



**ALAMEDA COUNTY FIRE DEPARTMENT
RETIREE HEALTHCARE PLAN**



June 30, 2023 Actuarial Valuation

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Foster & Foster, Inc.

February 27, 2024

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BENEFIT SUMMARY

Exhibit 6

| <p>■ Eligibility</p> | <p>■ Service or disability retirement under CalPERS</p> | | | | | | | | | | | | | | | | | | | | | | | | | |
|--------------------------|--|-----------------|---|------------------|--|-----------|------------------------------|-----------|-----|------------------|---|-----------|----------|--|----|---|-----------------|-----|---|----------|--|---|-----------|-----|---|-----|
| <p>■ Medical Benefit</p> | <p>■ Full monthly premium up to cap¹:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 10%;">OPEB Tier</th> <th style="width: 15%;">Retirement Date²</th> <th style="width: 10%;">Hire Date</th> <th style="width: 40%;">Cap</th> <th style="width: 15%;">Vesting Schedule</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1</td> <td rowspan="3" style="text-align: center; vertical-align: middle;">< 6/30/22</td> <td style="text-align: center;">< 4/1/09</td> <td rowspan="2" style="text-align: center;">100% of Kaiser Region 1 Premium – Single, 2-Party, or Family</td> <td style="text-align: center;">No</td> </tr> <tr> <td style="text-align: center;">2</td> <td style="text-align: center;">4/1/09-12/31/14</td> <td rowspan="2" style="text-align: center;">Yes</td> </tr> <tr> <td style="text-align: center;">3</td> <td style="text-align: center;">> 1/1/15</td> <td style="text-align: center;">90% of Kaiser Region 1 Premium – Single or 2-Party</td> </tr> <tr> <td style="text-align: center;">4</td> <td style="text-align: center;">> 6/30/22</td> <td style="text-align: center;">All</td> <td style="text-align: center;">90% of Kaiser Region 1 Premium – Single, 2-Party, or Family (2-Party Post-Medicare)</td> <td style="text-align: center;">Yes</td> </tr> </tbody> </table> <p>■ Kaiser cap varies by medical coverage and Medicare eligibility</p> | | | | | OPEB Tier | Retirement Date ² | Hire Date | Cap | Vesting Schedule | 1 | < 6/30/22 | < 4/1/09 | 100% of Kaiser Region 1 Premium – Single, 2-Party, or Family | No | 2 | 4/1/09-12/31/14 | Yes | 3 | > 1/1/15 | 90% of Kaiser Region 1 Premium – Single or 2-Party | 4 | > 6/30/22 | All | 90% of Kaiser Region 1 Premium – Single, 2-Party, or Family (2-Party Post-Medicare) | Yes |
| OPEB Tier | Retirement Date ² | Hire Date | Cap | Vesting Schedule | | | | | | | | | | | | | | | | | | | | | | |
| 1 | < 6/30/22 | < 4/1/09 | 100% of Kaiser Region 1 Premium – Single, 2-Party, or Family | No | | | | | | | | | | | | | | | | | | | | | | |
| 2 | | 4/1/09-12/31/14 | | Yes | | | | | | | | | | | | | | | | | | | | | | |
| 3 | | > 1/1/15 | 90% of Kaiser Region 1 Premium – Single or 2-Party | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | > 6/30/22 | All | 90% of Kaiser Region 1 Premium – Single, 2-Party, or Family (2-Party Post-Medicare) | Yes | | | | | | | | | | | | | | | | | | | | | | |

¹ For special Safety group of retirees, cap is \$164.94/month single or \$250.85/month 2-Party.

² November 3, 2022 for unrepresented employees.



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BENEFIT SUMMARY

| <p>■ Grand-Fathered Eligibility for Tier 4</p> | <p>■ Grandfathered eligibility:</p> <ul style="list-style-type: none"> ● Hired before 4/1/09 with 14 years ACFD service on 6/30/22 – vesting schedule does not apply ● Hired 4/1/09 to 6/30/22 – years of service for vesting schedule is based on total CalPERS service | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--|----------------|------------------|--|----------------|------------------|----------------|------------------|-----|------------|----|-----|----|-----|----|-----|----|-----|----|-----|----|-----|----|-----|----|-----|----|-----|----|-----|-----|------|
| <p>■ Vesting Schedule</p> | <p>■ Vesting % based on service, minimum of 5 years ACFD service:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 15%;"><u>Service</u></th> <th style="width: 20%;"><u>Vesting %</u></th> <th style="width: 15%;"><u>Service</u></th> <th style="width: 20%;"><u>Vesting %</u></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;"><10</td> <td style="text-align: center;">PEMHCA Min</td> <td style="text-align: center;">15</td> <td style="text-align: center;">75%</td> </tr> <tr> <td style="text-align: center;">10</td> <td style="text-align: center;">50%</td> <td style="text-align: center;">16</td> <td style="text-align: center;">80%</td> </tr> <tr> <td style="text-align: center;">11</td> <td style="text-align: center;">55%</td> <td style="text-align: center;">17</td> <td style="text-align: center;">85%</td> </tr> <tr> <td style="text-align: center;">12</td> <td style="text-align: center;">60%</td> <td style="text-align: center;">18</td> <td style="text-align: center;">90%</td> </tr> <tr> <td style="text-align: center;">13</td> <td style="text-align: center;">65%</td> <td style="text-align: center;">19</td> <td style="text-align: center;">95%</td> </tr> <tr> <td style="text-align: center;">14</td> <td style="text-align: center;">70%</td> <td style="text-align: center;">20+</td> <td style="text-align: center;">100%</td> </tr> </tbody> </table> <p>■ Based on CalPERS service for retirees before 6/30/22 and grandfathered participants hired 4/1/09 to 6/30/22</p> <p>■ Based on ACFD service for hires after 6/30/22³</p> <p>■ 100% vesting with disability retirement</p> | | | | <u>Service</u> | <u>Vesting %</u> | <u>Service</u> | <u>Vesting %</u> | <10 | PEMHCA Min | 15 | 75% | 10 | 50% | 16 | 80% | 11 | 55% | 17 | 85% | 12 | 60% | 18 | 90% | 13 | 65% | 19 | 95% | 14 | 70% | 20+ | 100% |
| <u>Service</u> | <u>Vesting %</u> | <u>Service</u> | <u>Vesting %</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <10 | PEMHCA Min | 15 | 75% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 10 | 50% | 16 | 80% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 11 | 55% | 17 | 85% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 12 | 60% | 18 | 90% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 13 | 65% | 19 | 95% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 14 | 70% | 20+ | 100% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

³ Includes prior service with an agency that has contracted with ACFD.



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BENEFIT SUMMARY

| | |
|---|--|
| <ul style="list-style-type: none"> ■ Employee Contrib. | <ul style="list-style-type: none"> ■ 1/1/21 through 6/20/22: 5.25% of base pay ■ 6/30/22 and later: 4% of Firefighter annual top step base pay⁴ |
| <ul style="list-style-type: none"> ■ Surviving Spouse | <ul style="list-style-type: none"> ■ 100% of retiree benefit continues to surviving spouse if retiree elects survivor annuity under CalPERS retirement plan |
| <ul style="list-style-type: none"> ■ Other | <ul style="list-style-type: none"> ■ No dental, vision, life, or Medicare Part B reimbursements. |

⁴ For non-safety, 4% of employee’s base pay if less than Firefighter top step base pay.



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BENEFIT SUMMARY

| <ul style="list-style-type: none"> ■ Pay-As-You-Go Costs | <p style="text-align: center;">(amounts in \$ millions)</p> <table border="1"> <caption>Pay-As-You-Go Costs (Amounts in \$ millions)</caption> <thead> <tr> <th>Year</th> <th>Total Cost</th> </tr> </thead> <tbody> <tr><td>07/08</td><td>\$1.3</td></tr> <tr><td>08/09</td><td>\$1.4</td></tr> <tr><td>09/10</td><td>\$1.6</td></tr> <tr><td>10/11</td><td>\$1.8</td></tr> <tr><td>11/12</td><td>\$1.9</td></tr> <tr><td>12/13</td><td>\$2.1</td></tr> <tr><td>13/14</td><td>\$2.5</td></tr> <tr><td>14/15</td><td>\$2.8</td></tr> <tr><td>15/16</td><td>\$3.2</td></tr> <tr><td>16/17</td><td>\$3.5</td></tr> <tr><td>17/18</td><td>\$3.9</td></tr> <tr><td>18/19</td><td>\$4.1</td></tr> <tr><td>19/20</td><td>\$4.2</td></tr> <tr><td>20/21</td><td>\$4.4</td></tr> <tr><td>21/22</td><td>\$4.5</td></tr> <tr><td>22/23</td><td>\$4.5</td></tr> </tbody> </table> | Year | Total Cost | 07/08 | \$1.3 | 08/09 | \$1.4 | 09/10 | \$1.6 | 10/11 | \$1.8 | 11/12 | \$1.9 | 12/13 | \$2.1 | 13/14 | \$2.5 | 14/15 | \$2.8 | 15/16 | \$3.2 | 16/17 | \$3.5 | 17/18 | \$3.9 | 18/19 | \$4.1 | 19/20 | \$4.2 | 20/21 | \$4.4 | 21/22 | \$4.5 | 22/23 | \$4.5 |
|---|--|------|------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Year | Total Cost | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 07/08 | \$1.3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 08/09 | \$1.4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 09/10 | \$1.6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 10/11 | \$1.8 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 11/12 | \$1.9 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 12/13 | \$2.1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 13/14 | \$2.5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 14/15 | \$2.8 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 15/16 | \$3.2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 16/17 | \$3.5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 17/18 | \$3.9 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 18/19 | \$4.1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 19/20 | \$4.2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 20/21 | \$4.4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 21/22 | \$4.5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 22/23 | \$4.5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <ul style="list-style-type: none"> ■ Contract Agencies | <ul style="list-style-type: none"> ■ Costs allocated to contract agencies based on agencies’ cost allocation percentage with ACFD | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

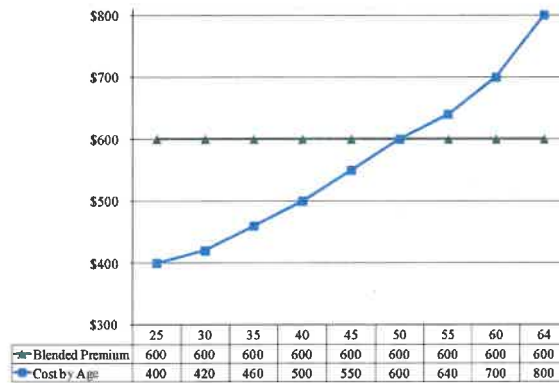


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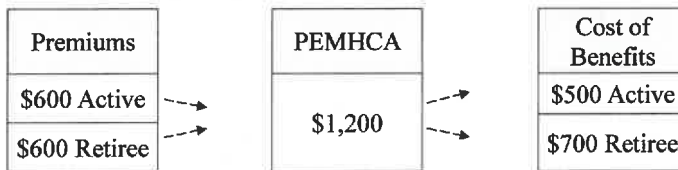


IMPLIED SUBSIDY

- For PEMHCA, employer cost for allowing retirees to participate at active rates.
 - General trend:



- Sample active age 40, retiree age 60:



IMPLIED SUBSIDY

- GASB 75 defers to actuarial standards of practice.
- Actuarial Standards Board ASOP 6 (May 2014):
 - Requires implied subsidy valued for community rated plans such as PEMHCA.
 - Timing: effective with all valuations on or after March 31, 2015
- Valuations on and after June 30, 2015 include the PEMHCA implied subsidy.



