay	1,134.92	2,496.80	2,042.88	3,518.22
Anthem DHMO	761.12	1,674.52	1,370.02	2,359.54
Anthem HDHP	1,736.42	3,820.10	3,125.54	5,382.92
Anthem Select PPO	2,818.62	6,201.04	5,073.56	8,737.88
Anthem Classic PPO	3,014.62	6,632.18	5,426.28	9,345.30
Medicare-Eligible Monthly Rates				
Kaiser Senior Advantage	$ 294.02	$ 588.04	$ 588.04	$ 882.06
Anthem Medicare PPO	547.69	1,095.38	1,095.38	1,643.07
Dental				
Delta Dental PPO	$ 50.88	$ 111.92	$ 122.12	$ 157.72
DeltaCare HMO	24.44	48.86	42.74	73.30

APPENDIX C – SUMMARY OF PLAN PROVISIONS

2026 Monthly Premiums	Single	Emp/Sp	Emp/Chd	Family
Medical				
Non-Medicare Monthly Rates				
Kaiser DHMO	$ 837.40	$ 1,674.80	$ 1,465.48	$ 2,512.20
Kaiser $25 Co-pay	1,022.70	2,045.40	1,789.74	2,512.20
Kaiser HDHP	705.54	1,411.08	1,234.72	2,116.62
Anthem HMO Select $20 Co-pay	1,007.02	2,215.34	1,812.58	3,121.60
Anthem HMO Traditional $20 Co-pay	1,157.62	2,546.74	2,083.74	3,588.58
Anthem DHMO	776.34	1,708.02	1,397.42	2,406.74
Anthem HDHP	1,741.46	3,831.18	3,134.60	5,398.54
Anthem Select PPO	2,826.80	6,219.02	5,088.28	8,763.22
Anthem Classic PPO	3,023.36	6,651.42	5,442.02	9,372.40
Medicare-Eligible Monthly Rates				
Kaiser Senior Advantage	$ 331.88	$ 663.76	$ 663.76	$ 995.64
Anthem Medicare PPO	738.58	1,477.16	1,477.16	2,215.74
Anthem Medicare PPO 75	711.34	1,422.68	1,422.68	2,134.02
Dental				
Delta Dental PPO	$ 50.88	$ 111.92	$ 122.12	$ 157.72
DeltaCare HMO	24.44	48.86	42.74	73.30

APPENDIX C – SUMMARY OF PLAN PROVISIONS

Summary of 2026 Benefit Plans:

Medicare-Eligible Plans	Kaiser	Anthem PPO	Anthem PPO 75
Annual Out-of-Pocket Maximum	$1,000 per year for any one member	$0	$500
Annual Deductible	None	None	None
Office Visit copay	$25	$0	$0
Emergency Room copay	$50	$0	$75
Hospital Care copay	$250	$0	$0
Prescription Drug retail copay (30-day supply):			
Generic Brand	$10	$10	$10
Non-Formulary	$10	$25	$25
Specialty Drug	N/A	$40	$40

APPENDIX C – SUMMARY OF PLAN PROVISIONS

	Kaiser			Anthem HMO		Anthem PPO*		
Non-Medicare Plans:	High Deductible	DHMO	$25 Co-Pay	$20 Co-Pay	DHMO	Select PPO	Classic PPO	High Deductible
Annual Out-of-Pocket Maximum (single/family)	$6,050/ $12,100	$4,000/ $8,000	$1,500/ $3,000	$1,500/ $3,000	$4,000/ $8,000	$2,100/ $4,200	$2,100/ $4,200	$4,000/ $8,000
Annual Deductible (single/family)	$3,000/ $6,000	$1,500/ $3,000	None	None	$1,500/ $3,000	$100/$200	$100/$200	$2,500/ $5,000
Office Visit copay	30%**	$40	$25	$20	$20	$25	$25	20%**
Emergency Room copay	30%**	30%**	$100	$100	30%**	$100	$100	20%**
Hospital Care copay	30%**	30%**	$100	$100	30%**	10%**	10%**	20%**
Prescription Drug retail copay (30-day supply):								
Generic Brand	$10	$10	$10	$10	$10	$10	$10	$10
Non-Preferred	$30	$30	$25	$30	$30	$25	$25	$30
Specialty	N/A	N/A	N/A	$60	$60	$40	$40	$60

* *In-Network benefits*

** *After deductible is paid.*

APPENDIX C – SUMMARY OF PLAN PROVISIONS

Cost-Sharing Provisions:

It is assumed for the purpose of this valuation that the City of San José will in the future maintain a consistent level of cost sharing for benefits with the retirees. This may be achieved by adjusting benefit provisions, contributions, or both.

APPENDIX C – SUMMARY OF PLAN PROVISIONS

Catastrophic Disability Healthcare Program

Eligibility: Employees hired after June 2013 or employees who elected to opt-in to the Voluntary Employees' Beneficiary Association (VEBA).

