



Alameda County Employees' Retirement Association
BOARD OF RETIREMENT

AUDIT COMMITTEE/BOARD MEETING
NOTICE and AGENDA

ACERA MISSION:

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

Thursday, June 20, 2024
12:30 p.m.

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

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

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

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

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

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

AUDIT COMMITTEE/BOARD MEETING

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Call to Order

12:30 p.m.

Roll Call

Public Comment (Time Limit: 4 minutes per speaker)

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

External Audit:

- 1. Discussion and possible motion to recommend that the Board adopt the audited Schedule of Employer Allocations (Pension and OPEB) and the audited Schedule of Pension and OPEB Amounts by Employer based on addenda to the Governmental Accounting Standards Board (GASB) Statement No. 67 and Statement No. 74, valuations as of December 31, 2023**

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

Recommendation:

Staff recommends the Audit Committee recommend that the Board of Retirement adopt the audited Schedule of Employer Allocations and Schedule of Pension Amounts by Employer and the audited Schedule of Employer Allocations and Schedule of OPEB Amounts by Employer Based on the Governmental Accounting Standards Board (GASB) Statement No. 67 and Statement No. 74, as of December 31, 2023.

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

External Audit

- 1. Presentation and discussion of GASB Statement No. 68 and GASB Statement No. 75 Valuations and Employer Schedules as of December 31, 2023**

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

Internal Audit

- 1. Progress report on the Internal Audit Plan**

- Harsh Jadhav

Trustee Comment

Future Discussion Items

Establishment of Next Meeting Date

October 17, 2024 at 12:30 PM



MEMORANDUM TO THE AUDIT COMMITTEE

DATE: June 20, 2024
TO: Members of the Audit Committee
FROM: Erica Haywood, Fiscal Services Officer *EH*
SUBJECT: **Audited Schedule of Employer Allocations and Schedule of Pension Amounts by Employer and Audited Schedule of Employer Allocations and Schedule of OPEB Amounts by Employer Based on the Governmental Accounting Standards Board (GASB) Statement No. 67 and Statement No. 74, as of December 31, 2023**

Executive Summary

Presented for review and possible adoption are the 2023 audited schedules of employer allocations (pension and OPEB) and schedules of pension and OPEB amounts by employer.

During the June 20, 2024, Audit Committee meeting, staff will present the audited set of schedules prepared by ACERA staff using Segal's addenda to the GASB Statement No. 67 and GASB Statement No. 74 Actuarial Valuations as of December 31, 2023. These worksheets include the audited Schedule of Employer Allocations and Schedule of Pension Amounts by Employer and the audited Schedule of Employer Allocations and Schedule of OPEB Amounts by Employer, with related notes.

In combination with the GASB Statement No. 68 and GASB Statement No. 75 actuarial valuations, the audited allocation schedules contain all the required pension and OPEB liability reporting information employers need to complete their June 30, 2024, fiscal year-end reporting requirements. Once the Board has adopted the audited set of schedules, staff will distribute the audited schedules and the GASB Statement No. 68 and Statement No. 75 actuarial valuations to ACERA's participating employers.

Recommendations

1. Staff recommends the Audit Committee recommend that the Board of Retirement adopt the audited Schedule of Employer Allocations and Schedule of Pension Amounts by Employer and the audited Schedule of Employer Allocations and Schedule of OPEB Amounts by Employer Based on the Governmental Accounting Standards Board (GASB) Statement No. 67 and Statement No. 74, as of December 31, 2023.

Attachments:

1. Schedule of Employer Allocations and Schedule of Pension Amounts by Employer as of 12/31/23
2. Schedule of Employer Allocations and Schedule of OPEB Amounts by Employer as of 12/31/23

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

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

As of and for the Year Ended December 31, 2023

Alameda County Employees' Retirement Association (ACERA)
Schedule of Employer Allocations and Schedule of Pension Amounts by Employer
As of and for the Year Ended December 31, 2023

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Independent Auditor's Report

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

Opinion

We have audited the accompanying schedule of employer allocations of the Alameda County Employees' Retirement Association (ACERA); and the specified column totals included in the schedule of pension amounts by employer of ACERA (the columns titled net pension liability, total deferred outflows of resources, total deferred inflows of resources and total employer pension expense), as of and for the year ended December 31, 2023; and the related notes (collectively the schedules).

In our opinion, the schedules referred to above present fairly, in all material respects, the employer allocations and net pension liability, total deferred outflows of resources, total deferred inflows of resources, and total employer pension expense for ACERA, as of and for the year ended December 31, 2023, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

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

Responsibilities of Management for the Schedules

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

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

Auditor's Responsibilities for the Audit of the Schedules

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

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

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

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

Report on the Audit of the Financial Statements

We have audited, in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, the financial statements of ACERA, as of and for the year ended December 31, 2023, and our report thereon, dated June __, 2024, expressed an unmodified opinion on those financial statements.

Restriction on Use

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

Oakland, California
June __, 2024

Alameda County Employees' Retirement Association (ACERA)
Schedule of Employer Allocations as of and for the Year Ended December 31, 2023
Actual Employer Contributions by Employer and Membership Class

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

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

¹ The unrounded percentages are used in the allocation of the NPL amongst the employers.

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

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

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

See accompanying notes, pages 6 - 9.

Alameda County Employees' Retirement Association (ACERA)
Schedule of Employer Allocations as of and for the Year Ended December 31, 2023
Allocation of Net Pension Liability (NPL)

Employer	General NPL, Excluding ACOE and LARPD (Excl. non-OPEB SRBR NPL)		ACOE Members Only (Excl. non-OPEB SRBR NPL)		LARPD Members Only (Excl. non-OPEB SRBR NPL)		All General Members Combined (Excl. non-OPEB SRBR NPL)	
	NPL	Percentage ¹	NPL	Percentage ¹	NPL	Percentage ¹	NPL	General NPL Percentage
Alameda County	\$ 917,374,067	63.930%	\$ -	0.000%	\$ -	0.000%	\$ 917,374,067	63.835%
Alameda Health System	408,945,629	28.498%	-	0.000%	-	0.000%	408,945,629	28.457%
Superior Court	83,892,608	5.846%	-	0.000%	-	0.000%	83,892,608	5.838%
First 5	14,379,368	1.002%	-	0.000%	-	0.000%	14,379,368	1.001%
Housing Authority	10,395,027	0.724%	-	0.000%	-	0.000%	10,395,027	0.723%
LARPD	-	0.000%	-	0.000%	919,733	100.000%	919,733	0.064%
ACOE	-	0.000%	1,173,711	100.000%	-	0.000%	1,173,711	0.082%
Total for All Employers	\$ 1,434,986,699	100.000%	\$ 1,173,711	100.000%	\$ 919,733	100.000%	\$ 1,437,080,143	100.000%

Employer	Safety Members (Excl. non-OPEB SRBR NPL)		General and Safety Total (Excl. non-OPEB SRBR NPL)		General and Safety Non-OPEB SRBR NPL		Total	
	NPL	Percentage ¹	NPL	Percentage	NPL	Percentage ²	NPL	Percentage
Alameda County	\$ 214,496,861	100.000%	\$ 1,131,870,928	68.532%	\$ 69,516,199	76.256%	\$ 1,201,387,127	68.936%
Alameda Health System	-	0.000%	408,945,629	24.761%	16,780,828	18.407%	425,726,457	24.429%
Superior Court	-	0.000%	83,892,608	5.080%	3,442,481	3.776%	87,335,089	5.011%
First 5	-	0.000%	14,379,368	0.871%	590,048	0.647%	14,969,416	0.859%
Housing Authority	-	0.000%	10,395,027	0.629%	426,553	0.468%	10,821,580	0.621%
LARPD	-	0.000%	919,733	0.056%	367,692	0.403%	1,287,425	0.074%
ACOE	-	0.000%	1,173,711	0.071%	39,407	0.043%	1,213,118	0.070%
Total for All Employers	\$ 214,496,861	100.000%	\$ 1,651,577,004	100.000%	\$ 91,163,208	100.000%	\$ 1,742,740,212	100.000%

¹ Allocation based on the actual employer contributions within each membership class.

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

See accompanying notes, pages 6 - 9.

Alameda County Employees' Retirement Association (ACERA)
Schedule of Pension Amounts by Employer
As of and for the Year Ended December 31, 2023

Schedule of Employer Allocations	Deferred Outflows of Resources						Deferred Inflows of Resources					Pension Expense			
	Net Pension Liability	Differences Between Actual and Expected Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan	Changes of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Proportionate Share of Contributions	Total Deferred Outflows of Resources	Differences Between Expected and Actual Experience	Net Difference Between Actual and Projected Investment Earnings on Pension Plan	Changes of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Proportionate Share of Contributions	Total Deferred Inflows of Resources	Proportionate Share of Plan Pension Expense	Proportionate Share of Contributions	Total Employer Pension Expense	Net Amortization of Deferred Amounts from Changes in Proportion and Differences Between Employer Contributions and
Alameda County	\$ 1,201,387,127	\$ 110,456,525	\$ 192,492,581	\$ 59,254,379	\$ 3,166,854	\$ 365,370,339	\$ 15,771,917	\$ -	\$ 77,332,167	\$ 14,503,394	\$ 107,607,478	\$ 183,659,771	\$ (563,485)	\$ 183,096,286	
Alameda Health System	425,726,457	25,826,874	43,178,308	16,039,058	11,683,571	96,727,811	3,249,938	-	21,953,565	4,748,096	29,951,599	51,827,996	(1,040,720)	50,787,276	
Superior Court	87,335,089	5,298,220	8,857,756	3,290,311	3,423,585	20,869,872	666,704	-	4,503,635	3,276,462	8,446,801	10,632,184	372,098	11,004,282	
First 5 of Alameda County	14,969,416	908,126	1,518,238	563,966	3,513,801	6,504,131	114,274	-	771,933	-	886,207	1,822,380	1,136,537	2,958,917	
Housing Authority	10,821,580	656,496	1,097,554	407,698	945,404	3,107,152	82,611	-	558,040	171,104	811,755	1,317,423	94,782	1,412,205	
LARPD	1,287,425	710,514	1,955,117	380,980	14,516	3,061,127	1,970,805	-	631,375	50,230	2,652,410	546,466	(6,330)	540,136	
ACOE	1,213,118	231,538	78,246	12,109	2,829	324,722	1,895	-	12,168	1,274	15,337	222,532	7,118	229,650	
Total for All Employers	\$ 1,742,740,212	\$ 144,088,293	\$ 249,177,800	\$ 79,948,501	\$ 22,750,560	\$ 495,965,154	\$ 21,858,144	\$ -	\$ 105,762,883	\$ 22,750,560	\$ 150,371,587	\$ 250,028,752	\$ -	\$ 250,028,752	

See accompanying notes, pages 6 - 9.

Alameda County Employees' Retirement Association (ACERA)

Notes to the Schedule of Employer Allocations and Schedule of Pension Amounts by Employer As of and for the Year Ended December 31, 2023

1. PLAN DESCRIPTION

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

2. SUMMARY OF SIGNIFICANT ACCOUNTING AND REPORTING POLICIES

Basis of Accounting

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

Estimates

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

Contributions

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

3. ACTUARIAL METHODS AND ASSUMPTIONS

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

Actuarial Methods and Assumptions Used to Determine Total Pension Liability

The components of the collective net pension liability of the plan as of December 31, 2023 and December 31, 2022 are as follows:

<i>(Dollars in thousands)</i>	<u>12/31/2023</u>	<u>12/31/2022</u>
Total Pension Liability	\$11,961,224	\$11,489,051
Less: Plan Fiduciary Net Position	<u>10,218,484</u>	<u>9,257,791</u>
Net Pension Liability	<u>\$ 1,742,740</u>	<u>\$ 2,231,260</u>

The Net Pension Liability (NPL) was measured as of December 31, 2023 and 2022. Plan Fiduciary Net Position (FNP) was valued as of the measurement date while the Total Pension Liability (TPL) was determined by rolling forward the TPL from actuarial valuations as of December 31, 2022 and 2021, respectively.

Alameda County Employees' Retirement Association (ACERA)

Notes to the Schedule of Employer Allocations and Schedule of Pension Amounts by Employer As of and for the Year Ended December 31, 2023

The TPL and plan FNP include liabilities and assets for non-health postemployment benefits (non-OPEB). The assets for non-OPEB are held in the SRBR to pay non-vested Supplemental COLA and the retired death benefit. The TPL as of December 31, 2023 has been adjusted to include an additional \$200.3 million, calculated by rolling forward the total unlimited non-OPEB Actuarial Accrued Liability (AAL) as of December 31, 2022. The TPL as of December 31, 2022 has been adjusted to include an additional \$144.8 million, calculated by rolling forward the total unlimited non-OPEB AAL as of December 31, 2021.

The plan FNP as of December 31, 2023 was also adjusted to include \$109.2 million (\$111.3 million set aside in the SRBR reserve to pay non-OPEB benefits and subtracting \$2.1 million to reflect the proportionate share of the net deferred investment losses that is commensurate with the size of the non-OPEB reserve). The main reason for the increase in non-OPEB FNP is due to a Board authorized transfer of \$54.2 million from the OPEB SRBR to the non-OPEB SRBR to equalize the sufficiency periods of the OPEB and non-OPEB benefits. The plan FNP as of December 31, 2022 was also adjusted to include \$51.3 million (\$54.9 million set aside in the SRBR reserve to pay non-OPEB benefits and subtracting \$3.6 million to reflect the proportionate share of the net deferred investment losses that is commensurate with the size of the non-OPEB reserve).

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

The TPLs as of December 31, 2023 and 2022 were determined by actuarial valuations as of December 31, 2022 and 2021, respectively. The actuarial assumptions used to develop the December 31, 2023 and 2022 TPLs are the same assumptions used in the December 31, 2023 and 2022 funding valuations, respectively. These assumptions were applied to all periods included in the measurement:

Measurement Date	December 31, 2023	December 31, 2022
Investment Rate of Return	7.00% , net of pension plan investment expense, including inflation	7.00% , net of pension plan investment expense, including inflation
Inflation Rate	2.50%	2.75%
Real Across-the-Board Salary Increases	0.50%	0.50%
Projected Salary Increases	General: 8.00% to 3.45% and Safety: 11.40% to 4.00%, vary by service and include inflation and real across-the-board salary increase	General: 8.35% to 3.65% and Safety: 11.25% to 4.05%, vary by service and include inflation and real across-the-board salary increase
Cost of Living Adjustments	2.75% of retirement income for General Tiers 1 and 3, and Safety Tier 1; 2.00% for General Tiers 2 and 4, and Safety Tiers 2, 2C, 2D, and 4	2.75% of retirement income for General Tiers 1 and 3, and Safety Tier 1; 2.00% for General Tiers 2 and 4, and Safety Tiers 2, 2C, 2D, and 4
Date of Experience Study	December 1, 2019 through November 30, 2022	December 1, 2016 through November 30, 2019

Changes to NPL Allocation Methodology

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

Alameda County Employees' Retirement Association (ACERA)

Notes to the Schedule of Employer Allocations and Schedule of Pension Amounts by Employer As of and for the Year Ended December 31, 2023

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

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

ACOE made a lump sum contribution of \$750,000 in 2019 to partially pay off their UAAL. That lump sum is greater than the amount that ACOE would have to make on an installment basis over 20 years. The non-OPEB SRBR NPL is allocated to the employers in proportion to the total employer contributions made by those employers to the Pension Plan. In order to have a more level allocation of the NPL to ACOE, ACERA approved an approach which determines ACOE's proportionate share of the non-OPEB SRBR NPL by using ACOE's required contributions determined in the December 31, 2021 valuation in the amount of \$101,000 based on an April 1, 2023 payment date plus the amortization of the remaining balance of the original \$750,000 lump sum amount (an amount of \$59,854 which represents the additional UAAL contribution ACOE would have been required to pay if they did not make the additional lump sum contribution in 2019).

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

Discount Rate

The discount rate used to measure the TPL as of December 31, 2023 and 2022 was 7.00%. In order to reflect the provisions of Article 5.5 of the Statute, future allocations of 50% excess earnings to the Supplemental Retiree Benefits Reserve (SRBR) have been treated as an additional outflow against the plan's FNP in the Governmental Accounting Standards Board (GASB) crossover test. It is estimated that the additional outflow would average approximately 0.75% of assets over time, based on the results of the actuary's stochastic modeling of the 50% allocation of future excess earnings to the SRBR.

The projection of cash flows used to determine the discount rates assumes plan member contributions will be made at the current member contribution rates, and that employer contributions will be made at rates equal to the actuarially determined contribution rates¹ plus additional future contributions that would follow from the future allocation of excess earnings to the SRBR. Projected employer contributions that are intended to fund the service cost for future plan members and their beneficiaries, as well as projected contributions from future plan members, are not included. Based on those assumptions, the pension plan's FNP was projected to be available to make all projected future benefit payments for the current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the TPL as of December 31, 2023 and 2022.

Alameda County Employees' Retirement Association (ACERA)

**Notes to the Schedule of Employer Allocations and Schedule of Pension Amounts by Employer
As of and for the Year Ended December 31, 2023**

4. ADDITIONAL FINANCIAL AND ACTUARIAL INFORMATION

Additional financial and actuarial information supporting the schedule of employer allocations and schedule of pension amounts by employer can be obtained from ACERA's Annual Comprehensive Financial Report for the year ended December 31, 2023, and ACERA's GASB 68 Actuarial Valuation Based on December 31, 2023 Measurement Date for Employer Reporting as of June 30, 2024.

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

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

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

As of and for the Year Ended December 31, 2023

Alameda County Employees' Retirement Association (ACERA)
Schedule of Employer Allocations and Schedule of OPEB Amounts by Employer
As of and for the Year Ended December 31, 2023

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Independent Auditor's Report

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

Opinion

We have audited the accompanying schedule of employer allocations of the Alameda County Employees' Retirement Association (ACERA); and the specified column totals included in the schedule of OPEB amounts by employer of ACERA (the columns titled net OPEB liability, total deferred outflows of resources, total deferred inflows of resources and total employer OPEB expense), as of and for the year ended December 31, 2023; and the related notes (collectively the schedules).

In our opinion, the schedules referred to above present fairly, in all material respects, the employer allocations and net OPEB liability, total deferred outflows of resources, total deferred inflows of resources, and total employer OPEB expense for ACERA, as of and for the year ended December 31, 2023, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

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

Responsibilities of Management for the Schedules

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

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

Auditor's Responsibilities for the Audit of the Schedules

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

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

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

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

Report on the Audit of the Financial Statements

We have audited, in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, the financial statements of ACERA, as of and for the year ended December 31, 2023, and our report thereon, dated June __, 2024, expressed an unmodified opinion on those financial statements.

Restriction on Use

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

Oakland, California
June __, 2024

Alameda County Employees' Retirement Association (ACERA)
Schedule of Employer Allocations as of and for the Year Ended December 31, 2023
Actual Employer Contributions by Employer and Net OPEB Liability NOL Allocation

<u>Employer</u>	<u>Actual Employer Contributions by Employer for the Year Ended December 31, 2023¹</u>		<u>Allocation of Net OPEB Liability as of December 31, 2023</u>	
	<u>Contributions</u>	<u>Contribution Percentage *</u>	<u>NOL</u>	<u>Contribution Percentage *</u>
Alameda County ²	\$ 283,753,532	76.256%	\$ 158,968,597	76.256%
Alameda Health System	68,496,541	18.407%	38,374,145	18.407%
Superior Court	14,051,632	3.776%	7,872,213	3.776%
First 5	2,408,479	0.647%	1,349,314	0.647%
Housing Authority	1,741,120	0.468%	975,436	0.468%
LARPD ³	1,500,857	0.403%	840,832	0.403%
Office of Education (ACOE) ⁴	160,854	0.043%	90,116	0.043%
Total for All Employers	\$ 372,113,015	100.000%	\$ 208,470,653	100.000%

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

Notes:

1. Allocated based on the actual January 1, 2023 through December 31, 2023 employer contributions in total as provided by ACERA, with an adjustment to reflect the total annual UAAL contribution ACOE would have been required to make of \$160,854 in 2023 had they not made the additional contribution in 2019 to partially pay off their UAAL for the pension plan. There is an adjustment to reflect the total annual contribution County Safety would have been required to make of \$130,097,530 in 2023 had they not made the voluntary County Safety UAAL contribution in 2021 to the pension plan. There is also an adjustment to reflect the total annual contribution LARPD would have been required to make of \$1,500,857 in 2023 had they not made the voluntary LARPD General UAAL contribution in 2021 to the pension plan.

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

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

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

See accompanying notes, pages 5 - 7.

Alameda County Employees' Retirement Association (ACERA)
Schedule of OPEB Amounts by Employer
As of and for the Year Ended December 31, 2023

Schedule of Employer Allocations	Deferred Outflows of Resources						Deferred Inflows of Resources					OPEB Expense		
	Net OPEB Liability	Differences Between Actual and Expected Experience	Net Difference Between Projected and Actual Investment Earnings on OPEB Plan Investments	Changes of Assumptions	Proportionate Share of Contributions	Total Deferred Outflows of Resources	Differences Between Expected and Actual Experience	Net Difference Between Actual and Projected Investment Earnings on OPEB Plan Investments	Changes of Assumptions	Proportionate Share of Contributions	Total Deferred Inflows of Resources	Proportionate Share of Plan OPEB Expense	Proportionate Share of Contributions	Total Employer OPEB Expense
Alameda County	\$ 158,968,597	\$ -	\$ 111,379,243	\$ 19,372,167	\$ 718,634	\$ 131,470,044	\$ 52,692,881	\$ -	\$ 34,193,882	\$ 951,384	\$ 87,838,147	\$ 44,366,385	\$ 41,513	\$ 44,407,898
Alameda Health System	38,374,145	-	26,886,336	4,676,334	981,794	32,544,464	12,719,772	-	8,254,215	927,636	21,901,623	10,709,802	(54,319)	10,655,483
Superior Court	7,872,213	-	5,515,562	959,320	350,877	6,825,759	2,609,381	-	1,693,300	399,126	4,701,807	2,197,048	(34,791)	2,162,257
First 5 of Alameda County	1,349,314	-	945,379	164,430	200,477	1,310,286	447,253	-	290,235	-	737,488	376,579	50,719	427,298
Housing Authority	975,436	-	683,426	118,868	60,569	862,863	323,325	-	209,815	30,724	563,864	272,233	(3,986)	268,247
LARPD	840,832	-	589,118	102,465	46,849	738,432	278,708	-	180,862	69,451	529,021	234,667	(10,107)	224,560
ACOE	90,116	-	63,139	10,982	20,038	94,159	29,871	-	19,384	917	50,172	25,150	10,971	36,121
Total for All Employers	\$ 208,470,653	\$ -	\$ 146,062,203	\$ 25,404,566	\$ 2,379,238	\$ 173,846,007	\$ 69,101,191	\$ -	\$ 44,841,693	\$ 2,379,238	\$ 116,322,122	\$ 58,181,864	\$ -	\$ 58,181,864

See accompanying notes, pages 5 - 7.

Alameda County Employees' Retirement Association (ACERA)
Notes to the Schedule of Employer Allocations and Schedule of OPEB Amounts by Employer
As of and for the Year Ended December 31, 2023

1. PLAN DESCRIPTION

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

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

2. SUMMARY OF SIGNIFICANT ACCOUNTING AND REPORTING POLICIES

Basis of Accounting

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

Estimates

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

Contributions

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

3. ACTUARIAL METHODS AND ASSUMPTIONS

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

Actuarial Methods and Assumptions Used to Determine Total OPEB Liability

The components of the collective Net OPEB Liability of the plan as of December 31, 2023 and December 31, 2022 are as follows:

<i>(Dollars in thousands)</i>	<u>12/31/2023</u>	<u>12/31/2022</u>
Total OPEB Liability	\$ 1,268,808	\$ 1,232,017
Less: Plan Fiduciary Net Position	<u>1,060,337</u>	<u>1,040,721</u>
Net OPEB Liability (Asset)	<u>\$ 208,471</u>	<u>\$ 191,296</u>

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

Alameda County Employees' Retirement Association (ACERA)
Notes to the Schedule of Employer Allocations and Schedule of OPEB Amounts by Employer
As of and for the Year Ended December 31, 2023

The TOL as of December 31, 2022 was determined by rolling forward the liability results used in determining the sufficiency of the SRBR to provide medical and dental subsidy benefits as of December 31, 2021. The TOL has been adjusted to reflect the health care trend assumptions used for the sufficiency study for the SRBR as of December 2022.

The OPEB plan's Fiduciary Net Position (FNP) as of December 31, 2023 of \$1,060.3 million was determined by taking the \$1,085.2 million in the SRBR and 401(h) account set aside by the Retirement Board to pay OPEB benefits as of December 31, 2023, less the estimated implicit subsidy SRBR transfer to the Employers' Advance Reserve of \$4.1 million, less the proportionate share of the net deferred investment loss that is commensurate with the size of the OPEB SRBR reserve of \$20.8 million. The December 31, 2023 OPEB FNP reflects a \$52.4 million transfer from the OPEB SRBR to the non-OPEB SRBR the Board authorized to equalize the sufficiency period of the OPEB and non-OPEB benefits. The OPEB plan's FNP as of December 31, 2022 of \$1,040.7 million was determined by taking the \$1,122.7 million in the SRBR and 401(h) account set aside by the Retirement Board to pay OPEB benefits as of December 31, 2022, less the estimated implicit subsidy SRBR transfer to the Employers' Advance Reserve of \$8.0 million, less the proportionate share of the net deferred investment loss that is commensurate with the size of the OPEB SRBR reserve of \$74.0 million.

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

Valuation Date	December 31, 2023	December 31, 2022
Investment Rate of Return	7.00%, net of OPEB plan investment expense, including inflation.	7.00%, net of OPEB plan investment expense, including inflation.
Inflation	2.50%	2.75%
Health Care Premium Trend Rates	Used to project health care costs after calendar year 2024:	Used to project health care costs after calendar year 2023:
Non-Medicare Medical Plan	8.50% in 2024, 7.50% in 2025, then graded from 7.00% in 2026 to ultimate 4.50% over 10 years.	Graded from 7.50% in 2023 to ultimate 4.50% over 12 years.
Medicare Medical Plan	16.47% ¹ in 2024, then graded from 7.00% in 2025 to ultimate 4.50% over 10 years.	Graded from 6.25% in 2023 to ultimate 4.50% over 7 years.
Dental	0.00% in 2024 to reflect a two-year rate guarantee (premiums fixed at 2024 level for 2024 and 2025) and 4.00% thereafter.	4.00%
Vision	0.00% in 2024 to reflect a five-year rate guarantee (premiums fixed at 2021 level for 2022, 2023, 2024 and 2025) and 4.00% thereafter.	0.00% for the first two years to reflect a five-year rate guarantee (premiums fixed at 2021 level for 2022, 2023, 2024 and 2025) and 4.00% thereafter.
Medicare Part B²	4.50%	4.50%
Other Assumptions	Same as those proposed in the experience study for the period December 1, 2019 through November 30, 2022.	Same as those proposed in the experience study for the period December 1, 2016 through November 30, 2019.

¹ The initial 16.47% trend rate reflects an estimated increase to the baseline monthly Kaiser Senior Advantage premium of \$28 (8.00%) plus a one-time estimated increase of \$30 (7.84%) due to the Inflation Reduction Act of 2022 (IRA).

² The actual calendar year 2023 premium decrease of 5.93% reflecting the standard 2024 premium of \$174.70 per month was reflected in the current year GASB 74 valuation with December 31, 2023 measurement date.

Discount Rate

The discount rate used to measure the TOL as of December 31, 2023 and 2022 was 7.00%. In order to reflect the provisions of Article 5.5 of the Statute, future allocations of excess earnings to the SRBR have been treated as an additional outflow against the pension plan's FNP. Based on the results of the actuary's stochastic modeling of 50% allocation of future excess earnings to the SRBR would have the same impact as an outflow that would average approximately 0.75% of pension plan assets over time. This approximated outflow along with the additional future employer

Alameda County Employees' Retirement Association (ACERA)
Notes to the Schedule of Employer Allocations and Schedule of OPEB Amounts by Employer
As of and for the Year Ended December 31, 2023

contributions that would result from those future allocations of excess earnings to the SRBR were incorporated into the GASB 67 crossover test for the pension plan. The crossover test for the OPEB SRBR includes projected benefits which equal to the OPEB assets currently available in the SRBR as the remaining OPEB SRBR benefits would be paid from future excess earnings.

The projection of cash flows used to determine the discount rates assumed benefits are paid out of current OPEB SRBR assets. Based on those assumptions, the SRBR OPEB Plan's Fiduciary Net Position was projected to be available to make all projected future benefit payments for the current plan members. Therefore, the long-term expected rate of return on the OPEB plan investments was applied to all periods of projected benefit payments to determine the Total OPEB Liability as of December 31, 2023 and December 31, 2022.

4. ADDITIONAL FINANCIAL AND ACTUARIAL INFORMATION

Additional financial and actuarial information supporting the schedule of employer allocations and schedule of OPEB amounts by employer can be obtained from ACERA's Annual Comprehensive Financial Report for the year ended December 31, 2023, and ACERA's GASB 75 Actuarial Valuation Based on December 31, 2023 Measurement Date for Employer Reporting as of June 30, 2024.



MEMORANDUM TO THE AUDIT COMMITTEE

DATE: June 20, 2024
TO: Members of the Audit Committee
FROM: Erica Haywood, Fiscal Services Officer *EH*
SUBJECT: **Governmental Accounting Standards Board (GASB) Statement No. 68 and GASB Statement No. 75 Actuarial Valuations Based on December 31, 2023, Measurement Date for Employer Reporting as of June 30, 2024**

Executive Summary

Provided for review and discussion are the GASB Statement No. 68 and Statement No. 75 Actuarial Valuations (GASB 68/75 actuarial valuations) based on December 31, 2023, Measurement Date for Employer Reporting as of June 30, 2024. The purpose of the GASB 68/75 actuarial valuations is to provide information required for employer pension and OPEB liability reporting, respectively.

During the June 20, 2024, Audit Committee meeting, Andy Yeung and Eva Yum, Segal, will present and discuss the GASB 68/75 actuarial valuations, which include a complete set of schedules, note disclosures, and required supplementary information necessary for the participating employers to complete their June 30, 2024, fiscal year-end financial reporting requirements.

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

“To complete financial statements, each participating employer will need to record its own proportionate share of the collective pension and OPEB amounts for all benefits provided through the Alameda County Employees' Retirement Association's (ACERA) cost-sharing, multi-employer, defined-benefit pension plan. ACERA has provided the *Schedule of Employer Allocations (Pension and OPEB)* and the *Schedules of Pension and OPEB Amounts by Employer*, with related notes, prepared by ACERA using Segal's Addenda to the Governmental Accounting Standards Board Statement No. 67 and Statement No. 74 Valuations as of December 31, 2023, and audited by independent auditor Williams, Adley & Company-CA, LLP, in accordance with the AICPA recommendation. The Governmental Accounting Standards Board Statement No. 68 and Statement No. 75 Actuarial Valuations Based on December 31, 2023, Measurement Date for Employer Reporting as of June 30, 2024, were prepared in accordance with the methodology set forth in the Governmental Accounting Standards Board Statement No. 68 and Statement No. 75 and are based on data maintained and provided by ACERA. Please note that ACERA is not responsible for employers' compliance with the requirements of Governmental Accounting Standards Board Statement No. 68 and Statement No. 75. Employers are solely responsible for accurately presenting financial statements within the requirements of the Governmental Accounting Standards Board Statement No. 68 and Statement No. 75.”