DATA SUMMARY

Historical Participant Statistics

| | 6/30/15 | 6/30/17 | 6/30/19 | 6/30/21 | 6/30/23 |
|-----------------------|-----------|-----------|-----------|------------|-----------|
| ■ Actives: | | | | | |
| • Count | 421 | 419 | 426 | 426 | 415 |
| • Average: | | | | | |
| > Age | 42.6 | 41.7 | 41.7 | 42.0 | 43.4 |
| > ACFD Service | 8.3 | 8.6 | 9.3 | 9.9 | 11.3 |
| > CalPERS Service | 13.0 | 12.1 | 12.3 | 12.6 | 13.8 |
| > Salary | \$115,500 | \$120,600 | \$130,300 | \$ 140,700 | \$155,200 |
| • Total Salary (000s) | \$48,607 | 50,541 | 55,516 | 59,923 | 64,418 |
| ■ Retirees: | | | | | |
| • Count | 246 | 292 | 308 | 331 | 336 |
| • Average: | | | | | |
| > Age | 64.1 | 63.9 | 64.1 | 65.2 | 66.3 |
| > Retirement Age | | | | | |
| ○ Service | 54.4 | 54.6 | 54.6 | 54.8 | 55.0 |
| ○ Disability | 52.5 | 53.1 | 53.3 | 53.3 | 53.4 |



DATA SUMMARY

Participant Reconciliation

| | Actives | Retirees | Disabled | Surviving Spouses | Total |
|-----------------------------------|----------|------------|----------|-------------------|----------|
| ■ June 30, 2021 Valuation | 426 | 206 | 100 | 25 | 757 |
| • New Hires | 22 | - | - | - | 22 |
| • Terminations | (18) | - | - | - | (18) |
| • New Service Retirements | (11) | 11 | - | - | - |
| • New Disability Retirements | (4) | - | 4 | - | - |
| • Death with Survivor | - | (4) | (1) | 5 | - |
| • Death w/o Survivor or Cancelled | - | (2) | (1) | (7) | (10) |
| • Data Adjustments | <u>-</u> | <u>(1)</u> | <u>1</u> | <u>-</u> | <u>-</u> |
| ■ June 30, 2023 Valuation | 415 | 210 | 103 | 23 | 751 |



CERBT Investment Options

■ **2018 Asset Allocation**

| | Strategy 1 | Strategy 2 | Strategy 3 |
|---------------|-------------------|-------------------|-------------------|
| Global Equity | 59% | 40% | 22% |
| Fixed Income | 25% | 43% | 49% |
| TIPS | 5% | 5% | 16% |
| Commodities | 3% | 4% | 5% |
| REITs | <u>8%</u> | <u>8%</u> | <u>8%</u> |
| Total | 100% | 100% | 100% |

■ **2022 Asset Allocation (approved March 14, 2022)**

| | Strategy 1 | Strategy 2 | Strategy 3 |
|---------------|-------------------|-------------------|-------------------|
| Global Equity | 49% | 34% | 23% |
| Fixed Income | 23% | 41% | 51% |
| TIPS | 5% | 5% | 9% |
| Commodities | 3% | 3% | 3% |
| REITs | <u>20%</u> | <u>17%</u> | <u>14%</u> |
| Total | 100% | 100% | 100% |



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Discount Rate

■ **Future expected returns**

- Stochastic simulations of geometric average returns over 20 years
- 5,000 trials
- 2.50% inflation assumption
- Projections based on 8 independent Investment Advisors 2021 10-year Capital Market Assumptions and where available, investment advisors long-term trends
- Confidence levels (based on 2022 asset allocations):

| | Strategy 1 | Strategy 2 | Strategy 3 |
|----------------------|-------------------|-------------------|-------------------|
| 50% Confidence Level | 6.25% | 5.75% | 5.25% |
| 55% Confidence Level | 6.00% | 5.50% | 5.00% |
| 60% Confidence Level | 5.75% | 5.25% | 4.75% |

- ACFD currently in Strategy 1.
- Separate sub-accounts for each contracting agency.
- Recommend 6.25% for full-funding discount rate



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ACTUARIAL ASSUMPTIONS HIGHLIGHTS

| | June 30, 2021 Valuation | June 30, 2023 Valuation |
|--|---|--|
| ■ Valuation Date | <ul style="list-style-type: none"> ■ June 30, 2021 ■ 2022/23 and 2023/24 ADC | <ul style="list-style-type: none"> ■ June 30, 2023 ■ 2024/25 and 2025/26 ADC |
| ■ General Inflation | <ul style="list-style-type: none"> ■ 2.50% ■ Used for economic assumptions | <ul style="list-style-type: none"> ■ Same |
| ■ Payroll Increases | <ul style="list-style-type: none"> ■ Aggregate Increases – 2.75% ■ Merit Increases – CalPERS 2000-2019 Experience Study | <ul style="list-style-type: none"> ■ Same |
| ■ Mortality, Termination, Disability, Retirement | <ul style="list-style-type: none"> ■ CalPERS 2000-2019 Experience Study ■ Mortality projected with Scale MP-2021 | <ul style="list-style-type: none"> ■ Same |



ACTUARIAL ASSUMPTIONS HIGHLIGHTS

| | | |
|-----------------|--|---|
| ■ Discount Rate | <ul style="list-style-type: none"> ■ 4.87% - approx. blended rate determined by allocating liabilities to agencies based on estimated pre-funding policies: <ul style="list-style-type: none"> ● 6.25% - full pre-funding rate used for Dispatch, City of Dublin, and LLNL ● 5.00% - partial pre-funding rate (50% to 60% of ADC less paygo) used for ALCO, City of Newark, City of Emeryville, Union City, and LBNL ● 4.00% - employee contributions only (20% of ADC less paygo) for City of San Leandro ■ 6.25% - side fund calculations, CERBT Strategy #1 | <ul style="list-style-type: none"> ■ 6.25% - CERBT Strategy #1 ■ Based on GASBS 75 crossover test methodology for the plan as a whole |
|-----------------|--|---|



ACTUARIAL ASSUMPTIONS HIGHLIGHTS

Exhibit 6

| ■ Medical Trend | June 30, 2021 Valuation | | | | June 30, 2023 Valuation | | | |
|-----------------|-------------------------|--------------------------|----------------------|---------------------|-------------------------|--------------------------|----------------------|---------------------|
| | Calendar Year | Increase from Prior Year | | | Calendar Year | Increase from Prior Year | | |
| | | Pre-Medicare | Post-Medicare Kaiser | Post-Medicare Other | | Pre-Medicare | Post-Medicare Kaiser | Post-Medicare Other |
| | 2021 | Actual 2021 Premiums | | | 2021 | n/a | | |
| | 2022 | Actual 2022 Premiums* | | | 2022 | n/a | | |
| | 2023 | 6.50% | 4.60% | 5.65% | 2023 | Actual 2023 Premiums | | |
| | 2024 | 6.25% | 4.45% | 5.45% | 2024 | Actual 2024 Premiums | | |
| | 2025 | 6.00% | 4.35% | 5.25% | 2025 | 8.50% | 6.25% | 7.50% |
| | 2026 | 5.75% | 4.25% | 5.05% | 2026 | 7.90% | 5.65% | 6.90% |
| | 2027 | 5.55% | 4.20% | 4.90% | 2027 | 7.35% | 5.45% | 6.50% |
| | 2028 | 5.35% | 4.15% | 4.75% | 2028 | 6.75% | 5.25% | 6.10% |
| | 2029 | 5.15% | 4.10% | 4.60% | 2029 | 6.20% | 5.05% | 5.70% |
| | 2030 | 4.95% | 4.05% | 4.45% | 2030 | 5.60% | 4.85% | 5.25% |
| | 2031-35 | 4.80% | 4.00% | 4.35% | 2031 | 5.05% | 4.56% | 4.85% |
| | 2036-45 | 4.65% | 3.95% | 4.25% | 2032-38 | 4.45% | 4.45% | 4.45% |
| | 2046-55 | 4.50% | 3.90% | 4.20% | 2039-40 | 4.35% | 4.35% | 4.35% |
| | 2056-65 | 4.35% | 3.85% | 4.15% | 2041 | 4.30% | 4.30% | 4.30% |
| | 2066-75 | 4.05% | 3.80% | 3.95% | 2042-44 | 4.25% | 4.25% | 4.25% |
| | 2076+ | 3.75% | 3.75% | 3.75% | 2045-47 | 4.20% | 4.20% | 4.20% |
| | | | | | 2048-50 | 4.15% | 4.15% | 4.15% |
| | | | | | ↓ | ↓ | ↓ | ↓ |
| | | | | | 2076+ | 3.45% | 3.45% | 3.45% |

*Medical premiums after 2022 and estimated claims after 2021 do not take into account buy-downs (CalPERS subsidizations of premium rates from reserves).



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ACTUARIAL ASSUMPTIONS HIGHLIGHTS

| ■ PEMHCA Minimum Increases | June 30, 2021 Valuation | | June 30, 2023 Valuation | |
|----------------------------|-------------------------|--------------------|-------------------------|--------------------|
| | Year | PEMHCA Min | Year | PEMHCA Min |
| | 2021 | \$143.00 | 2023 | \$151.00 |
| | 2022 | \$149.00 | 2024 | \$157.00 |
| | 2023 | \$151.00 | 2025+ | 3.50%/yr. increase |
| | 2024+ | 4.00%/yr. increase | | |



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ACTUARIAL METHODS

| | June 30, 2021 Valuation | June 30, 2023 Valuation |
|-------------------------------|--|--|
| ■ Cost Method | <ul style="list-style-type: none"> • Entry Age Normal • Normal Cost is a level percent of payroll | <ul style="list-style-type: none"> • Same |
| ■ Funding Policy | <ul style="list-style-type: none"> • Partial pre-funding, varies by agency • Employees also contribute | <ul style="list-style-type: none"> • Same |
| ■ Amortization Method | <ul style="list-style-type: none"> • Level percent of payroll | <ul style="list-style-type: none"> • Same |
| ■ Amortization Periods | <ul style="list-style-type: none"> • 20-year, 25-year, and 28-year UAAL amortization shown for unfunded side fund liabilities | <ul style="list-style-type: none"> • 20-year UAAL amortization for ADCs • 18-year, 23-year, and 26-year UAAL amortization shown for unfunded side fund liabilities |



ACTUARIAL METHODS

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ASSETS

Exhibit 6

Market Value of Plan Assets (MVA)⁵

(Amounts in \$000's)

| | 2021/22 | 2022/23 | Projected 2023/24 |
|--|----------------|---------------|----------------------|
| ■ Market Value (Beginning of Year) | \$46,847 | \$44,963 | \$51,317 |
| ● Contributions – Employer | 2,270 | 1,800 | 2,000 |
| ● Contributions – Employee | 3,007 | 2,086 | 2,186 |
| ● Disbursements | (525) | (529) | (500) |
| ● Administrative Expenses | (23) | (23) | (26) |
| ● Investment Expense | (17) | (17) | - |
| ● Investment Return | <u>(6,595)</u> | <u>3,037</u> | <u>3,320</u> |
| ■ Market Value (End of Year) | 44,963 | 51,317 | 58,297 |
| ■ Approximate Annual Return | (13.5%) | 6.6% | 6.25% |

⁵ Market value of assets from the CERBT quarterly statements.



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ASSETS

Actuarial Value of Plan Assets (AVA)

(Amounts in \$000's)

| | 2021/22 | 2022/23 | Projected 2023/24 |
|---|---------------|---------------|----------------------|
| ■ Actuarial Value (Beginning of Year) | \$41,895 | \$48,488 | \$54,195 |
| ● Contributions | 5,277 | 3,886 | 4,186 |
| ● Benefit Payment/Disbursements | (525) | (529) | (500) |
| ● Administrative Expenses | (23) | (23) | (26) |
| ● Expected Investment Return | 2,745 | 3,093 | 3,500 |
| ■ Expected AVA (End of Year) | 49,369 | 54,915 | 61,355 |
| ■ MVA (End of Year) | 44,963 | 51,317 | 58,297 |
| ■ 1/5 of (MVA - Expected AVA) | (881) | (720) | (612) |
| ■ Preliminary AVA | 48,488 | 54,195 | 60,743 |
| ● Minimum AVA (80% of MVA) | 35,971 | 41,053 | 46,637 |
| ● Maximum AVA (120% of MVA) | 53,956 | 61,580 | 69,956 |
| ■ Actuarial Value (End of Year) | 48,488 | 54,195 | 60,743 |
| ■ Approximate AVA Return | 4.2% | 4.8% | 5.2% |



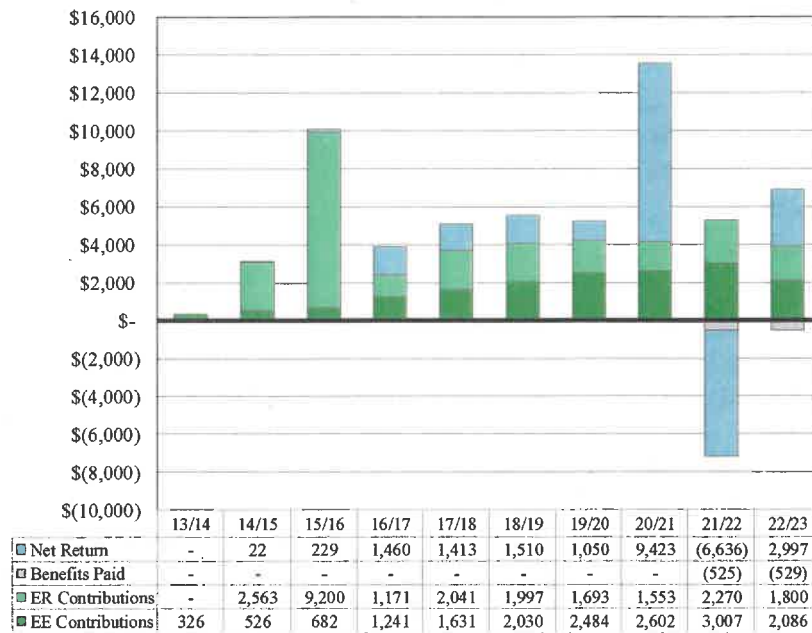
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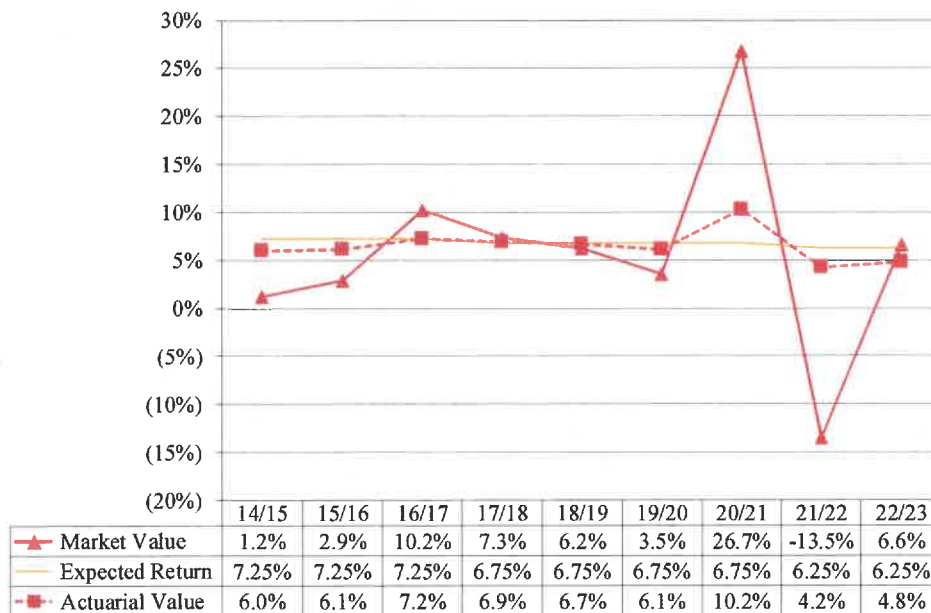
ASSETS