Contributions: Employees are required to make mandatory contributions into the VEBA on a pre-tax basis.

Employee Group	VEBA Contribution Rate
Tier 1	5.0%
Tier 2	4.0%

Medical: VEBA funds can be used to reimburse members for eligible healthcare expenses.

VEBA members on service-connected disability will receive benefits from the Postemployment Healthcare Plan only up to age 65 once VEBA funds are exhausted.

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

APPENDIX D – GLOSSARY OF TERMS

1. Actuarial Assumptions

Assumptions as to the occurrence of future events affecting pension costs, such as: mortality, withdrawal, and retirement; changes in compensation; rates of investment earnings, and asset appreciation or depreciation; procedures used to determine the Actuarial Value of Assets; and, other relevant items.

2. Actuarial Cost Method

A procedure for determining the actuarial present value of pension plan benefits and expenses and for developing an allocation of such value to each year of service, usually in the form of a normal cost and an Actuarial Liability.

3. Actuarial Gain (Loss)

A measure of the difference between actual experience and that expected based upon a set of actuarial assumptions during the period between two actuarial valuation dates, as determined in accordance with a particular actuarial cost method.

4. Actuarial Liability

The portion of the actuarial present value of projected benefits that will not be paid by future normal costs. It represents the value of the past normal costs with interest to the valuation date.

5. Actuarial Present Value (Present Value)

The value as of a given date of a future amount or series of payments. The actuarial present value discounts the payments to the given date at the assumed investment return and includes the probability of the payment being made. As a simple example: assume you owe $100 to a friend one year from now. Also, assume there is a 1% probability of your friend dying over the next year, in which case you will not be obligated to pay him. If the assumed investment return is 10%, the actuarial present value is:

		Probability	$\frac{1}{(1+\text{Discount Rate})}$		
Amount		of Payment			
$100	x	(1 - .01)	1/(1+.1)	=	$90

6. Actuarial Valuation

The determination, as of a specified date, of the normal cost, Actuarial Liability, Actuarial Value of Assets, and related actuarial present values for a pension plan.

APPENDIX D – GLOSSARY OF TERMS

7. Actuarial Value of Assets

The value of cash, investments, and other property belonging to a pension plan as used by the actuary for the purpose of an actuarial valuation. The purpose of an Actuarial Value of Assets is to smooth out fluctuations in market values. This way long-term costs are not distorted by short-term fluctuations in the market.

8. Amortization Payment

The portion of the pension plan contribution, which is designed to pay interest and principal on the Unfunded Actuarial Liability in order to pay for that liability in a given number of years.

9. Entry Age Normal Actuarial Cost Method

A method under which the actuarial present value of the projected benefits of each individual included in an actuarial valuation is allocated as a level percentage of pay from the individual's date of entry into the plan to the individual's assumed cessation of employment.

10. Normal Cost

That portion of the actuarial present value of pension plan benefits and expenses which is allocated to a valuation year by the actuarial cost method.

11. Unfunded Actuarial Liability

The excess of the Actuarial Liability over the Actuarial Value of Assets.

12. Funded Percentage

The ratio of the Actuarial Value of Assets to the Actuarial Liability.

13. Mortality Table

A set of percentages that estimate the probability of death at a particular point in time. Typically, the rates are annual and based on age and sex.

14. Discount Rate

The assumed interest rate used for converting projecting dollar related values to a present value as of the valuation date.

15. Medical Trend

The assumed increase in dollar related values in the future due to the increase in the cost of health care.

APPENDIX E – LIST OF ABBREVIATIONS

Actuarial Accrued Liability (AAL)
Actuarial Valuation Report (AVR)
Annual Required Contribution (ARC)
Coordination of Benefits (COB)
Deductible and Coinsurance (DC)
Deferred Retirement Option Plan (DROP)
Durable Medical Equipment (DME)
Employee Assistance Program (EAP)
Employee Benefits Division (EBD)
Fiscal Year Ending (FYE)
Governmental Accounting Standards Board (GASB)
Hospital Emergency Room (ER)
In-Network (INN)
Inpatient (IP)
Medicare Eligible (ME)
Net Other Postemployment Benefit (NOO)
Non-Medicare Eligible (NME)
Not Applicable (NA)
Office Visit (OV)
Other Postemployment Benefit (OPEB)
Out-of-Network (OON)
Out-of-Pocket (OOP)
Outpatient (OP)
Pay-as-you-go (PAYGo)
Per Person Per Month (PPPM)
Pharmacy (Rx)
Preferred Provider Organization (PPO)
Primary Care Physician (PCP)
Specialist Care Provider (SCP)
Summary Plan Description (SPD)
Unfunded Actuarial Accrued Liability (UAAL)
Unfunded Actuarial Liability (UAL)
Urgent Care (UC)

Classic Values, Innovative Advice