Attachments:

1. GASB 68 Actuarial Valuation based on 12/31/23 Measurement Date for Employer Reporting as of 6/30/24
2. GASB 75 Actuarial Valuation based on 12/31/23 Measurement Date for Employer Reporting as of 6/30/24

Alameda County Employees' Retirement Association (ACERA)

**Governmental Accounting Standards Board
Statement No. 68 Actuarial Valuation as of
December 31, 2023 for Employer Reporting as of
June 30, 2024**



Except as may be required by law, this valuation report should not otherwise be copied or reproduced in any form and should only be shared with other parties in its entirety as necessary for the proper administration of the Plan.

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June 12, 2024

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

Dear Board Members:

We are pleased to submit this Governmental Accounting Standards Board Statement No. 68 (GASB 68) Actuarial Valuation as of December 31, 2023 for the Alameda County Employees' Retirement Association ("ACERA" or "the Plan") for employer reporting as of June 30, 2024. It contains various information that will need to be disclosed in order for ACERA employers to comply with GASB 68. Please refer to ACERA's Actuarial Valuation and Review as of December 31, 2022 for the data and ACERA's Actuarial Valuation and Review as of December 31, 2023 for the assumptions and plan of benefits underlying these calculations.

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

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

The actuarial calculations were completed under the supervision of Eva Yum, FSA, MAAA, Enrolled Actuary. We are members of the American Academy of Actuaries and we meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein. To the best of our knowledge, the information supplied in the actuarial valuation is complete and accurate. The assumptions used in this actuarial valuation were selected by the Board of Retirement based upon our analysis and recommendations. In our opinion, the assumptions are reasonable and take into account the experience of ACERA and reasonable expectations. In addition, in our opinion, the combined effect of these assumptions is expected to have no significant bias.

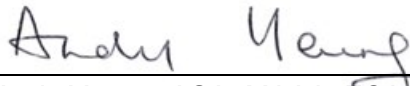
Board of Retirement
June 12, 2024

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

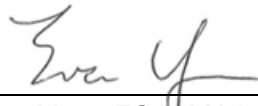
We look forward to reviewing this report with you and to answering any questions.

Sincerely,

Segal



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



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

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Section 1: Actuarial Valuation Summary

Purpose and basis

This report has been prepared by Segal to present certain disclosure information required by Governmental Accounting Standards Board Statement No. 68 (GASB 68) as of December 31, 2023 for employer reporting as of June 30, 2024. The results used in preparing this GASB 68 report are comparable to those used in preparing the Governmental Accounting Standards Board Statement No. 67 (GASB 67) report for the plan based on a reporting date and a measurement date as of December 31, 2023. This report is based on:

- The benefit provisions of ACERA, as administered by the Board;
- The characteristics of covered active, inactive, and retired members and beneficiaries as of November 30, 2022,¹ provided by the staff of ACERA;
- The assets of the Plan as of December 31, 2023, provided by ACERA;
- Economic assumptions regarding future salary increases and investment earnings adopted by the Board for the December 31, 2023 valuation; and
- Other actuarial assumptions, regarding employee terminations, retirement, death, etc. adopted by the Board for the December 31, 2023 valuation.

General observations on a GASB 68 Actuarial Valuation

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

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

Section 1: Actuarial Valuation Summary

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

Highlights of the valuation

1. The reporting date for the employers is June 30, 2024. The NPL measured as of December 31, 2023 has been determined by rolling forward the TPL as of December 31, 2022. The Plan's FNP was valued as of the measurement date. In addition, any changes in actuarial assumptions or plan provisions that occurred between the valuation date and the measurement date have been reflected. Consistent with the provisions of GASB 68, the assets and liabilities measured as of December 31, 2023 are not adjusted or rolled forward to the June 30, 2024 reporting date.

Similar to last year, we have included in the TPL as of December 31, 2023 the non-OPEB unlimited AAL of \$200.3 million, which was calculated by rolling forward the total unlimited non-OPEB AAL as of December 31, 2022.

2. The results of this valuation reflect an experience study of the actuarial assumptions based on the experience during the period December 1, 2019 through November 30, 2022. Based on that study and the recommendations provided in our report dated January 8, 2024, the Board adopted updated actuarial assumptions for use in this valuation.
3. The NPL decreased from \$2.2 billion as of December 31, 2022 to \$1.7 billion as of December 31, 2023 primarily due to: (a) favorable investment experience,¹ a return on the market value of assets of 12.3% during calendar year 2023 that was greater than the assumption of 7.00% used in the December 31, 2022 valuation (a gain of about \$487 million²), (b) \$54.2 million transfer from the OPEB SRBR to the non-OPEB SRBR made by the Board to equalize the sufficiency periods of the OPEB and non-OPEB SRBR benefits, (c) reflecting the assumptions recommended in the experience study, offset to some extent by (d) a new election process adopted by the Board to allow active members to elect an optional settlement 2 allowance in advance to provide a continuance of 100% to the member's spouse, domestic partner or other beneficiaries upon the member's pre-retirement death. Changes in these values during the last two fiscal years can be found in *Section 2, Exhibit 3* on page 24.
4. The pension expense decreased from \$451.3 million calculated last year to \$250.0 million calculated this year. The primary causes of the decrease are (a) the recognition of \$(97.0) million reduction in this year's pension expense that is associated with

¹ The market value investment return for ACERA as a whole was 12.11% net of administrative expenses, or 12.29% gross of administrative expenses, during 2023. In allocating the end of year market value of assets between the Pension Plan and the SRBR, we have taken into consideration that for ACERA as a whole, the actuarial value of assets was higher than the market value of assets as of December 31, 2023 and there are deferred investment losses scheduled to be recognized in the next few years. As a result, the plan FNP allocated to the Pension Plan and the SRBR has generally been done in proportion to the actuarial value of assets and the market value investment return of 12.3% for the Pension Plan is very close to the 12.0% investment return for the SRBR (OPEB and non-OPEB SRBR combined).

² This amount represents the investment income on the Plan FNP for the Pension Plan and non-OPEB SRBR that is above the assumed earnings (actual market return of 12.3% versus 7.00% assumed in the valuation) for the year ending December 31, 2023.

Section 1: Actuarial Valuation Summary

investment income on the Plan FNP that is above the assumed earnings (at 7.00%) for the year ending December 31, 2023 for a gain of \$487 million, (b) the immediate recognition of the \$54.2 million asset transfer from the OPEB to the non-OPEB SRBR to equalize the sufficiency periods, and (c) the recognition of \$(21.2) million from changes in assumptions.

5. As we disclosed in our December 31, 2023 funding valuation report, the 7.00% investment return assumption that the Board approved on December 21, 2023 for determining the liabilities for funding purposes and used for establishing the employer and employee contribution rates has continued to be developed without considering the impact of any future 50/50 excess earnings allocation. This is based on our understanding that Article 5.5 of the Statute, which authorizes the allocation of 50% of excess earnings to the Supplemental Retiree Benefits Reserve (SRBR), does not allow for the use of a different investment return for funding than is used for interest crediting. This would appear in effect to preclude the prefunding of the SRBR through the use of an assumption lower than the market earnings assumption of 7.00%.

Actuarial Standard of Practice (ASOP) No. 4 (“Measuring Pension Obligations and Determining Pension Plan Costs or Contributions”) states that some plan provisions, including gain sharing provisions, “may create pension obligations that are difficult to appropriately measure using traditional valuation procedures.” ASOP No. 4 further states that “for such plan provisions, the actuary should consider using alternative valuation procedures, such as stochastic modeling...to reflect the impact of variations in experience from year to year.” Accordingly, we performed a stochastic model to estimate the impact of the 50% allocation of future excess earnings to the SRBR. The results of our model indicated that the 50/50 allocation of future excess earnings would have about the same impact as an “outflow” (i.e., assets not available to fund the benefits included in the determination of the TPL) that would average approximately 0.75% of assets over time. This approximated outflow was incorporated into our GASB crossover test¹ in *Appendix A*, along with the additional future employer contributions that would result from those future allocations of excess earnings to the SRBR under ACERA’s funding policy. (The choice of this methodology by the Board in 2015 to reflect the impact of the SRBR was a result of several meetings with ACERA and its auditors, as well as with administrative staff, auditors, and consultants representing the County of Alameda, and after twice consulting with GASB staff.)

6. As of December 31, 2023, the deferred investment loss for the entire Plan was \$292.8 million. After offsetting this loss by the balance in the Contingency Reserve, the residual loss is \$256.1 million. Generally speaking, the proportionate share of the net deferred investment loss as of December 31, 2023 for the Pension Plan was equal to \$233.2 million and in calculating the Plan FNP we have adjusted the Pension Plan’s valuation value of assets in the funding valuation to reflect that amount. We have also

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

Section 1: Actuarial Valuation Summary

continued the practice of adjusting the Plan FNP as of December 31, 2023 to include the \$111.3 million¹ set aside by the Retirement Board in the SRBR reserve to pay non-vested Supplemental COLA and retired member death benefits² as of December 31, 2023. We have subtracted from the Plan FNP the proportionate share of the net deferred investment loss that is commensurate with the size of the non-OPEB SRBR reserve, or \$2.1 million. The net effect of the adjustments to the Plan FNP as of December 31, 2023 for non-OPEB SRBR benefits was an addition of \$109.2 million.

7. The \$91.1 million difference between the \$200.3 million added to the TPL and the net \$109.2 million added to the Plan FNP as of December 31, 2023 represents the NPL attributable to non-OPEB SRBR benefits.
8. For the December 31, 2023 measurement date, the Plan FNP amount of \$10,218,483,831 includes the net fair value of assets of \$11,278,820,795, less OPEB-related SRBR assets of \$1,060,336,964. The OPEB-related SRBR assets include \$1,070,992,004 in the SRBR-OPEB reserve (after reducing the reserve by the \$4,116,000 SRBR implicit subsidy transfer), and \$10,116,636 in the 401(h) reserve, minus a proportionate share of the deferred market losses commensurate with the size of the OPEB to total SRBR and 401(h) reserve to valuation and 401(h) reserves of \$20,771,676. For the December 31, 2022 measurement date, the Plan FNP amount of \$9,257,791,490 includes the net fair value of assets of \$10,298,512,063, less OPEB-related SRBR assets of \$1,040,720,573. The OPEB-related SRBR assets include \$1,105,725,871 in the SRBR-OPEB reserve (after reducing the reserve by the \$7,981,476 SRBR implicit subsidy transfer), and \$8,979,234 in the 401(h) reserve, minus a proportionate share of the deferred market losses commensurate with the size of the OPEB to total SRBR and 401(h) reserve to valuation and 401(h) reserves of \$73,984,532.
9. The Alameda County Office of Education (ACOE) made a lump sum contribution of \$750,000 in 2019 to partially pay off their UAAL. That lump sum is greater than the amount that ACOE would have to make on an installment basis over 20 years. In order to have a more level allocation of the NPL to ACOE, ACERA approved an approach outlined in our March 2, 2020 letter to determine ACOE's proportionate share of the non-OPEB SRBR NPL by using ACOE's required contributions determined as if they had not made the additional lump sum contribution in 2019. We have continued to use that method in determining ACOE's proportionate share of the non-OPEB SRBR NPL in this valuation.
10. The County made voluntary County Safety contributions of \$800 million on around June 29, 2021 to reduce their Safety UAAL and associated contribution rates. The Livermore Area Recreation and Park District (LARPD) also made voluntary LARPD General contributions of \$12.611 million on around June 29, 2021 to reduce their General UAAL and associated contribution rates. We amortized the voluntary County Safety UAAL contributions over 13 years effective FY 21-22 to provide a UAAL

¹ This includes \$54.2 million transferred from the OPEB SRBR to the non-OPEB SRBR approved by the Board on March 21, 2024 to equalize the sufficiency periods for OPEB and non-OPEB SRBR benefits.

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

Section 1: Actuarial Valuation Summary

contribution rate credit for County Safety and the voluntary LARPD General UAAL contributions over 16 years effective FY 21-22 to provide a UAAL contribution rate credit for LARPD General. Similar to the approach approved by ACERA as described in the previous item for determining ACOE's proportionate share of the non-OPEB SRBR NPL, we have determined the County Safety and LARPD's proportionate share of the non-OPEB SRBR NPL by using the County Safety and LARPD's required contributions, respectively, as if they had not made the voluntary UAAL contributions in 2021.

11. Employer contributions shown in this report are on a net basis after (a) considering the total cash contributions made by the employers, (b) reducing by the employer contributions made to the 401(h) account, and (c) increasing by the amount of transfer from the SRBR to the Employers Advance Reserve for employer contributions made to the 401(h) account in (b).
12. The discount rate used to measure the TPL and NPL as of December 31, 2023 was 7.00%, following the same assumptions used by ACERA in the actuarial funding valuation as of December 31, 2023. The detailed calculations used in the derivation of the 7.00% discount rate can be found in *Appendix A*. Various other information that is required to be disclosed can be found throughout *Section 2*.

Section 1: Actuarial Valuation Summary

Summary of key valuation results

Valuation Result	Current	Prior
Reporting date for employer under GASB 68 ¹	June 30, 2024	June 30, 2023
Measurement date	December 31, 2023	December 31, 2022
Disclosure elements		
Service cost ²	\$257,507,229	\$245,467,025
Total Pension Liability	11,961,224,043	11,489,051,341
Plan Fiduciary Net Position	10,218,483,831	9,257,791,490
Net Pension Liability	1,742,740,212	2,231,259,851
Pension expense	250,028,752	451,270,666
Schedule of contributions		
Actuarially determined contributions	\$288,640,038	\$281,646,702
Actual contributions	288,640,038	281,646,702
Contribution deficiency / (excess)	0	0
Demographic data³		
Number of retired members and beneficiaries	11,026	10,798
Number of inactive members ⁴	3,838	3,564
Number of active members	11,547	11,346

¹ The reporting date and measurement date for the Plan are December 31, 2023 and December 31, 2022, respectively.

² The service cost is based on the previous year's valuation, meaning the service cost as of the December 31, 2023 and December 31, 2022 measurement dates are based on the valuations as of December 31, 2022 and December 31, 2021, respectively. Both service costs have been calculated using the assumptions shown in the December 31, 2022 measurement date column, as there had been no changes in the actuarial assumptions between the December 31, 2021 and December 31, 2022 valuations.

³ Data shown as of the December 31, 2022 measurement date is used in the measurement of the TPL as of December 31, 2023.

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

Section 1: Actuarial Valuation Summary

Valuation Result	Current	Prior
Key assumptions		
Investment rate of return	7.00%	7.00%
Inflation rate	2.50%	2.75%
Real across-the-board salary increases	0.50%	0.50%
Projected salary increases ¹	General: 8.00% to 3.45% Safety: 11.40% to 4.00%	General: 8.35% to 3.65% Safety: 11.25% to 4.05%
Cost-of-living adjustments (COLA)		
• Tiers with 3% COLA	2.75%	2.75%
• Tiers with 2% COLA	2.00%	2.00%

¹ For the December 31, 2023 measurement date, includes inflation at 2.50% plus real across-the-board salary increase of 0.50% plus merit and promotional increases.
For the December 31, 2022 measurement date, includes inflation at 2.75% plus real across-the-board salary increase of 0.50% plus merit and promotional increases.

Section 1: Actuarial Valuation Summary

Important information about actuarial valuations

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

Input Item	Description
Plan provisions	Plan provisions define the rules that will be used to determine benefit payments, and those rules, or the interpretation of them, may change over time. Even where they appear precise, outside factors may change how they operate. It is important to keep Segal informed with respect to plan provisions and administrative procedures, and to review the plan summary included in our report (as well as the plan summary included in our funding valuation report) to confirm that Segal has correctly interpreted the plan of benefits.
Member information	An actuarial valuation for a plan is based on data provided to the actuary by ACERA. Segal does not audit such data for completeness or accuracy, other than reviewing it for obvious inconsistencies compared to prior data and other information that appears unreasonable. It is important for Segal to receive the best possible data and to be informed about any known incomplete or inaccurate data.
Financial information	The valuation is based on the fair value of assets as of the measurement date, as provided by ACERA.
Actuarial assumptions	In preparing an actuarial valuation, Segal starts by developing a forecast of the benefits to be paid to existing plan members for the rest of their lives and the lives of their beneficiaries. This requires actuarial assumptions as to the probability of death, disability, withdrawal, and retirement of members in each year, as well as forecasts of the plan's benefits for each of those events. In addition, the benefits forecasted for each of those events in each future year reflect actuarial assumptions as to salary increases and cost-of-living adjustments. The forecasted benefits are then discounted to a present value, typically based on an estimate of the rate of return that will be achieved on the plan's assets. All of these factors are uncertain and unknowable. Thus, there will be a range of reasonable assumptions, and the results may vary materially based on which assumptions are selected within that range. That is, there is no right answer (except with hindsight). It is important for any user of an actuarial valuation to understand and accept this constraint. The actuarial model may use approximations and estimates that will have an immaterial impact on our results. In addition, the actuarial assumptions may change over time, and while this can have a significant impact on the reported results, it does not mean that the previous assumptions or results were unreasonable or wrong.

Section 1: Actuarial Valuation Summary

Input Item	Description
Actuarial models	<p>Segal valuation results are based on proprietary actuarial modeling software. The actuarial valuation models generate a comprehensive set of liability and cost calculations that are presented to meet regulatory, legislative and client requirements. Our Actuarial Technology and Systems unit, comprised of both actuaries and programmers, is responsible for the initial development and maintenance of these models. The models have a modular structure that allows for a high degree of accuracy, flexibility and user control. The client team programs the assumptions and the plan provisions, validates the models, and reviews test lives and results, under the supervision of the responsible actuary.</p> <p>The discount rate used for calculating Total Pension Liability is based on a model developed by our Actuarial Technology and Systems unit, comprised of both actuaries and programmers. The model allows the client team, under the supervision of the responsible actuary, control over the entry of future expected contribution income, benefit payments and administrative expenses. The projection of Fiduciary Net Position and the discounting of benefits is part of the model.</p>

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

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

Section 2: GASB 68 Information

General information about the pension plan

Plan administration

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

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

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

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

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

Section 2: GASB 68 Information

Plan membership

At December 31, 2023, pension plan membership consisted of the following:

Membership	Count
Retired members and beneficiaries	11,026
Inactive ¹ members	3,838
Active members	11,547
Total	26,411

Note: Data as of December 31, 2023 is **not** used in the measurement of the TPL as of December 31, 2023.

Benefits provided

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

- Alameda County, Alameda Health System and Alameda Superior Court Employees
 - Membership for these employees is effective on the first day of the second pay period following the employee’s hire date in an ACERA covered position. This is the date of entry into ACERA membership.
 - As of the date of entry, payroll deductions for retirement contributions begin and service credit for each hour worked is earned.
 - During the short period between the beginning of employment and the ACERA plan date of entry, the employee does not pay contributions or earn service credit. A member may purchase this service credit (referred to as “days prior to entry”) any time before retirement without changing the membership, but date of entry does not change.
- Housing Authority and LARPD Employees
 - Membership for these employees is effective on the first day of employee’s hire in an ACERA covered position. The first date of employment is the date of entry into ACERA membership.
 - As of this date of entry, payroll deductions for retirement contributions begin and service credit for each hour work is earned.
- First 5 Employees
 - Membership for these employees is effective on the first day of the second pay period following the employee’s hire date.
- Office of Education Employees
 - This is a closed plan with no more active employees (i.e., there is no new ACERA membership). However, the employer does retain retired members and beneficiaries in ACERA as of the December 31, 2023 valuation date.

¹ Includes terminated members due a refund of member contributions.

Section 2: GASB 68 Information

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

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

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

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

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

The tiers and their basic provisions are listed below:

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

¹ For Housing Authority members, the effective date is September 30, 2011.

Section 2: GASB 68 Information

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

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

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

The County of Alameda and the other participating agencies contribute to the retirement plan based upon actuarially determined contribution rates adopted by the Board of Retirement. Employer contribution rates are adopted annually based upon recommendations received from ACERA's actuary after the completion of the annual actuarial valuation. The average employer contribution rate for calendar year 2023 (based on the December 31, 2021 valuation for the second half of 2022/2023 and on the December 31, 2022 valuation for the first half of 2023/2024) was 23.06% of compensation.

Members are required to make contributions to ACERA regardless of the retirement plan or tier in which they are included. The average member contribution rate for calendar year 2023 (based on the December 31, 2021 valuation for the second half of 2022/2023 and on the December 31, 2022 valuation for the first half of 2023/2024) was 10.10% of compensation.

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Exhibit 1 – Net Pension Liability

Component	Current Year	Prior Year
Reporting and Measurement Dates		
Reporting date for employer under GASB 68	June 30, 2024	June 30, 2023
Measurement date	December 31, 2023	December 31, 2022
Components of the Net Pension Liability		
Total Pension Liability	\$11,961,224,043	\$11,489,051,341
Plan Fiduciary Net Position	(10,218,483,831)	(9,257,791,490)
Net Pension Liability	\$1,742,740,212	\$2,231,259,851
Plan Fiduciary Net Position as a percentage of the Total Pension Liability ¹	85.43%	80.58%

The NPL for the Plan in this valuation was measured as of December 31, 2023. The Plan FNP was valued as of the measurement date and the TPL was determined based upon rolling forward the TPL from the actuarial funding valuation as of December 31, 2022.

Plan provisions

The plan provisions used in the measurement of the NPL as of December 31, 2023 are the same as those used in ACERA's actuarial funding valuation as of December 31, 2023, including the following plan change. On December 21, 2023, the Board adopted a new election process to allow active members to elect an Optional Settlement 2 allowance in advance to provide a continuance of 100% to the member's spouse, domestic partner or other beneficiaries upon the member's active death. This process will be effective April 1, 2024.

Actuarial assumptions

The TPL as of December 31, 2023 uses the same actuarial assumptions as the actuarial funding valuation as of December 31, 2023. The TPL as of December 31, 2023 was remeasured by (a) revaluing the TPL as of December 31, 2022 (before the roll forward) to include the actuarial assumptions adopted in the experience study for the period December 1, 2019 through November 30, 2022, and (b) using this revalued TPL in rolling forward the results from December 31, 2022 to December 31, 2023. In particular, the following actuarial assumptions were applied to all periods included in the measurement:

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

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Assumption Type	Assumption
Investment rate of return	7.00%, net of pension plan investment expense, including inflation
Inflation rate	2.50%
Real across-the-board salary increase	0.50%
Salary increases	General: 8.00% to 3.45% Safety: 11.40% to 4.00% The above salary increases vary by service and include inflation and real across-the-board salary increase
Cost of living adjustments	2.75% for General Tiers 1 and 3, and Safety Tier 1: 2.00% for General Tiers 2 and 4, and Safety Tiers 2, 2C, 2D, and 4
Other assumptions	See analysis of actuarial experience during the period December 1, 2019 through November 30, 2022

Detailed information regarding all actuarial assumptions can be found in the December 31, 2023 Actuarial Valuation and Review.

The following actuarial assumptions were applied to all periods included in the measurement of the TPL as of December 31, 2022:

Assumption Type	Assumption
Investment rate of return	7.00%, net of pension plan investment expense, including inflation
Inflation rate	2.75%
Real across-the-board salary increase	0.50%
Salary increases	General: 8.35% to 3.65% Safety: 11.25% to 4.05% The above salary increases vary by service and include inflation and real across-the-board salary increase
Cost of living adjustments	2.75% for General Tiers 1 and 3, and Safety Tier 1: 2.00% for General Tiers 2 and 4, and Safety Tiers 2, 2C, 2D, and 4
Other assumptions	See analysis of actuarial experience during the period December 1, 2016 through November 30, 2019

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Exhibit 2 – Discount rate

Determination of discount rate and investment rates of return

The long-term expected rate of return on pension plan investments¹ was determined in 2023 using a building-block method in which expected future real rates of return (expected returns, net of inflation and, beginning with December 31, 2023, any applicable investment management expenses) are developed for each major asset class. These returns are combined to produce the long-term expected arithmetic rate of return for the portfolio by weighting the expected arithmetic real rates of return by the target asset allocation percentage, adding expected inflation and subtracting expected investment expenses (beginning with December 31, 2023, including only investment consulting fees, custodian fees and other miscellaneous investment expenses and fees but excluding investment manager fees) and a risk margin. Beginning with December 31, 2023 this portfolio return is further adjusted to an expected geometric real rate of return for the portfolio.

The target allocation (approved by the Board) and projected arithmetic real rates of return for each major asset class, after deducting inflation and applicable investment management expenses, are shown in the following tables. For December 31, 2022, these rates are before deducting investment expenses while for December 31, 2023 they are after deducting applicable investment expenses. This information was used in the derivation of the long-term expected investment rate of return assumption in the actuarial valuations as of December 31, 2023 and December 31, 2022. This information will be subject to change every three years based on the results of an actuarial experience study.

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

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December 31, 2023 target allocation and projected arithmetic real rates of return

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

¹ Arithmetic real rates of return are net of inflation.

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December 31, 2022 target allocation and projected arithmetic real rates of return

Asset Class	Target Allocation	Long-Term Expected Arithmetic Real Rate of Return ¹
US Large Cap Equity	22.40%	5.43%
US Small Cap Equity	2.50%	6.21%
International Developed Equity	17.00%	6.67%
International Small Cap Equity	3.00%	7.36%
Emerging Markets Equity	5.00%	8.58%
Core Plus Fixed Income	11.50%	1.10%
High Yield Bonds	1.60%	2.91%
Global Fixed Income	3.00%	-0.63%
Private Equity	10.50%	10.00%
Core Real Estate	8.00%	4.58%
Commodities	0.75%	3.46%
Infrastructure	1.75%	7.80%
Private Credit	4.00%	8.50%
Absolute Return	9.00%	3.70%
Total	100.00%	5.56%

The discount rate used to measure the TPL was 7.00% as of December 31, 2023. Our understanding is that Article 5.5 of the Statute, which authorizes the allocation of 50% of excess earnings to the SRBR, does not allow for the use of a different investment return assumption for funding than is used for interest crediting. In order to reflect the provisions of Article 5.5, we have treated future allocations to the SRBR as an additional outflow against the Plan FNP in the GASB crossover test, as mentioned earlier in *Section 1*. Again, we are estimating that the additional outflow would average approximately 0.75% of assets over time, based on the results of our stochastic modeling of the 50% allocation of future excess earnings to the SRBR.

The projection of cash flows used to determine the discount rate assumes plan member contributions will be made at the current contribution rates and that employer contributions will be made at rates equal to the actuarially determined contribution rates² plus additional future contributions that would follow from the future allocation of excess earnings to the SRBR. Projected employer contributions that are intended to fund the service costs for future plan members and their beneficiaries, as well as projected

¹ Arithmetic real rates of return are net of inflation.

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

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contributions from future plan members, are not included. Based on those assumptions, the Plan FNP was projected to be available to make all projected future benefit payments for current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the TPL as of both December 31, 2023 and December 31, 2022.

Discount rate sensitivity

The following presents the NPL of ACERA as of December 31, 2023 calculated using the current discount rate of 7.00%, as well as what ACERA's NPL would be if it were calculated using a discount rate that is 1-percentage-point lower (6.00%) or 1-percentage-point higher (8.00%) than the current rate.

Employer	1% Decrease in Discount Rate (6.00%)	Current Discount Rate (7.00%)	1% Increase in Discount Rate (8.00%)
Alameda County	\$2,335,832,864	\$1,201,387,127	\$270,451,578
Health System	731,453,980	425,726,457	173,775,689
Superior Court	150,053,156	87,335,089	35,648,983
First 5	25,719,423	14,969,416	6,110,310
Housing Authority	18,592,897	10,821,580	4,417,221
LARPD	9,005,869	1,287,425	(4,959,713)
ACOE	1,576,598	1,213,118	894,201
Total NPL for all employers	\$3,272,234,787	\$1,742,740,212	\$486,338,269

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Exhibit 3 – Schedule of changes in Net Pension Liability

Description	Current Year	Prior Year
Reporting and Measurement Dates		
Reporting date for employer under GASB 68	June 30, 2024	June 30, 2023
Measurement date	December 31, 2023	December 31, 2022
Total Pension Liability		
Service cost	\$257,507,229	\$245,467,025
Interest	800,570,343	767,151,503
Change of benefit terms	13,984,543	0
Differences between expected and actual experience	123,459,445	58,260,983
Changes of assumptions	(103,670,090)	0
Benefit payments, including refunds of member contributions	(619,678,768)	(591,336,654)
Net change in Total Pension Liability	\$472,172,702	\$479,542,857
Total Pension Liability — beginning	11,489,051,341	11,009,508,484
Total Pension Liability — ending	\$11,961,224,043	\$11,489,051,341
Plan Fiduciary Net Position		
Contributions — employer	\$288,640,038	\$281,646,702
Contributions — member	126,471,922	120,673,520
Net investment income	1,126,918,417	(755,044,439)
Benefit payments, including refunds of member contributions	(619,678,768)	(591,336,654)
Administrative expense	(15,865,268)	(15,369,043)
Other ¹	54,206,000	0
Net change in Plan Fiduciary Net Position	\$960,692,341	\$(959,429,914)
Plan Fiduciary Net Position — beginning	9,257,791,490	10,217,221,404
Plan Fiduciary Net Position — ending	\$10,218,483,831	\$9,257,791,490
Net Pension Liability		
Net Pension Liability — ending	\$1,742,740,212	\$2,231,259,851
Plan Fiduciary Net Position as a percentage of the Total Pension Liability	85.43%	80.58%
Covered payroll ²	\$1,251,821,379	\$1,198,970,345
Plan Net Pension Liability as percentage of covered payroll	139.22%	186.10%

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

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

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Exhibit 4 – Schedule of employer contributions

Total for All Employers

Year Ended December 31	Actuarially Determined Contributions	Contributions in Relation to the Actuarially Determined Contributions	Contribution Deficiency / (Excess)	Covered Payroll ¹	Contributions as a Percentage of Covered Payroll
2014	\$213,254,775	\$213,254,775	\$0	\$886,924,862	24.04%
2015	224,607,104	224,607,104	0	945,858,017 ²	23.75%
2016	241,728,451	241,728,451	0	947,567,631	25.51%
2017	247,063,550	247,063,550	0	995,178,209	24.83%
2018	269,684,809	269,684,809	0	1,046,033,851	25.78%
2019	298,526,950	298,526,950	0	1,081,586,887	27.60%
2020	309,758,947	309,752,998	5,949 ³	1,111,848,569	27.86%
2021	303,964,590	1,116,575,840	(812,611,250) ⁴	1,153,918,121	96.76% ⁵
2022	281,646,702	281,646,702	0	1,198,970,345	23.49%
2023	288,640,038	288,640,038	0	1,251,821,379	23.06%

See accompanying notes to this schedule on next page.

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

² ACERA indicated that this amount is based on 27 pay periods for 2015.

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

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

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

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Methods and assumptions used to establish the actuarially determined contribution for the year ended December 31, 2023

Valuation date

Actuarially determined contribution rates for the first six months of calendar year 2023 (or the second half of fiscal year 2022/2023) are calculated based on the December 31, 2021 valuation. Actuarially determined contribution rates for the last six months of calendar year 2023 (or the first half of fiscal year 2023/2024) are calculated based on the December 31, 2022 valuation.

Actuarial cost method

Entry Age Actuarial Cost Method

Amortization method

Level percent of payroll (3.25% payroll growth assumed in the December 31, 2021 and December 31, 2022 valuations)

Remaining amortization period

December 31, 2021 valuation

Prior to January 1, 2012, the total UAAL was amortized on a 30-year decreasing period, with 21 years remaining as of December 31, 2011 (and 11 years remaining as of December 31, 2021). On or after January 1, 2012, any new UAAL resulting from plan amendments are amortized over separate decreasing 15-year periods; early retirement incentive programs (ERIPs) are amortized over separate decreasing five-year periods; assumption and method changes are amortized over separate decreasing 20-year periods; and experience gains/losses are also amortized over separate decreasing 20-year periods.