Historical Asset Changes
(Amounts in \$000's)



ASSETS

Annualized Asset Returns



Actuarial Obligations

(Amounts in \$000's)

| | 6/30/21 Valuation | 6/30/23 Valuation |
|--|----------------------|----------------------|
| ■ Discount Rate | 4.87% | 6.25% |
| ■ Present Value of Benefits | | |
| •Actives | \$ 116,268 | \$100,897 |
| •Retirees | 71,713 | 64,555 |
| •Total | 187,981 | 165,452 |
| ■ Actuarial Accrued Liability | | |
| •Actives | 55,838 | 57,760 |
| •Retirees | 71,713 | 64,555 |
| •Total | 127,551 | 122,315 |
| ■ Actuarial Value of Assets | (41,895) | (54,195) |
| ■ Unfunded AAL | 85,656 | 68,120 |
| ■ Funded Ratio | 32.8% | 44.3% |
| ■ Pay-As-You-Go (22/23 & 24/25) | 5,948 | 6,211 |

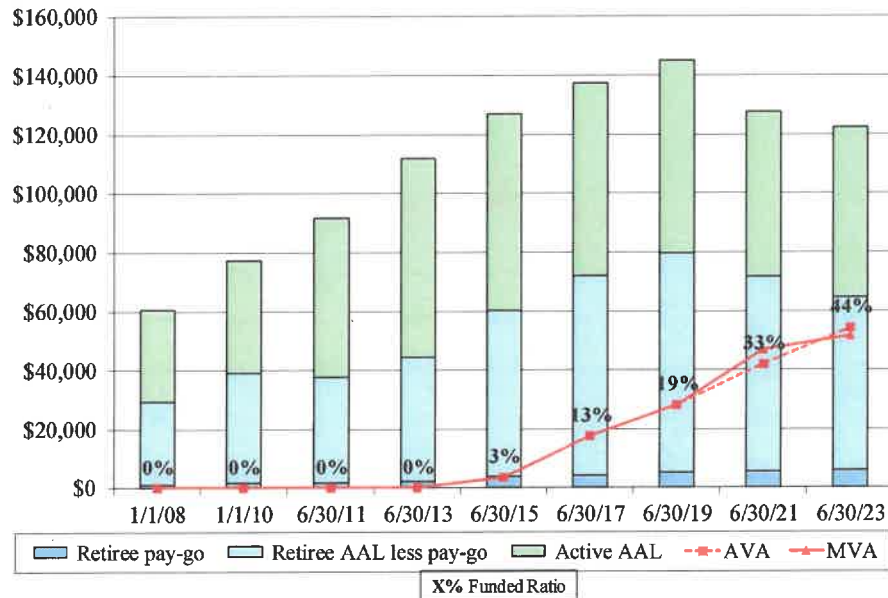


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Historical Actuarial Accrued Liability

(Amounts in \$000's)



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RESULTS

Actuarial Gains & Losses
(Amounts in \$000's)

| | AAL |
|---|-----------------|
| ■ 6/30/21 Actual | \$127,551 |
| ■ 6/30/23 Expected | 138,918 |
| ■ Experience (Gains)/Losses: | |
| • Premiums/Claims Different than Expected | (1,959) |
| • Demographic & Other | (2,537) |
| ■ Assumption Changes: | |
| • Healthcare & PEMHCA Minimum Trend | 9,643 |
| • Discount Rate (4.87% to 6.25%) | <u>(21,750)</u> |
| ■ Total Changes | <u>(16,603)</u> |
| ■ 6/30/23 Actual | 122,315 |



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RESULTS

Actuarially Determined Contribution (ADC)
(Amounts in \$000's)

| | 2024/25 | 2025/26 |
|---------------------------------------|----------------|----------------|
| ■ ADC - \$ | | |
| • Normal Cost | \$4,715 | \$4,848 |
| • UAAL Amortization ⁶ | <u>4,869</u> | <u>5,003</u> |
| • Total ADC | 9,584 | 9,851 |
| • Employee Contributions ⁷ | <u>(2,246)</u> | <u>(2,308)</u> |
| • Employer ADC | 7,338 | 7,544 |
| ■ Projected Payroll | 68,010 | 69,880 |
| ■ ADC - %Pay | | |
| • Normal Cost | 6.9% | 6.9% |
| • UAAL Amortization | <u>7.2%</u> | <u>7.2%</u> |
| • Total ADC | 14.1% | 14.1% |
| • Employee Contributions | <u>(3.3%)</u> | <u>(3.3%)</u> |
| • Employer ADC | 10.8% | 10.8% |

⁶ Based on 20-year amortization periods.

⁷ Estimated employee contributions for 23/24 provided by ACFD; projected to 2024/25 and 2025/26 based on payroll increase assumption.



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Actuarial Obligations by Pre/Post Medicare

(Amounts in \$000's)

| | 6/30/23 Valuation | | |
|--|----------------------|-----------------------|-----------------|
| | Pre Medicare Results | Post Medicare Results | Total |
| ■ Present Value of Benefits | | | |
| •Actives | \$73,109 | \$27,788 | \$100,897 |
| •Retirees | <u>28,719</u> | <u>35,837</u> | <u>64,555</u> |
| •Total | 101,828 | 63,625 | 165,452 |
| ■ Actuarial Accrued Liability | | | |
| •Actives | 41,219 | 16,541 | 57,760 |
| •Retirees | <u>28,719</u> | <u>35,837</u> | <u>64,555</u> |
| •Total | 69,938 | 52,378 | 122,315 |
| ■ Actuarial Value of Assets⁸ | <u>(30,988)</u> | <u>(23,208)</u> | <u>(54,195)</u> |
| ■ Unfunded AAL | 38,950 | 29,170 | 68,120 |
| ■ Funded Ratio | 44.3% | 44.3% | 44.3% |

⁸ Assets allocated to Pre/Post Medicare based on AAL.

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**Schedule of Funding Progress**

(Amounts in \$000's)

| Actuarial Valuation Date | Actuarial Value of Assets (a) | Entry Age Actuarial Accrued Liability (b) | Unfunded Actuarial Accrued Liability (b-a) | Funded Ratio (a/b) | Payroll (c) | UAAL as Percentage of Payroll ((b-a)/c) |
|--------------------------|-------------------------------|---|--|--------------------|-------------|---|
| 1/1/08 | \$ 0 | \$ 60,663 | \$ 60,663 | 0.0% | \$ 46,446 | 130.6% |
| 1/1/10 | 0 | 77,388 | 77,388 | 0.0% | 46,942 | 164.9% |
| 6/30/11 | 0 | 91,574 | 91,574 | 0.0% | 48,377 | 189.3% |
| 6/30/13 | 0 | 111,712 | 111,712 | 0.0% | 50,708 | 220.3% |
| 6/30/15 | 3,528 | 126,879 | 123,351 | 2.8% | 50,186 | 245.8% |
| 6/30/17 | 17,434 | 137,238 | 119,804 | 12.7% | 52,057 | 230.1% |
| 6/30/19 | 28,091 | 145,153 | 117,062 | 19.4% | 55,516 | 210.9% |
| 6/30/21 | 41,895 | 127,551 | 85,656 | 32.8% | 59,923 | 142.9% |
| 6/30/23 | 54,195 | 122,315 | 68,120 | 44.3% | 64,418 | 105.7% |



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RESULTS

Actuarial Obligations by Cash/Implied Subsidy

6/30/23 Valuation
(Amounts in \$000's)

| | Cash Subsidy | Implied Subsidy | Total |
|--|-----------------|-----------------|-----------------|
| ■ Present Value of Benefits | | | |
| • Actives | \$86,203 | \$14,694 | \$100,897 |
| • Retirees | <u>56,621</u> | <u>7,935</u> | <u>64,555</u> |
| • Total | 142,824 | 22,629 | 165,452 |
| ■ Actuarial Accrued Liability | | | |
| • Actives | 49,191 | 8,569 | 57,760 |
| • Retirees | <u>56,621</u> | <u>7,935</u> | <u>64,555</u> |
| • Total | 105,812 | 16,504 | 122,315 |
| ■ Actuarial Value of Assets⁹ | <u>(46,883)</u> | <u>(7,313)</u> | <u>(54,195)</u> |
| ■ Unfunded AAL | 58,929 | 9,191 | 68,120 |
| ■ Funded Ratio | 44.3% | 44.3% | 44.3% |
| ■ 2024/25 Pay-As-You-Go | 5,182 | 1,028 | 6,211 |

⁹ Assets allocated to Cash/Implied Subsidy based on AAL.



RESULTS

Actuarially Determined Contribution (ADC) by Cash/Implied Subsidy

2024/25 Fiscal Year
(Amounts in \$000's)

| | Cash Subsidy | Implied Subsidy | Total |
|-----------------------------------|----------------|-----------------|----------------|
| ■ ADC - \$ | | | |
| • Normal Cost | \$4,055 | \$660 | \$4,715 |
| • UAAL Amortization ¹⁰ | <u>4,219</u> | <u>650</u> | <u>4,869</u> |
| • Total ADC | 8,274 | 1,310 | 9,584 |
| • Employee Contributions | <u>(2,246)</u> | <u>-</u> | <u>(2,246)</u> |
| • Employer ADC | 6,028 | 1,310 | 7,338 |
| ■ Projected Payroll | 68,010 | 68,010 | 68,010 |
| ■ ADC - %Pay | | | |
| • Normal Cost | 6.0% | 1.0% | 6.9% |
| • UAAL Amortization | <u>6.2%</u> | <u>1.0%</u> | <u>7.2%</u> |
| • Total ADC | 12.2% | 1.9% | 14.1% |
| • Employee Contributions | <u>(3.3%)</u> | <u>(0.0%)</u> | <u>(3.3%)</u> |
| • Employer ADC | 8.9% | 1.9% | 10.8% |

¹⁰ Based on 20-year amortization periods.



RESULTS

Exhibit 6

Actuarial Obligations by Group

6/30/23 Valuation
(Amounts in \$000's)

| | Safety | Miscellaneous | | Total |
|---|-----------------|----------------|----------------|-----------------|
| | | Non-Dispatch | Dispatch | |
| ■ Present Value of Benefits | | | | |
| • Actives | \$92,213 | \$5,220 | \$3,464 | \$100,897 |
| • Retirees | <u>62,118</u> | <u>2,057</u> | <u>381</u> | <u>64,555</u> |
| • Total | 154,331 | 7,277 | 3,845 | 165,452 |
| ■ Actuarial Accrued Liability | | | | |
| • Actives | 53,779 | 2,353 | 1,627 | 57,760 |
| • Retirees | <u>62,118</u> | <u>2,057</u> | <u>381</u> | <u>64,555</u> |
| • Total | 115,897 | 4,410 | 2,008 | 122,315 |
| ■ Actuarial Value of Assets¹¹ | <u>(49,032)</u> | <u>(1,866)</u> | <u>(3,297)</u> | <u>(54,195)</u> |
| ■ Unfunded AAL | 66,865 | 2,544 | (1,289) | 68,120 |
| ■ Funded Ratio | 42.3% | 42.3% | 164.2% | 44.3% |
| ■ 2024/25 Pay-As-You-Go | 6,018 | 166 | 26 | 6,211 |

¹¹ Actual Dispatch assets, with Safety/Misc assets allocated on AAL.



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RESULTS

Actuarially Determined Contribution (ADC) by Group

2024/25 Fiscal Year
(Amounts in \$000's)

| | Safety | Miscellaneous | | Total |
|-----------------------------------|----------------|---------------|---------------|----------------|
| | | Non-Dispatch | Dispatch | |
| ■ ADC - \$ | | | | |
| • Normal Cost | \$4,238 | \$311 | \$167 | \$4,715 |
| • UAAL Amortization ¹² | <u>4,775</u> | <u>191</u> | <u>(97)</u> | <u>4,869</u> |
| • Total ADC | 9,013 | 502 | 70 | 9,584 |
| • Employee Contributions | <u>(1,904)</u> | <u>(203)</u> | <u>(139)</u> | <u>(2,246)</u> |
| • Employer ADC | 7,109 | 298 | (69) | 7,338 |
| ■ Projected Payroll | 60,309 | 4,264 | 3,436 | 68,010 |
| ■ ADC - %Pay | | | | |
| • Normal Cost | 7.0% | 7.3% | 4.9% | 6.9% |
| • UAAL Amortization | <u>7.9%</u> | <u>4.5%</u> | <u>(2.8%)</u> | <u>7.2%</u> |
| • Total ADC | 14.9% | 11.8% | 2.0% | 14.1% |
| • Employee Contributions | <u>(3.2%)</u> | <u>(4.8%)</u> | <u>(4.0%)</u> | <u>(3.3%)</u> |
| • Employer ADC | 11.8% | 7.0% | (2.0%) | 10.8% |

¹² Based on 20-year amortization periods.



