

The Water and Power Employees' Retirement Plan of the City of Los Angeles

Actuarial Valuation and Review

As of July 1, 2023



This report has been prepared at the request of the Board of Administration to assist in administering the Plan. This valuation report may not otherwise be copied or reproduced in any form without the consent of the Board of Administration and may only be provided to other parties in its entirety, unless expressly authorized by Segal. The measurements shown in this actuarial valuation may not be applicable for other purposes.

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September 22, 2023

Board of Administration
The Water and Power Employees' Retirement Plan of the City of Los Angeles
111 North Hope Street, Room 357
Los Angeles, CA 90012

Dear Board Members:

We are pleased to submit this Actuarial Valuation and Review as of July 1, 2023. It summarizes the actuarial data used in the valuation, analyzes the preceding year's experience, and establishes the funding requirements for fiscal year 2023-2024.

This report was prepared in accordance with generally accepted actuarial principles and practices at the request of the Board to assist in administering the Retirement Plan. The census information and financial information on which our calculations were based was prepared by the Retirement Office. That assistance is gratefully acknowledged.

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

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

The actuarial calculations were directed under the supervision of 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 this actuarial valuation is complete and accurate. The assumptions used in this actuarial valuation were selected by the Board based upon our analysis and recommendations. In our opinion, the assumptions are reasonable and take into account the experience of the Plan and reasonable expectations. In addition, in our opinion, the combined effect of these assumptions is expected to have no significant bias.

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

Sincerely,

Segal



Paul Angelo, FSA, EA, MAAA, FCA
Senior Vice President and Actuary



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Section 1: Actuarial Valuation Summary

Purpose and Basis

This report was prepared by Segal to present a valuation of The Water and Power Employees' Retirement Plan of the City of Los Angeles ("the Plan") as of July 1, 2023. The valuation was performed to determine whether the assets and contribution rates are sufficient to provide the prescribed benefits. The measurements shown in this actuarial valuation may not be applicable for other purposes. In particular, the measures herein are not necessarily appropriate for assessing the sufficiency of current Plan assets to cover the estimated cost of settling the Plan's accrued benefit obligations.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements; and changes in plan provisions or applicable law.

The contribution requirements presented in this report are based on:

- The benefit provisions of the pension plan, as administered by the Board;
- The characteristics of covered active members, inactive vested members, and retired members and beneficiaries as of March 31, 2023, provided by the Retirement Office;
- The assets of the Plan as of June 30, 2023, provided by the Retirement Office;
- Economic assumptions regarding future salary increases and investment earnings adopted by the Retirement Board for the July 1, 2023 valuation;
- Other actuarial assumptions regarding employee terminations, retirement, death, etc. adopted by the Retirement Board for the July 1, 2023 valuation; and
- The funding policy adopted by the Retirement Board.

In preparing this valuation, we have employed generally accepted actuarial methods and assumptions to evaluate the Plan's assets, liabilities and future contribution requirements. Our calculations are based upon member data and financial information provided to us by the Retirement Office. This information has not been audited by us, but it has been reviewed and found to be consistent, both internally and with prior year's information.

Section 1: Actuarial Valuation Summary

The contribution requirements are determined as a percentage of payroll. The employer rates provide for both Normal Cost and a contribution to amortize any unfunded or overfunded actuarial accrued liabilities. In this valuation, we have applied the funding policy adopted by the Board on May 18, 2000 and most recently amended on November 9, 2022. Details of the funding policy are provided in *Section 4, Exhibit 1* on pages 70-71.

A schedule of current amortization balances and payments may be found in *Section 3, Exhibit G* on page 57. A graphical projection of the Unfunded Actuarial Accrued Liability (UAAL) amortization balances and payments has been included in *Section 3, Exhibit H* starting on page 58.

The rates calculated in this report may be adopted by the Board for the fiscal year that extends from July 1, 2023 through June 30, 2024.