The voluntary County Safety UAAL contributions are amortized over a 13-year period effective July 1, 2021 (with 12.5 years remaining as of December 31, 2021). The voluntary LARPD General UAAL contributions are amortized over a 16-year period effective July 1, 2021 (with 15.5 years remaining as of December 31, 2021). Effective December 31, 2021, the existing LARPD General UAAL layers are amortized over 15.5 years.

December 31, 2022 valuation

Prior to January 1, 2012, the total UAAL was amortized on a 30-year decreasing period, with 21 years remaining as of December 31, 2011 (and 10 years remaining as of December 31, 2022). On or after January 1, 2012, any new UAAL resulting from

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plan amendments are amortized over separate decreasing 15-year periods; early retirement incentive programs (ERIPs) are amortized over separate decreasing five-year periods; assumption and method changes are amortized over separate decreasing 20-year periods; and experience gains/losses are also amortized over separate decreasing 20-year periods.

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

Asset valuation method

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

Actuarial assumptions

Assumption Type	Assumption Used in the December 31, 2021 Actuarial Valuation	Assumption Used in the December 31, 2022 Actuarial Valuation
Investment rate of return	7.00%, net of pension plan administrative and investment expense, including inflation	7.00%, net of pension plan administrative and investment expense, including inflation
Inflation rate	2.75%	2.75%
Real across-the-board salary increases	0.50%	0.50%
Salary increases	General: 8.35% to 3.65% Safety: 11.25% to 4.05% The above increases vary by service, including inflation and across-the-board salary increase	General: 8.35% to 3.65% Safety: 11.25% to 4.05% The above increases vary by service, including inflation and across-the-board salary increase
Cost-of-living adjustments	2.75% for General Tiers 1 and 3, and Safety Tier 1; 2.00% for General Tiers 2 and 4, and Safety Tiers 2, 2C, 2D, and 4	2.75% for General Tiers 1 and 3, and Safety Tier 1; 2.00% for General Tiers 2 and 4, and Safety Tiers 2, 2C, 2D, and 4
Other assumptions	Same as those used in the funding actuarial valuation as of December 31, 2021	Same as those used in the funding actuarial valuation as of December 31, 2022

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Exhibit 5 – Determination of proportionate share

Employer Allocations as of December 31, 2022
Actual Employer Contributions by Employer and Membership Class
January 1, 2022 to December 31, 2022

Employer	General Excluding ACOE and LARPD Contribution	General Excluding ACOE and LARPD Percentage ¹	General ACOE Only Contribution	General ACOE Only Percentage	General LARPD Only Contribution	General LARPD Only Percentage	General Combined Contribution	General Combined Percentage
Alameda County	\$151,823,933	65.256%	\$0	0.000%	\$0	0.000%	\$151,823,933	65.082%
Health System	64,478,768	27.714%	0	0.000%	0	0.000%	64,478,768	27.640%
Superior Court	13,151,755	5.653%	0	0.000%	0	0.000%	13,151,755	5.638%
First 5	1,695,921	0.729%	0	0.000%	0	0.000%	1,695,921	0.727%
Housing Authority	1,508,274	0.648%	0	0.000%	0	0.000%	1,508,274	0.647%
LARPD	0	0.000%	0	0.000%	519,392	100.000%	519,392	0.223%
ACOE	0	0.000%	100,000	100.000%	0	0.000%	100,000	0.043%
Total all employers	\$232,658,651	100.000%	\$100,000	100.000%	\$519,392	100.000%	\$233,278,043	100.000%

Employer	Safety Contribution	Safety Percentage	Total Contribution	Total Percentage	Adjusted Total Contribution	Adjusted Total ^{2,3,4} Percentage ¹
Alameda County	\$48,368,659	100.000%	\$200,192,592	71.079%	\$283,811,533 ¹	77.476%
Health System	0	0.000%	64,478,768	22.893%	64,478,768	17.602%
Superior Court	0	0.000%	13,151,755	4.670%	13,151,755	3.590%
First 5	0	0.000%	1,695,921	0.602%	1,695,921	0.463%
Housing Authority	0	0.000%	1,508,274	0.536%	1,508,274	0.412%
LARPD	0	0.000%	519,392	0.184%	1,514,139 ²	0.413%
ACOE	0	0.000%	100,000	0.036%	159,854 ³	0.044%
Total all employers	\$48,368,659	100.000%	\$281,646,702	100.000%	\$366,320,244	100.000%

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Notes for actual employer contributions for 2022

1. The unrounded percentages are used in the allocation of the NPL amongst the employers.
2. This includes \$151,823,933 of County General actual employer contributions and \$131,987,600 of County Safety adjusted employer contributions used for purposes of determining the proportionate share of the non-OPEB SRBR NPL for the County. The County made voluntary County Safety contributions of \$800,000,000 on around June 29, 2021 to reduce their Safety UAAL and associated contribution rates. We have amortized the voluntary County Safety UAAL contributions to provide a UAAL contribution rate credit for County Safety over 13 years effective FY 21-22. Similar to the approach approved by ACERA for ACOE to determine ACOE's proportionate share of the non-OPEB SRBR NPL, we determined the County Safety's proportionate share of the non-OPEB SRBR NPL by using the County Safety's actual contributions made in 2022 in the amount of \$48,368,659 plus the contribution credit applied in 2022 in the amount of \$83,618,941 for a total adjusted County Safety contribution of \$131,987,600.
3. LARPD made voluntary LARPD General contributions of \$12,611,250 on around June 29, 2021 to reduce their General UAAL and associated contribution rates. We have amortized the voluntary LARPD General UAAL contributions to provide a UAAL contribution rate credit for LARPD General over 16 years effective FY 21-22. Similar to the approach approved by ACERA for ACOE to determine ACOE's proportionate share of the non-OPEB SRBR NPL, we determined LARPD's proportionate share of the non-OPEB SRBR NPL by using LARPD's actual contributions made in 2022 in the amount of \$519,392 plus the contribution credit applied in 2022 in the amount of \$994,747 for a total adjusted LARPD contribution of \$1,514,139.
4. ACOE made a lump sum contribution of \$750,000 in 2019 to partially pay off their UAAL. That lump sum is greater than the amount that ACOE would have to make on an installment basis over 20 years. In order to have a more level allocation of the NPL to ACOE, ACERA approved an approach outlined in our March 2, 2020 letter to determine ACOE's proportionate share of the non-OPEB SRBR NPL by using ACOE's required contributions determined in our December 31, 2020 valuation in the amount of \$100,000 based on an April 1, 2022 payment date plus the amortization of the remaining balance of the original \$750,000 lump sum amount (an amount of \$59,854 which represents the additional UAAL contribution ACOE would have been required to pay had they not made the additional lump sum contribution in 2019).

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Allocation of Net Pension Liability (NPL) by Employer as of December 31, 2022 Excluding Non-OPEB SRBR

Employer	General Excluding ACOE and LARPD NPL	General Excluding ACOE and LARPD Percentage ¹	General ACOE Only NPL	General ACOE Only Percentage ¹	General LARPD Only NPL	General LARPD Only Percentage ¹
Alameda County	\$1,168,107,079	65.256%	\$0	0.000%	\$0	0.000%
Health System	496,088,488	27.714%	0	0.000%	0	0.000%
Superior Court	101,187,328	5.653%	0	0.000%	0	0.000%
First 5	13,048,123	0.729%	0	0.000%	0	0.000%
Housing Authority	11,604,399	0.648%	0	0.000%	0	0.000%
LARPD	0	0.000%	0	0.000%	5,231,149	100.000%
ACOE	0	0.000%	1,241,602	100.000%	0	0.000%
Total all employers	\$1,790,035,417	100.000%	\$1,241,602	100.000%	\$5,231,149	100.000%

Employer	General Combined NPL	General Combined Percentage	Safety NPL	Safety Percentage ¹	Total General and Safety NPL	Total General and Safety Percentage
Alameda County	\$1,168,107,079	65.022%	\$341,190,621	100.000%	\$1,509,297,700	70.604%
Health System	496,088,488	27.614%	0	0.000%	496,088,488	23.207%
Superior Court	101,187,328	5.632%	0	0.000%	101,187,328	4.733%
First 5	13,048,123	0.726%	0	0.000%	13,048,123	0.610%
Housing Authority	11,604,399	0.646%	0	0.000%	11,604,399	0.543%
LARPD	5,231,149	0.291%	0	0.000%	5,231,149	0.245%
ACOE	1,241,602	0.069%	0	0.000%	1,241,602	0.058%
Total all employers	\$1,796,508,168	100.000%	\$341,190,621	100.000%	\$2,137,698,789	100.000%

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Allocation of Net Pension Liability (NPL) by Employer as of December 31, 2022 Including Non-OPEB SRBR

Employer	General and Safety Non-OPEB SRBR NPL	General and Safety Non-OPEB SRBR Percentage ²	Total NPL	Total Percentage
Alameda County	\$72,487,690	77.476%	\$1,581,785,390	70.892%
Health System	16,468,383	17.602%	512,556,871	22.972%
Superior Court	3,359,061	3.590%	104,546,389	4.686%
First 5	433,152	0.463%	13,481,275	0.604%
Housing Authority	385,225	0.412%	11,989,624	0.537%
LARPD	386,723	0.413%	5,617,872	0.252%
ACOE	40,828	0.044%	1,282,430	0.057%
Total all employers	\$93,561,062	100.000%	\$2,231,259,851	100.000%

Notes for allocation of NPL for 2022

1. Allocated based on the actual employer contributions within each membership class.
2. Allocated based on the actual employer contributions in total, with an adjustment to reflect the total annual UAAL contribution ACOE would have been required to make of \$159,854 in 2022 had they not made the additional contribution in 2019 to partially pay off their UAAL. This approach is outlined in our March 2, 2020 letter and is approved by ACERA. Following this approach, there is an adjustment to reflect the total annual contribution County Safety would have been required to make of \$131,987,600 in 2022 had they not made the voluntary County Safety UAAL contribution in 2021. There is also an adjustment to reflect the total annual contribution LARPD would have been required to make of \$1,514,139 in 2022 had they not made the voluntary LARPD General UAAL contribution in 2021.

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Additional notes for allocation of NPL for 2022

Pension (excluding non-OPEB SRBR)

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

As of December 31, 2022, the total Plan Fiduciary Net Position for Pension (excluding non-OPEB SRBR) is \$716.5 million lower than the valuation value of assets as of the same date, due to the inclusion of deferred market losses. The Plan Fiduciary Net Position for Pension for each membership class is obtained as follows:

- The deferred market gains and losses accumulated up to June 30, 2021 are allocated to each membership class proportionately based on the valuation value of assets for each membership class relative to the total valuation value of assets for all membership classes, both excluding the valuation value of assets for the County Safety UAAL Advance Reserve and the LARPD General UAAL Advance Reserve.¹
- The deferred market gains and losses accumulated after June 30, 2021 are allocated to each membership class proportionately based on the valuation value of asset for each membership class relative to the total valuation value of assets for all membership classes, both including the valuation value of assets for the County Safety UAAL Advance Reserve and the LARPD General UAAL Advance Reserve.
- The Contingency Reserve, if any, is allocated to each membership class proportionately based on the valuation value of asset for each membership class relative to the total valuation value of assets for all membership classes, both including the valuation value of assets for the County Safety UAAL Advance Reserve and the LARPD General UAAL Advance Reserve.

The total Plan Fiduciary Net Position for pension as of December 31, 2022 includes the net fair value of assets less SRBR assets. The SRBR assets include the SRBR-OPEB reserve (after reducing the reserve by the SRBR implicit subsidy transfer), the 401(h) reserve, and the Non-OPEB SRBR reserve, minus a proportionate share of the deferred market losses commensurate with the size of those SRBR reserves and 401(h) reserve to valuation and 401(h) reserves.

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

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

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

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

Non-OPEB SRBR

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

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

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

Total

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

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

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

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

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Notes for actual employer contributions for 2023

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

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

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

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

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

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

Notes for allocation of NPL for 2023

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

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Additional notes for allocation of NPL for 2023

Pension (excluding non-OPEB SRBR)

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

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

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

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

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

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

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

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

Non-OPEB SRBR

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

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

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

Total

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

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

- a. Net Pension Liability
- b. Service cost
- c. Interest on the Total Pension Liability
- d. Current-period benefit changes
- e. Expensed portion of current-period difference between expected and actual experience in the Total Pension Liability
- f. Expensed portion of current-period changes of assumptions or other inputs
- g. Member contributions
- h. Projected earnings on plan investments
- i. Expensed portion of current-period differences between actual and projected earnings on plan investments
- j. Administrative expense
- k. Other
- l. Recognition of beginning of year deferred outflows of resources as pension expense
- m. Recognition of beginning of year deferred inflows of resources as pension expense

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Exhibit 6 – Pension expense

Total for All Employers

Description	Current Year	Prior Year
Reporting and Measurement Dates		
Reporting date for employer under GASB 68	June 30, 2024	June 30, 2023
Measurement date	December 31, 2023	December 31, 2022
Components of Pension Expense		
Service cost	\$257,507,229	\$245,467,025
Interest on the Total Pension Liability	800,570,343	767,151,503
Expensed portion of current-period changes in proportion and differences between employer's contributions and proportionate share of contributions	0	0
Benefit changes	13,984,543	0
Expensed portion of current-period difference between expected and actual experience in the Total Pension Liability	25,247,330	11,698,992
Expensed portion of current-period changes of assumptions or other inputs	(21,200,427)	0
Member contributions	(126,471,922)	(120,673,520)
Projected earnings on plan investments	(640,330,282)	(708,052,007)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(97,317,627)	292,619,289
Administrative expense	15,865,268	15,369,043
Other	(54,206,000) ¹	0
Recognition of beginning of year deferred outflows of resources as pension expense	380,494,624	257,320,677
Recognition of beginning of year deferred inflows of resources as pension expense	(304,114,327)	(309,630,336)
Net amortization of deferred amounts from changes in proportion and differences between employer's contributions and proportionate share of contributions	0	0
Pension expense	\$250,028,752	\$451,270,666

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

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Alameda County

Description	Current Year	Prior Year
Reporting and Measurement Dates		
Reporting date for employer under GASB 68	June 30, 2024	June 30, 2023
Measurement date	December 31, 2023	December 31, 2022
Components of Pension Expense		
Service cost	\$189,860,091	\$183,094,825
Interest on the Total Pension Liability	589,624,111	572,186,316
Expensed portion of current-period changes in proportion and differences between employer's contributions and proportionate share of contributions	(3,728,378)	197,146
Benefit changes	9,824,497	0
Expensed portion of current-period difference between expected and actual experience in the Total Pension Liability	19,875,711	8,748,151
Expensed portion of current-period changes of assumptions or other inputs	(15,313,625)	0
Member contributions	(93,027,163)	(90,173,480)
Projected earnings on plan investments	(477,242,122)	(535,415,730)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(73,191,705)	223,105,162
Administrative expense	11,829,905	11,624,240
Other	(41,334,604) ¹	0
Recognition of beginning of year deferred outflows of resources as pension expense	285,311,633	191,112,849
Recognition of beginning of year deferred inflows of resources as pension expense	(222,556,958)	(229,792,774)
Net amortization of deferred amounts from changes in proportion and differences between employer's contributions and proportionate share of contributions	3,164,893	2,335,716
Pension expense	\$183,096,286	\$337,022,421

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

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Health System

Description	Current Year	Prior Year
Reporting and Measurement Dates		
Reporting date for employer under GASB 68	June 30, 2024	June 30, 2023
Measurement date	December 31, 2023	December 31, 2022
Components of Pension Expense		
Service cost	\$52,754,156	\$49,039,663
Interest on the Total Pension Liability	162,787,927	151,742,393
Expensed portion of current-period changes in proportion and differences between employer's contributions and proportionate share of contributions	2,223,316	(305,686)
Benefit changes	3,258,089	0
Expensed portion of current-period difference between expected and actual experience in the Total Pension Liability	4,318,850	2,228,152
Expensed portion of current-period changes of assumptions or other inputs	(4,541,355)	0
Member contributions	(26,046,223)	(23,974,402)
Projected earnings on plan investments	(125,381,068)	(133,719,425)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(18,507,064)	53,748,723
Administrative expense	3,101,042	2,899,405
Other	(9,977,946) ¹	0
Recognition of beginning of year deferred outflows of resources as pension expense	72,503,086	50,572,685
Recognition of beginning of year deferred inflows of resources as pension expense	(62,441,498)	(61,649,364)
Net amortization of deferred amounts from changes in proportion and differences between employer's contributions and proportionate share of contributions	(3,264,036)	(1,763,531)
Pension expense	\$50,787,276	\$88,818,613

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

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Superior Court

Description	Current Year	Prior Year
Reporting and Measurement Dates		
Reporting date for employer under GASB 68	June 30, 2024	June 30, 2023
Measurement date	December 31, 2023	December 31, 2022
Components of Pension Expense		
Service cost	\$10,822,181	\$10,002,636
Interest on the Total Pension Liability	33,394,913	30,950,945
Expensed portion of current-period changes in proportion and differences between employer's contributions and proportionate share of contributions	545,285	41,036
Benefit changes	668,376	0
Expensed portion of current-period difference between expected and actual experience in the Total Pension Liability	885,984	454,476
Expensed portion of current-period changes of assumptions or other inputs	(931,631)	0
Member contributions	(5,343,218)	(4,890,066)
Projected earnings on plan investments	(25,721,133)	(27,274,794)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(3,796,607)	10,963,144
Administrative expense	636,159	591,393
Other	(2,046,912) ¹	0
Recognition of beginning of year deferred outflows of resources as pension expense	14,873,550	10,315,327
Recognition of beginning of year deferred inflows of resources as pension expense	(12,809,478)	(12,574,641)
Net amortization of deferred amounts from changes in proportion and differences between employer's contributions and proportionate share of contributions	(173,187)	(730,442)
Pension expense	\$11,004,282	\$17,849,014

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

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First 5

Description	Current Year	Prior Year
Reporting and Measurement Dates		
Reporting date for employer under GASB 68	June 30, 2024	June 30, 2023
Measurement date	December 31, 2023	December 31, 2022
Components of Pension Expense		
Service cost	\$1,854,944	\$1,289,842
Interest on the Total Pension Liability	5,723,958	3,991,130
Expensed portion of current-period changes in proportion and differences between employer's contributions and proportionate share of contributions	751,616	89,965
Benefit changes	114,561	0
Expensed portion of current-period difference between expected and actual experience in the Total Pension Liability	151,859	58,605
Expensed portion of current-period changes of assumptions or other inputs	(159,683)	0
Member contributions	(915,839)	(630,575)
Projected earnings on plan investments	(4,408,655)	(3,517,089)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(650,746)	1,413,699
Administrative expense	109,039	76,260
Other	(350,845) ¹	0
Recognition of beginning of year deferred outflows of resources as pension expense	2,549,358	1,330,163
Recognition of beginning of year deferred inflows of resources as pension expense	(2,195,571)	(1,621,502)
Net amortization of deferred amounts from changes in proportion and differences between employer's contributions and proportionate share of contributions	384,921	310,095
Pension expense	\$2,958,917	\$2,790,593

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

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Housing Authority

Description	Current Year	Prior Year
Reporting and Measurement Dates		
Reporting date for employer under GASB 68	June 30, 2024	June 30, 2023
Measurement date	December 31, 2023	December 31, 2022
Components of Pension Expense		
Service cost	\$1,340,963	\$1,147,125
Interest on the Total Pension Liability	4,137,922	3,549,527
Expensed portion of current-period changes in proportion and differences between employer's contributions and proportionate share of contributions	210,607	(18,345)
Benefit changes	82,818	0
Expensed portion of current-period difference between expected and actual experience in the Total Pension Liability	109,781	52,121
Expensed portion of current-period changes of assumptions or other inputs	(115,437)	0
Member contributions	(662,071)	(560,804)
Projected earnings on plan investments	(3,187,073)	(3,127,937)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(470,433)	1,257,279
Administrative expense	78,826	67,822
Other	(253,630) ¹	0
Recognition of beginning of year deferred outflows of resources as pension expense	1,842,963	1,182,986
Recognition of beginning of year deferred inflows of resources as pension expense	(1,587,206)	(1,442,089)
Net amortization of deferred amounts from changes in proportion and differences between employer's contributions and proportionate share of contributions	(115,825)	(137,081)
Pension expense	\$1,412,205	\$1,970,604

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

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LARPD

Description	Current Year	Prior Year
Reporting and Measurement Dates		
Reporting date for employer under GASB 68	June 30, 2024	June 30, 2023
Measurement date	December 31, 2023	December 31, 2022
Components of Pension Expense		
Service cost	\$873,771	\$891,858
Interest on the Total Pension Liability	4,592,380	4,422,394
Expensed portion of current-period changes in proportion and differences between employer's contributions and proportionate share of contributions	(2,349)	(3,815)
Benefit changes	36,202	0
Expensed portion of current-period difference between expected and actual experience in the Total Pension Liability	(124,804)	132,210
Expensed portion of current-period changes of assumptions or other inputs	(138,156)	0
Member contributions	(477,408)	(444,193)
Projected earnings on plan investments	(4,167,587)	(4,732,221)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(664,742)	2,025,038
Administrative expense	104,562	103,988
Other	(218,631) ¹	0
Recognition of beginning of year deferred outflows of resources as pension expense	3,130,420	2,446,907
Recognition of beginning of year deferred inflows of resources as pension expense	(2,399,541)	(2,423,540)
Net amortization of deferred amounts from changes in proportion and differences between employer's contributions and proportionate share of contributions	(3,981)	(9,681)
Pension expense	\$540,136	\$2,408,945

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

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ACOE

Description	Current Year	Prior Year
Reporting and Measurement Dates		
Reporting date for employer under GASB 68	June 30, 2024	June 30, 2023
Measurement date	December 31, 2023	December 31, 2022
Components of Pension Expense		
Service cost	\$1,123	\$1,076
Interest on the Total Pension Liability	309,132	308,798
Expensed portion of current-period changes in proportion and differences between employer's contributions and proportionate share of contributions	(97)	(301)
Benefit changes	0	0
Expensed portion of current-period difference between expected and actual experience in the Total Pension Liability	29,949	25,277
Expensed portion of current-period changes of assumptions or other inputs	(540)	0
Member contributions	0	0
Projected earnings on plan investments	(222,644)	(264,811)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(36,330)	106,244
Administrative expense	5,735	5,935
Other	(23,432) ¹	0
Recognition of beginning of year deferred outflows of resources as pension expense	283,614	359,760
Recognition of beginning of year deferred inflows of resources as pension expense	(124,075)	(126,426)
Net amortization of deferred amounts from changes in proportion and differences between employer's contributions and proportionate share of contributions	7,215	(5,076)
Pension expense	\$229,650	\$410,476

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

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Notes:

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

In determining the pension expense:

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

In addition, there have been changes in each employer's proportionate share of the collective NPL during the measurement period ending December 31, 2023. The net effect of that change on the employer's proportionate share of the collective NPL and collective deferred outflows and deferred inflows of resources, as well as any differences between actual employer contributions¹ and the proportionate share of employer contributions, are recognized as follows:

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

¹ Actual employer contributions are reported to us by ACERA for each active employer.

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The average expected remaining service lives of all employees is 4.89 years for the measurement period ending December 31, 2023 (calculated as of December 31, 2022). The average expected remaining service lives of all employees was determined by:

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

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Exhibit 7 – Deferred outflows and deferred inflows of resources

Total for All Employers

Description	Current Year	Prior Year	
Reporting and Measurement Dates			
Reporting date for employer under GASB 68	June 30, 2024	June 30, 2023	
Measurement date	December 31, 2023	December 31, 2022	
Deferred Outflows of Resources			
Changes in proportion and differences between employer's contributions and proportionate share of contributions ¹	\$22,750,560	\$15,067,259	
Changes of assumptions or other inputs	79,948,501	143,399,695	
Net difference between projected and actual earnings on pension plan investments (if any)	249,177,800	656,205,117	
Difference between actual and expected experience in the Total Pension Liability	144,088,293	69,662,072	
Total deferred outflows	\$495,965,154	\$884,334,143	
Deferred Inflows of Resources			
Changes in proportion and differences between employer's contributions and proportionate share of contributions ¹	\$22,750,560	\$15,067,259	
Changes of assumptions or other inputs	105,762,883	41,779,901	
Net difference between actual and projected earnings on pension plan investments (if any)	0	0	
Difference between expected and actual experience in the Total Pension Liability	21,858,144	31,985,063	
Total deferred inflows	\$150,371,587	\$88,832,223	
Recognition of Deferred Outflows/(Inflows) by Reporting Date for Employer			
	June 30, 2024	N/A	\$76,380,297
	June 30, 2025	\$114,969,700	208,240,424
	June 30, 2026	114,024,783	207,295,507
	June 30, 2027	210,314,968	303,585,692
	June 30, 2028	(93,715,884)	0
	Thereafter	0	0

¹ Calculated in accordance with paragraphs 54 and 55 of GASB 68.

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Alameda County

Description	Current Year	Prior Year	
Reporting and Measurement Dates			
Reporting date for employer under GASB 68	June 30, 2024	June 30, 2023	
Measurement date	December 31, 2023	December 31, 2022	
Deferred Outflows of Resources			
Changes in proportion and differences between employer's contributions and proportionate share of contributions	\$3,166,854	\$6,331,747	
Changes of assumptions or other inputs	59,254,379	107,621,239	
Net difference between projected and actual earnings on pension plan investments (if any)	192,492,581	510,684,110	
Difference between actual and expected experience in the Total Pension Liability	110,456,525	51,616,393	
Total deferred outflows	\$365,370,339	\$676,253,489	
Deferred Inflows of Resources			
Changes in proportion and differences between employer's contributions and proportionate share of contributions	\$14,503,394	\$0	
Changes of assumptions or other inputs	77,332,167	32,369,540	
Net difference between actual and projected earnings on pension plan investments (if any)	0	0	
Difference between expected and actual experience in the Total Pension Liability	15,771,917	24,013,009	
Total deferred inflows	\$107,607,478	\$56,382,549	
Recognition of Deferred Outflows/(Inflows) by Reporting Date for Employer			
	June 30, 2024	N/A	\$66,334,851
	June 30, 2025	\$88,080,450	162,181,982
	June 30, 2026	85,700,369	159,852,899
	June 30, 2027	156,431,751	231,501,208
	June 30, 2028	(72,449,709)	0
	Thereafter	0	0

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Health System

Description	Current Year	Prior Year	
Reporting and Measurement Dates			
Reporting date for employer under GASB 68	June 30, 2024	June 30, 2023	
Measurement date	December 31, 2023	December 31, 2022	
Deferred Outflows of Resources			
Changes in proportion and differences between employer's contributions and proportionate share of contributions	\$11,683,571	\$4,569,214	
Changes of assumptions or other inputs	16,039,058	27,976,705	
Net difference between projected and actual earnings on pension plan investments (if any)	43,178,308	111,944,639	
Difference between actual and expected experience in the Total Pension Liability	25,826,874	13,081,204	
Total deferred outflows	\$96,727,811	\$157,571,762	
Deferred Inflows of Resources			
Changes in proportion and differences between employer's contributions and proportionate share of contributions	\$4,748,096	\$9,546,476	
Changes of assumptions or other inputs	21,953,565	7,353,993	
Net difference between actual and projected earnings on pension plan investments (if any)	0	0	
Difference between expected and actual experience in the Total Pension Liability	3,249,938	4,773,932	
Total deferred inflows	\$29,951,599	\$21,674,401	
Recognition of Deferred Outflows/(Inflows) by Reporting Date for Employer			
	June 30, 2024	N/A	\$6,564,305
	June 30, 2025	\$20,128,245	35,616,977
	June 30, 2026	22,636,545	38,082,818
	June 30, 2027	40,737,765	55,633,261
	June 30, 2028	(16,726,343)	0
	Thereafter	0	0

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Superior Court

Description	Current Year	Prior Year	
Reporting and Measurement Dates			
Reporting date for employer under GASB 68	June 30, 2024	June 30, 2023	
Measurement date	December 31, 2023	December 31, 2022	
Deferred Outflows of Resources			
Changes in proportion and differences between employer's contributions and proportionate share of contributions	\$3,423,585	\$2,925,105	
Changes of assumptions or other inputs	3,290,311	5,706,418	
Net difference between projected and actual earnings on pension plan investments (if any)	8,857,756	22,833,384	
Difference between actual and expected experience in the Total Pension Liability	5,298,220	2,668,177	
Total deferred outflows	\$20,869,872	\$34,133,084	
Deferred Inflows of Resources			
Changes in proportion and differences between employer's contributions and proportionate share of contributions	\$3,276,462	\$5,072,327	
Changes of assumptions or other inputs	4,503,635	1,499,996	
Net difference between actual and projected earnings on pension plan investments (if any)	0	0	
Difference between expected and actual experience in the Total Pension Liability	666,704	973,740	
Total deferred inflows	\$8,446,801	\$7,546,063	
Recognition of Deferred Outflows/(Inflows) by Reporting Date for Employer			
	June 30, 2024	N/A	\$1,831,505
	June 30, 2025	\$4,077,726	7,121,787
	June 30, 2026	3,243,895	6,279,362
	June 30, 2027	8,453,379	11,354,367
	June 30, 2028	(3,351,929)	0
	Thereafter	0	0

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Description	Current Year	Prior Year	
Reporting and Measurement Dates			
Reporting date for employer under GASB 68	June 30, 2024	June 30, 2023	
Measurement date	December 31, 2023	December 31, 2022	
Deferred Outflows of Resources			
Changes in proportion and differences between employer's contributions and proportionate share of contributions	\$3,513,801	\$974,936	
Changes of assumptions or other inputs	563,966	735,843	
Net difference between projected and actual earnings on pension plan investments (if any)	1,518,238	2,944,369	
Difference between actual and expected experience in the Total Pension Liability	908,126	344,062	
Total deferred outflows	\$6,504,131	\$4,999,210	
Deferred Inflows of Resources			
Changes in proportion and differences between employer's contributions and proportionate share of contributions	\$0	\$0	
Changes of assumptions or other inputs	771,933	193,425	
Net difference between actual and projected earnings on pension plan investments (if any)	0	0	
Difference between expected and actual experience in the Total Pension Liability	114,274	125,564	
Total deferred inflows	\$886,207	\$318,989	
Recognition of Deferred Outflows/(Inflows) by Reporting Date for Employer			
	June 30, 2024	N/A	\$643,426
	June 30, 2025	\$1,763,084	1,300,732
	June 30, 2026	1,638,294	1,175,340
	June 30, 2027	2,205,317	1,560,723
	June 30, 2028	11,229	0
	Thereafter	0	0

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Housing Authority

Description	Current Year	Prior Year	
Reporting and Measurement Dates			
Reporting date for employer under GASB 68	June 30, 2024	June 30, 2023	
Measurement date	December 31, 2023	December 31, 2022	
Deferred Outflows of Resources			
Changes in proportion and differences between employer's contributions and proportionate share of contributions	\$945,404	\$226,256	
Changes of assumptions or other inputs	407,698	654,425	
Net difference between projected and actual earnings on pension plan investments (if any)	1,097,554	2,618,586	
Difference between actual and expected experience in the Total Pension Liability	656,496	305,993	
Total deferred outflows	\$3,107,152	\$3,805,260	
Deferred Inflows of Resources			
Changes in proportion and differences between employer's contributions and proportionate share of contributions	\$171,104	\$387,041	
Changes of assumptions or other inputs	558,040	172,023	
Net difference between actual and projected earnings on pension plan investments (if any)	0	0	
Difference between expected and actual experience in the Total Pension Liability	82,611	111,670	
Total deferred inflows	\$811,755	\$670,734	
Recognition of Deferred Outflows/(Inflows) by Reporting Date for Employer			
	June 30, 2024	N/A	\$114,078
	June 30, 2025	\$710,533	873,835
	June 30, 2026	696,859	859,285
	June 30, 2027	1,176,033	1,287,328
	June 30, 2028	(288,028)	0
	Thereafter	0	0

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LARPD

Description	Current Year	Prior Year	
Reporting and Measurement Dates			
Reporting date for employer under GASB 68	June 30, 2024	June 30, 2023	
Measurement date	December 31, 2023	December 31, 2022	
Deferred Outflows of Resources			
Changes in proportion and differences between employer's contributions and proportionate share of contributions	\$14,516	\$29,656	
Changes of assumptions or other inputs	380,980	683,344	
Net difference between projected and actual earnings on pension plan investments (if any)	1,955,117	4,965,270	
Difference between actual and expected experience in the Total Pension Liability	710,514	1,363,341	
Total deferred outflows	\$3,061,127	\$7,041,611	
Deferred Inflows of Resources			
Changes in proportion and differences between employer's contributions and proportionate share of contributions	\$50,230	\$60,215	
Changes of assumptions or other inputs	631,375	172,692	
Net difference between actual and projected earnings on pension plan investments (if any)	0	0	
Difference between expected and actual experience in the Total Pension Liability	1,970,805	1,984,200	
Total deferred inflows	\$2,652,410	\$2,217,107	
Recognition of Deferred Outflows/(Inflows) by Reporting Date for Employer			
	June 30, 2024	N/A	\$725,438
	June 30, 2025	\$109,858	1,038,353
	June 30, 2026	13,039	943,007
	June 30, 2027	1,186,682	2,117,706
	June 30, 2028	(900,862)	0
	Thereafter	0	0

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ACOE

Description	Current Year	Prior Year	
Reporting and Measurement Dates			
Reporting date for employer under GASB 68	June 30, 2024	June 30, 2023	
Measurement date	December 31, 2023	December 31, 2022	
Deferred Outflows of Resources			
Changes in proportion and differences between employer's contributions and proportionate share of contributions	\$2,829	\$10,345	
Changes of assumptions or other inputs	12,109	21,721	
Net difference between projected and actual earnings on pension plan investments (if any)	78,246	214,759	
Difference between actual and expected experience in the Total Pension Liability	231,538	282,902	
Total deferred outflows	\$324,722	\$529,727	
Deferred Inflows of Resources			
Changes in proportion and differences between employer's contributions and proportionate share of contributions	\$1,274	\$1,200	
Changes of assumptions or other inputs	12,168	18,232	
Net difference between actual and projected earnings on pension plan investments (if any)	0	0	
Difference between expected and actual experience in the Total Pension Liability	1,895	2,948	
Total deferred inflows	\$15,337	\$22,380	
Recognition of Deferred Outflows/(Inflows) by Reporting Date for Employer			
	June 30, 2024	N/A	\$166,694
	June 30, 2025	\$99,804	106,758
	June 30, 2026	95,782	102,796
	June 30, 2027	124,041	131,099
	June 30, 2028	(10,242)	0
	Thereafter	0	0

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Exhibit 8 – Reconciliation of Net Pension Liability

Total for All Employers

Description	Current Year	Prior Year
Reporting and Measurement Dates		
Reporting date for employer under GASB 68	June 30, 2024	June 30, 2023
Measurement date	December 31, 2023	December 31, 2022
Reconciliation of Net Pension Liability		
Beginning Net Pension Liability	\$2,231,259,851	\$792,287,080
Pension expense	250,028,752	451,270,666
Employer contributions	(288,640,038)	(281,646,702)
New net deferred outflows/(inflows)	(373,528,056)	1,217,039,148
Change in allocation of prior deferred outflows/(inflows)	0	0
New net deferred flows due to change in proportion ¹	0	0
Recognition of prior deferred outflows/(inflows)	(76,380,297)	52,309,659
Recognition of prior deferred flows due to change in proportion ¹	0	0
Ending Net Pension Liability	\$1,742,740,212	\$2,231,259,851

¹ Includes differences between employer contributions and proportionate share of contributions.