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RESULTS

Benefit Payment Projection by Cash/Implied Subsidy
 (Amounts in \$000's)

| Fiscal Year | Cash Subsidy | Implied Subsidy | Total |
|--------------------|---------------------|------------------------|--------------|
| 2024/25 | \$5,182 | \$1,028 | \$6,211 |
| 2025/26 | 5,621 | 1,101 | 6,722 |
| 2026/27 | 6,124 | 1,246 | 7,371 |
| 2027/28 | 6,495 | 1,267 | 7,762 |
| 2028/29 | 6,936 | 1,342 | 8,277 |
| 2029/30 | 7,282 | 1,360 | 8,641 |
| 2030/31 | 7,482 | 1,265 | 8,747 |
| 2031/32 | 7,789 | 1,252 | 9,041 |
| 2032/33 | 8,143 | 1,277 | 9,420 |
| 2033/34 | 8,665 | 1,403 | 10,068 |



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RESULTS

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Side Funds – Purpose

- Allow each agency in ACFD the choice of pre-funding their OPEB benefit independent of the pre-funding choice of other agencies in ACFD
- Side Funds are established for each agency within ACFD based on the full pre-funding discount rate
- They represent the amount of unfunded liability for each agency due to past service, based on ACFD retiree medical benefit
- Each agency decides how much, if any, of its own side fund to pre-fund
- If paid off would fully pre-fund past-service liability for agency



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**Side Funds – Methodology**

- Initial side fund determined as of 6/30/08, or when joining ACFD if later, for each agency in ACFD.
- Yearly side fund calculation:
 - Allocate year's full pre-funding Normal Cost to each participating agency based on FTE, remaining is allocated based on allocation % of shared positions.
 - Each agency side fund will change:
 - (Beginning of year side fund with interest to end of year)
 - + (Allocated portion of full pre-funding NC)
 - (Allocated benefit payments with interest to end of year)
- Difference between total side fund amount and full pre-funding AAL is allocated to each agency based on FTE, remaining based on allocation % of shared positions.
- Each agency determines whether to make a pre-funding contribution to their CERBT sub-account or not, agency side fund is adjusted by any assets in sub-account:
 - (End of year side fund)
 - (End of year assets in CERBT sub-account)



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SIDE FUND CALCULATIONS

Side Fund Analysis and 6/30/22 Adjustment

- Side Funds were set up in 2008 to enable agencies to pre-fund OPEB benefits independent of the pre-funding choice of other agencies in ACFD.
- After 2008, Side Funds are projected forward based on a cost (liability) allocation methodology, with subsequent side funds set up for new agencies (Newark, Union City, Emeryville).
- While Side Fund liabilities generally seem reasonable, the LLNL Side Fund was in an overfunded position as of June 30, 2021 despite only employee contributions having been paid to CERBT trust.
- Main driver for LLNL anomaly is side fund liability set up in 2008 was not based on demographics of LLNL participants.
- Adjusted side funds - Recalculated the LLNL initial side fund amount based on LLNL demographics when joining ACFD, rolled-forward to June 30, 2022, and allocated a credit back to the other 4 agencies who were with ACFD at the time LLNL joined (ACFD, San Leandro, Dublin, and LBNL).
- This approach provides reasonable Side Funds for all agencies including LLNL. There would be no change to the side fund amounts for the cities of Newark, Union City, and Emeryville since their initial side funds were based on their demographics.



SIDE FUND CALCULATIONS

Summary of Adjustments to LLNL Initial Side Fund Liability (SFL) and Original Agencies
(Amounts in \$millions)

| | Dispatch | ACFD | San Leandro | Dublin | LBNL | LLNL | Newark | Union City | Emeryville | Total |
|---|------------|--------------|--------------|--------------|--------------|------------|------------|------------|------------|-------------|
| Prior Calculation of 6/30/22 Side Funds without Adjustment | | | | | | | | | | |
| ▪ SFL | \$1.9 | \$52.3 | \$29.6 | \$12.8 | \$1.6 | \$0.1 | \$5.2 | \$6.6 | \$2.9 | \$113.1 |
| ▪ Assets | <u>3.0</u> | <u>17.0</u> | <u>3.3</u> | <u>14.8</u> | <u>0.9</u> | <u>1.6</u> | <u>4.2</u> | <u>2.5</u> | <u>1.2</u> | <u>48.5</u> |
| ▪ Unfunded | (1.1) | 35.3 | 26.3 | (2.0) | 0.7 | (1.5) | 1.0 | 4.1 | 1.7 | 64.6 |
| New Calculation of 6/30/22 Side Funds based on Adjustment to Initial Agencies' Side Funds¹³ | | | | | | | | | | |
| ▪ Orig SFL | \$1.9 | \$52.3 | \$29.6 | \$12.8 | \$1.6 | \$0.1 | \$5.2 | \$6.6 | \$2.9 | \$113.1 |
| ▪ Revise for LLNL | — | <u>(3.2)</u> | <u>(1.8)</u> | <u>(0.8)</u> | <u>(0.1)</u> | <u>6.0</u> | — | — | — | — |
| ▪ Revised SFL | 1.9 | 49.1 | 27.7 | 12.0 | 1.5 | 6.1 | 5.2 | 6.6 | 2.9 | 113.1 |
| ▪ Assets | <u>3.0</u> | <u>17.0</u> | <u>3.3</u> | <u>14.8</u> | <u>0.9</u> | <u>1.6</u> | <u>4.2</u> | <u>2.5</u> | <u>1.2</u> | <u>48.5</u> |
| ▪ Revised Unfunded | (1.1) | 32.1 | 24.4 | (2.8) | 0.6 | 4.5 | 1.0 | 4.1 | 1.7 | 64.6 |

¹³ Revised LLNL side fund on 6/30/22 if initial 6/30/08 side fund had been based on hire dates of the 33 initial LLNL firefighters under age 50 (consistent with methodology for subsequent joining agencies). Agencies existing at LLNL entry (ACFD, San Leandro, Dublin, and LBNL) revised proportionately. Remaining agencies side funds are unchanged.



Actuarial Obligations for Side Fund Calculations

Full Funding Discount Rate

(Amounts in \$000's)

| | 6/30/21 Valuation | | 6/30/23 Valuation | |
|-------------------------------|-------------------|-----------------|-------------------|-----------------|
| | 6/30/21 | 6/30/22 | 6/30/23 | 6/30/24 |
| ■ Full Funding Discount Rate | 6.25% | | 6.25% | |
| ■ Present Value of Benefits | \$148,385 | | \$165,452 | |
| ■ Actuarial Accrued Liability | | | | |
| • Safety | \$102,697 | \$106,917 | \$115,897 | \$121,564 |
| • Misc Non Dispatch | 3,854 | 4,235 | 4,410 | 4,857 |
| • Misc Dispatch | 1,710 | 1,913 | 2,008 | 2,246 |
| • Total | 108,261 | 113,065 | 122,315 | 128,667 |
| ■ Actuarial Value of Assets | <u>(41,895)</u> | <u>(48,488)</u> | <u>(54,195)</u> | <u>(60,743)</u> |
| ■ Unfunded AAL | 66,366 | 64,577 | 68,120 | 67,924 |
| ■ Normal Cost | n/a | 4,190 | n/a | 4,715 |
| ■ Pay-As-You-Go | 5,579 | 5,948 | 5,665 | 6,211 |



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Actuarially Determined Contribution (ADC) for Side Fund Calculations

| | 6/30/21 Valuation | | 6/30/23 Valuation | |
|--|-------------------|----------------|-------------------|----------------|
| | 2022/23 | 2023/24 | 2024/25 | 2025/26 |
| | 6.25% | | 6.25% | |
| ■ ADC - \$ | | | | |
| • Normal Cost | \$4,190 | \$4,308 | \$4,715 | \$4,848 |
| • UAAL Amortization ¹⁴ | <u>4,628</u> | <u>4,755</u> | <u>4,869</u> | <u>5,003</u> |
| • Total ADC | 8,818 | 9,063 | 9,584 | 9,851 |
| • Employee Contributions ¹⁵ | <u>(2,088)</u> | <u>(2,146)</u> | <u>(2,246)</u> | <u>(2,308)</u> |
| • Employer ADC | 6,730 | 6,917 | 7,338 | 7,544 |
| ■ Projected Payroll | 63,264 | 65,004 | 68,010 | 69,880 |
| ■ ADC - %Pay | | | | |
| • Normal Cost | 6.6% | 6.6% | 6.9% | 6.9% |
| • UAAL Amortization | <u>7.3%</u> | <u>7.3%</u> | <u>7.2%</u> | <u>7.2%</u> |
| • Total ADC | 13.9% | 13.9% | 14.1% | 14.1% |
| • Employee Contributions | <u>(3.3%)</u> | <u>(3.3%)</u> | <u>(3.3%)</u> | <u>(3.3%)</u> |
| • Employer ADC | 10.6% | 10.6% | 10.8% | 10.8% |

¹⁴ Based on 20-year amortization periods.

¹⁵ Actual 2022/23 and projected 23/24 employee contributions provided by ACFD; projected to 2024/25 and 2025/26 based on payroll increase. assumption.



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SIDE FUND CALCULATIONS

CERBT Sub-Accounts and AVA Calculation
Fiscal Year 2022/23
 (Amounts in \$000's)

| | Dis-patch | ALCO | San Leandro | Dublin | LBNL | LLNL | Newark | Union City | Emeryville | Total |
|---------------------------|-------------|----------|-------------|----------|-------|---------|---------|------------|------------|----------|
| ■ MVA 6/30/22 | \$2,802 | \$15,757 | \$3,091 | \$13,726 | \$865 | \$1,471 | \$3,855 | \$2,300 | \$1,095 | \$44,963 |
| • EE Contrib. | 135 | 593 | 402 | 229 | 76 | 191 | 172 | 172 | 115 | 2,086 |
| • ER Contrib. | - | 1,800 | - | - | - | - | - | - | - | 1,800 |
| • Disbursements | - | - | - | (529) | - | - | - | - | - | (529) |
| • Inv. Earnings | 186 | 1,057 | 217 | 927 | 59 | 103 | 256 | 156 | 76 | 3,037 |
| • Admin. Exp. | (1) | (8) | (2) | (7) | (0) | (1) | (2) | (1) | (1) | (23) |
| • Invest. Exp. | (1) | (6) | (1) | (5) | (0) | (1) | (1) | (1) | (0) | (17) |
| ■ MVA 6/30/23 | 3,122 | 19,194 | 3,707 | 14,341 | 1,000 | 1,764 | 4,280 | 2,626 | 1,284 | 51,317 |
| • AVA Ratio ¹⁶ | ← 105.61% → | | | | | | | | | |
| ■ AVA 6/30/23 | 3,297 | 20,270 | 3,915 | 15,145 | 1,056 | 1,863 | 4,520 | 2,773 | 1,356 | 54,195 |

¹⁶ Ratio of valuation 6/30/23 Actuarial Value of Assets (\$54,195) to Market Value of Assets (\$51,317) = 105.61%.



SIDE FUND CALCULATIONS

CERBT Sub-Accounts and AVA Calculation
Estimated Fiscal Year 2023/24
 (Amounts in \$000's)

| | Dis-patch | ALCO | San Leandro | Dublin | LBNL | LLNL | Newark | Union City | Emeryville | Total |
|---------------------------|-------------|----------|-------------|----------|---------|---------|---------|------------|------------|----------|
| ■ MVA 6/30/23 | \$3,122 | \$19,194 | \$3,707 | \$14,341 | \$1,000 | \$1,764 | \$4,280 | \$2,626 | \$1,284 | \$51,317 |
| • EE Contrib. | 135 | 624 | 422 | 241 | 80 | 201 | 181 | 181 | 121 | 2,186 |
| • ER Contrib. | - | 2,000 | - | - | - | - | - | - | - | 2,000 |
| • Disbursements | - | - | - | (500) | - | - | - | - | - | (500) |
| • Inv. Earnings | 199 | 1,281 | 245 | 888 | 65 | 116 | 273 | 170 | 84 | 3,320 |
| • Admin. Exp. | (2) | (10) | (2) | (7) | (1) | (1) | (2) | (1) | (1) | (26) |
| • Invest. Exp. | - | - | - | - | - | - | - | - | - | - |
| ■ MVA 6/30/24 | 3,454 | 23,088 | 4,372 | 14,963 | 1,145 | 2,081 | 4,731 | 2,975 | 1,488 | 58,297 |
| • AVA Ratio ¹⁷ | ← 104.20% → | | | | | | | | | |
| ■ AVA 6/30/24 | 3,599 | 24,058 | 4,555 | 15,590 | 1,193 | 2,168 | 4,930 | 3,100 | 1,550 | 60,743 |

¹⁷ Ratio of valuation projected 6/30/24 Actuarial Value of Assets (\$60,743) to projected Market Value of Assets (\$58,297) = 104.20%.