Section 1: Actuarial Valuation Summary

Valuation Highlights

- Pgs. 29, 32, 79
1. The results of this valuation reflect changes in the plan provisions adopted by the Board on November 9, 2022. Effective July 1, 2024, the Regular Interest Rate on contributions and the interest rate and unisex mortality assumption used for optional benefit forms will be aligned with the investment return assumption rate adopted by the Board (currently 6.50%) and the mortality assumptions as adopted by the Board for the valuation. These plan changes resulted in a decrease in the aggregate required contribution rate (all tiers combined) of 0.73% of payroll. The plan changes also decreased the Unfunded Actuarial Accrued Liability (UAAL) by \$82.8 million.
- Pgs. 29, 57-59
2. The Actuarial Accrued Liability exceeds the Actuarial Value of Assets, resulting in a UAAL of \$412 million as of July 1, 2023, which is an increase from \$318 million in the previous valuation. This increase is primarily due to individual salary increases greater than expected and actual 7/1/2022 cost-of-living adjustments (COLAs) for retirees and beneficiaries higher than expected, offset somewhat by the expected decrease due to contribution made to pay down the UAAL, effect of changes in plan provisions, higher than expected mortality and an investment return on actuarial value (i.e., after asset smoothing) higher than the 6.50% rate assumed in the prior valuation. A reconciliation of the Plan's UAAL is provided in *Section 2, Subsection E*. A schedule of the current UAAL amortization amounts is provided in *Section 3, Exhibit G*. A graphical projection of the UAAL amortization bases and payments is provided in *Section 3, Exhibit H*.
- Pgs. 36-37
3. The funded ratio (the ratio of the Actuarial Value of Assets to Actuarial Accrued Liability) is 97.58%, compared to the prior year funded ratio of 98.03%. This ratio is one measure of funding status, and its history is a measure of funding progress. The funded ratio measured on a market value basis is 96.58%, compared to 96.18% as of the prior valuation date. These measurements are not necessarily appropriate for assessing the sufficiency of Plan assets to cover the estimated cost of settling the Plan's benefit obligation or the need for, or the amount of, future contributions. A history of the funded ratio for the Plan is provided in *Section 2, Subsection G*.
- Pgs. 30-35
4. The Board's funding policy determines the Department's required contribution as the normal cost increased by a UAAL amortization charge. Under this funding policy, the Plan's UAAL is amortized over various 15-year periods, each beginning with the year that each portion or base of the UAAL was first identified and amortized. The aggregate required contribution rate increased from 29.84% to 31.40% of payroll for the 2023-2024 plan year; those contributions are estimated to be \$453.3 million. This increase is primarily due to individual salary increases greater than expected, the net gain layer from the July 1, 2008 valuation being fully amortized, and actual 7/1/2022 COLAs for retirees and beneficiaries higher than expected, offset somewhat by the increase in total payroll reducing the UAAL contribution rate, changes in plan provisions, higher than expected mortality, changes in member demographics reducing the aggregate Normal Cost contribution rate, and an investment return on actuarial value (i.e., after asset smoothing) higher than the 6.50% rate assumed in the prior valuation. Under the Plan's funding policy, the required contribution rate continues to be larger than the mandatory 110% matching of the employee contribution for Tier 1. A complete reconciliation of the aggregate required contribution rate is provided in *Section 2, Subsection F*.

Section 1: Actuarial Valuation Summary

- Pgs. 24-26, 29, 32
5. The market value of assets earned a return of 7.49% for the July 1, 2022 to June 30, 2023 plan year. The Actuarial Value of Assets earned a return of 6.54% for the July 1, 2022 to June 30, 2023 plan year due to the deferral of most of the current year investment gain and the recognition of prior investment gains and losses. This resulted in an actuarial gain of \$5.7 million when measured against the assumed rate of return of 6.50% for 2022-2023, or 0.03% of Actuarial Accrued Liability. This actuarial investment gain decreased the aggregate required contribution by 0.04% of payroll.
- Pgs. 23, 29
6. The actuarial gain from investment is \$5.7 million, or 0.03% of Actuarial Accrued Liability. The net experience loss from sources other than investment is \$328.1 million or 1.92% of Actuarial Accrued Liability. This loss was primarily due to greater than expected individual salary increases for actives and higher than expected COLA increases for retirees and beneficiaries, offset to some extent by higher than expected mortality.
- Pgs. 29, 32
7. The salaries for continuing actives increased on average by 10.0% from the amounts in effect on March 31, 2022 to the amounts in effect on March 31, 2023. Since this increase is greater than the average assumed rate of approximately 5.1%, the plan experienced an actuarial loss from individual salary experience. This loss amounted to \$261.7 million for the current year, which increased the aggregate required contribution by 1.87% of payroll. There was also a loss from cost-of-living adjustments (COLAs) for retirees and beneficiaries higher than assumed which amounted to \$89.2 million, increasing the aggregate required contribution rate by 0.64% of payroll.
- Pgs. 21-22
8. The net total unrecognized return (i.e., the difference between the market value of assets and the “smoothed” actuarial value of assets) changed by \$127 million during the plan year, from a \$298 million unrecognized net investment loss in 2022 to a \$171 million unrecognized net investment loss in 2023. This net deferred investment loss will be recognized in the determination of the Actuarial Value of Assets for funding purposes over the next four years. This means that, if the Plan earns the assumed rate of investment return of 6.50% per year (net of expenses) on a market value basis, then the net deferred losses will be recognized over the next four years as shown in the footnote in the Determination of Actuarial Value of Assets chart in *Section 2, Subsection B*.
9. The unrecognized net investment losses of \$171 million represent about 1.0% of the Market Value of Assets. Unless offset by future investment gains or other favorable experience, the recognition of the \$171 million in net market losses is expected to have an impact on the Plan’s future funded ratio and the aggregate required contributions. This potential impact may be illustrated as follows:
- a. If the net deferred losses were recognized immediately in the Actuarial Value of Assets, the funded percentage would decrease from 97.6% to 96.6%.
For comparison purposes, if all the deferred losses in the July 1, 2022 valuation had been recognized immediately in the July 1, 2022 valuation, the funded percentage would have decreased from 98.0% to 96.2%.
- b. If the net deferred losses were recognized immediately in the Actuarial Value of Assets, the aggregate required contribution rate would increase from 31.4% of covered payroll to 32.6% of covered payroll.