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Alameda County

Description	Current Year	Prior Year
Reporting and Measurement Dates		
Reporting date for employer under GASB 68	June 30, 2024	June 30, 2023
Measurement date	December 31, 2023	December 31, 2022
Reconciliation of Net Pension Liability		
Beginning Net Pension Liability	\$1,581,785,390	\$481,002,724
Pension expense	183,096,286	337,022,421
Employer contributions	(201,386,470)	(200,192,592)
New net deferred outflows/(inflows)	(275,020,309)	927,238,291
Change in allocation of prior deferred outflows/(inflows)	(6,664,807)	(414,306)
New net deferred flows due to change in proportion ¹	(14,503,394)	784,644
Recognition of prior deferred outflows/(inflows)	(62,754,676)	38,679,924
Recognition of prior deferred flows due to change in proportion ¹	(3,164,893)	(2,335,716)
Ending Net Pension Liability	\$1,201,387,127	\$1,581,785,390

¹ Includes differences between employer contributions and proportionate share of contributions.

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Health System

Description	Current Year	Prior Year
Reporting and Measurement Dates		
Reporting date for employer under GASB 68	June 30, 2024	June 30, 2023
Measurement date	December 31, 2023	December 31, 2022
Reconciliation of Net Pension Liability		
Beginning Net Pension Liability	\$512,556,871	\$252,205,306
Pension expense	50,787,276	88,818,613
Employer contributions	(68,496,541)	(64,478,768)
New net deferred outflows/(inflows)	(74,893,805)	223,862,934
Change in allocation of prior deferred outflows/(inflows)	3,921,508	525,203
New net deferred flows due to change in proportion ¹	8,648,701	(1,216,627)
Recognition of prior deferred outflows/(inflows)	(10,061,589)	11,076,679
Recognition of prior deferred flows due to change in proportion ¹	3,264,036	1,763,531
Ending Net Pension Liability	\$425,726,457	\$512,556,871

¹ Includes differences between employer contributions and proportionate share of contributions.

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Superior Court

Description	Current Year	Prior Year
Reporting and Measurement Dates		
Reporting date for employer under GASB 68	June 30, 2024	June 30, 2023
Measurement date	December 31, 2023	December 31, 2022
Reconciliation of Net Pension Liability		
Beginning Net Pension Liability	\$104,546,389	\$51,067,964
Pension expense	11,004,282	17,849,014
Employer contributions	(14,051,632)	(13,151,755)
New net deferred outflows/(inflows)	(15,363,990)	45,661,395
Change in allocation of prior deferred outflows/(inflows)	969,766	(33,306)
New net deferred flows due to change in proportion ¹	2,121,158	163,321
Recognition of prior deferred outflows/(inflows)	(2,064,071)	2,259,314
Recognition of prior deferred flows due to change in proportion ¹	173,187	730,442
Ending Net Pension Liability	\$87,335,089	\$104,546,389

¹ Includes differences between employer contributions and proportionate share of contributions.

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Description	Current Year	Prior Year
Reporting and Measurement Dates		
Reporting date for employer under GASB 68	June 30, 2024	June 30, 2023
Measurement date	December 31, 2023	December 31, 2022
Reconciliation of Net Pension Liability		
Beginning Net Pension Liability	\$13,481,275	\$6,278,562
Pension expense	2,958,917	2,790,593
Employer contributions	(2,408,479)	(1,695,921)
New net deferred outflows/(inflows)	(2,633,420)	5,888,045
Change in allocation of prior deferred outflows/(inflows)	1,386,044	(119,309)
New net deferred flows due to change in proportion ¹	2,923,786	358,061
Recognition of prior deferred outflows/(inflows)	(353,786)	291,339
Recognition of prior deferred flows due to change in proportion ¹	(384,921)	(310,095)
Ending Net Pension Liability	\$14,969,416	\$13,481,275

¹ Includes differences between employer contributions and proportionate share of contributions.

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Housing Authority

Description	Current Year	Prior Year
Reporting and Measurement Dates		
Reporting date for employer under GASB 68	June 30, 2024	June 30, 2023
Measurement date	December 31, 2023	December 31, 2022
Reconciliation of Net Pension Liability		
Beginning Net Pension Liability	\$11,989,624	\$5,940,077
Pension expense	1,412,205	1,970,604
Employer contributions	(1,741,120)	(1,508,274)
New net deferred outflows/(inflows)	(1,903,733)	5,236,555
Change in allocation of prior deferred outflows/(inflows)	385,276	27,491
New net deferred flows due to change in proportion ¹	819,260	(73,014)
Recognition of prior deferred outflows/(inflows)	(255,757)	259,104
Recognition of prior deferred flows due to change in proportion ¹	115,825	137,081
Ending Net Pension Liability	\$10,821,580	\$11,989,624

¹ Includes differences between employer contributions and proportionate share of contributions.

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LARPD

Description	Current Year	Prior Year
Reporting and Measurement Dates		
Reporting date for employer under GASB 68	June 30, 2024	June 30, 2023
Measurement date	December 31, 2023	December 31, 2022
Reconciliation of Net Pension Liability		
Beginning Net Pension Liability	\$5,617,872	\$(4,882,346)
Pension expense	540,136	2,408,945
Employer contributions	(454,796)	(519,392)
New net deferred outflows/(inflows)	(3,681,879)	8,626,350
Change in allocation of prior deferred outflows/(inflows)	2,126	13,186
New net deferred flows due to change in proportion ¹	(9,136)	(15,185)
Recognition of prior deferred outflows/(inflows)	(730,879)	(23,367)
Recognition of prior deferred flows due to change in proportion ¹	3,981	9,681
Ending Net Pension Liability	\$1,287,425	\$5,617,872

¹ Includes differences between employer contributions and proportionate share of contributions.

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ACOE

Description	Current Year	Prior Year
Reporting and Measurement Dates		
Reporting date for employer under GASB 68	June 30, 2024	June 30, 2023
Measurement date	December 31, 2023	December 31, 2022
Reconciliation of Net Pension Liability		
Beginning Net Pension Liability	\$1,282,430	\$674,793
Pension expense	229,650	410,476
Employer contributions	(101,000)	(100,000)
New net deferred outflows/(inflows)	(30,920)	525,578
Change in allocation of prior deferred outflows/(inflows)	87	1,041
New net deferred flows due to change in proportion ¹	(375)	(1,200)
Recognition of prior deferred outflows/(inflows)	(159,539)	(233,334)
Recognition of prior deferred flows due to change in proportion ¹	(7,215)	5,076
Ending Net Pension Liability	\$1,213,118	\$1,282,430

¹ Includes differences between employer contributions and proportionate share of contributions.

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Exhibit 9 – Schedule of proportionate share of Net Pension Liability

Total for All Employers

Reporting Date for Employer as of June 30	Proportion of NPL	Proportionate Share of NPL	Covered Payroll ¹	Proportionate Share of NPL as a Percentage of Covered Payroll	Plan FNP as a Percentage of TPL
2015	100.000%	\$1,740,642,540	\$886,924,862	196.26%	77.26%
2016	100.000%	2,118,448,018	945,858,017	223.97%	73.43%
2017	100.000%	2,243,194,227	947,567,631	236.73%	73.33%
2018	100.000%	2,013,675,939	995,178,209	202.34%	77.93%
2019	100.000%	2,764,001,975	1,046,033,851	264.24%	71.01%
2020	100.000%	2,140,692,960	1,081,586,887	197.92%	78.51%
2021	100.000%	2,194,415,875	1,111,848,569	197.37%	79.37%
2022	100.000%	792,287,080	1,153,918,121	68.66%	92.80%
2023	100.000%	2,231,259,851	1,198,970,345	186.10%	80.58%
2024	100.000%	1,742,740,212	1,251,821,379	139.22%	85.43%

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

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Reporting Date for Employer as of June 30	Proportion of NPL	Proportionate Share of NPL	Covered Payroll ¹	Proportionate Share of NPL as a Percentage of Covered Payroll	Plan FNP as a Percentage of TPL
2015	78.293%	\$1,362,794,384	\$624,890,234	218.09%	75.95%
2016	77.434%	1,640,381,401	669,324,559	245.08%	72.23%
2017	77.697%	1,742,898,513	670,675,915	259.87%	72.10%
2018	78.526%	1,581,250,705	696,359,743	227.07%	76.50%
2019	76.913%	2,125,856,592	728,698,264	291.73%	69.77%
2020	78.452%	1,679,429,417	757,563,567	221.69%	77.25%
2021	78.572%	1,724,179,473	784,654,614	219.74%	78.25%
2022	60.710%	481,002,724	816,272,092	58.93%	94.15%
2023	70.892%	1,581,785,390	849,473,056	186.21%	81.52%
2024	68.936%	1,201,387,127	873,218,276	137.58%	86.35%

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

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Health System

Reporting Date for Employer as of June 30	Proportion of NPL	Proportionate Share of NPL	Covered Payroll ¹	Proportionate Share of NPL as a Percentage of Covered Payroll	Plan FNP as a Percentage of TPL
2015	16.779%	\$292,060,821	\$205,303,352	142.26%	81.06%
2016	17.436%	369,372,264	217,863,121	169.54%	76.89%
2017	17.285%	387,733,901	216,685,931	178.94%	76.88%
2018	16.959%	341,501,682	239,207,087	142.76%	81.93%
2019	18.147%	501,587,358	255,247,270	196.51%	74.56%
2020	16.608%	355,519,355	257,591,438	138.02%	82.22%
2021	16.248%	356,559,512	257,126,856	138.67%	82.77%
2022	31.833%	252,205,306	270,985,189	93.07%	88.38%
2023	22.972%	512,556,871	279,653,188	183.28%	77.51%
2024	24.429%	425,726,457	300,988,698	141.44%	82.54%

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

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Superior Court

Reporting Date for Employer as of June 30	Proportion of NPL	Proportionate Share of NPL	Covered Payroll ¹	Proportionate Share of NPL as a Percentage of Covered Payroll	Plan FNP as a Percentage of TPL
2015	3.695%	\$64,323,516	\$44,783,132	143.63%	81.06%
2016	3.880%	82,205,987	45,883,436	179.16%	76.89%
2017	3.806%	85,372,076	46,866,752	182.16%	76.88%
2018	3.413%	68,718,793	46,437,348	147.98%	81.93%
2019	3.507%	96,943,208	48,293,563	200.74%	74.56%
2020	3.522%	75,388,579	52,163,782	144.52%	82.22%
2021	3.703%	81,267,099	55,376,411	146.75%	82.77%
2022	6.446%	51,067,964	52,057,810	98.10%	88.38%
2023	4.686%	104,546,389	54,680,732	191.19%	77.51%
2024	5.011%	87,335,089	58,450,424	149.42%	82.54%

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

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First 5

Reporting Date for Employer as of June 30	Proportion of NPL	Proportionate Share of NPL	Covered Payroll ¹	Proportionate Share of NPL as a Percentage of Covered Payroll	Plan FNP as a Percentage of TPL
2015	0.326%	\$5,674,306	\$3,957,401	143.38%	81.06%
2016	0.349%	7,383,341	4,239,645	174.15%	76.89%
2017	0.358%	8,035,666	4,416,769	181.94%	76.88%
2018	0.334%	6,731,962	4,562,701	147.54%	81.93%
2019	0.366%	10,129,093	4,952,333	204.53%	74.56%
2020	0.368%	7,872,042	5,423,220	145.15%	82.22%
2021	0.398%	8,730,366	5,953,576	146.64%	82.77%
2022	0.792%	6,278,562	6,311,029	99.49%	88.38%
2023	0.604%	13,481,275	6,796,789	198.35%	77.51%
2024	0.859%	14,969,416	9,745,890	153.60%	82.54%

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

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Housing Authority

Reporting Date for Employer as of June 30	Proportion of NPL	Proportionate Share of NPL	Covered Payroll ¹	Proportionate Share of NPL as a Percentage of Covered Payroll	Plan FNP as a Percentage of TPL
2015	0.428%	\$7,455,335	\$4,002,650	186.26%	81.06%
2016	0.455%	9,644,104	4,272,082	225.75%	76.89%
2017	0.460%	10,314,924	4,354,275	236.89%	76.88%
2018	0.409%	8,244,509	4,299,288	191.76%	81.93%
2019	0.435%	12,014,705	4,512,036	266.28%	74.56%
2020	0.370%	7,919,662	4,347,895	182.15%	82.22%
2021	0.396%	8,693,280	4,675,355	185.94%	82.77%
2022	0.750%	5,940,077	4,748,361	125.10%	88.38%
2023	0.537%	11,989,624	4,871,447	246.12%	77.51%
2024	0.621%	10,821,580	5,812,483	186.18%	82.54%

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

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LARPD

Reporting Date for Employer as of June 30	Proportion of NPL	Proportionate Share of NPL	Covered Payroll ¹	Proportionate Share of NPL as a Percentage of Covered Payroll	Plan FNP as a Percentage of TPL
2015	0.471%	\$8,203,447	\$3,919,778	209.28%	76.82%
2016	0.438%	9,288,497	4,203,012	221.00%	75.39%
2017	0.385%	8,644,696	4,487,952	192.62%	77.76%
2018	0.359%	7,228,288	4,312,042	167.63%	82.99%
2019	0.572%	15,804,862	4,330,385	364.98%	72.74%
2020	0.640%	13,701,573	4,496,985	304.68%	77.82%
2021	0.644%	14,126,234	4,061,757	347.79%	78.44%
2022	(0.616)%	(4,882,346)	3,543,640	(137.78)%	107.51%
2023	0.252%	5,617,872	3,495,133	160.73%	91.51%
2024	0.074%	1,287,425	3,605,608	35.71%	98.07%

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

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ACOE

Reporting Date for Employer as of June 30	Proportion of NPL	Proportionate Share of NPL	Covered Payroll ¹	Proportionate Share of NPL as a Percentage of Covered Payroll	Plan FNP as a Percentage of TPL
2015	0.008%	\$130,731	\$68,314	191.37%	81.06%
2016	0.008%	172,424	72,162	238.94%	76.89%
2017	0.009%	194,451	80,037	242.95%	76.88%
2018	0.000%	0	0	N/A	N/A
2019	0.060%	1,666,157	0	N/A	63.63%
2020	0.040%	862,332	0	N/A	81.56%
2021	0.039%	859,911	0	N/A	81.63%
2022	0.085%	674,793	0	N/A	85.29%
2023	0.057%	1,282,430	0	N/A	72.43%
2024	0.070%	1,213,118	0	N/A	74.06%

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

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

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

Differences between Expected and Actual Experience on Total Pension Liability

Reporting Date for Employer as of June 30	Total Change	Recognition Period	2023	2024	2025	2026	2027	2028	Thereafter
2018 ¹	\$17,516,316	5.47	\$1,505,056	\$0	\$0	\$0	\$0	\$0	\$0
2019 ¹	13,710,084	5.43	2,524,878	1,085,694	0	0	0	0	0
2020 ¹	24,548,055	5.37	4,571,332	4,571,332	1,691,395	0	0	0	0
2021 ¹	33,007,683	5.26	6,275,224	6,275,224	6,275,224	1,631,563	0	0	0
2022 ¹	(50,359,948)	5.05	(9,972,267)	(9,972,267)	(9,972,267)	(9,972,267)	(498,613)	0	0
2023	58,260,983	4.98	11,698,992	11,698,992	11,698,992	11,698,992	11,465,015	0	0
2024	123,459,445	4.89	N/A	25,247,330	25,247,330	25,247,330	25,247,330	22,470,125	0
Total²	N/A	N/A	\$16,603,215	\$38,906,305	\$34,940,674	\$28,605,618	\$36,213,732	\$22,470,125	\$0

As described in Exhibit 6 - Pension expense, for the current period, the average of the expected remaining service lives of all employees that are provided with pensions through ACERA (active and inactive employees) determined as of December 31, 2022 (the beginning of the measurement period ending December 31, 2023) is 4.89 years.

¹ The amortization amounts prior to June 30, 2023 have been omitted from this schedule. Those amounts can be found in prior years' GASB 68 reports.

² Net increase (decrease) in pension expense.

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Assumption Changes or Other Inputs

Reporting Date for Employer as of June 30	Total Change	Recognition Period	2023	2024	2025	2026	2027	2028	Thereafter
2018 ¹	\$316,727,508	5.47	\$27,214,243	\$0	\$0	\$0	\$0	\$0	\$0
2019 ¹	0	5.43	0	0	0	0	0	0	0
2020 ¹	0	5.37	0	0	0	0	0	0	0
2021 ¹	236,513,333	5.26	44,964,513	44,964,513	44,964,513	11,690,768	0	0	0
2022 ¹	0	5.05	0	0	0	0	0	0	0
2023	0	4.98	0	0	0	0	0	0	0
2024	(103,670,090)	4.89	N/A	(21,200,427)	(21,200,427)	(21,200,427)	(21,200,427)	(18,868,382)	0
Total²	N/A	N/A	\$72,178,756	\$23,764,086	\$23,764,086	\$(9,509,659)	\$(21,200,427)	\$(18,868,382)	\$0

As described in Exhibit 6 – Pension expense, for the current period, the average of the expected remaining service lives of all employees that are provided with pensions through ACERA (active and inactive employees) determined as of December 31, 2022 (the beginning of the measurement period ending December 31, 2023) is 4.89 years.

¹ The amortization amounts prior to June 30, 2023 have been omitted from this schedule. Those amounts can be found in prior years' GASB 68 reports.

² Net increase (decrease) in pension expense.

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Differences between Projected and Actual Earnings on Pension Plan Investments

Reporting Date for Employer as of June 30	Total Change	Recognition Period	2023	2024	2025	2026	2027	2028	Thereafter
2018 ¹	\$(601,849,317)	5.00	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2019 ¹	727,349,183	5.00	145,469,839	0	0	0	0	0	0
2020 ¹	(679,128,753)	5.00	(135,825,750)	(135,825,753)	0	0	0	0	0
2021 ¹	(193,319,430)	5.00	(38,663,887)	(38,663,887)	(38,663,882)	0	0	0	0
2022 ¹	(501,864,198)	5.00	(100,372,840)	(100,372,840)	(100,372,840)	(100,372,838)	0	0	0
2023	1,463,096,446	5.00	292,619,289	292,619,289	292,619,289	292,619,289	292,619,290	0	0
2024	(486,588,135)	5.00	N/A	(97,317,627)	(97,317,627)	(97,317,627)	(97,317,627)	(97,317,627)	0
Total²	N/A	N/A	\$163,226,651	\$(79,560,818)	\$56,264,940	\$94,928,824	\$195,301,663	\$(97,317,627)	\$0

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

¹ The amortization amounts prior to June 30, 2023 have been omitted from this schedule. Those amounts can be found in prior years' GASB 68 reports.

² Net increase (decrease) in pension expense.

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Total Increase/(Decrease) in Pension Expense

Reporting Date for Employer as of June 30	Total Change	Recognition Period	2023	2024	2025	2026	2027	2028	Thereafter
2018 ¹	\$(267,605,493)	N/A	\$28,719,299	\$0	\$0	\$0	\$0	\$0	\$0
2019 ¹	741,059,267	N/A	147,994,717	1,085,694	0	0	0	0	0
2020 ¹	(654,580,698)	N/A	(131,254,418)	(131,254,421)	1,691,395	0	0	0	0
2021 ¹	76,201,586	N/A	12,575,850	12,575,850	12,575,855	13,322,331	0	0	0
2022 ¹	(552,224,146)	N/A	(110,345,107)	(110,345,107)	(110,345,107)	(110,345,105)	(498,613)	0	0
2023	1,521,357,429	N/A	304,318,281	304,318,281	304,318,281	304,318,281	304,084,305	0	0
2024	(466,798,780)	N/A	N/A	(93,270,724)	(93,270,724)	(93,270,724)	(93,270,724)	(93,715,884)	0
Total²	N/A	N/A	\$252,008,622	\$(16,890,427)	\$114,969,700	\$114,024,783	\$210,314,968	\$(93,715,884)	\$0

¹ The amortization amounts prior to June 30, 2023 have been omitted from this schedule. Those amounts can be found in prior years' GASB 68 reports.

² Net increase (decrease) in pension expense.

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Exhibit 11 – Schedule of recognition of changes in proportionate share

In addition to the amounts shown in *Section 2, Exhibit 10 – Schedule of recognition of changes in Net Pension Liability*, there are changes in each employer’s proportionate share of the NPL during the measurement period ending on December 31, 2023.

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

The following tables illustrate the scheduled increase/(decrease) in pension expense due to the change in proportion and difference in employer contributions. While these amounts are different for each employer, they sum to zero over the entire ACERA.

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

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

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

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

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

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

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

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

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

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

Change in Proportion and Difference in Employer Contributions for the Year Ended December 31, 2018

Employer	Total Change	Recognition Period	2019	2020	2021	2022	2023	2024	Thereafter
Alameda County	\$1,738,127	5.43	\$320,097	\$320,097	\$320,097	\$320,097	\$320,097	\$137,642	\$0
Health System	680,885	5.43	125,393	125,393	125,393	125,393	125,393	53,920	0
Superior Court	(2,537,099)	5.43	(467,238)	(467,238)	(467,238)	(467,238)	(467,238)	(200,909)	0
First 5	175,250	5.43	32,275	32,275	32,275	32,275	32,275	13,875	0
Housing Authority	(46,967)	5.43	(8,649)	(8,649)	(8,649)	(8,649)	(8,649)	(3,722)	0
LARPD	(10,196)	5.43	(1,878)	(1,878)	(1,878)	(1,878)	(1,878)	(806)	0
ACOE	0	5.43	0	0	0	0	0	0	0
Total for all employers	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0

Section 3: Actuarial Valuation Basis

The following presents the actuarial assumptions, methods and models used in the December 31, 2023 measurement date for employer reporting as of June 30, 2024.

Actuarial assumptions, methods and models

Rationale for assumptions

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

Net investment return

7.00%, net of investment expenses.

Employee contribution crediting rate

7.00%, compounded semi-annually.

Consumer price index (CPI or inflation)

Increase of 2.50% per year.

Section 3: Actuarial Valuation Basis

Retiree cost of living increases

The actual COLA granted by ACERA on April 1, 2023 has been reflected in the December 31, 2022 valuation for nonactive members.

General Tier 1, General Tier 3, and Safety Tier 1

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

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

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

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

Payroll growth

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

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

Increase of 2.50% per year from the valuation date.

Increase in California Government Code Section 7522.10 compensation limit

Increase of 2.50% per year from the valuation date.

Section 3: Actuarial Valuation Basis

Salary increases

The annual rate of compensation increase includes:

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

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

Section 3: Actuarial Valuation Basis

Additional cashout assumptions

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

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

Post-retirement mortality rates

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

Healthy

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

Section 3: Actuarial Valuation Basis

Disabled

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

Beneficiaries

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

Section 3: Actuarial Valuation Basis

Pre-retirement mortality rates

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

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

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

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

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

Mortality rates for member contributions

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

Section 3: Actuarial Valuation Basis

Optional forms of benefit

Service Retirement and All Beneficiaries

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

Disability Retirement

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

Section 3: Actuarial Valuation Basis

Disability incidence rates

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

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

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

Section 3: Actuarial Valuation Basis

Termination rates

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

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

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

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

Section 3: Actuarial Valuation Basis

Retirement rates

General

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

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

Section 3: Actuarial Valuation Basis

Safety

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

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

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

Section 3: Actuarial Valuation Basis

Retirement age and benefit for deferred vested members

General Non-Reciprocal Retirement Age	62
General Reciprocal Retirement Age	61
Safety Non-Reciprocal Retirement Age	56
Safety Reciprocal Retirement Age	55

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

20% of future General and 45% of future Safety deferred vested members are assumed to continue to work for a reciprocal employer. For reciprocal members, 3.45% and 4.00% compensation increases are assumed per annum for General and Safety members, respectively.

Future benefit accruals

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

Unknown data for members

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

Inclusion of deferred vested members

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

Data adjustment

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

Form of payment

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

Section 3: Actuarial Valuation Basis

Percent married

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

Age and gender of spouse

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

Pre-retirement death optional form election

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

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

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

Actuarial cost method

Entry Age Actuarial Cost Method. Entry Age is the age on the valuation date minus years of service. Normal Cost and Actuarial Accrued Liability are calculated on an individual basis and are based on costs allocated as a level percentage of compensation.

Section 3: Actuarial Valuation Basis

Expected Remaining Service Lives

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

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

Models

Segal valuation results are based on proprietary actuarial modeling software. The actuarial valuation models generate a comprehensive set of liability and cost calculations that are presented to meet regulatory, legislative and client requirements. Our Actuarial Technology and Systems unit, comprised of both actuaries and programmers, is responsible for the initial development and maintenance of these models. The models have a modular structure that allows for a high degree of accuracy, flexibility and user control. The client team programs the assumptions and the plan provisions, validates the models, and reviews test lives and results, under the supervision of the responsible actuary.

Changes in actuarial assumptions and methods

Based on the Actuarial Experience Study, the following assumptions were changed. Previously, these assumptions and methods were as follows:

Consumer price index

Increase of 2.75% per year.

Payroll growth

Inflation of 2.75% per year plus real "across the board" salary increases of 0.50% per year, used to amortize the UAAL as a level percentage of payroll.

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

Increase of 2.75% per year from the valuation date.

Section 3: Actuarial Valuation Basis

Increase in California Government Code Section 7522.10 compensation limit

Increase of 2.75% per year from the valuation date.

Salary increases

The annual rate of compensation increase includes:

- Inflation at 2.75%, plus
- “Across-the-board” real salary increases of 0.50% per year, plus
- The following merit and promotion increases:

Years of Service	General	Safety
Less than 1	5.10%	8.00%
1 – 2	5.10%	8.00%
2 – 3	4.50%	8.00%
3 – 4	2.90%	4.90%
4 – 5	2.10%	3.70%
5 – 6	1.60%	2.10%
6 – 7	1.50%	1.30%
7 – 8	1.50%	1.20%
8 – 9	1.00%	0.90%
9 – 10	0.90%	0.90%
10 – 11	0.70%	0.80%
11 and over	0.40%	0.80%

Section 3: Actuarial Valuation Basis

Additional cashout assumptions

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

	Service Retirement	Disability Retirement
General Tier 1	7.5%	6.5%
General Tier 2	3.0%	1.4%
General Tier 3	7.5%	6.5%
General Tier 4	N/A	N/A
Safety Tier 1	7.5%	6.4%
Safety Tier 2	2.5%	1.9%
Safety Tier 2C	2.5%	1.9%
Safety Tier 2D	2.5%	1.9%
Safety Tier 4	N/A	N/A

Post-retirement mortality rates

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

Healthy

- **General members:** Pub-2010 General Healthy Retiree Amount-Weighted Above-Median Mortality Tables (separate tables for males and females), projected generationally with the two-dimensional mortality improvement scale MP-2019.
- **Safety members:** Pub-2010 Safety Healthy Retiree Amount-Weighted Above-Median Mortality Tables (separate tables for males and females), projected generationally with the two-dimensional mortality improvement scale MP-2019.