SIDE FUND CALCULATIONS

**Side Fund Liability (SFL) Calculations
2022/23 Fiscal Year – 6.25% Discount Rate
Based on Adjusted 6/30/22 Side Fund Amounts
(Amounts in \$000's)**

| | Dis- patch | ALCO | San Leandro | Dublin | LBNL | LLNL | Newark | Union City | Emery- ville | Total |
|--------------------------------|---------------|----------|----------------|----------|---------|---------|---------|---------------|-----------------|-----------|
| ■ Allocation % | 0.00% | 30.41% | 20.59% | 11.76% | 3.92% | 9.80% | 8.82% | 8.82% | 5.88% | 100.00% |
| ■ Side Fund BOY | \$1,912 | \$49,086 | \$27,718 | \$12,017 | \$1,484 | \$6,117 | \$5,185 | \$6,633 | \$2,913 | \$113,065 |
| • Pool NC ¹⁸ | 154 | 1,190 | 750 | 436 | 140 | 349 | 332 | 332 | 227 | 3,909 |
| • BP | (50) | (1,700) | (1,164) | (665) | (222) | (554) | (499) | (499) | (332) | (5,685) |
| • Invest. Return | 128 | 3,090 | 1,743 | 758 | 95 | 387 | 329 | 420 | 186 | 7,136 |
| ■ Exp. SFL EOY | 2,143 | 51,666 | 29,048 | 12,546 | 1,497 | 6,299 | 5,347 | 6,886 | 2,993 | 118,425 |
| ■ (Gains)/Losses ¹⁹ | (135) | 1,245 | 818 | 471 | 154 | 385 | 356 | 356 | 240 | 3,890 |
| ■ Side Fund EOY | 2,008 | 52,911 | 29,866 | 13,017 | 1,651 | 6,684 | 5,703 | 7,242 | 3,233 | 122,315 |
| ■ AVA EOY | (3,297) | (20,270) | (3,915) | (15,145) | (1,056) | (1,863) | (4,520) | (2,773) | (1,356) | (54,195) |
| ■ Unfunded SFL | (1,289) | 32,641 | 25,951 | (2,128) | 595 | 4,821 | 1,183 | 4,469 | 1,877 | 68,120 |
| ■ Unfunded SFL on MVA basis | (1,114) | 33,717 | 26,159 | (1,324) | 651 | 4,920 | 1,423 | 4,616 | 1,949 | 70,998 |

¹⁸ Allocated based on FTE first, and then allocation % of shared positions, except for Dispatch which is based on actual Dispatch valuation results.

¹⁹ Difference between expected 6/30/23 side fund amounts and actual based on the 6/30/23 OPEB valuation results.



SIDE FUND CALCULATIONS

**Side Fund Liability (SFL) Calculations
Estimated 2023/24 Fiscal Year – 6.25% Discount Rate
Based on Adjusted 6/30/22 Side Fund Amounts
(Amounts in \$000's)**

| | Dis- patch | ALCO | San Leandro | Dublin | LBNL | LLNL | Newark | Union City | Emery- ville | Total |
|--------------------------------|---------------|----------|----------------|----------|---------|---------|---------|---------------|-----------------|-----------|
| ■ Allocation % | 0.00% | 30.41% | 20.59% | 11.76% | 3.92% | 9.80% | 8.82% | 8.82% | 5.88% | 100.00% |
| ■ Side Fund BOY | \$2,008 | \$52,911 | \$29,866 | \$13,017 | \$1,651 | \$6,684 | \$5,703 | \$7,242 | \$3,233 | \$122,315 |
| • Pool NC ²⁰ | 152 | 1,306 | 825 | 480 | 153 | 384 | 365 | 365 | 249 | 4,279 |
| • BP | (47) | (1,708) | (1,157) | (661) | (220) | (551) | (495) | (495) | (330) | (5,665) |
| • Invest. Return | 134 | 3,336 | 1,883 | 823 | 106 | 425 | 364 | 460 | 207 | 7,738 |
| ■ Exp. SFL EOY | 2,246 | 55,846 | 31,417 | 13,659 | 1,690 | 6,942 | 5,936 | 7,571 | 3,360 | 128,667 |
| ■ (Gains)/Losses ²¹ | - | - | - | - | - | - | - | - | - | - |
| ■ Side Fund EOY | 2,246 | 55,846 | 31,417 | 13,659 | 1,690 | 6,942 | 5,936 | 7,571 | 3,360 | 128,667 |
| ■ AVA EOY | (3,599) | (24,058) | (4,555) | (15,590) | (1,193) | (2,168) | (4,930) | (3,100) | (1,550) | (60,743) |
| ■ Unfunded SFL | (1,353) | 31,788 | 26,862 | (1,931) | 497 | 4,774 | 1,006 | 4,471 | 1,810 | 67,924 |
| ■ Unfunded SFL on MVA basis | (1,208) | 32,758 | 27,045 | (1,304) | 545 | 4,861 | 1,205 | 4,596 | 1,872 | 70,370 |

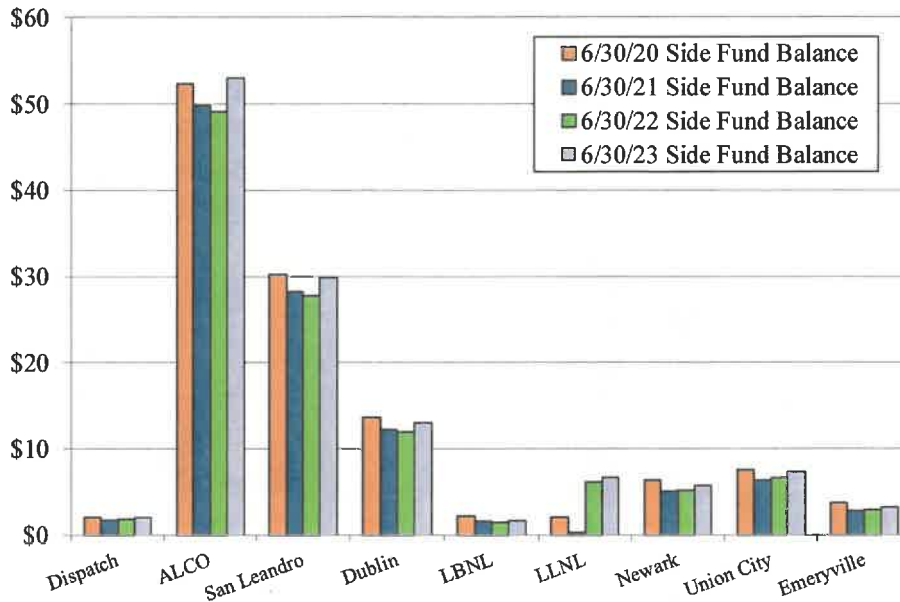
²⁰ Allocated based on FTE first, and then allocation % of shared positions, except for Dispatch which is based on actual Dispatch valuation results.

²¹ No (gains)/losses since estimated 6/30/24 SFL is calculated based on expected (not actual) benefit payments and investment return.



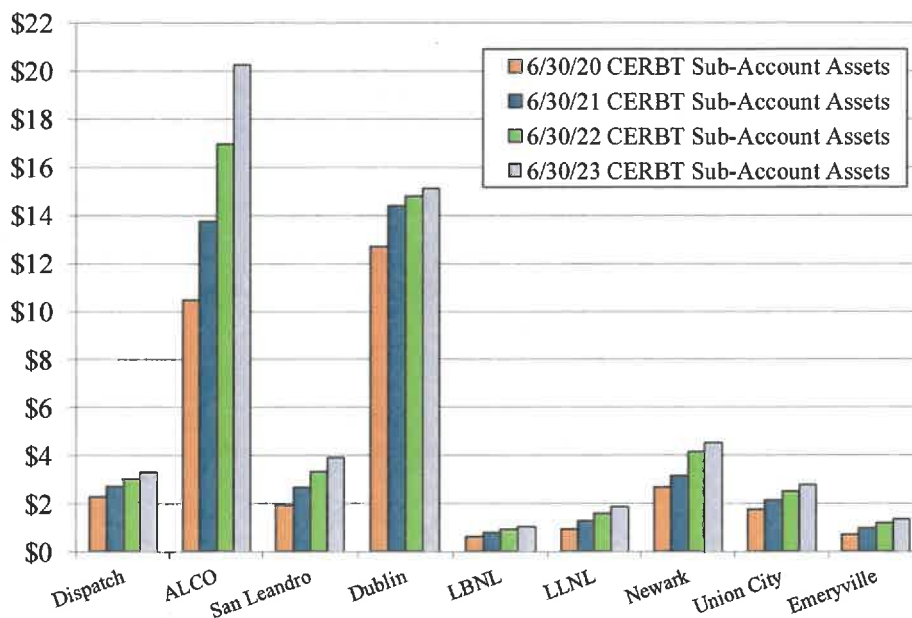
SIDE FUND CALCULATIONS

Side Fund Liability Balances
(Amounts in millions)



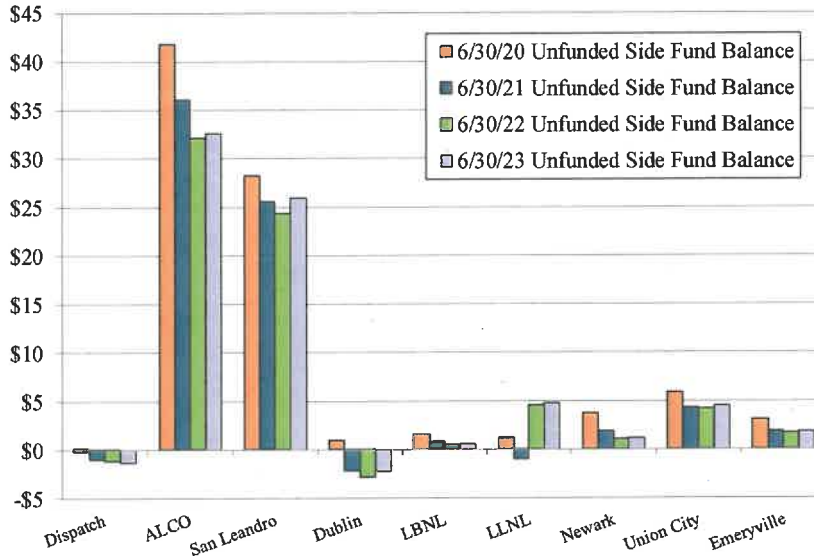
SIDE FUND CALCULATIONS

CERBT Sub-Account Assets (AVA)
(Amounts in millions)



SIDE FUND CALCULATIONS

**Unfunded Side Fund Liability (Unfunded SFL)
Side Fund Balance less CERBT Sub-Account Assets
(Amounts in millions)**



SIDE FUND CALCULATIONS

**Sample 2024/25 ADCs at Varying UAAL Amortization Periods
6.25% Discount Rate
(Amounts in \$000's)**

| | Dis- patch | ALCO | San Leandro | Dublin | LBNL | LLNL | Newark | Union City | Emery- ville | Total |
|----------------------------------|---------------|--------------|----------------|--------------|-----------|------------|-----------|---------------|-----------------|--------------|
| <i>18-Year UAAL Amortization</i> | | | | | | | | | | |
| ■ 2024/25 ADC | | | | | | | | | | |
| • Normal Cost | \$167 | \$1,437 | \$910 | \$529 | \$170 | \$423 | \$402 | \$402 | \$275 | \$4,715 |
| • UAAL Amort | <u>(105)</u> | <u>2,457</u> | <u>2,076</u> | <u>(149)</u> | <u>38</u> | <u>369</u> | <u>78</u> | <u>346</u> | <u>140</u> | <u>5,250</u> |
| • Total ADC | 62 | 3,894 | 2,986 | 380 | 208 | 792 | 480 | 748 | 415 | 9,965 |
| <i>23-Year UAAL Amortization</i> | | | | | | | | | | |
| ■ 2024/25 ADC | | | | | | | | | | |
| • Normal Cost | \$167 | \$1,437 | \$910 | \$529 | \$170 | \$423 | \$402 | \$402 | \$275 | \$4,715 |
| • UAAL Amort | <u>(88)</u> | <u>2,071</u> | <u>1,750</u> | <u>(126)</u> | <u>32</u> | <u>311</u> | <u>66</u> | <u>291</u> | <u>118</u> | <u>4,425</u> |
| • Total ADC | 79 | 3,508 | 2,660 | 403 | 202 | 734 | 468 | 693 | 393 | 9,140 |
| <i>26-Year UAAL Amortization</i> | | | | | | | | | | |
| ■ 2024/25 ADC | | | | | | | | | | |
| • Normal Cost | \$167 | \$1,437 | \$910 | \$529 | \$170 | \$423 | \$402 | \$402 | \$275 | \$4,715 |
| • UAAL Amort | <u>(81)</u> | <u>1,914</u> | <u>1,617</u> | <u>(116)</u> | <u>30</u> | <u>287</u> | <u>61</u> | <u>269</u> | <u>109</u> | <u>4,090</u> |
| • Total ADC | 86 | 3,351 | 2,527 | 413 | 200 | 710 | 463 | 671 | 384 | 8,805 |