Section 1: Actuarial Valuation Summary

For comparison purposes, if all the deferred losses in the July 1, 2022 valuation had been recognized immediately in the July 1, 2022 valuation, the aggregate employer contribution rate would have increased from 29.8% of covered payroll to 32.2% of covered payroll.

- Pg. 43
10. Actuarial Standard of Practice No. 51 (ASOP 51) requires actuaries to identify and assess risks that “may reasonably be anticipated to significantly affect the plan’s future financial condition”. Examples of key risks listed that are particularly relevant to WPERP are asset/liability mismatch risk, investment risk, and longevity risk. The standard also requires an actuary to consider if there is any ongoing contribution risk to the plan, however it does not require the actuary to evaluate the particular ability or willingness of contributing entities to make contributions when due, nor does it require the actuary to assess the likelihood or consequences of future changes in applicable law.

The actuary’s assessment can be qualitative or quantitative (e.g., based on numerical demonstrations). The actuary may use non-numerical methods for assessing risks that might take the form of commentary about potential adverse experience and the likely effect on future results. While the standard does not require that every valuation include a quantitative risk assessment, the actuary may recommend that a more detailed risk assessment be performed. When making that decision, the actuary will take into account such factors as the Plan’s design, maturity, size, funded status, asset allocation, cash flow, possible insolvency and current market conditions.

Because the actuarial valuation results are dependent on a fixed set of assumptions and data as of a specific date, there is risk that emerging results may differ, perhaps significantly, as actual experience is fluid and will not exactly track current assumptions. This potential divergence may have a significant impact on the future financial condition of the plan. We have not been engaged to perform a detailed analysis of the potential range of the impact of risk relative to the Plan’s future financial condition, but have included a brief discussion of some key risks that may affect the Plan in *Section 2, Subsection L*. A more detailed assessment of the risks would provide the Board with a better understanding of the inherent risks and is recommended. This assessment would further discuss and highlight information and risks particular to WPERP such as detailed historical experience and key events, growing plan maturity, heightened contribution sensitivity to asset and liability changes, and projected sensitivity to potential future investment returns.

- Pgs. 45-46
- Note that this year the risk assessment section includes the disclosure of a “Low-Default-Risk Obligation Measure” (LDROM). This disclosure, along with commentary on the significance of the LDROM, is a new requirement under Actuarial Standard of Practice No. 4 (ASOP 4) for all pension funding actuarial valuation reports.

- Pgs. 70-71
11. Segal strongly recommends an actuarial funding method that targets 100% funding of the actuarial accrued liability. Generally, this implies payments that are ultimately at least enough to cover normal cost, interest on the unfunded actuarial accrued liability and the principal balance. The funding policy adopted by the Board as described in *Section 4, Exhibit 1* meets this standard.
 12. This report constitutes an actuarial valuation for the purpose of determining the actuarially determined contribution under the Plan’s funding policy and measuring the progress of that funding policy. The Net Pension Liability (NPL) and pension expense under

Section 1: Actuarial Valuation Summary

Governmental Accounting Standards Board (GASB) Statements No. 67 and No. 68, for inclusion in the Plan's and employer's financial statements as of June 30, 2023 will be provided separately. The accounting disclosures will utilize different methodologies from those employed in the funding valuation, as required by the GASB. However, the actuarially determined contribution in this valuation is expected to be used as the actuarially determined contribution for GASB financial reporting.