Section 3: Actuarial Valuation Basis

Disabled

- **General members:** Pub-2010 Non-Safety Disabled Retiree Amount-Weighted Mortality Tables (separate tables for males and females) with rates decreased 10% for females, projected generationally with the two-dimensional mortality improvement scale MP-2019.
- **Safety members:** Pub-2010 Safety Disabled Retiree Amount-Weighted Mortality Tables (separate tables for males and females) with rates increased by 5% for males, projected generationally with the two-dimensional mortality improvement scale MP-2019.

Beneficiaries

- **All beneficiaries:** Pub-2010 General Contingent Survivor Amount-Weighted Above-Median Mortality Tables (separate tables for males and females) with rates increased by 5% for males, projected generationally with the two-dimensional mortality improvement scale MP-2019.

Pre-retirement mortality rates

- **General members:** Pub-2010 General Employee Amount-Weighted Above-Median Mortality Tables (separate tables for males and females), projected generationally with the two-dimensional mortality improvement scale MP-2019.
- **Safety members:** Pub-2010 Safety Employee Amount-Weighted Above-Median Mortality Tables (separate tables for males and females), projected generationally with the two-dimensional mortality improvement scale MP-2019.

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

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

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

Section 3: Actuarial Valuation Basis

Mortality rates for member contributions

- **General members:** Pub-2010 General Healthy Retiree Amount-Weighted Above-Median Mortality Tables (separate tables for males and females), projected 30 years (from 2010) with the two-dimensional mortality improvement scale MP-2019, weighted 30% male and 70% female.
- **Safety members:** Pub-2010 Safety Healthy Retiree Amount-Weighted Above-Median Mortality Tables (separate tables for males and females), projected 30 years (from 2010) with the two-dimensional mortality improvement scale MP-2019, weighted 75% male and 25% female.

Optional forms of benefit

Service Retirement and All Beneficiaries

- **General members:** Pub-2010 General Healthy Retiree Amount-Weighted Above-Median Mortality Tables (separate tables for males and females), projected 25 years (from 2010) with the two-dimensional mortality improvement scale MP-2019, weighted 30% male and 70% female.
- **General beneficiaries:** Pub-2010 General Contingent Survivor Amount-Weighted Above-Median Mortality Tables (separate tables for males and females) with rates increased by 5% for males, projected 25 years (from 2010) with the two-dimensional mortality improvement scale MP-2019, weighted 70% male and 30% female.
- **Safety members:** Pub-2010 Safety Healthy Retiree Amount-Weighted Above-Median Mortality Tables (separate tables for males and females), projected 25 years (from 2010) with the two-dimensional mortality improvement scale MP-2019, weighted 75% male and 25% female.
- **Safety beneficiaries:** Pub-2010 General Contingent Survivor Amount-Weighted Above-Median Mortality Tables (separate tables for males and females) with rates increased by 5% for males, projected 25 years (from 2010) with the two-dimensional mortality improvement scale MP-2019, weighted 25% male and 75% female.

Section 3: Actuarial Valuation Basis

Disability Retirement

- **General members:** Pub-2010 Non-Safety Disabled Retiree Amount-Weighted Mortality Tables (separate tables for males and females) with rates decreased 10% for females, projected 25 years (from 2010) with the two-dimensional mortality improvement scale MP-2019, weighted 30% male and 70% female.
- **Safety members:** Pub-2010 Safety Disabled Retiree Amount-Weighted Mortality Tables (separate tables for males and females) with rates increased by 5% for males, projected 25 years (from 2010) with the two-dimensional mortality improvement scale MP-2019, weighted 75% male and 25% female.

Disability incidence rates

Age	General	Safety
20	0.00%	0.00%
25	0.01%	0.03%
30	0.03%	0.26%
35	0.07%	0.64%
40	0.09%	1.22%
45	0.16%	1.50%
50	0.26%	2.10%
55	0.33%	2.65%
60	0.38%	3.80%

65% of General disabilities are assumed to be service connected disabilities. The other 35% are assumed to be non-service connected disabilities.

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

Section 3: Actuarial Valuation Basis

Termination rates

Years of Service	General	Safety
Less than 1	12.00%	4.00%
1 – 2	9.00%	4.00%
2 – 3	8.00%	4.00%
3 – 4	6.00%	3.50%
4 – 5	6.00%	3.00%
5 – 6	6.00%	2.00%
6 – 7	5.25%	1.80%
7 – 8	4.25%	1.70%
8 – 9	3.75%	1.60%
9 – 16	3.50%	1.50%
16 – 17	3.40%	1.40%
17 – 18	3.30%	1.30%
18 – 19	3.20%	1.20%
19 – 20	3.10%	1.10%
20 or more	3.00%	1.00%

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

For members with five or more years of service, 30% of all terminated members are assumed to choose a refund of contributions and the other 70% are assumed to choose a deferred vested benefit.

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

Section 3: Actuarial Valuation Basis

Retirement rates

General

Age	Tier 1	Tier 2 Less than 30 Years of Service	Tier 2 Over 30 Years of Service	Tier 3	Tier 4
49	0.0%	0.0%	0.0%	0.0%	0.0%
50	2.0%	2.0%	4.0%	10.0%	0.0%
51	4.0%	2.0%	4.0%	10.0%	0.0%
52	4.0%	2.0%	4.0%	10.0%	4.0%
53	5.0%	2.0%	4.0%	10.0%	2.0%
54	5.0%	2.0%	4.0%	10.0%	2.0%
55	6.0%	2.0%	4.0%	12.0%	5.0%
56	10.0%	2.5%	4.5%	14.0%	2.5%
57	12.0%	4.0%	5.0%	16.0%	3.5%
58	12.0%	4.0%	5.0%	18.0%	3.5%
59	14.0%	4.5%	8.0%	20.0%	4.5%
60	20.0%	8.0%	8.5%	20.0%	5.0%
61	20.0%	9.0%	13.5%	20.0%	5.0%
62	35.0%	15.0%	22.5%	30.0%	18.0%
63	30.0%	15.0%	22.5%	25.0%	15.0%
64	30.0%	18.0%	27.0%	25.0%	17.0%
65	30.0%	25.0%	27.5%	50.0%	25.0%
66	30.0%	30.0%	33.0%	50.0%	30.0%
67	30.0%	30.0%	33.0%	50.0%	30.0%
68	30.0%	30.0%	33.0%	50.0%	30.0%
69	35.0%	35.0%	38.5%	50.0%	35.0%
70	40.0%	40.0%	40.0%	65.0%	25.0%
71	40.0%	40.0%	40.0%	65.0%	25.0%
72	40.0%	40.0%	40.0%	65.0%	25.0%
73	40.0%	40.0%	40.0%	65.0%	25.0%
74	40.0%	40.0%	40.0%	65.0%	25.0%
75 and over	100.0%	100.0%	100.0%	100.0%	100.0%

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

Section 3: Actuarial Valuation Basis

Safety

Age	Tier 1	Tier 2, 2D Less than 30 Years of Service	Tier 2, 2D Over 30 Years of Service	Tier 2C	Tier 4
49	0.0%	12.0%	18.0%	0.0%	0.0%
50	35.0%	12.0%	18.0%	4.0%	4.0%
51	30.0%	10.0%	24.0%	2.0%	2.0%
52	25.0%	10.0%	24.0%	2.0%	2.0%
53	35.0%	10.0%	25.0%	3.0%	3.0%
54	45.0%	12.0%	27.0%	6.0%	6.0%
55	45.0%	12.0%	29.0%	10.0%	10.0%
56	45.0%	14.0%	32.0%	12.0%	12.0%
57	45.0%	16.0%	32.0%	20.0%	20.0%
58	45.0%	18.0%	30.0%	10.0%	10.0%
59	45.0%	18.0%	30.0%	15.0%	15.0%
60	45.0%	25.0%	30.0%	60.0%	60.0%
61	45.0%	25.0%	30.0%	60.0%	60.0%
62	45.0%	25.0%	30.0%	60.0%	60.0%
63	45.0%	25.0%	30.0%	60.0%	60.0%
64	45.0%	30.0%	30.0%	60.0%	60.0%
65 and over	100.0%	100.0%	100.0%	100.0%	100.0%

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

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

Retirement age and benefit for deferred vested members

General retirement age	61
Safety retirement age	55

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

Section 3: Actuarial Valuation Basis

25% of future General and 50% of future Safety deferred vested members are assumed to continue to work for a reciprocal employer. For reciprocal members, 3.65% and 4.05% compensation increases are assumed per annum for General and Safety members, respectively.

Future benefit accruals

1.0 year of service per year of employment, plus 0.003 years of additional service for General members and 0.007 years of additional service for Safety members, to anticipate conversion of unused sick leave for each year of employment.

Appendix A: Projection of Plan Fiduciary Net Position

Projection of Plan Fiduciary Net Position for use in the Calculation of Discount Rate as of December 31, 2023 (\$ in millions)

Year Beginning January 1	Beginning Plan Fiduciary Net Position (a)	Total Contributions (b)	Benefit Payments (c)	Administrative Expenses (d)	Investment Earnings (e)	Ending Plan Fiduciary Net Position (a) + (b) – (c) – (d) + (e)
2023	\$9,258	\$415	\$620	\$16	\$1,181 ¹	\$10,218
2024	10,218	396	735	17	699	10,560
2025	10,560	402	769	18	722	10,897
2026	10,897	408	804	19	744	11,226
2027	11,226	430	838	19	766	11,566
2028	11,566	430	872	20	789	11,893
2029	11,893	434	907	20	810	12,211
2030	12,211	441	941	21	831	12,522
2049	12,701	281	1,301	22	846	12,505
2050	12,505	278	1,305	21	832	12,288
2051	12,288	274	1,307	21	816	12,050
2052	12,050	270	1,308	20	799	11,791
2094	3,037	58	93	5	211	3,207
2095	3,207	56	82	5	223	3,399
2096	3,399	55	73	6	237	3,611
2097	3,611	54	66	6	252	3,845
2141	69,520	642	521	118	4,864	74,387
2142	74,387	687	558	126	5,204	79,594
2143	79,594	735	597 ²	135	5,568	85,165
2144	85,165					
2144 (Discounted Value)	25					

¹ Includes \$1,127 million in net investment income and \$54 million in other changes resulting from the transfer of assets from the OPEB SRBR reserve to the non-OPEB reserve.

² Projected benefit payments for the closed group of active, inactive, retired members and beneficiaries as of November 30, 2022 is \$0. This amount represents the 0.75% of the beginning-of-year market value to reflect the approximated outflow of future allocations to the SRBR. See Note 6.

Appendix A: Projection of Plan Fiduciary Net Position

Notes

1. Amounts may not total exactly due to rounding.
2. Amounts shown in the year beginning January 1, 2023 row are actual amounts, based on the financial statements provided by ACERA.
3. Various years have been omitted from this table.
4. **Column (a):** Except for the “discounted value” shown for 2144, none of the projected Plan FNP amounts shown have been adjusted for the time value of money.
5. **Column (b):** Projected total contributions include employee and employer normal cost contributions based on closed group projections (based on covered active members as of November 30, 2022); plus employer contributions to the UAAL; plus employer contributions to fund each year’s annual administrative expenses as well as future allocations of excess earnings to the SRBR under ACERA’s Funding Policy, both reflecting a 20-year amortization schedule. Contributions are assumed to occur halfway through the year, on average.
6. **Column (c):** Projected benefit payments have been determined in accordance with paragraph 39 of GASB Statement No. 67, and are based on the closed group of active, inactive, retired members, and beneficiaries as of November 30, 2022. The projected benefit payments reflect the cost of living increase assumption of 2.75% per annum for Tier 1 and Tier 3, and 2.00% per annum for Tier 2 and Tier 4. In accordance with paragraph 31.b.(1)(e) of GASB Statement No. 67, the long-term expected rate of return on Plan investments of 7.00% per annum was applied to all periods of projected benefit payments to determine the discount rate. Benefit payments are assumed to occur halfway through the year, on average.

The projected benefit payments include the non-OPEB SRBR benefits to the extent the current non-OPEB SRBR supports those benefits. In addition, the projected benefit payments in column (c) include an amount equal to 0.75% of the beginning Plan FNP to reflect the approximated outflow of future allocations to the SRBR. This outflow has an estimated present value of \$1.30 billion. This present value of outflow is expected to be sufficient to pay for the remaining present value of the non-OPEB SRBR benefits of \$0.11 billion as well as the remaining present value of the OPEB SRBR benefits of \$0.50 billion.
7. **Column (d):** Projected administrative expenses are calculated as approximately 0.17% of the beginning Plan FNP. The 0.17% was based on the actual fiscal year 2023 administrative expenses as a percentage of the beginning Plan FNP as of January 1, 2023. Administrative expenses are assumed to occur halfway through the year, on average.

Appendix A: Projection of Plan Fiduciary Net Position

8. **Column (e):** Projected investment earnings are based on the assumed investment rate of return of 7.00% per annum and reflect the assumed timing of cashflows, as noted above.
9. As illustrated in this appendix, the Plan FNP was projected to be available to make all projected future benefit payments for current Plan members. In other words, there is no projected “cross-over date” when projected benefits are **not** covered by projected assets. Therefore, the long-term expected rate of return on Plan investments of 7.00% per annum was applied to all periods of projected benefit payments to determine the TPL as of December 31, 2023 shown earlier in this report, pursuant to paragraph 44 of GASB Statement No. 67.

Appendix B: Definition of terms

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

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

Appendix B: Definition of terms

Term	Definition
Closed period	A specific number of years that is counted from one date and declines to zero with the passage of time. For example, if the recognition period initially is five years on a closed basis, four years remain after the first year, three years after the second year, and so forth.
Collective deferred outflows of resources and deferred inflows of resources related to pensions	Deferred outflows of resources and deferred inflows of resources related to pensions arising from certain changes in the collective Net Pension Liability.
Collective Net Pension Liability	The Net Pension Liability for benefits provided through (1) a cost-sharing pension plan or (2) a single-employer or agent pension plan in circumstances in which there is a special funding situation.
Collective pension expense	Pension expense arising from certain changes in the collective Net Pension Liability.
Contributions	Additions to the Plan Fiduciary Net Position for amounts from employers, non-employer contributing entities (for example, state government contributions to a local government pension plan), or employees. Contributions can result from cash receipts by the pension plan or from recognition by the pension plan of a receivable from one of these sources.
Cost-of-living adjustments	Postemployment benefit changes intended to adjust benefit payments for the effects of inflation.
Cost-sharing employer	An employer whose employees are provided with pensions through a cost-sharing multiple-employer defined benefit pension plan.
Cost-sharing multiple employer defined benefit pension plan (Cost-sharing pension plan)	A multiple-employer defined benefit pension plan in which the pension obligations to the employees of more than one employer are pooled and pension plan assets can be used to pay the benefits of the employees of any employer that provides pensions through the pension plan.
Covered payroll	Payroll on which contributions to a pension plan are based.
Deferred retirement option program (DROP)	A program that permits an employee to elect a calculation of benefit payments based on service credits and salary, as applicable, as of the DROP entry date. The employee continues to provide service to the employer and is paid for that service by the employer after the DROP entry date; however, the pensions that would have been paid to the employee (if the employee had retired and not entered the DROP) are credited to an individual employee account within the defined benefit pension plan until the end of the DROP period.
Defined benefit pension plans	Pension plans that are used to provide defined benefit pensions.

Appendix B: Definition of terms

Term	Definition
Defined benefit pensions	Pensions for which the income or other benefits that the employee will receive at or after separation from employment are defined by the benefit terms. The pensions may be stated as a specified dollar amount or as an amount that is calculated based on one or more factors such as age, years of service, and compensation. (A pension that does not meet the criteria of a defined contribution pension is classified as a defined benefit pension for purposes of GASB Statement No. 68.)
Defined contribution pension plans	Pension plans that are used to provide defined contribution pensions.
Defined contribution pensions	Pensions having terms that: <ol style="list-style-type: none"> 1. Provide an individual account for each employee; 2. Define the contributions that an employer is required to make (or the credits that it is required to provide) to an active employee's account for periods in which that employee renders service; and 3. Provide that the pensions an employee will receive will depend only on the contributions (or credits) to the employee's account, actual earnings on investments of those contributions (or credits), and the effects of forfeitures of contributions (or credits) made for other employees, as well as pension plan administrative costs, that are allocated to the employee's account.
Discount rate	The single rate of return that, when applied to all projected benefit payments, results in an actuarial present value of projected benefit payments equal to the total of the following: <ol style="list-style-type: none"> 1. The actuarial present value of benefit payments projected to be made in future periods in which: <ol style="list-style-type: none"> a. The amount of the Plan Fiduciary Net Position is projected (under the requirements of GASB Statement No. 68) to be greater than the benefit payments that are projected to be made in that period, and b. Pension plan assets up to that point are expected to be invested using a strategy to achieve the long-term expected rate of return, calculated using the long-term expected rate of return on pension plan investments. 2. The actuarial present value of projected benefit payments not included in 1., calculated using the municipal bond rate.
Entry age actuarial cost method	A method under which the actuarial present value of the projected benefits of each individual included in an actuarial valuation is allocated on a level basis over the earnings or service of the individual between entry age and assumed exit age(s). The portion of this actuarial present value allocated to a valuation year is called the normal cost. The portion of this actuarial present value not provided for at a valuation date by the actuarial present value of future normal costs is called the actuarial accrued liability.

Appendix B: Definition of terms

Term	Definition
Inactive employees	Terminated individuals that have accumulated benefits but are not yet receiving them, and retirees or their beneficiaries currently receiving benefits.
Measurement period	The period between the prior and the current measurement dates.
Multiple-employer defined benefit pension plan	A defined benefit pension plan that is used to provide pensions to the employees of more than one employer.
Net Pension Liability (NPL)	The liability of employers and non-employer contributing entities to employees for benefits provided through a defined benefit pension plan.
Non-employer contributing entities	Entities that make contributions to a pension plan that is used to provide pensions to the employees of other entities.
Other postemployment benefits	All postemployment benefits other than retirement income (such as death benefits, life insurance, disability, and long-term care) that are provided separately from a pension plan, as well as postemployment healthcare benefits, regardless of the manner in which they are provided. Other postemployment benefits do not include termination benefits.
Pension plans	Arrangements through which pensions are determined, assets dedicated for pensions are accumulated and managed and benefits are paid as they come due.
Pension expense	Pension expense arising from certain changes in the Net Pension Liability.
Pensions	Retirement income and, if provided through a pension plan, postemployment benefits other than retirement income (such as death benefits, life insurance, and disability benefits). Pensions do not include postemployment healthcare benefits and termination benefits.
Plan members	Individuals that are covered under the terms of a pension plan. Plan members generally include: <ol style="list-style-type: none"> 1. Employees in active service (active plan members), and 2. Terminated employees who have accumulated benefits but are not yet receiving them and retirees or their beneficiaries currently receiving benefits (inactive plan members).
Postemployment	The period after employment.
Postemployment benefit changes	Adjustments to the pension of an inactive employee.
Postemployment healthcare benefits	Medical, dental, vision, and other health-related benefits paid subsequent to the termination of employment.
Projected benefit payments	All benefits estimated to be payable through the pension plan to current active and inactive employees as a result of their past service and their expected future service.

Appendix B: Definition of terms

Term	Definition
Public employee retirement system	A special-purpose government that administers one or more pension plans; also may administer other types of employee benefit plans, including postemployment healthcare plans and deferred compensation plans.
Real rate of return	The rate of return on an investment after adjustment to eliminate inflation.
Service costs	The portions of the actuarial present value of projected benefit payments that are attributed to valuation years.
Single employer	An employer whose employees are provided with pensions through a single-employer defined benefit pension plan.
Single-employer defined benefit pension plan (Single-employer pension plan)	A defined benefit pension plan that is used to provide pensions to employees of only one employer.
Special funding situations	<p>Circumstances in which a non-employer entity is legally responsible for making contributions directly to a pension plan that is used to provide pensions to the employees of another entity or entities and either of the following conditions exists:</p> <ol style="list-style-type: none"> 1. The amount of contributions for which the non-employer entity legally is responsible is not dependent upon one or more events or circumstances unrelated to the pensions. 2. The non-employer entity is the only entity with a legal obligation to make contributions directly to a pension plan.
Termination benefits	Inducements offered by employers to active employees to hasten the termination of services, or payments made in consequence of the early termination of services. Termination benefits include early-retirement incentives, severance benefits, and other termination-related benefits.
Total Pension Liability (TPL)	The portion of the actuarial present value of projected benefit payments that is attributed to past periods of employee service in conformity with the requirements of GASB Statement No. 68.

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Alameda County Employees' Retirement Association (ACERA)

**Governmental Accounting Standards Board (GASB) Statement No. 75
Actuarial Valuation of Other Postemployment Benefits (OPEB)
measured as of December 31, 2023 for Employer Reporting as of
June 30, 2024**



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June 12, 2024

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

Dear Board Members:

We are pleased to submit this Actuarial Valuation of Other Postemployment Benefits (OPEB) measured as of December 31, 2023 under Governmental Accounting Standards Board Statement No. 75, for the Alameda County Employees' Retirement Association ("ACERA" or "the Plan") for employer reporting as of June 30, 2024. The report summarizes the actuarial data used in the valuation, discloses the Net OPEB Liability and OPEB Expense, and analyzes the preceding year's experience. Please refer to ACERA's Actuarial Valuation of the OPEB and Non-OPEB Benefits Provided by the Supplemental Retiree Benefits Reserve Including Sufficiency of Funds as of December 31, 2022 for the data and plan benefits underlying these calculations.

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

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

The actuarial calculations were completed under the supervision of Andy Yeung, ASA, MAAA, FCA, EA and Mehdi Riazi, FSA, MAAA, FCA, EA. The health care trend and other related medical assumptions have been reviewed by Mary P. Kirby, FSA, MAAA, FCA. We are members of the American Academy of Actuaries and collectively meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein. To the best of our knowledge, the information supplied in this actuarial valuation is complete and accurate. The assumptions used in this valuation were selected by the Board of Retirement (Board) based upon our analysis and recommendations. In our opinion, the assumptions are reasonably related to the experience of and the expectations for the Plan.


Board of Retirement
June 12, 2024

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

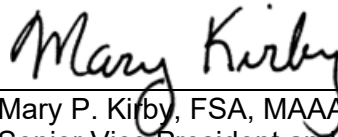
We look forward to reviewing this report with you and to answering any questions.

Sincerely,

Segal



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



Mary P. Kirby, FSA, MAAA, FCA
Senior Vice President and Actuary



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

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Section 1: Actuarial Valuation Summary

Purpose and basis

This report presents the results of our actuarial valuation of the Alameda County Employees' Retirement Association ("ACERA") OPEB plan as of December 31, 2023, required by Governmental Accounting Standards Board (GASB) Statement No. 75, *Accounting and Financial Reporting for Postemployment Benefits Other than Pensions*. The actuarial computations made are for purposes of fulfilling plan accounting requirements. Determinations for purposes other than meeting financial accounting requirements may be significantly different from the results reported here. This valuation is based on:

- The benefit provisions of the OPEB Plan, as administered by the Board;
- The characteristics of covered active, inactive, and retired members and beneficiaries as of November 30, 2022, provided by the staff of ACERA;
- The assets of the Plan as of December 31, 2023, provided by ACERA;
- Economic assumptions regarding future salary increases and investment earnings adopted by the Board for the December 31, 2023 valuation; and
- Other actuarial assumptions, regarding employee terminations, retirement, death, health care trends, etc. adopted by the Board for the December 31, 2023 valuation.

General observations on a GASB 75 Actuarial Valuation

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

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

Section 1: Actuarial Valuation Summary

Highlights of the valuation

1. For GASB 75 reporting as of June 30, 2024, the Net OPEB Liability (NOL) was measured as of December 31, 2023. The Total OPEB Liability (TOL) was determined based upon rolling forward the liability results used in determining the sufficiency of the SRBR to provide medical and dental subsidy benefits as of December 31, 2022. The Plan Fiduciary Net Position (FNP) (plan assets) were valued as of the measurement date. In addition, any changes in actuarial assumptions or plan provisions that occurred between the valuation date and the measurement date have been reflected. Consistent with the provisions of GASB 75, the assets and liabilities measured as of December 31, 2023 are not adjusted or rolled forward to the June 30, 2024 reporting date.
2. The TOL has been adjusted to reflect the changes in the actuarial assumptions as recommended by Segal and adopted by the Board for this valuation. These changes were documented in our December 1, 2019 through November 30, 2022 Actuarial Experience Study report dated January 8, 2024. The TOL has also been adjusted to reflect the health care trend assumptions recommended for the upcoming sufficiency study for the SRBR as of December 31, 2023 (reference: our recommended trend letter dated May 8, 2024).
3. The NOL increased from \$191.3 million as of December 31, 2022 to \$208.5 million as of December 31, 2023. The NOL was expected to increase by \$54.4 million to \$245.7 million based on the plan's actual benefit payments, and a year of anticipated liability growth due to service cost and interest cost. The difference between the actual and expected NOL was primarily due to savings from: (a) demographic experience gains, (b) average implicit subsidies lower than expected, (c) reflecting the assumptions recommended in the experience study, and (d) favorable investment experience¹, offset to some extent by (e) \$54.2 million transfer made by the Board to equalize the sufficiency period of the OPEB and non-OPEB SRBR benefits and (f) generally higher updated healthcare trend assumptions. Changes in these values during the last two fiscal years ending December 31, 2023 and 2022 can be found in Section 2, Schedule of Changes in Net OPEB Liability on page 27.
4. There was an increase in the total employer OPEB expense from \$18.4 million calculated last year to \$58.2 million calculated this year. The primary drivers of the increase were (a) the immediate recognition of the \$54.2 million asset transfer from the OPEB to non-OPEB to equalize the sufficiency period and (b) a lower credit for projected earnings, due to having a lower beginning of year asset amount than last year. The increase in expense was partially offset by (c) the expiration of a prior deferred outflow base and (d) the savings from this year's investment and liability experience.

¹ The market value investment return for ACERA as a whole was 12.11% net of administrative expenses, or 12.29% gross of administrative expenses, during 2023. In allocating the end of year market value of assets between the Pension Plan and the SRBR, we have taken into consideration that for ACERA as a whole, the actuarial value of assets was higher than the market value of assets as of December 31, 2023 and there are deferred investment losses scheduled to be recognized in the next few years. As a result, the plan FNP allocated to the Pension Plan and the SRBR has generally been done in proportion to the actuarial value of assets and the market value investment return of 12.3% for the Pension Plan is very close to the 12.0% investment return for the SRBR (OPEB and non-OPEB SRBR combined).

Section 1: Actuarial Valuation Summary

5. The Inflation Reduction Act of 2022 (IRA) includes material benefit cost-sharing changes for 2025, most notably implementing a \$2,000 member out-of-pocket maximum, as well as various funding changes for Medicare prescription drug plans. Both changes are expected to significantly increase premiums for the Kaiser Senior Advantage and Via Benefits plans. Our trend assumptions include an estimated impact of the IRA on the Fund's Medicare plan premiums in calendar year 2025 based on the Final CY 2025 Part D Redesign Program. Instructions were released by the Centers for Medicare and Medicaid Services (CMS) on April 1, 2024.
6. We have also continued the practice of adjusting the Plan FNP as of December 31, 2023 to include the \$1.081 billion set aside by the Retirement Board in the SRBR reserve to pay OPEB benefits as of December 31, 2023. This includes \$1.071 billion in the OPEB-related SRBR reserve (after reducing the reserve by the \$4.1 million SRBR implicit subsidy transfer), and \$10.1 million in the 401(h) reserve. It should be noted that as of December 31, 2023, the deferred investment loss for the entire Plan was \$292.8 million. We have subtracted from the Plan FNP the proportionate share of the net deferred investment loss that is commensurate with the size of the OPEB SRBR reserve, or \$20.8 million.
7. As we disclosed in our December 31, 2023 pension funding valuation report, the 7.00% investment return assumption that the Board approved for determining the liabilities for funding purposes and used for establishing the employer and employee contribution rates has continued to be developed without considering the impact of any future 50/50 excess earnings allocation. This is based on our understanding that Article 5.5 of the Statute, which authorizes the allocation of 50% of excess earnings to the SRBR, does not allow for the use of a different investment return for funding than is used for interest crediting. This would appear in effect to preclude the prefunding of the SRBR through the use of an assumption lower than the market earnings assumption of 7.00%.

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

Section 1: Actuarial Valuation Summary

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

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

8. For 2023, the Plan FNP of \$1,060,336,964 includes the OPEB-related SRBR reserve of \$1,070,992,004 (after reducing the reserve by the SRBR implicit subsidy transfer of \$4,116,000) and the 401(h) reserve of \$10,116,636, less the proportionate share of the net deferred investment loss that is commensurate with the size of the OPEB SRBR reserve of \$20,771,676. For 2022, the Plan FNP of \$1,040,720,573 includes the OPEB-related SRBR reserve of \$1,105,725,871 (after reducing the reserve by the SRBR implicit subsidy transfer of \$7,981,476) and the 401(h) reserve of \$8,979,234, less the proportionate share of the net deferred investment loss that is commensurate with the size of the OPEB SRBR reserve of \$73,984,533. Note that amounts may not total exactly due to rounding.
9. The NOLs for the employers in ACERA as of December 31, 2023 are allocated based on the actual employer contributions made during 2023. The steps we used for the allocation are as follows:
 1. Calculate the ratio of the employer's contributions to the total contributions.
 2. Multiply this ratio by the NOL to determine the employer's proportionate share of the NOL. The NOL allocation can be found in Section 2, Determination of proportionate share.
10. The Alameda County Office of Education (ACOE) made a lump sum contribution of \$750,000 in 2019 to partially pay off their UAAL to the pension plan. That lump sum is greater than the amount that ACOE would have to make on an installment basis over 20 years. In order to have a more level allocation of the NPL and NOL to ACOE, ACERA approved an approach outlined in our March 2, 2020 letter to determine ACOE's proportionate share of the non-OPEB SRBR NOL by using ACOE's required contributions determined as if they had not made the additional lump sum contribution in 2019. We have continued to use that method in determining ACOE's proportionate share of the OPEB SRBR NOL in this valuation.

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

Section 1: Actuarial Valuation Summary

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

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

Section 1: Actuarial Valuation Summary

Summary of key valuation results

Valuation Result	Current	Prior
Reporting Date for Employer under GASB 75	June 30, 2024	June 30, 2023
Measurement Date	December 31, 2023	December 31, 2022
Disclosure elements		
Total OPEB Liability	\$1,268,807,617	\$1,232,016,820
Plan Fiduciary Net Position (Assets) ¹	1,060,336,964	1,040,720,573
Net OPEB Liability	208,470,653	191,296,247
Plan Fiduciary Net Position as a percentage of Total OPEB Liability	83.57%	84.47%
OPEB Expense	\$58,181,864	\$18,414,076
Service Cost at Beginning of Year ²	36,611,242	33,755,489
Schedule of contributions		
Actuarially determined contributions	N/A	N/A
Actual contributions ³	0	0
Contribution deficiency/(excess)	0	0
Demographic data⁴		
Number of retired members receiving medical benefits ⁵	6,869	6,876
Number of retired members receiving dental and vision benefits	8,416	8,272
Number of vested terminated members	560	508
Number of active members	11,547	11,346

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

² The service cost is based on the previous year's valuation, meaning the service cost as of the December 31, 2023 and December 31, 2022 measurement dates are based on the valuations as of December 31, 2022 and December 31, 2021, respectively. The December 31, 2023 service cost has been calculated using the assumptions shown in the "Prior" or December 31, 2022 column. Please refer to the note on the next page for the assumptions used for the December 31, 2022 service cost.

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

⁴ The December 31, 2022 data is used in the measurement of the TOL as of December 31, 2023.