SIDE FUND CALCULATIONS

Sample 2024/25 Trust Contributions at Varying UAAL Amortization Periods
6.25% Discount Rate
 (Amounts in \$000's)

| | Dis-patch | ALCO | San Leandro | Dublin | LBNL | LLNL | Newark | Union City | Emeryville | Total |
|----------------------------------|-----------|---------|-------------|--------|-------|-------|--------|------------|------------|---------|
| 18-Year UAAL Amortization | | | | | | | | | | |
| ■ 2024/25 ADC | \$62 | \$3,894 | \$2,986 | \$ 380 | \$208 | \$792 | \$480 | \$748 | \$415 | \$9,965 |
| • Minus BP | (26) | (1,881) | (1,273) | (727) | (242) | (606) | (546) | (546) | (364) | (6,211) |
| • Minus EE Cont. | (224) | (712) | (468) | (267) | (89) | (223) | (200) | (200) | (134) | (2,517) |
| • Trust Contrib. | (188) | 1,301 | 1,245 | (614) | (123) | (37) | (266) | 2 | (83) | 1,237 |
| 23-Year UAAL Amortization | | | | | | | | | | |
| ■ 2024/25 ADC | \$79 | \$3,508 | \$2,660 | \$403 | \$202 | \$734 | \$468 | \$693 | \$393 | \$9,140 |
| • Minus BP | (26) | (1,881) | (1,273) | (727) | (242) | (606) | (546) | (546) | (364) | (6,211) |
| • Minus EE Cont. | (224) | (712) | (468) | (267) | (89) | (223) | (200) | (200) | (134) | (2,517) |
| • Trust Contrib. | (171) | 915 | 919 | (591) | (129) | (95) | (278) | (53) | (105) | 412 |
| 26-Year UAAL Amortization | | | | | | | | | | |
| ■ 2024/25 ADC | \$86 | \$3,351 | \$2,527 | \$413 | \$200 | \$710 | \$463 | \$671 | \$384 | \$8,805 |
| • Minus BP | (26) | (1,881) | (1,273) | (727) | (242) | (606) | (546) | (546) | (364) | (6,211) |
| • Minus EE Cont. | (224) | (712) | (468) | (267) | (89) | (223) | (200) | (200) | (134) | (2,517) |
| • Trust Contrib. | (164) | 758 | 786 | (581) | (131) | (119) | (283) | (75) | (114) | 77 |

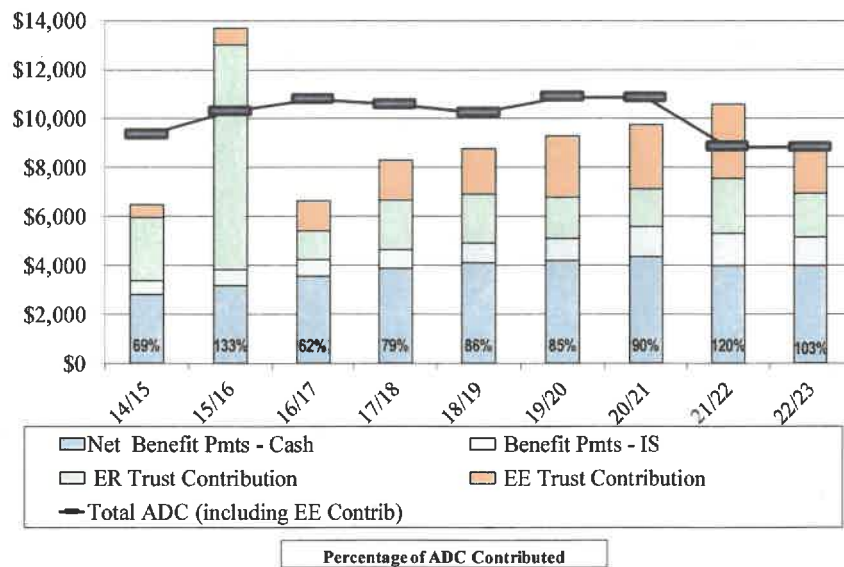


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SIDE FUND CALCULATIONS

Historical Contributions and Full Pre-Funding ADCs²²
 (Amounts in \$000's)



²² 20-year UAAL amortization.



February 27, 2024



This report presents the Alameda County Fire Department Retiree Healthcare Plan (“Plan”) June 30, 2023 actuarial valuation. The purpose of this valuation is to:

- Determine the June 30, 2023 Benefit Obligations,
- Determine the Plan’s June 30, 2023 Funded Status, and
- Calculate the June 30, 2023 Side Funds Balances and 2024/25 Actuarially Determined Contributions.

The report provides information intended for funding the Plan, but may not be appropriate for other purposes. Information provided in this report may be useful for the Plan’s financial management. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as: plan experience differing from that anticipated by the assumptions; changes in assumptions; changes expected as part of the natural progression of the plan; and changes in plan provisions or applicable law. Actuarial models necessarily rely on the use of estimates and are sensitive to changes. Small variations in estimates may lead to significant changes in actuarial measurements. Due to the limited scope of this assignment, we did not perform an analysis of the potential range of such measurements.

The valuation is based on Plan provisions, participant data, and asset information provided by the Department as summarized in this report, which we relied on and did not audit. We reviewed the participant data for reasonableness.

To the best of our knowledge, this report is complete and accurate and has been conducted using generally accepted actuarial principles and practices. As members of the American Academy of Actuaries meeting the Academy Qualification Standards, we certify the actuarial results and opinions herein.

Respectfully submitted,

Doug Pryor

Doug Pryor, ASA, EA, MAAA
Foster & Foster, Inc
February 27, 2024.

Catherine A. Wandro

Catherine A. Wandro, ASA, MAAA
Foster & Foster, Inc.
February 27, 2024

Katherine Moore

Katherine Moore, ASA, MAAA
Foster & Foster, Inc.
February 27, 2024



February 27, 2024



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February 27, 2024



EXHIBITS - PREMIUMS

2023 PEMHCA Monthly Medical Premiums

Region 1

| Medical Plan | Non-Medicare Eligible | | | Medicare Eligible | | |
|---------------------------|-----------------------|------------|------------|-------------------|----------|------------|
| | Single | 2-Party | Family | Single | 2-Party | Family |
| Anthem Select | \$1,128.83 | \$2,257.66 | \$2,934.96 | \$413.59 | \$827.18 | \$1,240.77 |
| Anthem Traditional | 1,210.71 | 2,421.42 | 3,147.85 | 413.59 | 827.18 | 1,240.77 |
| Blue Shield Access+ | 1,035.21 | 2,070.42 | 2,691.55 | 361.90 | 723.80 | 1,085.70 |
| Blue Shield Trio | 888.94 | 1,777.88 | 2,311.24 | 361.90 | 723.80 | 1,085.70 |
| Health Net SmartCare | 1,174.50 | 2,349.00 | 3,053.70 | n/a | n/a | n/a |
| Kaiser | 913.74 | 1,827.48 | 2,375.72 | 283.25 | 566.50 | 849.75 |
| Kaiser Summit | n/a | n/a | n/a | 336.29 | 672.58 | 1,008.87 |
| UnitedHealthcare Alliance | 1,044.07 | 2,088.14 | 2,714.58 | n/a | n/a | n/a |
| UnitedHealthcare Group | n/a | n/a | n/a | 299.68 | 599.36 | 899.04 |
| UnitedHealthcare Edge | n/a | n/a | n/a | 357.70 | 715.40 | 1,073.10 |
| Western Health Advantage | 760.17 | 1,520.34 | 1,976.44 | 331.11 | 662.22 | 993.33 |
| PERS Platinum | 1,200.12 | 2,400.24 | 3,120.31 | 420.02 | 840.04 | 1,260.06 |
| PERS Gold | 825.61 | 1,651.22 | 2,146.59 | 392.71 | 785.42 | 1,178.13 |
| PORAC | 825.00 | 1,875.00 | 2,300.00 | 465.00 | 1,030.00 | 1,395.00 |



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EXHIBITS - PREMIUMS

2024 PEMHCA Monthly Medical Premiums

Region 1

| Medical Plan | Non-Medicare Eligible | | | Medicare Eligible | | |
|---------------------------|-----------------------|------------|------------|-------------------|----------|------------|
| | Single | 2-Party | Family | Single | 2-Party | Family |
| Anthem Select | \$1,138.86 | \$2,277.72 | \$2,961.04 | \$405.83 | \$811.66 | \$1,217.49 |
| Anthem Traditional | 1,339.70 | 2,679.40 | 3,483.22 | 405.83 | 811.66 | 1,217.49 |
| Blue Shield Access+ | 1,076.84 | 2,153.68 | 2,799.78 | 392.68 | 785.36 | 1,178.04 |
| Blue Shield Trio | 946.84 | 1,893.68 | 2,461.78 | 392.68 | 785.36 | 1,178.04 |
| Kaiser | 1,021.41 | 2,042.82 | 2,655.67 | 324.79 | 649.58 | 974.37 |
| Kaiser Summit | n/a | n/a | n/a | 386.55 | 773.10 | 1,159.65 |
| UnitedHealthcare Alliance | 1,091.13 | 2,182.26 | 2,836.94 | n/a | n/a | n/a |
| UnitedHealthcare Harmony | 937.39 | 1,874.78 | 2,437.21 | n/a | n/a | n/a |
| UnitedHealthcare Group | n/a | n/a | n/a | 341.72 | 683.44 | 1,025.16 |
| UnitedHealthcare Edge | n/a | n/a | n/a | 366.01 | 732.02 | 1,098.03 |
| Western Health Advantage | 807.23 | 1,614.46 | 2,098.80 | 268.62 | 537.24 | 805.86 |
| PERS Platinum | 1,314.27 | 2,628.54 | 3,417.10 | 448.15 | 896.30 | 1,344.45 |
| PERS Gold | 914.82 | 1,829.64 | 2,378.53 | 406.60 | 813.20 | 1,219.80 |
| PORAC | 931.00 | 2,117.00 | 2,651.00 | 465.00 | 1,030.00 | 1,395.00 |



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Participant Statistics

June 30, 2023

| | Safety | Miscellaneous | | Total |
|-----------------------------|-----------|---------------|-----------|-------------------|
| | | Non-Dispatch | Dispatch | |
| ■ Actives: | | | | |
| • Count | 337 | 46 | 32 | 415 |
| • Average Age | 43.1 | 47.9 | 39.3 | 43.4 |
| • Average Service | | | | |
| > ACFD | 12.2 | 7.6 | 7.5 | 11.3 |
| > CalPERS | 15.0 | 9.1 | 8.3 | 13.8 |
| • Average 22/23 Salary | \$169,500 | \$87,800 | \$101,700 | \$155,200 |
| • Total 22/23 Salary (000s) | 57,124 | 4,039 | 3,255 | 64,418 |
| ■ Retirees: | | | | |
| • Count | 317 | 13 | 6 | 336 ²³ |
| • Average Age | 66.2 | 68.0 | 67.4 | 66.3 |
| • Average Retirement Age | | | | |
| > Service Retirement | 54.5 | 61.6 | 59.5 | 55.0 |
| > Disability Retirement | 53.4 | 54.2 | n/a | 53.4 |

²³ Includes 23 retirees who waive medical coverage.

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**Participant Statistics**

June 30, 2021

| | Safety | Miscellaneous | | Total |
|-----------------------------|-----------|---------------|----------|-------------------|
| | | Non-Dispatch | Dispatch | |
| ■ Actives: | | | | |
| • Count | 347 | 42 | 37 | 426 |
| • Average Age | 41.8 | 47.2 | 37.8 | 42.0 |
| • Average Service | | | | |
| > ACFD | 10.6 | 7.9 | 5.9 | 9.9 |
| > CalPERS | 13.5 | 9.8 | 6.9 | 12.6 |
| • Average 20/21 Salary | \$150,500 | \$99,400 | \$95,200 | \$140,700 |
| • Total 20/21 Salary (000s) | 52,226 | 4,173 | 3,523 | 59,923 |
| ■ Retirees: | | | | |
| • Count | 314 | 11 | 6 | 331 ²⁴ |
| • Average Age | 65.1 | 68.0 | 65.6 | 65.2 |
| • Average Retirement Age | | | | |
| > Service Retirement | 54.3 | 61.9 | 59.2 | 54.8 |
| > Disability Retirement | 53.3 | 54.2 | n/a | 53.3 |

²⁴ Includes 23 retirees who waive medical coverage.

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EXHIBITS – PARTICIPANT STATISTICS

Medical Plan Participation

| Medical Plan | Actives | Retirees | | |
|---------------------------|-------------|-------------|-------------|-------------|
| | | Pre-65 | Post-65 | Total |
| Anthem Select | 0% | 3% | n/a | 1% |
| Anthem Traditional | 1% | 0% | n/a | 0% |
| Blue Shield Access+ | 1% | 5% | n/a | 2% |
| Blue Shield Trio | 0% | 1% | n/a | 0% |
| Health Net SmartCare | 0% | 0% | n/a | 0% |
| Kaiser | 64% | 39% | 45% | 42% |
| UnitedHealthcare | 1% | 0% | 10% | 6% |
| Western Health Adv. | 1% | 1% | 0% | 1% |
| PERS Platinum | 3% | 9% | 25% | 18% |
| PERS Gold | 1% | 1% | 2% | 1% |
| PORAC | 28% | 41% | 14% | 27% |
| Anthem Medicare Preferred | n/a | n/a | 3% | 2% |
| Blue Shield Medicare | n/a | n/a | 1% | 0% |
| Total | 100% | 100% | 100% | 100% |



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EXHIBITS – PARTICIPANT STATISTICS

Current Active Medical Plan Coverage

| Medical Plan | Single | 2-Party | Family | Waived | Total |
|---------------------------|-----------|-----------|------------|-----------|------------|
| Anthem Select | 2 | - | - | - | 2 |
| Anthem Traditional | - | - | 3 | - | 3 |
| Blue Shield Access+ | - | - | 4 | - | 4 |
| Blue Shield Trio | - | - | 2 | - | 2 |
| Health Net SmartCare | - | - | 2 | - | 2 |
| Kaiser | 65 | 36 | 147 | - | 248 |
| UnitedHealthcare Alliance | - | - | 3 | - | 3 |
| Western Health Advantage | - | - | 2 | - | 2 |
| PERS Platinum | 3 | 2 | 5 | - | 10 |
| PERS Gold | - | 1 | 3 | - | 4 |
| PORAC | 17 | 15 | 76 | - | 108 |
| Waived | - | - | - | 27 | 27 |
| Total | 87 | 54 | 247 | 27 | 415 |