13. The actuarial valuation report as of July 1, 2023 is based on financial information as of that date. Changes in the value of assets subsequent to that date, to the extent that they exist, are not reflected. Declines in asset values will increase the actuarial cost of the plan, while increases will decrease the actuarial cost of the plan.
14. It is important to note that this actuarial valuation is based on plan assets as of June 30, 2023. The Plan's funded status does not reflect short-term fluctuations of the market, but rather is based on the market values on the last day of the Plan Year. Moreover, this actuarial valuation is based on Plan data as of March 31, 2023 (adjusted to June 30, 2023 by adding 3 months of age, service and interest on contribution balance, and increasing benefit by the assumed July 1 COLA for members in pay status) and it does not include any possible short-term or long-term impacts on mortality of the covered population that may emerge after March 31, 2023 due to COVID-19. Segal is available to prepare projections of potential outcomes of market conditions and other demographic experience upon request.

Section 1: Actuarial Valuation Summary

Summary of Key Valuation Results

		July 1, 2023		July 1, 2022	
		Total Rate	Estimated Annual Dollar Amount	Total Rate	Estimated Annual Dollar Amount
Required Contribution for plan year beginning July 1: ¹	• Tier 1 & Tier 2 Combined (aggregate)	31.40%	\$453,273,597	29.84%	\$390,821,605
	• Tier 1	36.26%	272,860,565	34.41%	251,698,419
	• Tier 2	26.10%	180,413,032	24.06%	139,123,186
				July 1, 2023	July 1, 2022
Actuarial Accrued Liability as of July 1:	• Retired members and beneficiaries			\$10,099,709,651	\$9,628,733,394
	• Inactive vested members ²			251,202,030	265,177,322
	• Active members			6,655,957,143	6,236,198,041
	• Total Actuarial Accrued Liability			17,006,868,824	16,130,108,757
	• Total Normal Cost (beginning of year) for plan year beginning July 1			350,358,449	322,734,117
Assets as of July 1:	• Market Value of Assets (MVA)			\$16,424,801,111	\$15,513,924,394
	• Actuarial Value of Assets (AVA)			16,595,320,789	15,812,000,418
	• Actuarial Value of Assets as a percentage of Market Value of Assets			101.0%	101.9%
Funded status as of July 1:	• Unfunded/(Overfunded) Actuarial Accrued Liability on MVA basis			\$582,067,713	\$616,184,363
	• Funded percentage on MVA basis			96.58%	96.18%
	• Unfunded Actuarial Accrued Liability on AVA basis			\$411,548,035	\$318,108,339
	• Funded percentage on AVA basis			97.58%	98.03%
	• Amortization period on AVA basis ³			15 years	15 years
Key assumptions as of July 1:	• Net investment return			6.50%	6.50%
	• Price inflation			2.50%	2.50%
	• Cost of living adjustments				
	– Tier 1			2.75%	2.75%
	– Tier 2			2.00%	2.00%

¹ Required contributions are assumed to be paid at the middle of every year.

² Includes terminated members due a refund of member contributions and members receiving Permanent Total Disability (PTD) benefits.

³ Changes in Unfunded Actuarial Accrued Liability for each valuation are amortized over separate 15-year periods.

Section 1: Actuarial Valuation Summary

Summary of Key Valuation Results (continued)

		July 1, 2023	July 1, 2022	Change From Prior Year
Demographic data as of July 1:	Active Members			
	• Number of members	11,039	10,799	2.2%
	• Average age	46.5	46.5	0.0
	• Average service	13.1	13.3	-0.2
	• Total projected compensation	\$1,443,732,069	\$1,309,850,320	10.2%
	• Average projected compensation	130,785	121,294	7.8%
	Retired Members and Beneficiaries:			
	• Number of members:			
	– Retired members	7,819	7,760	0.8%
	– Beneficiaries	1,937	1,956	-1.0%
	– Total	9,756	9,716	0.4%
	• Average age	74.3	74.3	0.0
	• Average monthly benefit	\$6,540	\$6,273	4.3%
	Inactive Vested Members:			
	• Number of members ¹	1,765	1,735	1.7%
	• Average Age	51.6	51.8	-0.2
	Total Members:	22,560	22,250	1.4%

¹ Includes terminated members due a refund of member contributions and members receiving Permanent Total Disability (PTD) benefits.

Section 1: Actuarial Valuation Summary

Important Information About Actuarial Valuations

An actuarial valuation is a budgeting tool with respect to the financing of future projected obligations of a pension plan. It is an estimated forecast – the actual long-term cost of the plan will be determined by the actual benefits and expenses paid and the actual investment experience of the plan.