The demographic data as of December 31, 2023 will be used in the sufficiency study for the SRBR as of December 31, 2023 as well as in the next year's GASB 74 valuation when we roll forward the liability from December 31, 2023 to December 31, 2024.

⁵ The retiree count excludes beneficiaries under 65 receiving an implicit subsidy.

Section 1: Actuarial Valuation Summary

Valuation Result	Current	Prior
Key assumptions		
Discount rate	7.00%	7.00%
Health care premium trend rates		
<ul style="list-style-type: none"> • Non-Medicare medical plan 	8.50% in 2024, 7.50% in 2025, then 7.00% graded to ultimate 4.50% over 10 years	7.50% graded to ultimate 4.50% over 12 years
<ul style="list-style-type: none"> • Medicare medical plan 	16.47% ¹ in 2024, then 7.00% graded to ultimate 4.50% over 10 years	6.25% graded to ultimate 4.50% over 7 years
<ul style="list-style-type: none"> • Dental/Vision 	4.00% ²	4.00% ³
<ul style="list-style-type: none"> • Medicare Part B 	4.50%	4.50%

Note to footnote 2 from prior page

The December 31, 2022 service cost has been calculated using the following assumptions as of December 31, 2021:

- Discount Rate: 7.00%
- Health care premium trend rates
 - Non-Medicare medical plan Graded from 7.50% to ultimate 4.50% over 12 years
 - Medicare medical plan Graded from 6.50% to ultimate 4.50% over 8 years
 - Dental/Vision 4.00%
 - Medicare Part B 4.50%

The first year of trend for dental was updated to reflect the three-year rate guarantee (premiums would be fixed at the 2021 levels for 2022 and 2023). The first three years of trend for vision were updated to reflect the five-year rate guarantee (premiums would be fixed at 2021 levels for 2022, 2023, 2024 and 2025).

¹ The initial 16.47% trend rate reflects an estimated increase to the baseline monthly Kaiser Senior Advantage premiums of \$28 (8.00%) plus a one-time estimated increase of \$30 (7.84%) due to the IRA. Refer to item 5 on page 7 for information related to the impact of the IRA on health care trend assumptions.

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

³ The 2023 and 2024 trend for vision reflect the five-year rate guarantee.

Section 1: Actuarial Valuation Summary

Important information about actuarial valuations

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

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

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

Section 1: Actuarial Valuation Summary

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

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

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

Section 1: Actuarial Valuation Summary

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

Section 2: GASB 75 Information

General information about the OPEB plan

Plan administration

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

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

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

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

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

Section 2: GASB 75 Information

Plan membership

At December 31, 2023, OPEB plan membership consisted of the following:

Membership	Count
Retired members currently receiving medical benefits	6,869
Retired members currently receiving dental and vision benefits	8,416
Vested terminated members entitled to but not yet receiving benefits	560
Active members	11,547

Note: Data as of December 31, 2023 is not used in the measurement of the TOL as of December 31, 2023. It will be used for the sufficiency study for the SRBR as of December 31, 2023 as well as in next year's GASB 74 valuation. The retiree count excludes beneficiaries under 65 receiving an implicit subsidy.

Benefits provided

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

Eligibility

Service Retirees

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

Disabled Retirees

A minimum of 10 years of service is required for non-duty disability. The 10 years of service requirement is only used for determining eligibility for health benefits. For pension benefits, the eligibility requirements is 5 years of service. There is no minimum service requirement for duty disability.

Section 2: GASB 75 Information

Other Postemployment Benefits (OPEB)

Monthly Medical Allowance

Service Retirees

For retirees not purchasing individual insurance through the Medicare Insurance Exchange, a Maximum Monthly Medical Allowance of \$616.12 per month is provided, effective January 1, 2023 and through December 31, 2023. For the period January 1, 2024 through December 31, 2024, the maximum allowance is \$635.37 per month.

For those purchasing individual insurance through the Individual Medicare Insurance Exchange, the Maximum Monthly Medical Allowance is \$471.99 per month for 2023 and is \$486.74 per month in 2024.

These allowances are subject to the following subsidy schedule:

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

Disabled Retirees

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

Medicare Benefit Reimbursement Plan

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

To qualify for reimbursement, a retiree must:

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

Section 2: GASB 75 Information

Dental and Vision Plans

The SRBR provides dental and vision benefits for retirees only. The maximum combined monthly dental and vision premium is \$55.87 in 2023 and \$55.68 in 2024. The eligibility for these premiums is as follows.

Service Retirees

Retired with at least 10 years of service.

Disabled Retirees

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

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

Note about Monthly Medical Allowance

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

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

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

Deferred Benefit

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

Death Benefit

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

Section 2: GASB 75 Information

Net OPEB liability

Component	Current	Prior
Reporting and Measurement Dates		
Reporting Date for Employer under GASB 75	June 30, 2024	June 30, 2023
Measurement Date	December 31, 2023	December 31, 2022
Components of the Total OPEB Liability		
Total OPEB Liability	\$1,268,807,617	\$1,232,016,820
Plan Fiduciary Net Position	1,060,336,964	1,040,720,573
Net OPEB Liability	\$208,470,653	\$191,296,247
Plan Fiduciary Net Position as a percentage of the Total OPEB Liability	83.57%	84.47%

The NOL was measured as of December 31, 2023 and 2022. The Plan FNP was valued as of the measurement dates, while the TOL as of December 31, 2023 and 2022 was determined by rolling forward the TOL as of December 31, 2022 and 2021, respectively.

Plan Provisions

The plan provisions used in the measurement of the NOL as of December 31, 2023 and 2022 are the same as those used in ACERA's SRBR sufficiency valuation as of December 31, 2022 and 2021, respectively.

Section 2: GASB 75 Information

Actuarial assumptions

The actuarial assumptions used for the December 31, 2023 valuation were based on the results of the experience study for the period from December 1, 2019 through November 30, 2022 that were approved by the Board effective with the December 31, 2023 valuation, the non-trend retiree health assumption letter dated May 22, 2023, and the health care trend assumptions recommended for the upcoming sufficiency study for the SRBR as of December 31, 2023 (reference: our letter dated May 8, 2024). The assumptions used in the December 31, 2023 SRBR OPEB actuarial valuation for ACERA were applied to all periods included in the measurement

Assumption Type	Assumption
Investment rate of return	7.00%, net of OPEB plan investment expense, including inflation
Inflation	2.50%
Healthcare cost trend rates	
Non-Medicare medical plan	8.50% in 2024, 7.50% in 2025, then graded from 7.00% in 2026 to ultimate 4.50% over 10 years
Medicare medical plan	16.47% ¹ in 2024, then graded from 7.00% in 2025 to ultimate 4.50% over 10 years
Dental	0.00% in 2024 to reflect a two-year rate guarantee (premiums fixed at 2024 level for 2024 and 2025) and 4.00% thereafter
Vision	0.00% for the first year to reflect a five-year rate guarantee (premiums fixed at 2021 level for 2022, 2023, 2024 and 2025) and 4.00% thereafter
Medicare Part B ²	4.50%
Mortality rates	See analysis of actuarial experience during the period December 1, 2019 through November 30, 2022
Other assumptions	See analysis of actuarial experience during the period December 1, 2019 through November 30, 2022

¹ The initial 16.47% trend rate reflects an estimated increase to the baseline monthly Kaiser Senior Advantage premiums of \$28 (8.00%) plus a one-time estimated increase of \$30 (7.84%) due to the IRA. Refer to item 5 on page 7 for information related to the impact of the IRA on health care trend assumptions.

² The actual 2023 premium increase of 5.93% reflecting the standard 2024 premium of \$174.70 per month was reflected in the current year GASB 74 valuation with December 31, 2023 measurement date.

Section 2: GASB 75 Information

The following actuarial assumptions were applied to all periods included in the measurement of the TOL as of December 31, 2022:

Assumption Type	Assumption
Investment rate of return	7.00%, net of OPEB plan investment expense, including inflation
Inflation	2.75%
Healthcare cost trend rates	
Non-Medicare medical plan	Graded from 7.50% in 2023 to ultimate 4.50% over 12 years
Medicare medical plan	Graded from 6.25% in 2023 to ultimate 4.50% over 7 years
Dental	4.00%
Vision	0.00% for the first two years to reflect a five-year rate guarantee (premiums fixed at 2021 level for 2022, 2023, 2024 and 2025) and 4.00% thereafter
Medicare Part B ¹	4.50%
Mortality rates	See analysis of actuarial experience during the period December 1, 2016 through November 30, 2019
Other assumptions	See analysis of actuarial experience during the period December 1, 2016 through November 30, 2019 and the non-trend retiree health assumption letter dated May 24, 2022

¹ The actual calendar year 2022 premium decrease of 3.06% reflecting the standard 2023 calendar year premium of \$164.90 per month was reflected in the GASB 74 valuation with December 31, 2022 measurement date.

Section 2: GASB 75 Information

Determination of discount rate and investment rates of return

The long-term expected rate of return on OPEB plan investments¹ was determined in 2023 using a building-block method in which expected future real rates of return (expected returns, net of inflation and, beginning with December 31, 2023, any applicable investment management expenses) are developed for each major asset class. These returns are combined to produce the long-term expected arithmetic rate of return for the portfolio by weighting the expected arithmetic real rates of return by the target asset allocation percentage, adding expected inflation and subtracting expected investment expenses (beginning with December 31, 2023, including only investment consulting fees, custodian fees and other miscellaneous investment expenses and fees but excluding investment manager fees) and a risk margin. Beginning with December 31, 2023 this portfolio return is further adjusted to an expected geometric real rate of return for the portfolio.

The target allocation (approved by the Board) and projected arithmetic real rates of return for each major asset class, after deducting inflation and applicable investment management expenses, are shown in the following tables. For December 31, 2022, these rates are before deducting investment expenses while for December 31, 2023 they are after deducting applicable investment expenses. This information was used in the derivation of the long-term expected investment rate of return assumption in the actuarial valuations as of December 31, 2023 and December 31, 2022. This information will be subject to change every three years based on the results of an actuarial experience study.

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

Section 2: GASB 75 Information

December 31, 2023 target allocation and projected arithmetic real rates of return

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

¹ Arithmetic real rates of return are net of inflation.

Section 2: GASB 75 Information

December 31, 2022 target allocation and projected arithmetic real rates of return

Asset Class	Target Allocation	Long-Term Expected Arithmetic Real Rate of Return ¹
US Large Cap Equity	22.40%	5.43%
US Small Cap Equity	2.50%	6.21%
International Developed Equity	17.00%	6.67%
International Small Cap Equity	3.00%	7.36%
Emerging Markets Equity	5.00%	8.58%
Core Plus Fixed Income	11.50%	1.10%
High Yield Bonds	1.60%	2.91%
Global Fixed Income	3.00%	-0.63%
Private Equity	10.50%	10.00%
Core Real Estate	8.00%	4.58%
Commodities	0.75%	3.46%
Infrastructure	1.75%	7.80%
Private Credit	4.00%	8.50%
Absolute Return	9.00%	3.70%
Total	100.00%	5.56%

The discount rate used to measure the TOL was 7.00% as of December 31, 2023. The projection of cash flows used to determine the discount rate assumed benefits are paid out of current OPEB SRBR assets. Based on those assumptions, the SRBR OPEB Plan FNP was projected to be available to make all projected future benefits payments for current plan members.² Therefore the long-term expected rate of return on OPEB plan investments was applied to all periods of projected benefit payments to determine the TOL as of December 31, 2023 and December 31, 2022.

¹ Arithmetic real rates of return are net of inflation.

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

Section 2: GASB 75 Information

Sensitivity

Sensitivity of the Net OPEB Liability to changes in the discount rate. The following presents the NOL of ACERA as of December 31, 2023, calculated using the discount rate of 7.00%, as well as what ACERA's NOL would be if it were calculated using a discount rate that is 1-percentage-point lower (6.00%) or 1-percentage-point higher (8.00%) than the current rate.

Employer	1% Decrease (6.00%)	Current Discount Rate (7.00%)	1% Increase (8.00%)
Alameda County	\$287,981,056	\$158,968,597	\$52,106,783
Health System	69,517,042	38,374,145	12,578,291
Superior Court	14,260,981	7,872,213	2,580,357
First 5	2,444,362	1,349,314	442,279
Housing Authority	1,767,060	975,436	319,729
LAPRD	1,523,218	840,832	275,608
ACOE	163,250	90,116	29,538
Total for all Employers	\$377,656,969	\$208,470,653	\$68,332,585

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Sensitivity of the Net OPEB liability to changes in the healthcare cost trend rate. The following presents the NOL of ACERA as of December 31, 2023, calculated using the current trend rate as well as what ACERA's NOL would be if it were calculated using healthcare cost trend rates that were 1-percentage-point lower or 1-percentage-point higher than the current healthcare trend rates.

Employer	1% Decrease in Health Care Cost Trend Rates	Current Health Care Cost Trend Rates ¹	1% Increase in Health Care Cost Trend Rates
Alameda County	\$33,901,806	\$158,968,597	\$313,675,121
Health System	8,183,709	38,374,145	75,719,448
Superior Court	1,678,836	7,872,213	15,533,366
First 5	287,756	1,349,314	2,662,451
Housing Authority	208,022	975,436	1,924,720
LAPRD	179,317	840,832	1,659,121
ACOE	19,218	90,116	177,816
Total for all Employers	\$44,458,664	\$208,470,653	\$411,352,043

¹ Refer to health care trend assumptions on page 20.

Section 2: GASB 75 Information

Schedule of changes in Net OPEB Liability

Components of the Net OPEB Liability	Current	Prior
Reporting and Measurement Dates		
Reporting Date for Employer under GASB 75	June 30, 2024	June 30, 2023
Measurement Date	December 31, 2023	December 31, 2022
Total OPEB Liability		
Service cost	\$36,611,242	\$33,755,489
Interest	87,184,297	84,971,113
Change of benefit terms	0	0
Differences between expected and actual experience	(23,138,778)	(27,433,715)
Changes of assumptions	(16,793,618)	(15,643,051)
Benefit payments, including refunds of member contributions	(47,072,346)	(46,711,117)
Net change in Total OPEB Liability	\$36,790,797	\$28,938,719
Total OPEB Liability – beginning	1,232,016,820	1,203,078,101
Total OPEB Liability – ending	\$1,268,807,617	\$1,232,016,820
Plan Fiduciary Net Position		
Contributions – employer	\$0	\$0
Contributions – employee	0	0
Net investment income	122,605,237	(534,552,802)
Benefit payments	(47,072,346)	(46,711,117)
Administrative expense	(1,710,500)	(1,657,000)
Other ¹	(54,206,000)	0
Net change in Plan Fiduciary Net Position	\$19,616,391	\$(582,920,919)
Plan Fiduciary Net Position – beginning	1,040,720,573	1,623,641,492
Plan Fiduciary Net Position – ending	\$1,060,336,964	\$1,040,720,573
Net OPEB Liability		
Net OPEB Liability – ending	\$208,470,653	\$191,296,247
Plan Fiduciary Net Position as a percentage of the Total OPEB Liability	83.57%	84.47%
Covered employee payroll ²	N/A	N/A
Plan Net OPEB Liability as percentage of covered payroll	N/A	N/A

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

² Covered employee payroll is not shown as contributions to the OPEB plan are not based on a measure of pay. Covered employee payroll represents Compensation Earnable and Pensionable Compensation. Only Compensation earnable and Pensionable compensation that would go into the determination of retirement benefits would otherwise be included.

Section 2: GASB 75 Information

Schedule of employer contributions

Total for All Employers

Year Ended December 31	Actuarially Determined Contributions ¹	Contributions in Relation to the Actuarially Determined Contributions	Contribution Deficiency / (Excess)	Covered Payroll ²	Contributions as a Percentage of Covered Payroll
2014	N/A	N/A	\$0	N/A	N/A
2015	N/A	N/A	0	N/A	N/A
2016	N/A	N/A	0	N/A	N/A
2017	N/A	N/A	0	N/A	N/A
2018	N/A	N/A	0	N/A	N/A
2019	N/A	N/A	0	N/A	N/A
2020	N/A	N/A	0	N/A	N/A
2021	N/A	N/A	0	N/A	N/A
2022	N/A	N/A	0	N/A	N/A
2023	N/A	N/A	0	N/A	N/A

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

² Covered-employee payroll is not shown as contributions to the OPEB plan are not based on a measure of pay. Covered-employee payroll represents Compensation Earnable and Pensionable Compensation. Only Compensation Earnable and Pensionable Compensation that would go into the determination of retirement benefits would otherwise be included.

Section 2: GASB 75 Information

Determination of proportionate share

Actual Contributions by Employer January 1, 2022 to December 31, 2022

Employer	Contributions	Percentage ¹
Alameda County ²	\$283,811,533	77.476%
Health System	64,478,768	17.602%
Superior Court	13,151,755	3.590%
First 5	1,695,921	0.463%
Housing Authority	1,508,274	0.412%
LARPD ³	1,514,139	0.413%
ACOE ⁴	159,854	0.044%
Total for all Employers	\$366,320,244	100.000%

¹ The unrounded percentages are used in the allocation of the NOL amongst employers.

² This includes \$151,823,933 of County General actual employer contributions and \$131,987,600 of County Safety adjusted employer contributions used for purposes of determining the proportionate share of the OPEB SRBR NOL for the County. The County made voluntary County Safety contributions of \$800,000,000 on around June 29, 2021 to reduce their Safety UAAL for the pension plan and associated contribution rates. We have amortized the voluntary County Safety UAAL contributions to provide a UAAL contribution rate credit for County Safety over 13 years effective FY 21-22. Similar to the approach approved by ACERA for ACOE to determine ACOE's proportionate share of the OPEB SRBR NOL, we determined County Safety's proportionate share of the OPEB SRBR NOL by using the County Safety's actual contributions made in 2022 in the amount of \$48,368,659 plus the contribution credit applied in 2022 in the amount of \$83,618,941 for a total adjusted County Safety contribution of \$131,987,600.

³ LARPD made voluntary LARPD General contributions of \$12,611,250 on around June 29, 2021 to reduce their General UAAL for the pension plan and associated contribution rates. We have amortized the voluntary LARPD General UAAL contributions to provide a UAAL contribution rate credit for LARPD General over 16 years effective FY 21-22. Similar to the approach approved by ACERA for ACOE to determine ACOE's proportionate share of the OPEB SRBR NOL, we determined LARPD's proportionate share of the OPEB SRBR NOL by using LARPD's actual contributions made in 2022 in the amount of \$519,392 plus the contribution credit applied in 2022 in the amount of \$994,747 for a total adjusted LARPD contribution of \$1,514,139.

⁴ ACOE made a lump sum contribution of \$750,000 in 2019 to partially pay off their UAAL to the pension plan. That lump sum is greater than the amount that ACOE would have to make on an installment basis over 20 years. In order to have a more level allocation of the NPL and NOL to ACOE, ACERA approved an approach outlined in our March 2, 2020 letter to determine ACOE's proportionate share of the OPEB SRBR NOL by using ACOE's required contributions determined in our December 31, 2020 valuation in the amount of \$100,000 based on an April 1, 2022 payment date plus the amortization of the remaining balance of the original \$750,000 lump sum amount (an amount of \$59,854 which represents the additional UAAL contribution ACOE would have been required to pay if they did not make the additional lump sum contribution in 2019).

Section 2: GASB 75 Information

Allocation of December 31, 2022 Net OPEB Liability (NOL)

Employer	Net OPEB Liability	Percentage
Alameda County	\$148,209,340	77.476%
Health System	33,671,484	17.602%
Superior Court	6,867,983	3.590%
First 5	885,628	0.463%
Housing Authority	787,636	0.412%
LARPD	790,699	0.413%
ACOE	83,477	0.044%
Total for all Employers	191,296,247	100.0000%

Notes:

1. Allocated based on the actual January 1, 2022 through December 31, 2022 employer contributions in total as provided by ACERA, with an adjustment to reflect the total annual UAAL contribution ACOE would have been required to make of \$159,854 in 2022 had they not made the additional contribution in 2019 to partially pay off their UAAL for the pension plan. This approach is outlined in our March 2, 2020 letter and is approved by ACERA. Following this approach, there is an adjustment to reflect the total annual contribution County Safety would have been required to make of \$131,987,600 in 2022 had they not made the voluntary County Safety UAAL contribution in 2021 to the pension plan. There is also an adjustment to reflect the total annual contribution LARPD would have been required to make of \$1,514,139 in 2022 had they not made the voluntary LARPD General UAAL contribution in 2021 to the pension plan.
2. The Net OPEB Liability (NOL) is the Total OPEB Liability (TOL) minus the OPEB SRBR Plan Fiduciary Net Position (plan assets).
3. The employer's share of the total plan NOL is the ratio of the employer's total contributions to the total contributions for all employers.

Section 2: GASB 75 Information

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

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

¹ The unrounded percentages are used in the allocation of the NOL amongst employers.

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

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

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

Section 2: GASB 75 Information

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

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

Notes:

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

Section 2: GASB 75 Information

OPEB expense

Total for all employers

Components of OPEB expense	Current	Prior
Reporting and Measurement Dates		
Reporting date for employer under GASB 75	June 30, 2024	June 30, 2023
Measurement date	December 31, 2023	December 31, 2022
Components of OPEB Expense		
Service cost	\$36,611,242	\$33,755,489
Interest on the Total Pension Liability	87,184,297	84,971,113
Expensed portion of current-period changes in proportion and differences between employer's contributions and proportionate share of contributions	0	0
Benefit changes	0	0
Expensed portion of current-period difference between expected and actual experience in the Total Pension Liability	(3,714,090)	(4,370,166)
Expensed portion of current-period changes of assumptions or other inputs	(2,695,605)	(2,491,924)
Member contributions	0	0
Projected earnings on plan investments	(71,143,041)	(111,962,020)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(10,292,440)	129,302,966
Administrative expense	1,710,500	1,657,000
Other	54,206,000	0
Recognition of beginning of year deferred outflows of resources as pension expense	146,036,575	61,447,164
Recognition of beginning of year deferred inflows of resources as pension expense	(179,721,574)	(173,895,546)
Net amortization of deferred amounts from changes in proportion and differences between employer's contributions and proportionate share of contributions	0	0
OPEB expense	\$58,181,864	\$18,414,076

Section 2: GASB 75 Information

Alameda County

Components of OPEB expense	Current	Prior
Reporting and Measurement Dates		
Reporting date for employer under GASB 75	June 30, 2024	June 30, 2023
Measurement date	December 31, 2023	December 31, 2022
Components of OPEB Expense		
Service cost	\$27,917,782	\$26,152,518
Interest on the Total Pension Liability	66,482,094	65,832,513
Expensed portion of current-period changes in proportion and differences between employer's contributions and proportionate share of contributions	(181,907)	36,325
Benefit changes	0	0
Expensed portion of current-period difference between expected and actual experience in the Total Pension Liability	(2,832,169)	(3,385,844)
Expensed portion of current-period changes of assumptions or other inputs	(2,055,525)	(1,930,652)
Member contributions	0	0
Projected earnings on plan investments	(54,249,888)	(86,744,080)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(7,848,467)	100,179,211
Administrative expense	1,304,337	1,283,784
Other	41,334,604	0
Recognition of beginning of year deferred outflows of resources as pension expense	111,359,700	47,607,016
Recognition of beginning of year deferred inflows of resources as pension expense	(137,046,083)	(134,727,912)
Net amortization of deferred amounts from changes in proportion and differences between employer's contributions and proportionate share of contributions	223,420	154,949
OPEB expense	\$44,407,898	\$14,457,828

Section 2: GASB 75 Information

Health System

Components of OPEB expense	Current	Prior
Reporting and Measurement Dates		
Reporting date for employer under GASB 75	June 30, 2024	June 30, 2023
Measurement date	December 31, 2023	December 31, 2022
Components of OPEB Expense		
Service cost	\$6,739,197	\$5,941,556
Interest on the Total Pension Liability	16,048,411	14,956,402
Expensed portion of current-period changes in proportion and differences between employer's contributions and proportionate share of contributions	119,970	(32,061)
Benefit changes	0	0
Expensed portion of current-period difference between expected and actual experience in the Total Pension Liability	(683,669)	(769,226)
Expensed portion of current-period changes of assumptions or other inputs	(496,192)	(438,622)
Member contributions	0	0
Projected earnings on plan investments	(13,095,624)	(19,707,273)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(1,894,576)	22,759,583
Administrative expense	314,860	291,661
Other	9,977,946	0
Recognition of beginning of year deferred outflows of resources as pension expense	26,881,619	10,815,775
Recognition of beginning of year deferred inflows of resources as pension expense	(33,082,170)	(30,608,657)
Net amortization of deferred amounts from changes in proportion and differences between employer's contributions and proportionate share of contributions	(174,289)	(91,530)
OPEB expense	\$10,655,483	\$3,117,608

Section 2: GASB 75 Information

Superior Court

Components of OPEB expense	Current	Prior
Reporting and Measurement Dates		
Reporting date for employer under GASB 75	June 30, 2024	June 30, 2023
Measurement date	December 31, 2023	December 31, 2022
Components of OPEB Expense		
Service cost	\$1,382,504	\$1,211,901
Interest on the Total Pension Liability	3,292,230	3,050,662
Expensed portion of current-period changes in proportion and differences between employer's contributions and proportionate share of contributions	27,686	(3,397)
Benefit changes	0	0
Expensed portion of current-period difference between expected and actual experience in the Total Pension Liability	(140,250)	(156,899)
Expensed portion of current-period changes of assumptions or other inputs	(101,791)	(89,466)
Member contributions	0	0
Projected earnings on plan investments	(2,686,484)	(4,019,699)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(388,660)	4,642,279
Administrative expense	64,591	59,490
Other	2,046,912	0
Recognition of beginning of year deferred outflows of resources as pension expense	5,514,594	2,206,098
Recognition of beginning of year deferred inflows of resources as pension expense	(6,786,598)	(6,243,258)
Net amortization of deferred amounts from changes in proportion and differences between employer's contributions and proportionate share of contributions	(62,477)	(70,885)
OPEB expense	\$2,162,257	\$586,826

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First 5

Components of OPEB expense	Current	Prior
Reporting and Measurement Dates		
Reporting date for employer under GASB 75	June 30, 2024	June 30, 2023
Measurement date	December 31, 2023	December 31, 2022
Components of OPEB Expense		
Service cost	\$236,964	\$156,276
Interest on the Total Pension Liability	564,295	393,383
Expensed portion of current-period changes in proportion and differences between employer's contributions and proportionate share of contributions	27,439	2,136
Benefit changes	0	0
Expensed portion of current-period difference between expected and actual experience in the Total Pension Liability	(24,039)	(20,232)
Expensed portion of current-period changes of assumptions or other inputs	(17,447)	(11,537)
Member contributions	0	0
Projected earnings on plan investments	(460,469)	(518,341)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(66,617)	598,623
Administrative expense	11,071	7,671
Other	350,845	0
Recognition of beginning of year deferred outflows of resources as pension expense	945,213	284,477
Recognition of beginning of year deferred inflows of resources as pension expense	(1,163,237)	(805,069)
Net amortization of deferred amounts from changes in proportion and differences between employer's contributions and proportionate share of contributions	23,280	20,970
OPEB expense	\$427,298	\$108,357

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Housing Authority

Components of OPEB expense	Current	Prior
Reporting and Measurement Dates		
Reporting date for employer under GASB 75	June 30, 2024	June 30, 2023
Measurement date	December 31, 2023	December 31, 2022
Components of OPEB Expense		
Service cost	\$171,305	\$138,984
Interest on the Total Pension Liability	407,936	349,857
Expensed portion of current-period changes in proportion and differences between employer's contributions and proportionate share of contributions	8,363	(1,090)
Benefit changes	0	0
Expensed portion of current-period difference between expected and actual experience in the Total Pension Liability	(17,378)	(17,994)
Expensed portion of current-period changes of assumptions or other inputs	(12,613)	(10,260)
Member contributions	0	0
Projected earnings on plan investments	(332,879)	(460,988)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(48,158)	532,387
Administrative expense	8,003	6,822
Other	253,630	0
Recognition of beginning of year deferred outflows of resources as pension expense	683,306	253,000
Recognition of beginning of year deferred inflows of resources as pension expense	(840,919)	(715,991)
Net amortization of deferred amounts from changes in proportion and differences between employer's contributions and proportionate share of contributions	(12,349)	(12,895)
OPEB expense	\$268,247	\$61,832

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LARPD

Components of OPEB expense	Current	Prior
Reporting and Measurement Dates		
Reporting date for employer under GASB 75	June 30, 2024	June 30, 2023
Measurement date	December 31, 2023	December 31, 2022
Components of OPEB Expense		
Service cost	\$147,665	\$139,524
Interest on the Total Pension Liability	351,644	351,217
Expensed portion of current-period changes in proportion and differences between employer's contributions and proportionate share of contributions	(1,490)	(1,773)
Benefit changes	0	0
Expensed portion of current-period difference between expected and actual experience in the Total Pension Liability	(14,980)	(18,064)
Expensed portion of current-period changes of assumptions or other inputs	(10,872)	(10,300)
Member contributions	0	0
Projected earnings on plan investments	(286,944)	(462,781)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(41,513)	534,458
Administrative expense	6,899	6,849
Other	218,631	0
Recognition of beginning of year deferred outflows of resources as pension expense	589,015	253,984
Recognition of beginning of year deferred inflows of resources as pension expense	(724,878)	(718,775)
Net amortization of deferred amounts from changes in proportion and differences between employer's contributions and proportionate share of contributions	(8,617)	(11,196)
OPEB expense	\$224,560	\$63,143

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ACOE

Components of OPEB expense	Current	Prior
Reporting and Measurement Dates		
Reporting date for employer under GASB 75	June 30, 2024	June 30, 2023
Measurement date	December 31, 2023	December 31, 2022
Components of OPEB Expense		
Service cost	\$15,825	\$14,730
Interest on the Total Pension Liability	37,687	37,079
Expensed portion of current-period changes in proportion and differences between employer's contributions and proportionate share of contributions	(61)	(140)
Benefit changes	0	0
Expensed portion of current-period difference between expected and actual experience in the Total Pension Liability	(1,605)	(1,907)
Expensed portion of current-period changes of assumptions or other inputs	(1,165)	(1,087)
Member contributions	0	0
Projected earnings on plan investments	(30,753)	(48,858)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(4,449)	56,425
Administrative expense	739	723
Other	23,432	0
Recognition of beginning of year deferred outflows of resources as pension expense	63,128	26,814
Recognition of beginning of year deferred inflows of resources as pension expense	(77,689)	(75,884)
Net amortization of deferred amounts from changes in proportion and differences between employer's contributions and proportionate share of contributions	11,032	10,587
OPEB expense	\$36,121	\$18,482

Section 2: GASB 75 Information

Deferred outflows of resources and deferred inflows of resources

Total for all employers

Deferred outflows and inflows	Current	Prior
Reporting and Measurement Dates		
Reporting Date for Employer under GASB 75	June 30, 2024	June 30, 2023
Measurement Date	December 31, 2023	December 31, 2022
Deferred Outflows of Resources		
Changes in proportion and differences between employer's contributions and proportionate share of contributions ¹	\$2,379,238	\$2,108,567
Changes of assumptions or other inputs	25,404,566	42,138,177
Net difference between projected and actual earnings on OPEB plan investments	146,062,203	169,698,306
Difference between expected and actual experience in the Total OPEB Liability	0	0
Total Deferred Outflows of Resources	\$173,846,007	\$213,945,050
Deferred Inflows of Resources		
Changes in proportion and differences between employer's contributions and proportionate share of contributions ¹	\$2,379,238	\$2,108,567
Changes of assumptions or other inputs	44,841,693	40,652,954
Net difference between projected and actual earnings on OPEB plan investments	0	0
Difference between expected and actual experience in the Total OPEB Liability	69,101,191	72,652,186
Total Deferred Inflows of Resources	\$116,322,122	\$115,413,707
Deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized as follows:		
Reporting Date for Employer under GASB 75 Year Ended June 30:		
2024	N/A	\$(33,684,999)
2025	\$(25,106,103)	(8,403,969)
2026	19,251,644	35,953,778
2027	99,776,775	116,478,909
2028	(26,610,284)	(9,908,150)
2029	(8,313,921)	(1,904,226)
Thereafter	(1,474,226)	0