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Retiree Medical Plan Coverage - Pre 65

| Medical Plan | Single | 2-Party | Family | Waived | Total |
|---------------------|--------|---------|--------|--------|-------|
| Anthem Select | - | 1 | 3 | - | 4 |
| Blue Shield Access+ | - | 5 | 2 | - | 7 |
| Blue Shield Trio | - | 1 | - | - | 1 |
| Kaiser | 7 | 30 | 20 | - | 57 |
| Western Health Adv. | 1 | 1 | - | - | 2 |
| PERS Platinum | 3 | 6 | 5 | - | 14 |
| PERS Gold | - | 1 | 1 | - | 2 |
| PORAC | 6 | 32 | 23 | - | 61 |
| Waived | - | - | - | 11 | 11 |
| Total | 17 | 77 | 54 | 11 | 159 |



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**Retiree Medical Plan Coverage - Post 65**

| Medical Plan | Single | 2-Party | Family | Waived | Total |
|------------------------|--------|---------|--------|--------|-------|
| Anthem Medicare | 1 | 4 | - | - | 5 |
| Blue Shield Medicare | - | 1 | - | - | 1 |
| Kaiser | 30 | 41 | 3 | - | 74 |
| Kaiser Summit | - | 1 | - | - | 1 |
| UnitedHealthcare Group | 9 | 7 | - | - | 16 |
| UnitedHealthcare Edge | 1 | - | - | - | 1 |
| PERS Platinum | 16 | 25 | 1 | - | 42 |
| PERS Gold | - | 2 | - | - | 2 |
| PORAC | 5 | 14 | 4 | - | 23 |
| Waived | - | - | - | 12 | 12 |
| Total | 62 | 95 | 8 | 12 | 177 |



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EXHIBITS – PARTICIPANT STATISTICS

Retirees Medical Plan Coverage by Age

| Age | Medical Coverage | | | | |
|-------------|------------------|---------|--------|--------|-------|
| | Single | 2-Party | Family | Waived | Total |
| Under 50 | - | 1 | 2 | 3 | 6 |
| 50-54 | - | 4 | 5 | 2 | 11 |
| 55-59 | 1 | 20 | 27 | 1 | 49 |
| 60-64 | 16 | 52 | 20 | 5 | 93 |
| 65-69 | 25 | 34 | 5 | 6 | 70 |
| 70-74 | 19 | 30 | 1 | 3 | 53 |
| 75-79 | 10 | 29 | 1 | 2 | 42 |
| 80-84 | 8 | 2 | 1 | 1 | 12 |
| 85 & Over | - | - | - | - | - |
| Total | 79 | 172 | 62 | 23 | 336 |
| Average Age | 70.3 | 67.0 | 59.8 | 64.4 | 66.3 |



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EXHIBITS – PARTICIPANT STATISTICS

Actives by Age and Service – Safety

| Age | ACFD Service | | | | | | | Total |
|-------|--------------|-----|-----|-------|-------|-------|------|-------|
| | < 1 | 1-4 | 5-9 | 10-14 | 15-19 | 20-24 | ≥ 25 | |
| < 25 | - | 2 | - | - | - | - | - | 2 |
| 25-29 | - | 14 | 1 | - | - | - | - | 15 |
| 30-34 | - | 20 | 33 | 1 | - | - | - | 54 |
| 35-39 | - | 8 | 30 | 19 | 4 | - | - | 61 |
| 40-44 | - | 2 | 19 | 17 | 26 | 9 | - | 73 |
| 45-49 | - | 2 | 2 | 14 | 17 | 16 | - | 51 |
| 50-54 | - | - | 1 | 21 | 9 | 12 | 1 | 44 |
| 55-59 | - | - | 1 | 13 | 4 | 2 | 4 | 24 |
| 60-64 | - | - | 1 | 3 | 4 | - | 4 | 12 |
| ≥ 65 | - | 1 | - | - | - | - | - | 1 |
| Total | - | 49 | 88 | 88 | 64 | 39 | 9 | 337 |



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EXHIBITS – PARTICIPANT STATISTICS

Exhibit 6

Actives by Age and Service – Miscellaneous (Non-Dispatch)

| Age | ACFD Service | | | | | | | Total |
|--------------|--------------|----------|-----------|----------|----------|----------|----------|-----------|
| | < 1 | 1-4 | 5-9 | 10-14 | 15-19 | 20-24 | ≥ 25 | |
| < 25 | - | - | - | - | - | - | - | - |
| 25-29 | - | - | - | - | - | - | - | - |
| 30-34 | 1 | 2 | 1 | - | - | - | - | 4 |
| 35-39 | 1 | - | 3 | - | - | - | - | 4 |
| 40-44 | - | 4 | 5 | 1 | - | - | - | 10 |
| 45-49 | 3 | 1 | 4 | 1 | - | 1 | - | 10 |
| 50-54 | - | 1 | 4 | - | 2 | - | - | 7 |
| 55-59 | 2 | - | 2 | - | - | - | 1 | 5 |
| 60-64 | - | - | 1 | 1 | 2 | - | 1 | 5 |
| ≥ 65 | - | - | - | 1 | - | - | - | 1 |
| Total | 7 | 8 | 20 | 4 | 4 | 1 | 2 | 46 |



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EXHIBITS – PARTICIPANT STATISTICS

Actives by Age and Service – Miscellaneous (Dispatch)

| Age | ACFD Service | | | | | | | Total |
|--------------|--------------|-----------|----------|----------|----------|----------|----------|-----------|
| | < 1 | 1-4 | 5-9 | 10-14 | 15-19 | 20-24 | ≥ 25 | |
| < 25 | - | - | - | - | - | - | - | - |
| 25-29 | - | 3 | - | - | - | - | - | 3 |
| 30-34 | 1 | 6 | 1 | - | - | - | - | 8 |
| 35-39 | - | 2 | 3 | 1 | - | - | - | 6 |
| 40-44 | - | 1 | 4 | 1 | 2 | - | - | 8 |
| 45-49 | - | 1 | - | 1 | 1 | - | - | 3 |
| 50-54 | - | - | - | - | 3 | - | - | 3 |
| 55-59 | - | - | - | - | 1 | - | - | 1 |
| 60-64 | - | - | - | - | - | - | - | - |
| ≥ 65 | - | - | - | - | - | - | - | - |
| Total | 1 | 13 | 8 | 3 | 7 | - | - | 32 |



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EXHIBITS – PARTICIPANT STATISTICS

Actives by Age and Service – Total

| Age | ACFD Service | | | | | | | Total |
|--------------|--------------|-----------|------------|-----------|-----------|-----------|-----------|------------|
| | < 1 | 1-4 | 5-9 | 10-14 | 15-19 | 20-24 | ≥ 25 | |
| < 25 | - | 2 | - | - | - | - | - | 2 |
| 25-29 | - | 17 | 1 | - | - | - | - | 18 |
| 30-34 | 2 | 28 | 35 | 1 | - | - | - | 66 |
| 35-39 | 1 | 10 | 36 | 20 | 4 | - | - | 71 |
| 40-44 | - | 7 | 28 | 19 | 28 | 9 | - | 91 |
| 45-49 | 3 | 4 | 6 | 16 | 18 | 17 | - | 64 |
| 50-54 | - | 1 | 5 | 21 | 14 | 12 | 1 | 54 |
| 55-59 | 2 | - | 3 | 13 | 5 | 2 | 5 | 30 |
| 60-64 | - | - | 2 | 4 | 6 | - | 5 | 17 |
| ≥ 65 | - | 1 | - | 1 | - | - | - | 2 |
| Total | 8 | 70 | 116 | 95 | 75 | 40 | 11 | 415 |



EXHIBITS - ACTUARIAL ASSUMPTIONS

| | June 30, 2021 Valuation | June 30, 2023 Valuation | | | | | | | | | | | | | | | | | | |
|----------------------------|---|--|-------------------|------|----------|------|----------|------|----------|-------|--------------------|--|-------------|-------------------|------|----------|------|----------|-------|--------------------|
| ■ Valuation Date | <ul style="list-style-type: none"> ■ June 30, 2021 ■ 2022/23 and 2023/24 ADC | <ul style="list-style-type: none"> ■ June 30, 2023 ■ 2024/25 and 2025/26 ADC | | | | | | | | | | | | | | | | | | |
| ■ General Inflation | <ul style="list-style-type: none"> ■ 2.50% ■ Used for economic assumptions | <ul style="list-style-type: none"> ■ Same | | | | | | | | | | | | | | | | | | |
| ■ Payroll Increases | <ul style="list-style-type: none"> ■ Aggregate Increases – 2.75% ■ Merit Increases – CalPERS 2000-2019 Experience Study | <ul style="list-style-type: none"> ■ Same | | | | | | | | | | | | | | | | | | |
| ■ Admin. Expenses | <ul style="list-style-type: none"> ■ 0.25% of retiree PEMHCA premiums ■ 0.05% of CERBT Assets ■ Added to Normal Cost | <ul style="list-style-type: none"> ■ Same | | | | | | | | | | | | | | | | | | |
| ■ PEMHCA Minimum Increases | <table border="0"> <thead> <tr> <th><u>Year</u></th> <th><u>PEMHCA Min</u></th> </tr> </thead> <tbody> <tr> <td>2021</td> <td>\$143.00</td> </tr> <tr> <td>2022</td> <td>\$149.00</td> </tr> <tr> <td>2023</td> <td>\$151.00</td> </tr> <tr> <td>2024+</td> <td>4.00%/yr. increase</td> </tr> </tbody> </table> | <u>Year</u> | <u>PEMHCA Min</u> | 2021 | \$143.00 | 2022 | \$149.00 | 2023 | \$151.00 | 2024+ | 4.00%/yr. increase | <table border="0"> <thead> <tr> <th><u>Year</u></th> <th><u>PEMHCA Min</u></th> </tr> </thead> <tbody> <tr> <td>2023</td> <td>\$151.00</td> </tr> <tr> <td>2024</td> <td>\$157.00</td> </tr> <tr> <td>2025+</td> <td>3.50%/yr. increase</td> </tr> </tbody> </table> | <u>Year</u> | <u>PEMHCA Min</u> | 2023 | \$151.00 | 2024 | \$157.00 | 2025+ | 3.50%/yr. increase |
| <u>Year</u> | <u>PEMHCA Min</u> | | | | | | | | | | | | | | | | | | | |
| 2021 | \$143.00 | | | | | | | | | | | | | | | | | | | |
| 2022 | \$149.00 | | | | | | | | | | | | | | | | | | | |
| 2023 | \$151.00 | | | | | | | | | | | | | | | | | | | |
| 2024+ | 4.00%/yr. increase | | | | | | | | | | | | | | | | | | | |
| <u>Year</u> | <u>PEMHCA Min</u> | | | | | | | | | | | | | | | | | | | |
| 2023 | \$151.00 | | | | | | | | | | | | | | | | | | | |
| 2024 | \$157.00 | | | | | | | | | | | | | | | | | | | |
| 2025+ | 3.50%/yr. increase | | | | | | | | | | | | | | | | | | | |



EXHIBITS - ACTUARIAL ASSUMPTIONS

Exhibit 6

| | June 30, 2021 Valuation | June 30, 2023 Valuation |
|-------------------------------|--|--|
| <p>■ Discount Rate</p> | <p>■ 4.87% - approx. blended rate determined by allocating liabilities to agencies based on estimated pre-funding policies:</p> <ul style="list-style-type: none"> ● 6.25% - full pre-funding rate used for Dispatch, City of Dublin, and LLNL ● 5.00% - partial pre-funding rate (50% to 60% of ADC less paygo) used for ALCO, City of Newark, City of Emeryville, Union City, and LBNL ● 4.00% - employee contributions only (20% of ADC less paygo) for City of San Leandro <p>■ 6.25% - side fund calculations, CERBT Strategy #1</p> | <p>■ 6.25% - CERBT Strategy #1</p> <p>■ Based on GASBS 75 crossover test methodology for the plan as a whole</p> |



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EXHIBITS - ACTUARIAL ASSUMPTIONS

| | June 30, 2021 Valuation | | | | June 30, 2023 Valuation | | | |
|-------------------------------|---------------------------------|----------------------|----------------------|----------------------|---------------------------------|----------------------|----------------------|----------------------|
| | <u>Increase from Prior Year</u> | | | | <u>Increase from Prior Year</u> | | | |
| | Calendar | Pre-Medicare | Post-Medicare Kaiser | Post-Medicare Other | Calendar | Pre-Medicare | Post-Medicare Kaiser | Post-Medicare Other |
| <p>■ Medical Trend</p> | Year | Actual 2021 Premiums | Actual 2021 Premiums | Actual 2021 Premiums | Year | Actual 2023 Premiums | Actual 2023 Premiums | Actual 2023 Premiums |
| | 2021 | | | | 2021 | | | |
| | 2022 | | | | 2022 | | | |
| | 2023 | 6.50% | 4.60% | 5.65% | 2023 | | | |
| | 2024 | 6.25% | 4.45% | 5.45% | 2024 | | | |
| | 2025 | 6.00% | 4.35% | 5.25% | 2025 | 8.50% | 6.25% | 7.50% |
| | 2026 | 5.75% | 4.25% | 5.05% | 2026 | 7.90% | 5.65% | 6.90% |
| | 2027 | 5.55% | 4.20% | 4.90% | 2027 | 7.35% | 5.45% | 6.50% |
| | 2028 | 5.35% | 4.15% | 4.75% | 2028 | 6.75% | 5.25% | 6.10% |
| | 2029 | 5.15% | 4.10% | 4.60% | 2029 | 6.20% | 5.05% | 5.70% |
| | 2030 | 4.95% | 4.05% | 4.45% | 2030 | 5.60% | 4.85% | 5.25% |
| | 2031-35 | 4.80% | 4.00% | 4.35% | 2031 | 5.05% | 4.56% | 4.85% |
| | 2036-45 | 4.65% | 3.95% | 4.25% | 2032-38 | 4.45% | 4.45% | 4.45% |
| | 2046-55 | 4.50% | 3.90% | 4.20% | 2039-40 | 4.35% | 4.35% | 4.35% |
| | 2056-65 | 4.35% | 3.85% | 4.15% | 2041 | 4.30% | 4.30% | 4.30% |
| | 2066-75 | 4.05% | 3.80% | 3.95% | 2042-44 | 4.25% | 4.25% | 4.25% |
| | 2076+ | 3.75% | 3.75% | 3.75% | 2045-47 | 4.20% | 4.20% | 4.20% |
| | | | | | 2048-50 | 4.15% | 4.15% | 4.15% |
| | | | | | ↓ | ↓ | ↓ | ↓ |
| | | | | | 2076+ | 3.45% | 3.45% | 3.45% |

*Medical premiums after 2022 and estimated claims after 2021 do not take into account buy-downs (CalPERS subsidizations of premium rates from reserves).