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

Plan provisions	Plan provisions define the rules that will be used to determine benefit payments, and those rules, or the interpretation of them, may change over time. Even where they appear precise, outside factors may change how they operate. It is important to keep Segal informed with respect to plan provisions and administrative procedures, and to review the plan summary included in our report to confirm that Segal has correctly interpreted the plan of benefits.
Participant information	An actuarial valuation for a plan is based on data provided to the actuary by the Retirement Office. Segal does not audit such data for completeness or accuracy, other than reviewing it for obvious inconsistencies compared to prior data and other information that appears unreasonable. It is important for Segal to receive the best possible data and to be informed about any known incomplete or inaccurate data.
Financial information	Part of the cost of a plan will be paid from existing assets — the balance will need to come from future contributions and investment income. The valuation is based on the asset values as of the valuation date, as provided by the Retirement Office. A snapshot as of a single date may not be an appropriate value for determining a single year's contribution requirement, especially in volatile markets. The Plan uses an "Actuarial Value of Assets" that differs from market value to gradually reflect year-to-year changes in the Market Value of Assets in determining the contribution requirements.
Actuarial assumptions	In preparing an actuarial valuation, Segal starts by developing a forecast of the benefits to be paid to existing plan participants 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 participants 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

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.

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 WPERP. 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. 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. Future contribution requirements may differ from those determined in the valuation because of:

- Differences between actual experience and anticipated experience;
- Changes in actuarial assumptions or methods;
- Changes in plan provisions

If the WPERP 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. Segal's valuation is based on our understanding of applicable guidance in these areas and of the plan provisions, but they may be subject to alternative interpretations. The WPERP 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 the WPERP upon delivery and review. Trustees should notify Segal immediately of any questions or concerns about the final content.

As Segal has no discretionary authority with respect to the management or assets of the WPERP, it is not a fiduciary in its capacity as actuaries and consultants with respect to the WPERP.

Section 2: Actuarial Valuation Results

A. Member Data

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

This section presents a summary of significant statistical data on these member groups.

More detailed information for this valuation year and the preceding valuation can be found in *Section 3, Exhibits A, B, and C.*

Member Population: 2014 – 2023

Year Ended June 30	Active Members	Inactive Vested Members ¹	Retired Members and Beneficiaries ²	Total Non-Actives	Ratio of Non-Actives to Actives	Ratio of Retired Members and Beneficiaries to Actives
2014	8,960	1,484	8,739	10,223	1.14	0.98
2015	9,205	1,528	8,843	10,371	1.13	0.96
2016	9,348	1,612	9,265	10,877	1.16	0.99
2017	9,806	1,648	9,272	10,920	1.11	0.95
2018	10,114	1,728	9,165	10,893	1.08	0.91
2019	10,362	1,663	9,315	10,978	1.06	0.90
2020	10,778	1,690	9,443	11,133	1.03	0.88
2021	10,605	1,708	9,564	11,272	1.06	0.90
2022	10,799	1,735	9,716	11,451	1.06	0.90
2023	11,039	1,765	9,756	11,521	1.04	0.88

¹ Includes terminated members due a refund of member contributions and members receiving PTD benefits.

² Starting in the 2018 valuation, assignee records for Options B and C were combined with the benefit for the corresponding retired members. Before 2018, these assignee records were separate from the corresponding retired member records.