¹ Calculated in accordance with Paragraphs 64 and 65 of GASB 75

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Alameda County

Deferred outflows and inflows	Current	Prior
Reporting and Measurement Dates		
Reporting Date for Employer under GASB 75	June 30, 2024	June 30, 2023
Measurement Date	December 31, 2023	December 31, 2022
Deferred Outflows of Resources		
Changes in proportion and differences between employer's contributions and proportionate share of contributions ¹	\$718,634	\$1,010,359
Changes of assumptions or other inputs	19,372,167	32,647,119
Net difference between projected and actual earnings on OPEB plan investments	111,379,243	131,476,044
Difference between expected and actual experience in the Total OPEB Liability	0	0
Total Deferred Outflows of Resources	\$131,470,044	\$165,133,522
Deferred Inflows of Resources		
Changes in proportion and differences between employer's contributions and proportionate share of contributions ¹	\$951,384	\$68,305
Changes of assumptions or other inputs	34,193,882	31,496,423
Net difference between projected and actual earnings on OPEB plan investments	0	0
Difference between expected and actual experience in the Total OPEB Liability	52,692,881	56,288,258
Total Deferred Inflows of Resources	\$87,838,147	\$87,852,986
Deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized as follows:		
Reporting Date for Employer under GASB 75 Year Ended June 30:		
2024	N/A	\$(25,874,486)
2025	\$(19,039,091)	(6,223,699)
2026	14,745,629	28,102,932
2027	76,033,872	90,374,933
2028	(20,430,919)	(7,633,900)
2029	(6,511,579)	(1,465,244)
Thereafter	(1,166,015)	0

¹ Calculated in accordance with Paragraphs 64 and 65 of GASB 75

Section 2: GASB 75 Information

Health System

Deferred outflows and inflows	Current	Prior
Reporting and Measurement Dates		
Reporting Date for Employer under GASB 75	June 30, 2024	June 30, 2023
Measurement Date	December 31, 2023	December 31, 2022
Deferred Outflows of Resources		
Changes in proportion and differences between employer's contributions and proportionate share of contributions ¹	\$981,794	\$582,476
Changes of assumptions or other inputs	4,676,334	7,417,057
Net difference between projected and actual earnings on OPEB plan investments	26,886,336	29,869,869
Difference between expected and actual experience in the Total OPEB Liability	0	0
Total Deferred Outflows of Resources	\$32,544,464	\$37,869,402
Deferred Inflows of Resources		
Changes in proportion and differences between employer's contributions and proportionate share of contributions ¹	\$927,636	\$1,330,052
Changes of assumptions or other inputs	8,254,215	7,155,631
Net difference between projected and actual earnings on OPEB plan investments	0	0
Difference between expected and actual experience in the Total OPEB Liability	12,719,772	12,788,055
Total Deferred Inflows of Resources	\$21,901,623	\$21,273,738
Deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized as follows:		
Reporting Date for Employer under GASB 75 Year Ended June 30:		
2024	N/A	\$(6,103,438)
2025	\$(4,789,098)	(1,766,917)
2026	3,426,676	6,091,462
2027	18,445,662	20,461,651
2028	(4,777,318)	(1,743,020)
2029	(1,419,308)	(344,074)
Thereafter	(243,773)	0

¹ Calculated in accordance with Paragraphs 64 and 65 of GASB 75

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Superior Court

Deferred outflows and inflows	Current	Prior
Reporting and Measurement Dates		
Reporting Date for Employer under GASB 75	June 30, 2024	June 30, 2023
Measurement Date	December 31, 2023	December 31, 2022
Deferred Outflows of Resources		
Changes in proportion and differences between employer's contributions and proportionate share of contributions ¹	\$350,877	\$310,736
Changes of assumptions or other inputs	959,320	1,512,859
Net difference between projected and actual earnings on OPEB plan investments	5,515,562	6,092,567
Difference between expected and actual experience in the Total OPEB Liability	0	0
Total Deferred Outflows of Resources	\$6,825,759	\$7,916,162
Deferred Inflows of Resources		
Changes in proportion and differences between employer's contributions and proportionate share of contributions ¹	\$399,126	\$566,262
Changes of assumptions or other inputs	1,693,300	1,459,536
Net difference between projected and actual earnings on OPEB plan investments	0	0
Difference between expected and actual experience in the Total OPEB Liability	2,609,381	2,608,384
Total Deferred Inflows of Resources	\$4,701,807	\$4,634,182
Deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized as follows:		
Reporting Date for Employer under GASB 75 Year Ended June 30:		
2024	N/A	\$(1,271,847)
2025	\$(948,321)	(329,679)
2026	720,957	1,257,121
2027	3,703,604	4,090,040
2028	(1,015,786)	(394,348)
2029	(287,203)	(69,307)
Thereafter	(49,299)	0

¹ Calculated in accordance with Paragraphs 64 and 65 of GASB 75

Section 2: GASB 75 Information

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Deferred outflows and inflows	Current	Prior
Reporting and Measurement Dates		
Reporting Date for Employer under GASB 75	June 30, 2024	June 30, 2023
Measurement Date	December 31, 2023	December 31, 2022
Deferred Outflows of Resources		
Changes in proportion and differences between employer's contributions and proportionate share of contributions ¹	\$200,477	\$80,622
Changes of assumptions or other inputs	164,430	195,083
Net difference between projected and actual earnings on OPEB plan investments	945,379	785,637
Difference between expected and actual experience in the Total OPEB Liability	0	0
Total Deferred Outflows of Resources	\$1,310,286	\$1,061,342
Deferred Inflows of Resources		
Changes in proportion and differences between employer's contributions and proportionate share of contributions ¹	\$0	\$374
Changes of assumptions or other inputs	290,235	188,207
Net difference between projected and actual earnings on OPEB plan investments	0	0
Difference between expected and actual experience in the Total OPEB Liability	447,253	336,352
Total Deferred Inflows of Resources	\$737,488	\$524,933
Deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized as follows:		
Reporting Date for Employer under GASB 75 Year Ended June 30:		
2024	N/A	\$(132,669)
2025	\$(112,157)	(16,006)
2026	170,852	185,260
2027	684,275	550,289
2028	(141,163)	(42,240)
2029	(25,781)	(8,225)
Thereafter	(3,228)	0

¹ Calculated in accordance with Paragraphs 64 and 65 of GASB 75

Section 2: GASB 75 Information

Housing Authority

Deferred outflows and inflows	Current	Prior
Reporting and Measurement Dates		
Reporting Date for Employer under GASB 75	June 30, 2024	June 30, 2023
Measurement Date	December 31, 2023	December 31, 2022
Deferred Outflows of Resources		
Changes in proportion and differences between employer's contributions and proportionate share of contributions ¹	\$60,569	\$23,481
Changes of assumptions or other inputs	118,868	173,498
Net difference between projected and actual earnings on OPEB plan investments	683,426	698,710
Difference between expected and actual experience in the Total OPEB Liability	0	0
Total Deferred Outflows of Resources	\$862,863	\$895,689
Deferred Inflows of Resources		
Changes in proportion and differences between employer's contributions and proportionate share of contributions ¹	\$30,724	\$49,725
Changes of assumptions or other inputs	209,815	167,383
Net difference between projected and actual earnings on OPEB plan investments	0	0
Difference between expected and actual experience in the Total OPEB Liability	323,325	299,134
Total Deferred Inflows of Resources	\$563,864	\$516,242
Deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized as follows:		
Reporting Date for Employer under GASB 75 Year Ended June 30:		
2024	N/A	\$(151,042)
2025	\$(117,873)	(43,366)
2026	94,691	144,284
2027	475,820	480,187
2028	(117,824)	(42,472)
2029	(30,842)	(8,144)
Thereafter	(4,973)	0

¹ Calculated in accordance with Paragraphs 64 and 65 of GASB 75

Section 2: GASB 75 Information

LARPD

Deferred outflows and inflows	Current	Prior
Reporting and Measurement Dates		
Reporting Date for Employer under GASB 75	June 30, 2024	June 30, 2023
Measurement Date	December 31, 2023	December 31, 2022
Deferred Outflows of Resources		
Changes in proportion and differences between employer's contributions and proportionate share of contributions ¹	\$46,849	\$68,448
Changes of assumptions or other inputs	102,465	174,173
Net difference between projected and actual earnings on OPEB plan investments	589,118	701,426
Difference between expected and actual experience in the Total OPEB Liability	0	0
Total Deferred Outflows of Resources	\$738,432	\$944,047
Deferred Inflows of Resources		
Changes in proportion and differences between employer's contributions and proportionate share of contributions ¹	\$69,451	\$91,876
Changes of assumptions or other inputs	180,862	168,034
Net difference between projected and actual earnings on OPEB plan investments	0	0
Difference between expected and actual experience in the Total OPEB Liability	278,708	300,299
Total Deferred Inflows of Resources	\$529,021	\$560,209
Deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized as follows:		
Reporting Date for Employer under GASB 75 Year Ended June 30:		
2024	N/A	\$(147,850)
2025	\$(100,916)	(32,902)
2026	77,125	149,577
2027	390,574	471,082
2028	(115,570)	(47,706)
2029	(35,515)	(8,363)
Thereafter	(6,287)	0

¹ Calculated in accordance with Paragraphs 64 and 65 of GASB 75

Section 2: GASB 75 Information

ACOE

Deferred outflows and inflows	Current	Prior
Reporting and Measurement Dates		
Reporting Date for Employer under GASB 75	June 30, 2024	June 30, 2023
Measurement Date	December 31, 2023	December 31, 2022
Deferred Outflows of Resources		
Changes in proportion and differences between employer's contributions and proportionate share of contributions ¹	\$20,038	\$32,445
Changes of assumptions or other inputs	10,982	18,388
Net difference between projected and actual earnings on OPEB plan investments	63,139	74,053
Difference between expected and actual experience in the Total OPEB Liability	0	0
Total Deferred Outflows of Resources	\$94,159	\$124,886
Deferred Inflows of Resources		
Changes in proportion and differences between employer's contributions and proportionate share of contributions ¹	\$917	\$1,973
Changes of assumptions or other inputs	19,384	17,740
Net difference between projected and actual earnings on OPEB plan investments	0	0
Difference between expected and actual experience in the Total OPEB Liability	29,871	31,704
Total Deferred Inflows of Resources	\$50,172	\$51,417
Deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized as follows:		
Reporting Date for Employer under GASB 75 Year Ended June 30:		
2024	N/A	\$(3,667)
2025	\$1,353	8,600
2026	15,714	23,142
2027	42,968	50,727
2028	(11,704)	(4,464)
2029	(3,693)	(869)
Thereafter	(651)	0

¹ Calculated in accordance with Paragraphs 64 and 65 of GASB 75

Section 2: GASB 75 Information

There are changes in each employer's proportionate share of the total Net OPEB Liability (NOL) during the measurement period ended December 31, 2023. The net effect of the change on the employer's proportionate share of the collective NOL and collective deferred outflows of resources and deferred inflows of resources is recognized over the average of the expected remaining service lives of all employees that are provided with OPEB benefits through ACERA which is 6.23¹ years determined as of December 31, 2022 (the beginning of the measurement period ended December 31, 2023). This is described in Paragraph 64 of GASB 75.

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

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

¹ The remaining service lives of all employees of 6.23 years used here for GASB 75 is different from the 4.89 years used for GASB 68 because the number of payees and nonactive members (with 0 years of expected remaining service lives) receiving health benefits under the SRBR Plan is less than the number of payees and nonactive members receiving pension benefits.

Section 2: GASB 75 Information

Schedule of reconciliation of Net OPEB Liability

Total for all employers

Reconciliation of Net OPEB Liability	Current	Prior
Reporting and Measurement Dates		
Reporting Date for Employer under GASB 75	June 30, 2024	June 30, 2023
Measurement Date	December 31, 2023	December 31, 2022
Net OPEB Liability		
Beginning Net OPEB Liability	\$191,296,247	\$(420,563,391)
OPEB expense	58,181,864	18,414,076
Employer contributions	0	0
New net deferred inflows/outflows	(74,692,457)	480,997,180
Change in allocation of prior deferred inflows/outflows	0	0
New net deferred inflows/outflows due to change in proportion	0	0
Recognition of prior deferred inflows/outflows	33,684,999	112,448,382
Recognition of prior deferred inflows/outflows due to change in proportion	0	0
Ending Net OPEB Liability	\$208,470,653	\$191,296,247

Section 2: GASB 75 Information

Alameda County

Reconciliation of Net OPEB Liability	Current	Prior
Reporting and Measurement Dates		
Reporting Date for Employer under GASB 75	June 30, 2024	June 30, 2023
Measurement Date	December 31, 2023	December 31, 2022
Net OPEB Liability		
Beginning Net OPEB Liability	\$148,209,340	(\$324,547,291)
OPEB expense	44,407,898	14,457,828
Employer contributions	0	0
New net deferred inflows/outflows	(56,956,483)	372,659,031
Change in allocation of prior deferred inflows/outflows	(1,203,737)	(1,517,881)
New net deferred inflows/outflows due to change in proportion	(951,384)	191,706
Recognition of prior deferred inflows/outflows	25,686,383	87,120,896
Recognition of prior deferred inflows/outflows due to change in proportion	(223,420)	(154,949)
Ending Net OPEB Liability	\$158,968,597	\$148,209,340

Section 2: GASB 75 Information

Health System

Reconciliation of Net OPEB Liability	Current	Prior
Reporting and Measurement Dates		
Reporting Date for Employer under GASB 75	June 30, 2024	June 30, 2023
Measurement Date	December 31, 2023	December 31, 2022
Net OPEB Liability		
Beginning Net OPEB Liability	\$33,671,484	(\$75,164,948)
OPEB expense	10,655,483	3,117,608
Employer contributions	0	0
New net deferred inflows/outflows	(13,748,981)	84,663,913
Change in allocation of prior deferred inflows/outflows	793,874	1,339,701
New net deferred inflows/outflows due to change in proportion	627,445	(169,202)
Recognition of prior deferred inflows/outflows	6,200,551	19,792,882
Recognition of prior deferred inflows/outflows due to change in proportion	174,289	91,530
Ending Net OPEB Liability	\$38,374,145	\$33,671,484

Section 2: GASB 75 Information

Superior Court

Reconciliation of Net OPEB Liability	Current	Prior
Reporting and Measurement Dates		
Reporting Date for Employer under GASB 75	June 30, 2024	June 30, 2023
Measurement Date	December 31, 2023	December 31, 2022
Net OPEB Liability		
Beginning Net OPEB Liability	\$6,867,983	(\$15,219,826)
OPEB expense	2,162,257	586,826
Employer contributions	0	0
New net deferred inflows/outflows	(2,820,517)	17,268,926
Change in allocation of prior deferred inflows/outflows	183,209	141,938
New net deferred inflows/outflows due to change in proportion	144,800	(17,926)
Recognition of prior deferred inflows/outflows	1,272,004	4,037,160
Recognition of prior deferred inflows/outflows due to change in proportion	62,477	70,885
Ending Net OPEB Liability	\$7,872,213	\$6,867,983

Section 2: GASB 75 Information

First 5

Reconciliation of Net OPEB Liability	Current	Prior
Reporting and Measurement Dates		
Reporting Date for Employer under GASB 75	June 30, 2024	June 30, 2023
Measurement Date	December 31, 2023	December 31, 2022
Net OPEB Liability		
Beginning Net OPEB Liability	\$885,628	(\$1,871,205)
OPEB expense	427,298	108,357
Employer contributions	0	0
New net deferred inflows/outflows	(483,442)	2,226,831
Change in allocation of prior deferred inflows/outflows	181,577	(89,248)
New net deferred inflows/outflows due to change in proportion	143,509	11,271
Recognition of prior deferred inflows/outflows	218,024	520,592
Recognition of prior deferred inflows/outflows due to change in proportion	(23,280)	(20,970)
Ending Net OPEB Liability	\$1,349,314	\$885,628

Section 2: GASB 75 Information

Housing Authority

Reconciliation of Net OPEB Liability	Current	Prior
Reporting and Measurement Dates		
Reporting Date for Employer under GASB 75	June 30, 2024	June 30, 2023
Measurement Date	December 31, 2023	December 31, 2022
Net OPEB Liability		
Beginning Net OPEB Liability	\$787,636	(\$1,770,326)
OPEB expense	268,247	61,832
Employer contributions	0	0
New net deferred inflows/outflows	(349,487)	1,980,441
Change in allocation of prior deferred inflows/outflows	55,338	45,557
New net deferred inflows/outflows due to change in proportion	43,740	(5,754)
Recognition of prior deferred inflows/outflows	157,613	462,991
Recognition of prior deferred inflows/outflows due to change in proportion	12,349	12,895
Ending Net OPEB Liability	\$975,436	\$787,636

Section 2: GASB 75 Information

LARPD

Reconciliation of Net OPEB Liability	Current	Prior
Reporting and Measurement Dates		
Reporting Date for Employer under GASB 75	June 30, 2024	June 30, 2023
Measurement Date	December 31, 2023	December 31, 2022
Net OPEB Liability		
Beginning Net OPEB Liability	\$790,699	(\$1,801,299)
OPEB expense	224,560	63,143
Employer contributions	0	0
New net deferred inflows/outflows	(301,260)	1,988,142
Change in allocation of prior deferred inflows/outflows	(9,856)	74,083
New net deferred inflows/outflows due to change in proportion	(7,791)	(9,357)
Recognition of prior deferred inflows/outflows	135,863	464,791
Recognition of prior deferred inflows/outflows due to change in proportion	8,617	11,196
Ending Net OPEB Liability	\$840,832	\$790,699

Section 2: GASB 75 Information

ACOE

Reconciliation of Net OPEB Liability	Current	Prior
Reporting and Measurement Dates		
Reporting Date for Employer under GASB 75	June 30, 2024	June 30, 2023
Measurement Date	December 31, 2023	December 31, 2022
Net OPEB Liability		
Beginning Net OPEB Liability	\$83,477	(\$188,496)
OPEB expense	36,121	18,482
Employer contributions	0	0
New net deferred inflows/outflows	(32,287)	209,896
Change in allocation of prior deferred inflows/outflows	(405)	5,850
New net deferred inflows/outflows due to change in proportion	(319)	(738)
Recognition of prior deferred inflows/outflows	14,561	49,070
Recognition of prior deferred inflows/outflows due to change in proportion	(11,032)	(10,587)
Ending Net OPEB Liability	\$90,116	\$83,477

Section 2: GASB 75 Information

Schedule of proportionate share of the Net OPEB Liability

Total for all employers

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

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

Section 2: GASB 75 Information

Alameda County

Reporting Date for Employer under GASB 75 as of June 30	Proportion of the Net OPEB Liability	Proportionate share of Net OPEB Liability	Covered employee payroll ¹	Proportionate share of the Net OPEB Liability as a percentage of its covered employee payroll	Plan's Fiduciary Net Position as a percentage of the Total OPEB Liability
2017	76.785%	\$103,849,869	\$670,675,915	15.48%	85.50%
2018	76.289%	20,962,931	696,359,743	3.01%	97.33%
2019	76.351%	177,817,632	728,698,264	24.40%	77.91%
2020	76.639%	86,553,526	757,563,567	11.43%	89.57%
2021	77.104%	5,156,701	784,654,614	0.66%	99.44%
2022	77.170%	(324,547,291)	816,272,092	(39.76)%	134.96%
2023	77.476%	148,209,340	849,473,056	17.45%	84.47%
2024	76.255%	158,968,597	873,218,276	18.20%	83.57%

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

Section 2: GASB 75 Information

Health System

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

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

Section 2: GASB 75 Information

Superior Court

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

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

Section 2: GASB 75 Information

First 5

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

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

Section 2: GASB 75 Information

Housing Authority

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

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

Section 2: GASB 75 Information

LARPD

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

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

Section 2: GASB 75 Information

ACOE

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

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

Section 2: GASB 75 Information

Schedule of recognition of change in total Net OPEB Liability

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

Reporting Date for Employer under GASB 75 Year Ended June 30	Differences between Expected and Actual Experience	Recognition Period (Years)	2023	2024	2025	2026	2027	2028	2029	Thereafter
2018	\$(21,627,766)	6.68	\$(3,237,690)	\$(2,201,626)	\$0	\$0	\$0	\$0	\$0	\$0
2019	(27,712,610)	6.67	(4,154,814)	(4,154,814)	(2,783,726)	0	0	0	0	0
2020	(41,706,128)	6.61	(6,309,550)	(6,309,550)	(6,309,550)	(3,848,828)	0	0	0	0
2021	(13,871,821)	6.53	(2,124,322)	(2,124,322)	(2,124,322)	(2,124,322)	(1,125,889)	0	0	0
2022	(24,112,098)	6.32	(3,815,205)	(3,815,205)	(3,815,205)	(3,815,205)	(3,815,205)	(1,220,868)	0	0
2023	(27,433,715)	6.28	(4,370,166)	(4,370,166)	(4,370,166)	(4,370,166)	(4,370,166)	(4,370,166)	(1,212,719)	0
2024	(23,138,778)	6.23	N/A	(3,714,090)	(3,714,090)	(3,714,090)	(3,714,090)	(3,714,090)	(3,714,090)	(854,238)
Total			\$(24,011,747)	\$(26,689,773)	\$(23,117,059)	\$(17,872,611)	\$(13,025,350)	\$(9,305,124)	\$(4,926,809)	\$(854,238)

As described in the Schedule of Deferred Outflows of Resources and Deferred Inflows of Resources, for the current period, the average of the expected remaining service lives of all employees that are provided with OPEB through ACERA (active and inactive employees) determined as of December 31, 2022 (the beginning of the measurement period) is 6.23 years.

Section 2: GASB 75 Information

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

Reporting Date for Employer under GASB 75 Year Ended June 30	Assumption Changes	Recognition Period (Years)	2023	2024	2025	2026	2027	2028	2029	Thereafter
2018	\$58,973,316	6.68	\$8,828,341	\$6,003,270	\$0	\$0	\$0	\$0	\$0	\$0
2019	(11,429,923)	6.67	(1,713,632)	(1,713,632)	(1,148,131)	0	0	0	0	0
2020	12,524,469	6.61	1,894,776	1,894,776	1,894,776	1,155,813	0	0	0	0
2021	57,696,237	6.53	8,835,565	8,835,565	8,835,565	8,835,565	\$4,682,847	0	0	0
2022	(36,047,500)	6.32	(5,703,718)	(5,703,718)	(5,703,718)	(5,703,718)	(5,703,718)	(1,825,192)	0	0
2023	(15,643,051)	6.28	(2,491,924)	(2,491,924)	(2,491,924)	(2,491,924)	(2,491,924)	(2,491,924)	(691,507)	0
2024	(16,793,618)	6.23	N/A	(2,695,605)	(2,695,605)	(2,695,605)	(2,695,605)	(2,695,605)	(2,695,605)	(619,988)
Total			\$9,649,408	\$4,128,732	\$(1,309,037)	\$(899,869)	\$(6,208,400)	\$(7,012,721)	\$(3,387,112)	\$(619,988)

As described in the Schedule of Deferred Outflows of Resources and Deferred Inflows of Resources, for the current period, the average of the expected remaining service lives of all employees that are provided with OPEB through ACERA (active and inactive employees) determined as of December 31, 2022 (the beginning of the measurement period) is 6.23 years.

Section 2: GASB 75 Information

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

Reporting Date for Employer under GASB 75 Year Ended June 30	Differences between Projected and Actual Earnings	Recognition Period (Years)	2023	2024	2025	2026	2027	2028	2029	Thereafter
2018	\$(184,041,417)	5.00	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2019	209,442,414	5.00	41,888,482	0	0	0	0	0	0	0
2020	(135,730,417)	5.00	(27,146,083)	(27,146,085)	0	0	0	0	0	0
2021	(193,520,655)	5.00	(38,704,131)	(38,704,131)	(38,704,131)	0	0	0	0	0
2022	(404,932,007)	5.00	(80,986,401)	(80,986,401)	(80,986,401)	(80,986,401)	0	0	0	0
2023	646,514,822	5.00	129,302,966	129,302,964	129,302,964	129,302,964	129,302,964	0	0	0
2024	(51,462,196)	5.00	N/A	(10,292,440)	(10,292,439)	(10,292,439)	(10,292,439)	(10,292,439)	0	0
Total			\$24,354,833	\$(27,826,093)	\$(680,007)	\$38,024,124	\$119,010,525	\$(10,292,439)	\$0	\$0

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

Section 2: GASB 75 Information

Total Increase (Decrease) in OPEB Expense

Reporting Date for Employer under GASB 75 Year Ended June 30	Total Increase (Decrease) in OPEB Expense	2023	2024	2025	2026	2027	2028	2029	Thereafter
		2018	\$(146,695,867)	\$5,590,651	\$3,801,644	\$0	\$0	\$0	\$0
2019	170,299,881	36,020,036	(5,868,446)	(3,931,857)	0	0	0	0	0
2020	(164,912,076)	(31,560,857)	(31,560,859)	(4,414,774)	(2,693,015)	0	0	0	0
2021	(149,696,239)	(31,992,888)	(31,992,888)	(31,992,888)	6,711,243	3,556,958	0	0	0
2022	(465,091,605)	(90,505,324)	(90,505,324)	(90,505,324)	(90,505,324)	(9,518,923)	(3,046,060)	0	0
2023	603,438,056	122,440,876	122,440,874	122,440,874	122,440,874	122,440,874	(6,862,090)	(1,904,226)	0
2024	(91,394,592)	N/A	(16,702,135)	(16,702,134)	(16,702,134)	(16,702,134)	(16,702,134)	(6,409,695)	(1,474,226)
Total		\$9,992,494	\$(50,387,134)	\$(25,106,103)	\$19,251,644	\$99,776,775	\$(26,610,284)	\$(8,313,921)	\$(1,474,226)

Section 2: GASB 75 Information

Allocation of Changes in Total Net OPEB Liability

In addition to the amounts shown in the Schedule of Recognition of Changes in Total Net OPEB Liability, there are changes in proportionate share of the total NOL between the measurement periods ending on December 31, 2023 and December 31, 2022 as a result of change in allocation percentage (the actual contributions made by an employer as a percentage of total contributions). The difference in proportionate share of the total NOL due to change in allocation percentage during the measurement period ending on December 31, 2023 is recognized over the average of the expected remaining service lives of all employees (6.23 years as described on page 49). These amounts are shown below. While these amounts are different for each employer, they sum to zero over the ACERA.

Section 2: GASB 75 Information

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

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

Section 2: GASB 75 Information

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

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

Section 2: GASB 75 Information

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

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

Section 2: GASB 75 Information

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

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

Section 2: GASB 75 Information

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

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

Section 2: GASB 75 Information

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

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

Section 2: GASB 75 Information

Increase (Decrease) in OPEB Expense Arising from the Recognition of the Effects of the Change in Proportion and Change in Employer Contributions for December 31, 2017

Employer	Total Change to be Recognized	Recognition Period (Years)	2018	2019	2020	2021	2022	2023	2024	Thereafter
Alameda County	(\$671,011)	6.68	\$(100,451)	\$(100,451)	\$(100,451)	\$(100,451)	\$(100,451)	\$(100,451)	\$(68,305)	\$0
Health System	1,058,312	6.68	158,430	158,430	158,430	158,430	158,430	158,430	107,732	0
Superior Court	(246,481)	6.68	(36,898)	(36,898)	(36,898)	(36,898)	(36,898)	(36,898)	(25,093)	0
First 5	(3,662)	6.68	(548)	(548)	(548)	(548)	(548)	(548)	(374)	0
Housing Authority	(34,099)	6.68	(5,105)	(5,105)	(5,105)	(5,105)	(5,105)	(5,105)	(3,469)	0
LARPD	(90,904)	6.68	(13,608)	(13,608)	(13,608)	(13,608)	(13,608)	(13,608)	(9,256)	0
ACOE	(12,155)	6.68	(1,820)	(1,820)	(1,820)	(1,820)	(1,820)	(1,820)	(1,235)	0
Total for all Employers	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

Section 3: Supporting Information

The following presents the actuarial assumptions, methods and models used in the December 31, 2023 measurement date for employer reporting as of June 30, 2024.

Actuarial Assumptions and Actuarial Cost Method

Rationale for Assumptions

The information and analysis used in selecting each assumption that has a significant effect on this actuarial valuation is shown in the December 1, 2019 through November 30, 2022 Actuarial Experience Study report dated January 8, 2024 that were approved by the Board effective with the December 31, 2023 valuation, the non-trend retiree health assumption letter dated May 22, 2023, and in our letter dated May 8, 2024 regarding the health trend assumptions for the December 31, 2023 SRBR retiree health actuarial valuation. Unless otherwise noted, all actuarial assumptions and methods shown below apply to all tiers. These assumptions were adopted by the Board.

Net investment return

7.00%, net of investment expenses.

Consumer price index (CPI or inflation)

Increase of 2.50% per year.

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

Increase of 2.50% per year from the valuation date.

Increase in California Government Code Section 7522.10 compensation limit

Increase of 2.50% per year from the valuation date.

Section 3: Supporting Information

Salary increases

The annual rate of compensation increase includes:

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

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

Additional cashout assumptions

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

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

Section 3: Supporting Information

Post-retirement mortality rates

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

Healthy

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

Disabled

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

Beneficiaries

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

Section 3: Supporting Information

Pre-retirement mortality rates

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

Age	General Male	General Female	Safety Male	Safety Female
20	0.04%	0.01%	0.04%	0.02%
25	0.03%	0.01%	0.04%	0.02%
30	0.05%	0.02%	0.05%	0.03%
35	0.07%	0.03%	0.07%	0.05%
40	0.09%	0.04%	0.07%	0.05%
45	0.10%	0.05%	0.08%	0.06%
50	0.13%	0.07%	0.10%	0.07%
55	0.19%	0.12%	0.15%	0.11%
60	0.30%	0.18%	0.24%	0.16%
65	0.42%	0.26%	0.38%	0.21%

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

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

Section 3: Supporting Information

Disability incidence rates

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

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

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

Section 3: Supporting Information

Termination rates

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

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

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

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

Section 3: Supporting Information

Retirement rates

General

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

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

Section 3: Supporting Information

Safety

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

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

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

Section 3: Supporting Information

Retirement age and benefit for deferred vested members

General Retirement Age	61
Safety Retirement Age	55

Future benefit accruals

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

Unknown data for members

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

Inclusion of deferred vested members

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

Data adjustment

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

Section 3: Supporting Information

Participation and coverage election – retired members and beneficiaries

MMA

MMA on Record	Under Age 65	Upon attaining Age 65
Current Retirees Under 65 on Valuation Date	100%	100% and assumed to choose carrier in same proportion as future retirees
Current Retirees 65 & Over on Valuation Date	N/A	100%

No MMA on Record	Under Age 65	Upon attaining Age 65
Less than 10 Years of Service	0%	0%
10+ Years of Service:		
Current Retirees Under 65 on Valuation Date	0%	60%
Current Retirees 65 & Over on Valuation Date	N/A	0%

Medicare Part B Premium Subsidy

MMA on Record	Under Age 65	Upon attaining Age 65
Current Retirees Under 65 on Valuation Date	N/A	100%
Current Retirees 65 & Over on Valuation Date	N/A	100% if Part B reimbursement on record or purchasing individual insurance from the Medicare exchange

No MMA on Record	Under Age 65	Upon attaining Age 65
Less than 10 Years of Service	0%	0%
10+ Years of Service:		
Current Retirees Under 65 on Valuation Date	0%	60%
Current Retirees 65 & Over on Valuation Date	N/A	0%

Implicit Subsidy

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

Dental and Vision Subsidy

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

Section 3: Supporting Information

Participation and coverage election – active and inactive vested members

Medical Plan Subsidy (i.e, MMA)

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

Medicare Part B Premium Subsidy

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

Implicit Subsidy

65.25% of eligible members under age 65 are assumed to have an implicit subsidy liability. In other words, 87% of the non-Medicare retirees who receive a Medical Plan Subsidy were assumed to enroll in an ACERA sponsored health plan.