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EXHIBITS - ACTUARIAL ASSUMPTIONS

| | June 30, 2021 Valuation | June 30, 2023 Valuation |
|---|--|--|
| ■ Unit 002 Cap Incr. | ■ 0% | ■ Same |
| ■ Age-related Claims Costs for Medicare Advantage Plans | ■ Due to age-risk adjusted federal subsidies, no age-based claims costs were included for Medicare Advantage plans. | ■ Same |
| ■ Mortality, Termination, Disability, Retirement | <ul style="list-style-type: none"> ■ CalPERS 2000-2019 Experience Study ■ Mortality projected with Scale MP-2021 | <ul style="list-style-type: none"> ■ CalPERS 2000-2019 Experience Study ■ Mortality projected with Scale MP-2021 |
| ■ Waived Retirees | <ul style="list-style-type: none"> ■ Pre 65: 10% re-elect at age 65 ■ Post 65: 0% re-elect | ■ Same |



EXHIBITS - ACTUARIAL ASSUMPTIONS

| | June 30, 2021 Valuation | June 30, 2023 Valuation | | | | | | | | | | |
|-------------------------------|--|-------------------------|----------------------|------|-----|-------|-----|-------|-----|------|------|--------|
| ■ Medical Plan at Retirement | <ul style="list-style-type: none"> ■ Currently covered: same as current medical plan ■ Currently waived: Kaiser Region 1 | ■ Same | | | | | | | | | | |
| ■ Participation at Retirement | <ul style="list-style-type: none"> ■ Hired before 4/1/09: <ul style="list-style-type: none"> ● Currently covered - 100% ● Currently waived - 90% ■ Hired on or after 4/1/09: <table border="0" style="margin-left: 20px;"> <thead> <tr> <th style="text-align: left;"><u>Service</u></th> <th style="text-align: left;"><u>Participation</u></th> </tr> </thead> <tbody> <tr> <td>< 10</td> <td>60%</td> </tr> <tr> <td>10-14</td> <td>90%</td> </tr> <tr> <td>15-19</td> <td>95%</td> </tr> <tr> <td>≥ 20</td> <td>100%</td> </tr> </tbody> </table> | <u>Service</u> | <u>Participation</u> | < 10 | 60% | 10-14 | 90% | 15-19 | 95% | ≥ 20 | 100% | ■ Same |
| <u>Service</u> | <u>Participation</u> | | | | | | | | | | | |
| < 10 | 60% | | | | | | | | | | | |
| 10-14 | 90% | | | | | | | | | | | |
| 15-19 | 95% | | | | | | | | | | | |
| ≥ 20 | 100% | | | | | | | | | | | |



EXHIBITS - ACTUARIAL ASSUMPTIONS

Exhibit 6

| | June 30, 2021 Valuation | June 30, 2023 Valuation |
|--|---|--|
| <ul style="list-style-type: none"> ■ Medicare Eligibility | <ul style="list-style-type: none"> ■ Actives and pre-65 retirees: 100% ■ Post-65 retirees: Current Medicare status ■ Everyone eligible for Medicare will elect Part B coverage | <ul style="list-style-type: none"> ■ Same |
| <ul style="list-style-type: none"> ■ Marital Status at Retirement | <ul style="list-style-type: none"> ■ Actives: <ul style="list-style-type: none"> • Currently covered - current marital status • Currently waived - 80% married ■ Retirees - current marital status | <ul style="list-style-type: none"> ■ Same |
| <ul style="list-style-type: none"> ■ Spouse Age | <ul style="list-style-type: none"> ■ Actives: Males 3 years older than females ■ Retirees: Males 3 years older than females if spouse birth date not available | <ul style="list-style-type: none"> ■ Same |



February 27, 2024

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EXHIBITS - ACTUARIAL ASSUMPTIONS

| | June 30, 2021 Valuation | June 30, 2023 Valuation |
|--|---|--|
| <ul style="list-style-type: none"> ■ Dependents at Retirement | <ul style="list-style-type: none"> ■ % electing family coverage at retirement <ul style="list-style-type: none"> • Misc: 10% • Safety: 30% ■ No family coverage \geq 65 | <ul style="list-style-type: none"> ■ Same |
| <ul style="list-style-type: none"> ■ Actuarial Models | <ul style="list-style-type: none"> ■ Our valuations were performed using and relying on ProVal, an actuarial model leased from Wintech. Our use of ProVal is consistent with its intended purpose. We have reviewed and understand ProVal and its operation, sensitivities and dependencies. | |
| <ul style="list-style-type: none"> ■ Data Quality | <ul style="list-style-type: none"> ■ Our valuations used census data provided by ACFD. We reviewed the data for reasonableness and resolved any questions with ACFD. We believe the resulting data can be relied on for all purposes of this valuation without limitation | |
| <ul style="list-style-type: none"> ■ COVID-19 | <ul style="list-style-type: none"> ■ No adjustments to the assumptions have been made for COVID-19 since there is not yet enough data to evaluate the future impacts | |



February 27, 2024

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EXHIBITS - ACTUARIAL ASSUMPTIONS

| | | June 30, 2023 Valuation | | | | | | | | | |
|---|--|--------------------------------|----------|-------------------------------|----------|--------------------------------|----------|---------------|----------|---|----------|
| ■ HMO Medical Claims Cost 2024 | ■ Sample estimated monthly claims costs: | | | | | | | | | | |
| | Region 1 - HMO | | | | | | | | | | |
| | <u>Age</u> | <u>Anthem Select</u> | | <u>Anthem Traditional</u> | | <u>Blue Shield Access+</u> | | <u>Kaiser</u> | | <u>United Healthcare Alliance</u> | |
| | | <u>M</u> | <u>F</u> | <u>M</u> | <u>F</u> | <u>M</u> | <u>F</u> | <u>M</u> | <u>F</u> | <u>M</u> | <u>F</u> |
| 25 | \$413 | \$682 | \$486 | \$803 | \$391 | \$645 | \$371 | \$612 | \$396 | \$654 | |
| 35 | 543 | 955 | 639 | 1,124 | 513 | 903 | 487 | 857 | 520 | 915 | |
| 45 | 776 | 1,034 | 913 | 1,216 | 734 | 978 | 696 | 927 | 743 | 991 | |
| 55 | 1,220 | 1,333 | 1,435 | 1,569 | 1,154 | 1,261 | 1,094 | 1,196 | 1,169 | 1,278 | |
| 60 | 1,535 | 1,545 | 1,805 | 1,817 | 1,451 | 1,461 | 1,376 | 1,386 | 1,470 | 1,480 | |
| 64 | 1,824 | 1,760 | 2,146 | 2,071 | 1,725 | 1,664 | 1,636 | 1,579 | 1,748 | 1,687 | |



EXHIBITS - ACTUARIAL ASSUMPTIONS

| | | June 30, 2023 Valuation | | | | | | |
|---|--|--------------------------------|----------|------------------|----------|--------------|----------|--|
| ■ PPO Medical Claims Cost 2024 | ■ Sample estimated monthly claims costs: | | | | | | | |
| | Region 1 – Medicare Eligible | | | | | | | |
| | <u>Age</u> | <u>PERS Platinum</u> | | <u>PERS Gold</u> | | <u>PORAC</u> | | |
| | | <u>M</u> | <u>F</u> | <u>M</u> | <u>F</u> | <u>M</u> | <u>F</u> | |
| 25 | \$443 | \$722 | \$307 | \$499 | \$362 | \$603 | | |
| 35 | 578 | 1,005 | 399 | 694 | 478 | 846 | | |
| 45 | 819 | 1,086 | 565 | 750 | 686 | 917 | | |
| 55 | 1,279 | 1,396 | 883 | 964 | 1,083 | 1,184 | | |
| 60 | 1,605 | 1,616 | 1,107 | 1,115 | 1,364 | 1,373 | | |
| 64 | 1,905 | 1,839 | 1,314 | 1,269 | 1,622 | 1,566 | | |
| 65 | 447 | 428 | 370 | 354 | 408 | 391 | | |
| 70 | 484 | 463 | 401 | 384 | 442 | 423 | | |
| 75 | 516 | 495 | 427 | 410 | 471 | 452 | | |
| 80 | 532 | 514 | 440 | 425 | 486 | 469 | | |
| 85 | 526 | 512 | 435 | 424 | 480 | 468 | | |



| June 30, 2023 Valuation | |
|--------------------------------|--|
| <p>■ Basis for Assumptions</p> | <ul style="list-style-type: none"> ■ CalPERS 2021 experience study based on 2000 to 2019 demographic experience ■ Mortality improvement based on Society of Actuaries table ■ Inflation based on our estimate for the Plan’s long time horizon ■ Capital market assumptions based on 2021 Foster & Foster stochastic analysis, taking into account capital market assumptions of investment advisory firms ■ Age-based claims were based on demographic data provided by CalPERS and Society of Actuaries studies. ■ Participation and coverage assumptions based in part on Plan experience ■ Medical trends were based on expectations over the short term blended into long term medical trends developed using the Society of Actuaries Getzen Model of Long-Run Medical Cost Trends. |



EXHIBITS - DEFINITIONS

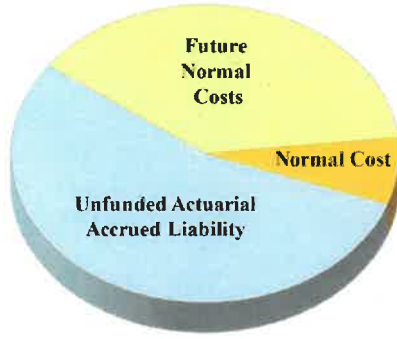
| | |
|-----------------------------------|--|
| <p>■ OPEB Actuarial Valuation</p> | <ul style="list-style-type: none"> ■ Project future employer-provided benefit cash flows for current active employees and current retirees ■ Discount projected cash flow to valuation date using discount rate (assumed return on assets used to pay benefits) and other actuarial assumptions to determine present value of projected future benefits (PVB) ■ Allocate PVB to past, current, and future periods using the actuarial cost method ■ Actuarial cost method used for this valuation is the Entry Age Normal Cost method which determines Normal Cost as a level percentage of payroll (same method used by CalPERS) ■ Normal Cost is amount allocated to current fiscal year ■ Actuarial Accrued Liability (AAL) is amount allocated to prior service with employer ■ Unfunded AAL (UAAL) is AAL less plan assets pre-funded in a segregated and restricted trust |
| <p>■ PayGo Cost</p> | <ul style="list-style-type: none"> ■ Cash subsidy is the pay-as-you-go employer benefit payments for retirees ■ Implied subsidy is the difference between the actual cost of retiree benefits and retiree premiums subsidized by active employee premiums |



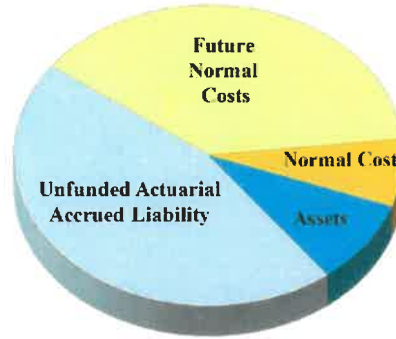
EXHIBITS - DEFINITIONS

Present Value of Benefits

**Present Value of Benefits
(Without Plan Assets)**



**Present Value of Benefits
(With Plan Assets)**



EXHIBITS - DEFINITIONS

| | |
|----------------------------------|--|
| <p>■ Acronyms Used in Report</p> | <ul style="list-style-type: none"> ● AAL - Actuarial Accrued Liability ● ADC - Actuarially Determined Contribution ● AVA - Actuarial Value of Assets ● BP - Benefit Payments ● EAN - Entry Age Normal Cost Method ● GASBS 75 - Governmental Accounting Standards Board Statement No. 75 ● NC - Normal cost ● OPEB - Other (than pensions) Post Employment Benefits ● SFL -Side Fund Liability ● PVB - Present Value of Projected Benefits ● UAAL - Unfunded Actuarial Accrued Liability |
|----------------------------------|--|