Section 2: Actuarial Valuation Results

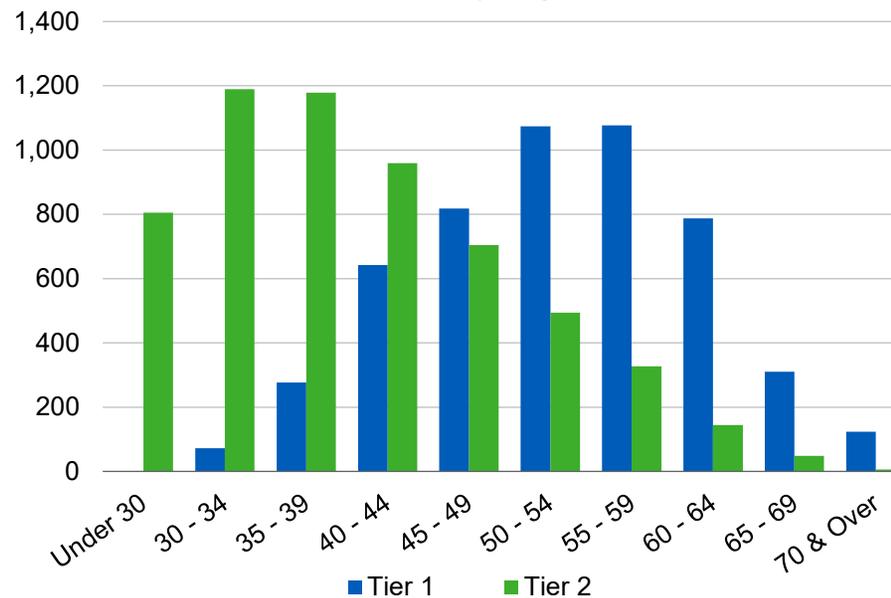
Active Members

Plan costs are affected by the age, years of service and compensation of active members. In this year's valuation, there were 11,039 active members with an average age of 46.5, average years of service of 13.1 years and average compensation of \$130,785. The 10,799 active members in the prior valuation had an average age of 46.5, average service of 13.3 years and average compensation of \$121,294.

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

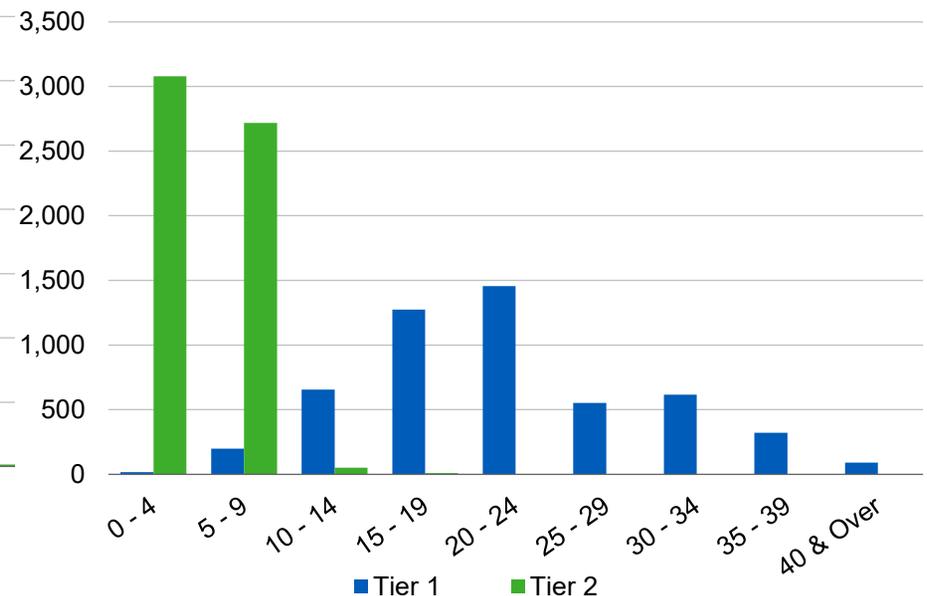
Distribution of Active Members as of July 1, 2023

Actives by Age



Average age	46.5
Prior year average age	46.5
Difference	0.0

Actives by Years of Service



Average years of service	13.1
Prior year average years of service	13.3
Difference	-0.2

Inactive Members

In this year's valuation, there were 1,765 members with a vested right to a deferred or immediate vested benefit or entitled to a return of their employee contributions, versus 1,735 in the prior valuation.