Dental and Vision Subsidy

100% of eligible members.

Dependents

Demographic data was available for spouses of current retirees. For future retirees, male members are assumed to have a female spouse who is three years younger than the member and female members are assumed to have a male spouse who is one year older than the member. Of the future retirees who elect to continue their medical coverage at retirement, 35% males and 15% females were assumed to have an eligible spouse who also opts for health coverage at that time. These assumptions are based on historical and current demographic data, adjusted to reflect the plan design, estimated future experience and professional judgment. Please note that these assumptions are only used to determine the cost of the implicit subsidy.

Missing Participant Data

Any missing census items for a given participant was set to equal to the average value of that item over all other participants of the same membership status for whom the item is known.

Section 3: Supporting Information

Per Capita Health Costs

The combined monthly per capita dental and vision claims cost for plan year 2023 was assumed to be \$55.87. The monthly Medicare Part B premium reimbursement for 2023 is \$164.90. 2023 medical costs and health plan election rates for retirees are assumed as follows:

Medical Plan ¹	Election Assumption	Monthly Premium	Maximum Monthly Medical Allowance ²
Under Age 65³			
Kaiser HMO	75%	\$909.74	\$616.12
Via Benefits Individual Insurance Exchange ⁴	13%	N/A	616.12
United Healthcare HMO Current Network	7%	1,290.92	616.12
United Healthcare HMO SVA Network	5%	843.94	616.12
Age 65 and Older			
Kaiser Senior Advantage	75%	\$316.81	\$616.12
Via Benefits Individual Insurance Exchange	25%	323.40 ⁵	471.99

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

² The Maximum Monthly Medical Allowance of \$616.12 (\$471.99 for retirees purchasing individual insurance from the Medicare exchange) is subject to the following subsidy schedule:

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

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

⁴ Via Benefits individual insurance coverage is available to retirees under age 65 residing outside of ACERA medical plans' coverage area. We have assumed that these current retirees under 65 will draw the Maximum Monthly Subsidy (\$616.12).

⁵ Derivation of the amount expected to be paid in 2023 from the Health Reimbursement Account for members with 20 plus years of service is shown in the table on the following page. We have also derived the amount expected to be paid for members with 10-14 and 15-19 years of service.

Section 3: Supporting Information

Derivation of 2023 Via Benefits Monthly Per Capita Costs

Item	(Years of Service Category)	10-14	15-19	20+
1.	Maximum MMA for 2022	\$228.57	\$342.85	\$457.13
2.	Total of Maximum MMA (From Jan. 2022 to Dec. 2022)	\$511,893	\$815,401	\$5,136,604
3.	Total of Actual Reimbursement (From Jan. 2022 to Dec. 2022)	\$374,455	\$564,457	\$3,101,877
4.	Ratio of Actual Reimbursement to Maximum 2022 MMA [(3) / (2)]	73.15%	69.22%	60.39%
5.	Average Monthly Per Capita Cost for 2022 [(1) x (4)]	\$167.20	\$237.32	\$276.06
6.	Maximum MMA for 2023	\$236.00	\$353.99	\$471.99
7.	Increase for Expected Medical Trend (6.50%) from 2022 to 2023 [(5) x 1.0650]	\$178.07	\$252.75	\$294.00
8.	Increase for Additional 10% Margin for 2022 Expenses Incurred in 2022 but Reimbursed after December 2022 [(7) x 1.10]	\$195.88	\$278.03	\$323.40

Implicit subsidy - retirees under age 65

We have estimated the 2023 average medical and prescription drug per capita premium for retirees under age 65 to be \$11,240 per year. Because premiums for retirees under age 65 include active participants for purposes of underwriting, the retirees receive an implicit subsidy from the actives. Had the retirees under age 65 been underwritten as a separate group, their age-based premiums would be higher for most individuals. The excess of the age-based premium over the per capita premium charged makes up the implicit subsidy. Below is a sample of the average 2023 annual medical and prescription drug age-based claims costs¹ for retirees and spouses under age 65.

Age	Male	Female
50	\$11,435	\$12,075
55	12,904	13,108
60	14,857	14,209
64	18,056	15,426

¹ Not all ACERA employers are receiving an implicit subsidy reimbursement from the Association. For SRBR sufficiency purposes, we have applied an adjustment of 0.86 (14% reduction of the costs shown above) for our projected implicit subsidy payments to account for this fact, based on data provided by the County of Alameda's health consultant. For calculating the Actuarial Present Value of Projected Benefits and Actuarial Accrued Liability, we have not applied the adjustment.

Section 3: Supporting Information

Age-based claims costs for retirees age 65 and over

2023 annual medical and prescription drug age-based claims costs for retirees age 65 and over are shown below at selected ages. Spouses are only eligible for the implicit subsidy while under age 65.

Kaiser Senior Advantage

Age	Male	Female
65	\$3,614	\$3,002
70	4,059	3,358
75	4,484	3,530
80+	4,695	3,768

Via Benefits

Age	Male	Female
65	\$3,613	\$3,001
70	4,058	3,357
75	4,483	3,529
80+	4,694	3,767

Section 3: Supporting Information

Health Care Cost Trend Rates (%)

Health care trend measures the anticipated overall rate at which health plan costs are expected to increase in future years. The rates shown below are “net” and are applied to the net per capita costs shown above. The trend shown for a particular plan year is the rate that is applied to that year’s cost to yield the next year’s projected cost. For example, the projected 2024 calendar year premium for Kaiser (under age 65) is \$1,037.76 per month (\$909.74 increased by 14.07%).

Calendar Year	Non-Medicare Medical ¹	Medicare Medical ²	Dental ³	Vision ⁴	Medicare Part B
2023	5	5	5	5	5
2024	8.50	16.47 ⁶	0.00	0.00	4.50
2025	7.50	7.00	4.00	4.00	4.50
2026	7.00	6.75	4.00	4.00	4.50
2027	6.75	6.50	4.00	4.00	4.50
2028	6.50	6.25	4.00	4.00	4.50
2029	6.25	6.00	4.00	4.00	4.50
2030	6.00	5.75	4.00	4.00	4.50
2031	5.75	5.50	4.00	4.00	4.50
2032	5.50	5.25	4.00	4.00	4.50
2033	5.25	5.00	4.00	4.00	4.50
2034	5.00	4.75	4.00	4.00	4.50
2035	4.75	4.50	4.00	4.00	4.50
2036 & Later	4.50	4.50	4.00	4.00	4.50

The IRA includes material benefit cost-sharing changes for 2025, most notably implementing a \$2,000 member out-of-pocket maximum, as well as various funding changes for Medicare prescription drug plans. Both changes are expected to significantly increase premiums for the Kaiser Senior Advantage and Via Benefits plans. Our trend assumptions include an estimated impact of

¹ Non-Medicare plans: UHC HMO, Kaiser HMO

² Medicare plans: Kaiser Senior Advantage, Via Benefits

³ 2024 trend reflects two-year rate guarantee, premiums fixed at 2024 level.

⁴ Reflects five-year rate guarantee, premiums fixed at 2021 level.

⁵ The actual trends are shown below for ACERA-sponsored plans, based on premium renewals for 2024 as reported by ACERA.

Kaiser HMO Early Retiree	UHC HMO Early Retiree	Kaiser Senior Advantage	Via Benefits	Dental	Vision	Medicare Part B
14.07%	13.48%	11.84%	6.25%	-0.37%	0.00%	5.93%

⁶ Reflects a projected baseline increase to the monthly Kaiser Senior Advantage premiums of \$28 (8.00%) plus a projected one-time increase of \$30 (7.84%) due to the IRA.

Section 3: Supporting Information

the IRA on the Fund's Medicare plan premiums in calendar year 2025 based on the Final CY 2025 Part D Redesign Program. Instructions were released by the Centers for Medicare and Medicaid Services (CMS) on April 1, 2024.

Assumed Increase in Annual Maximum Benefits

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

1. Maximum medical allowance for 2024 will increase to \$635.37 per month (\$486.74 for individual Medicare plans), then increase with 50% of trend for medical plans, or 4.25%, then 3.50% graded down to the ultimate rate of 2.25% over 10 years. If different types of medical plans have different initial trend rates, we assume that the future increase in MMA will be linked to the plan with the lowest projected medical trend.
2. Dental and vision premium reimbursement will increase with full trend.
3. Medicare B premium reimbursement will increase with full trend.

Administrative Expenses

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

Actuarial Cost Method

Entry Age Actuarial Cost Method. Entry Age is the age on the valuation date minus years of service. Normal Cost and Actuarial Accrued Liability are calculated on an individual basis and are based on costs allocated as a level percentage of compensation.

Expected Remaining Service Lives

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

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

Section 3: Supporting Information

Models

Segal accounting results are based on proprietary actuarial modeling software. The accounting valuation models generate a comprehensive set of liability and cost calculations that are presented to meet accounting standards and client requirements. Our Actuarial Technology and Systems unit, comprising both actuaries and programmers, is responsible for the initial development and maintenance of these models. The models have a modular structure that allows for a high degree of accuracy, flexibility and user control. The client team programs the assumptions and the plan provisions, validates the models, and reviews test lives and results, under the supervision of the responsible actuary.

Our claims costs assumptions are based on proprietary modeling software as well as models that were developed by others. These models generate per capita claims cost calculations that are used in our valuation software. Our Health Technical Services Unit, comprised of actuaries and programmers, is responsible for the initial development and maintenance of our health models. They are also responsible for testing models that we purchase from other vendors for reasonableness. The client team inputs the paid claims, enrollments, plan provisions and assumptions into these models and reviews the results for reasonableness, under the supervision of the responsible actuary.

Assumption Changes

Per capita costs and medical carrier election assumptions are based on 2023 census data, premiums and subsidies. The actuarial factors used to estimate individual retiree and spouse costs by age and gender were updated. The new factors are based on a review of historical claims experience by age, gender, and status (active vs. retired) from Segal's claims data warehouse. Per capita costs were adjusted to reflect 2024 plan year premiums and subsidies, and health trend assumptions were updated to project medical and dental costs after 2024. The updated claims, health plan elections and associated trend assumptions had a combined impact of reducing the actuarial accrued liability.

Economic and demographic assumptions and methods have been updated based on the December 1, 2019 through November 30, 2022 Actuarial Experience Study report dated January 8, 2024. This includes updating the retiree medical participation assumptions and spousal health coverage assumption. The assumption changes from the 2019 Actuarial Experience study had a combined impact of decreasing the actuarial accrued liability and increasing the plan's service cost.

Section 3: Supporting Information

Appendix A: Projection of OPEB Plan's Fiduciary Net Position (\$in millions) for use in the Calculation of Discount Rate as of December 31, 2023

Year Beginning January 1	Projected Beginning Plan Fiduciary Net Position (a)	Projected Total Contributions (b)	Projected Benefit Payments (c)	Projected Administrative Expenses (d)	Projected Investment Earnings (e)	Projected Beginning Plan Fiduciary Net Position (f) = (a) + (b) - (c) - (d) + (e)
2023	\$1,041	\$0	\$47	\$2	\$68 ¹	\$1,060
2024	1,060	0	57	2	72	1,073
2025	1,073	0	64	2	73	1,081
2026	1,081	0	68	2	73	1,084
2027	1,084	0	73	2	73	1,082
2028	1,082	0	78	2	73	1,075
2029	1,075	0	83	2	72	1,063
2030	1,063	0	88	2	71	1,044
2031	1,044	0	93	2	70	1,019
2032	1,019	0	98	2	68	987
2033	987	0	103	2	65	948
2034	948	0	108	2	63	901
2035	901	0	112	1	59	847
2036	847	0	116	1	55	784
2037	784	0	120	1	51	713
2038	713	0	124	1	46	633
2039	633	0	128	1	40	544
2040	544	0	132	1	33	445
2041	445	0	135	1	26	335
2042	335	0	139	1	19	214
2043	214	0	142	0 ²	10	81
2044	81	0	145	0 ²	1	0
2045	0	0	0	0	0	0
2123	0	0	0	0	0	0
2123 (Discounted value)	0					

¹ Includes \$123 million in net investment income and (\$54) million in other changes resulting from the transfer of assets from the OPEB SRBR reserve to the non-OPEB reserve.

² Less than \$1 million when rounded.

Section 3: Supporting Information

Notes:

1. Amounts may not total exactly due to rounding.
2. Amounts shown in the year beginning January 1, 2023 row are actual amounts, based on the financial statements provided by ACERA.
3. Years 2046-2122 have been omitted from this table.
4. **Column (a):** Except for the "discounted value" shown for 2123, all of the projected beginning Plan FNP amounts shown have not been adjusted for the time value of money.
5. **Column (b):** \$0. Benefits are funded by employer contributions to the 401(h) account and similar amounts are transferred from the SRBR to the Employers Advance Reserve to backfill the employer contributions that would have otherwise been made to the Retirement Plan.
6. **Column (c):** Projected benefit payments have been determined in accordance with paragraph 43-47 of GASB Statement No. 74, and are based on the closed group of active, inactive vested, retired members, and beneficiaries as of November 30, 2022. The projected benefit payments reflect future health care trends. The projected benefit payments include the OPEB SRBR benefits to the extent the current OPEB SRBR (including the portion of deferred investment loss as of December 31, 2023 that is expected to be allocated to the SRBR) supports those benefits. Benefit payments are assumed to occur halfway through the year, on average. In accordance with paragraph 35 b.(2)(e) of GASB Statement No. 74, the long-term expected rate of return on Plan investments of 7.00% per annum was applied to all periods of projected benefit payments to determine the discount rate.
7. **Column (d):** Projected administrative expenses are calculated as approximately 0.16% of the beginning OPEB SRBR Plan's FNP amount. The 0.16% portion was based on the actual fiscal year 2023 administrative expenses as a percentage of the beginning OPEB SRBR Plan's Fiduciary Net Position amount as of January 1, 2023. Administrative expenses are assumed to occur halfway through the year, on average.
8. **Column (e):** Projected investment earnings are based on the assumed investment rate of return of 7.00% per annum.
9. As illustrated in this Exhibit, the OPEB SRBR Plan's FNP was projected to be available to make all projected future benefit payments for current Plan members. In other words, there is no projected "cross-over date" when projected benefits are not covered by projected assets. Therefore, the long-term expected rate of return on Plan investments of 7.00% per annum was applied to all periods of projected benefit payments to determine the TOL as of December 31, 2023 shown earlier in this report, pursuant to paragraph 48 of GASB Statement No. 74.

Section 3: Supporting Information

Appendix B: Definition of Terms

Definitions of certain terms as they are used in Statement 75. The terms may have different meanings in other contexts.

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

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MEMORANDUM TO THE AUDIT COMMITTEE

DATE: June 20, 2024

TO: Members of the Audit Committee

FROM: Harsh Jadhav, Chief of Internal Audit

SUBJECT: Progress Update on the 2024 Internal Audit Program

Executive Summary

The Audit Committee meeting in June 2024 will feature the progress of the 2024 Internal Audit Program. The Internal Audit Department is still on track to perform four internal audits and two special projects and provide staff with fraud training. We changed the Audit Plan to allow State Street and Staff to complete the reconciliation activities necessary to audit the Investment Bank Reporting Audit. Instead, we moved forward with a new audit to review Monthly Direct Deposit Benefits, which falls within the System-Wide Benefit Overpayment Audits series.

We also restarted the Workforce Resilience Audit, which was put on hold in Q1 to allow internal audit staff to complete two other audits. We will review the audit objective and scope of work at the June Audit Committee meeting. The annual employee fraud training is still scheduled for Q3 2024. The fraud training comprises of promoting fraud prevention best practices and communicating new threats and trends for staff to be aware of.

2024 Audit Schedule

Internal Audit Plan (2024)	Service Line	Assigned	Status	Q1	Q2	Q3	Q4
System-Wide Benefit Overpayment Audit			Started				
<i>Monthly Direct Deposit Benefit Payment Audit</i>	Internal Audit	Caxton					
Investment Bank Reporting Audit	Internal Audit	Caxton	Delayed				
Workforce Resilience (Critical Functions) Audit	Internal Audit	Marlon, Dana, Lyndon	In Progress				
Third-Party Service Provider Audit	Internal Audit	Lyndon, Harsh	Not Started				
Pension Administration System Internal Controls Project	Special Project	Caxton, Dana, Lyndon	In Progress				
Cybersecurity and Data Security Self-Assessment	Special Project	Vijay/Harsh	Continuous				
2024 Annual Risk Assessment	Administration	Harsh	Completed				
2025 Annual Risk Assessment	Administration	Harsh	Not Started				
Fraud Hotline Management	Administration	Lyndon	Continuous				
Fraud Training	Administration	Lyndon/Caxton	Not Started				

2024 Audit Program

Internal Audits

System-Wide Benefit Overpayment Audit - Monthly Direct Deposit Benefit Payment Audit

According to the Member Authentication Survey performed jointly by ACERA and CALAPRS, some retirement systems experienced fraud in their direct deposit transactions. We will perform an audit to analyze ACERA benefit payroll data to uncover any suspicious fraudulent banking transactions.

Investment Bank Reporting Audit

This audit aims to strengthen internal controls to ensure investments are properly recorded with the investment bank as our book of record. We will examine the current business process to understand better how investment values are determined and subsequently recorded on the financial statements. The focus of the audit will be on operational efficiency.

Workforce Resilience Audit

The purpose of this review is to determine if ACERA has trained staff, backup personnel and documented procedures for their critical processes. As the pandemic continues, part of prudent business continuity planning requires organizations to ensure essential staff are identified, critical processes are fully documented and updated regularly, and backup personnel have been trained and assessed periodically.

Third-Party Service Provider Audit

This audit determines if the critical third-party service providers that manage ACERA's confidential and sensitive information (i.e., member data) have internal controls to prevent breaches, processes to manage adverse events, and adequate incident response procedures.

Special Projects

Pension Administration System Internal Controls Project

The objective of this special project will be for the Internal Audit Department to support the business with technical guidance on risk and internal controls as the leadership plans to roll out Pension Gold (Version 3) to the organization.

Cybersecurity and Data Security Self-Assessment Project

The objective of this special project will be to work with the PRISM Department to determine if adequate firewalls, access controls, employee training, and processes for incident response, business recovery, and threat analysis are in place to ensure sensitive organizational data and member data are protected and secure.

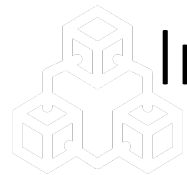
Summary

We are focused on meeting the 2024 Audit Program objectives. I want to acknowledge my staff for their strong effort and dedication to delivering quality work. Their work is instrumental in maintaining the integrity and trust of our organization.

Internal Audit Department 2024 Internal Audit Plan

June 20, 2024

Agenda



Progress on
Internal Audit
Plan

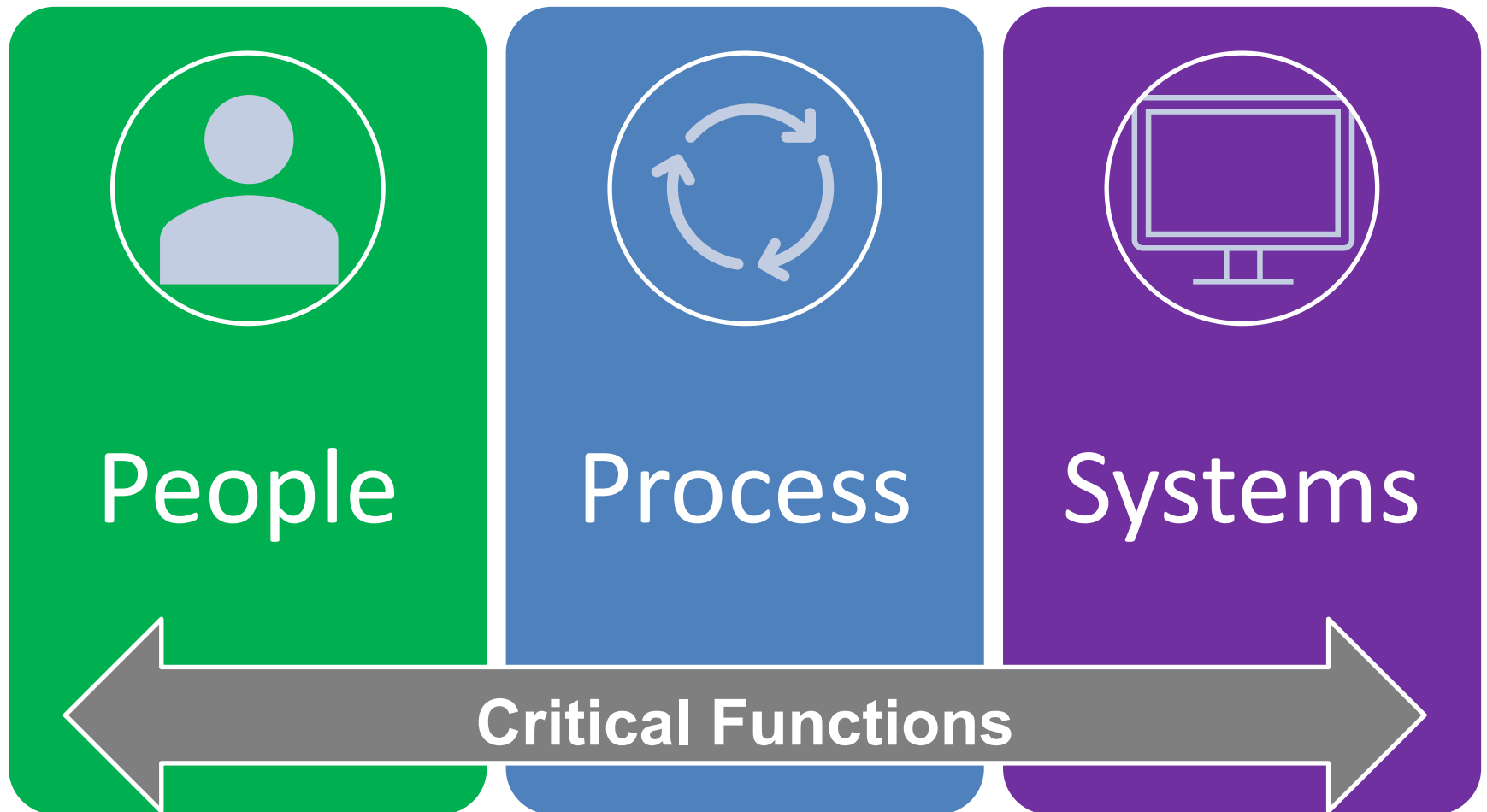


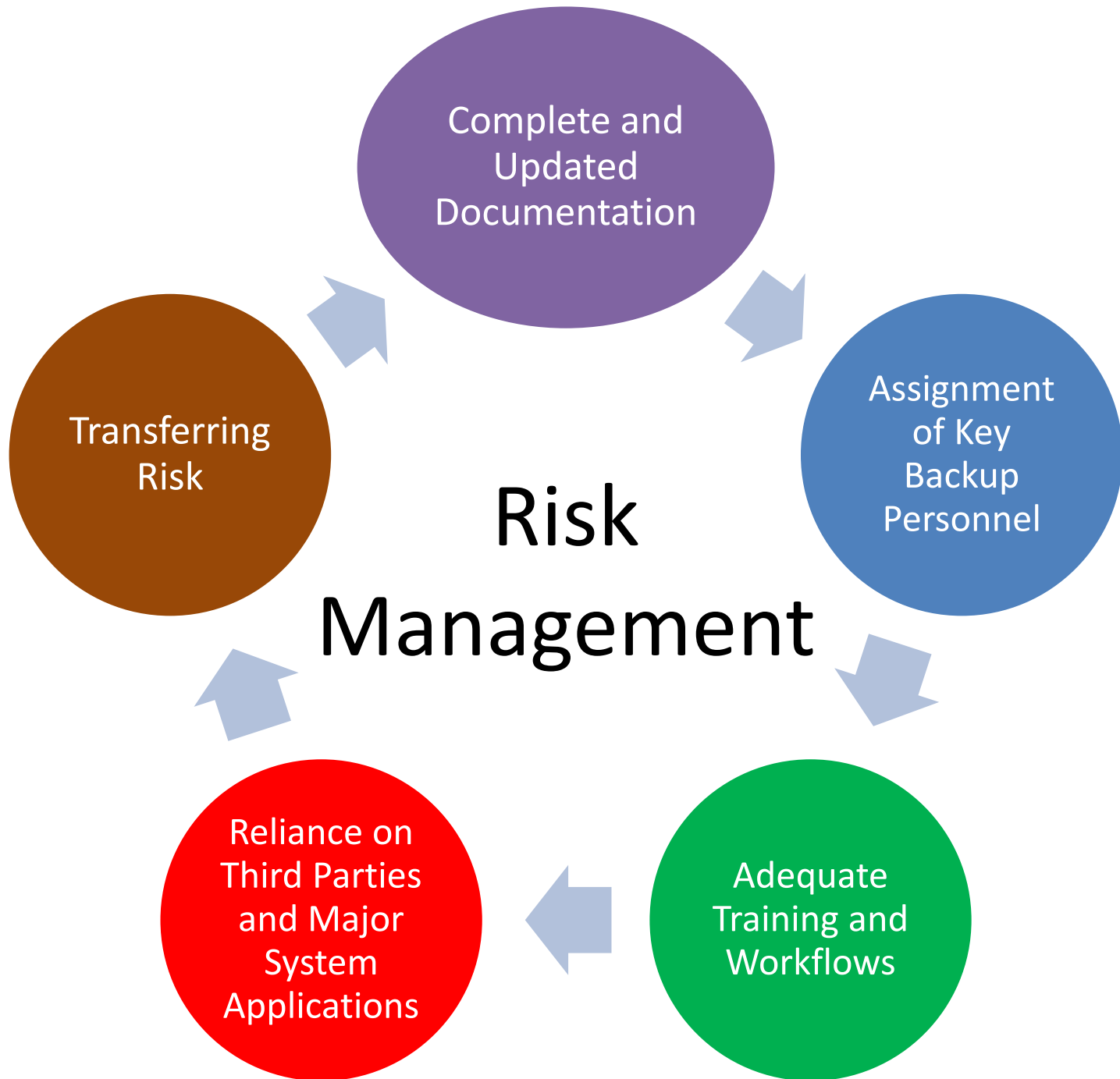
Update on the
Workforce
Resilience Audit

2024 Internal Audit Plan

Internal Audit Plan (2024)	Service Line	Assigned	Status	Q1	Q2	Q3	Q4
System-Wide Benefit Overpayment Audit <i>Monthly Direct Deposit Benefit Payment Audit</i>	Internal Audit	Caxton	Started				
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Business Resilience Audit





Business Continuity Planning

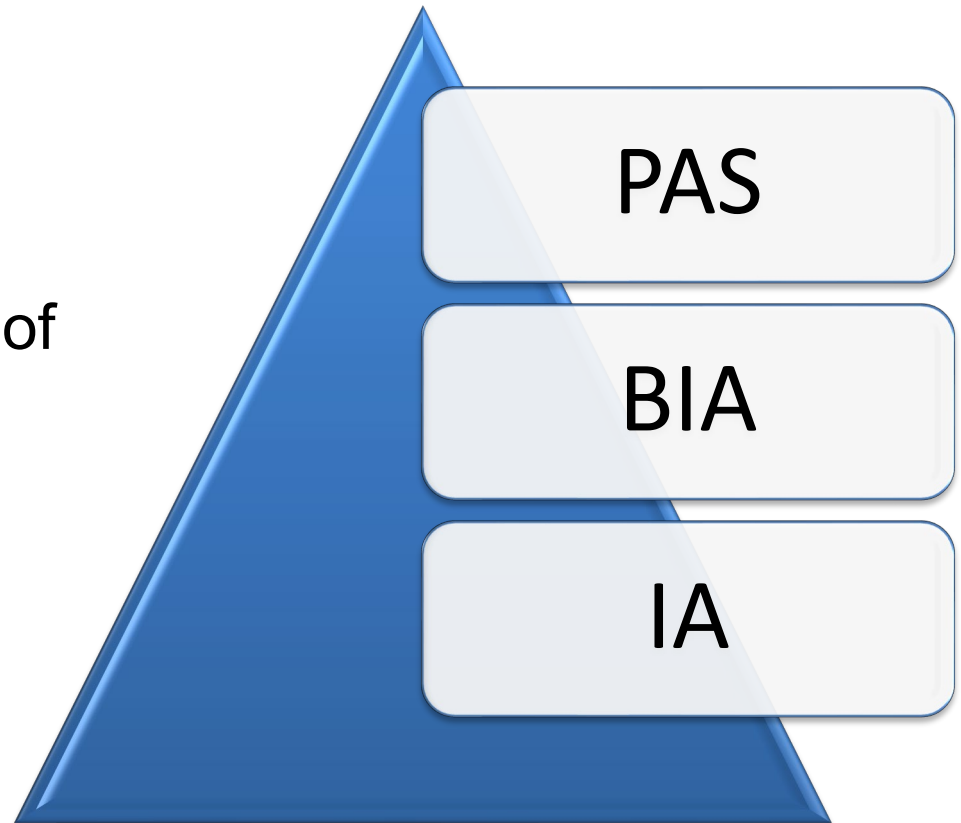
- Employee and Member Safety
- Legacy Planning
- Prioritization of Business Resumption
- Functional and Integrated Testing
- Internal and External Communication
- Remote Access and Authorization
- Security
- Backup and Recovery
- Logical and Privileged Access
- Business Impact Analysis for Critical Processes₆

Multidisciplinary Approach

Coordinated team efforts to review enterprise risk and business impact more holistically through the lens of PRISM (BIA), PG3 Project Management (PAS), and Internal Audit (IA).

Project input is driven by Management.

Oversight is provided by the Board.




Deliverables


- Identify gaps and risks in critical business processes.
- Recommend internal controls and best practices to remediate key deficiencies.
- Ensure all critical processes have a business continuity plan.
- Confirm process workflows and controls have been updated to reflect the upgraded pension administration system.

Critical Functions Audit

Business Impact Analysis Element



The Business Impact Analysis (BIA) is a method for analyzing how disruptions may impact ACERA operations. The analysis considers timescales of disruption, as well as intensity, and looks at the resulting impacts on important business function activities.




A BIA assessment maps the following:

- Identifies the most important business functions
- Examines the impact of business interruptions
- Details acceptable levels of downtime and losses
- Identifies resources needed for each business process and activities
- Identifies internal and external dependencies



The BIA is used in the continuous development of the ACERA Business Continuity Plan to ensure:

- Primary and Alternate staff are identified and trained to perform critical business functions and processes**
 - Information technology and tools and resources are secured and readily available to quickly recover from disruptions**
- 

Questions?