Section 2: Actuarial Valuation Results

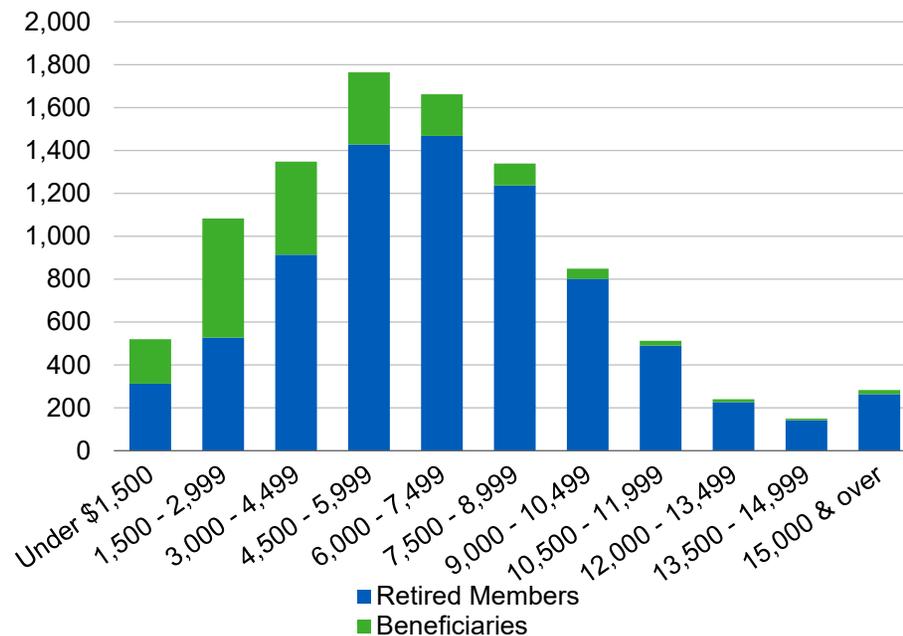
Retired Members and Beneficiaries

As of July 1, 2023, 7,819 retired members and 1,937 beneficiaries were receiving total monthly benefits of \$63,806,692. For comparison, in the previous valuation, there were 7,760 retired members and 1,956 beneficiaries receiving monthly benefits of \$60,952,218.

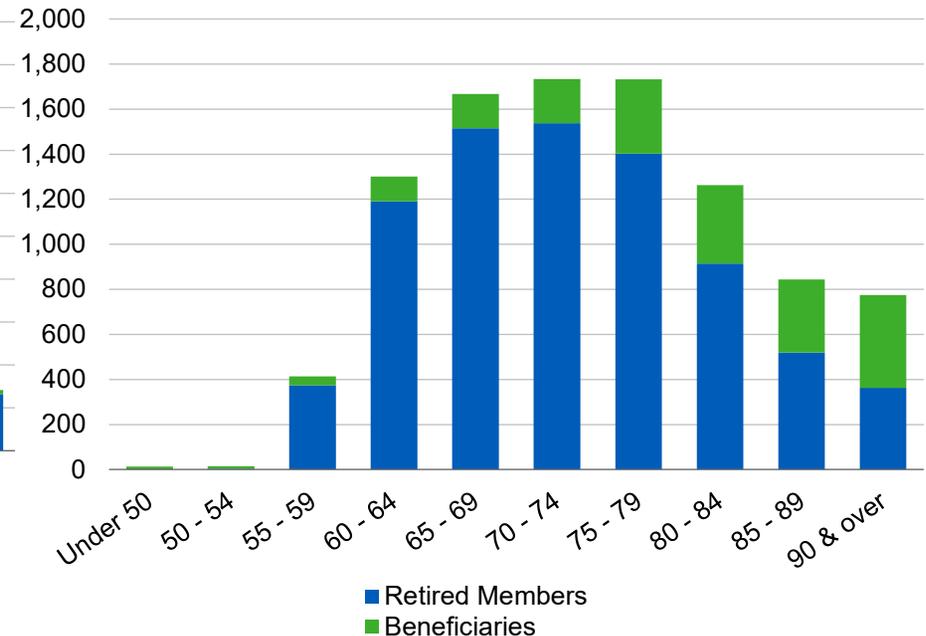
As of July 1, 2023, the average monthly benefit for retired members and beneficiaries is \$6,540, compared to \$6,273 in the previous valuation. The average age for retired members and beneficiaries is 74.3 in the current valuation, compared with 74.3 in the prior valuation.

Distribution of Retired Members and Beneficiaries as of July 1, 2023

Retired Members and Beneficiaries
by Type and Monthly Amount



Retired Members and Beneficiaries
by Type and Age



Section 2: Actuarial Valuation Results

Historical Plan Population

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

Member Data Statistics: 2014 – 2023

Year Ended June 30	Active Members			Retired Members and Beneficiaries		
	Count	Average Age	Average Service	Count	Average Age	Average Monthly Amount
2014	8,960	49.3	18.3	8,739	74.8	\$4,526
2015	9,205	48.9	17.6	8,843	74.7	4,679
2016	9,348	48.0	16.3	9,265	74.4	4,861
2017	9,806	47.9	15.7	9,272	74.5	4,972
2018	10,114	47.5	15.1	9,165	74.6	5,251
2019	10,362	47.2	14.6	9,315	74.5	5,483
2020	10,778	46.7	13.9	9,443	74.5	5,763
2021	10,605	46.7	13.8	9,564	74.3	6,060
2022	10,799	46.5	13.3	9,716	74.3	6,273
2023	11,039	46.5	13.1	9,756	74.3	6,540

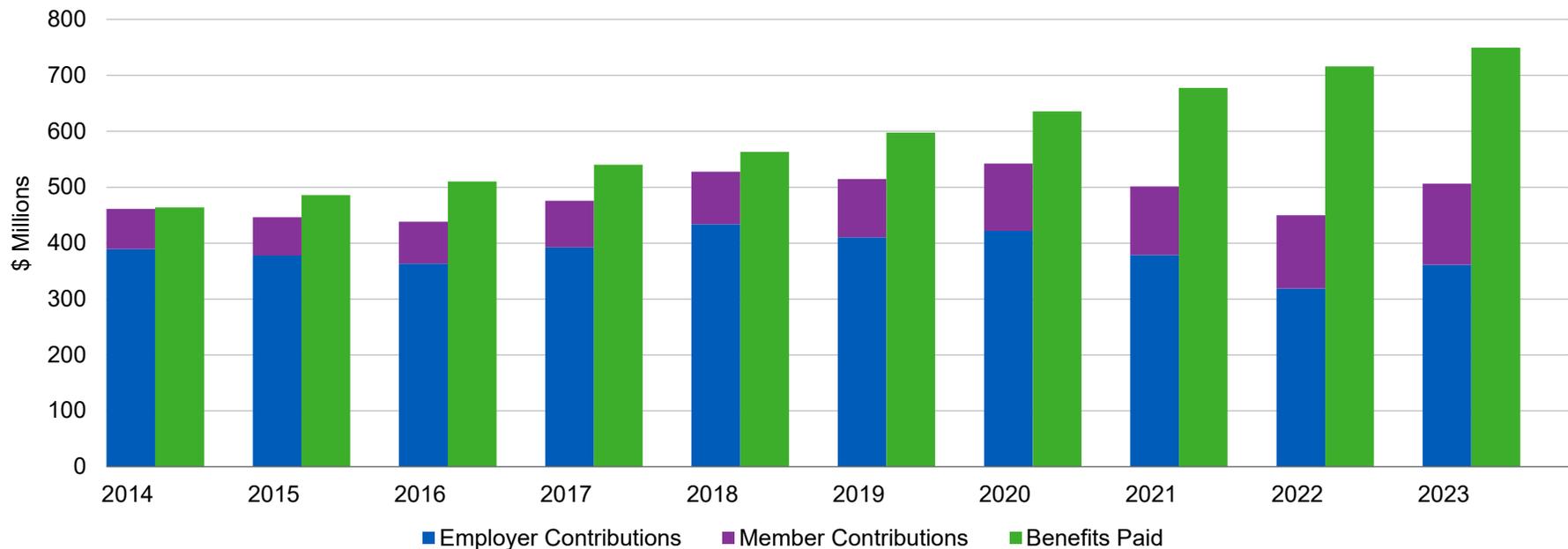
Section 2: Actuarial Valuation Results

B. Financial Information

Retirement plan funding anticipates that, over the long term, both contributions and investment earnings (less investment fees) will be needed to cover benefit payments. Retirement plan assets change as a result of the net impact of these income and expense components. Additional financial information, including a summary of transactions for the valuation year, is presented in *Section 3, Exhibits D, E, and F*.

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

Comparison of Contributions Made with Benefits for Years Ended July 1, 2014 – 2023



Section 2: Actuarial Valuation Results

Determination of Actuarial Value of Assets

1 Market Value of Assets as of June 30, 2023							\$16,424,801,111
2		Total Actual Market Return (net)	Expected Market Return (net)	Investment¹ Gain (Loss)	Deferred Factor	Deferred Return²	
a.	Year ended June 30, 2019	\$791,832,113	\$887,122,330	\$(95,290,217)	0.0	\$0	
b.	Year ended June 30, 2020	459,024,099	905,861,985	(446,837,886)	0.2	(89,367,577)	
c.	Year ended June 30, 2021	3,489,200,333	928,619,010	2,560,581,323	0.4	1,024,232,529	
d.	Year ended June 30, 2022	(888,348,728)	1,157,440,798	(2,045,789,526)	0.6	(1,227,473,716)	
e.	Year ended June 30, 2023	1,153,142,796	1,000,531,438	152,611,358	0.8	<u>122,089,086</u>	
f.	Total unrecognized return ³					\$(170,519,678)	
3 Actuarial Value of Assets as of June 30, 2023 (1) – (2f)							<u>\$16,595,320,789</u>
4	Actuarial Value of Assets as a percentage of Market Value of Assets (3) ÷ (1)						101.0%

¹ Total return minus expected return on a market value basis.

² Recognition at 20% per year over 5 years.

³ Deferred return as of June 30, 2023 recognized in each of the next four years:

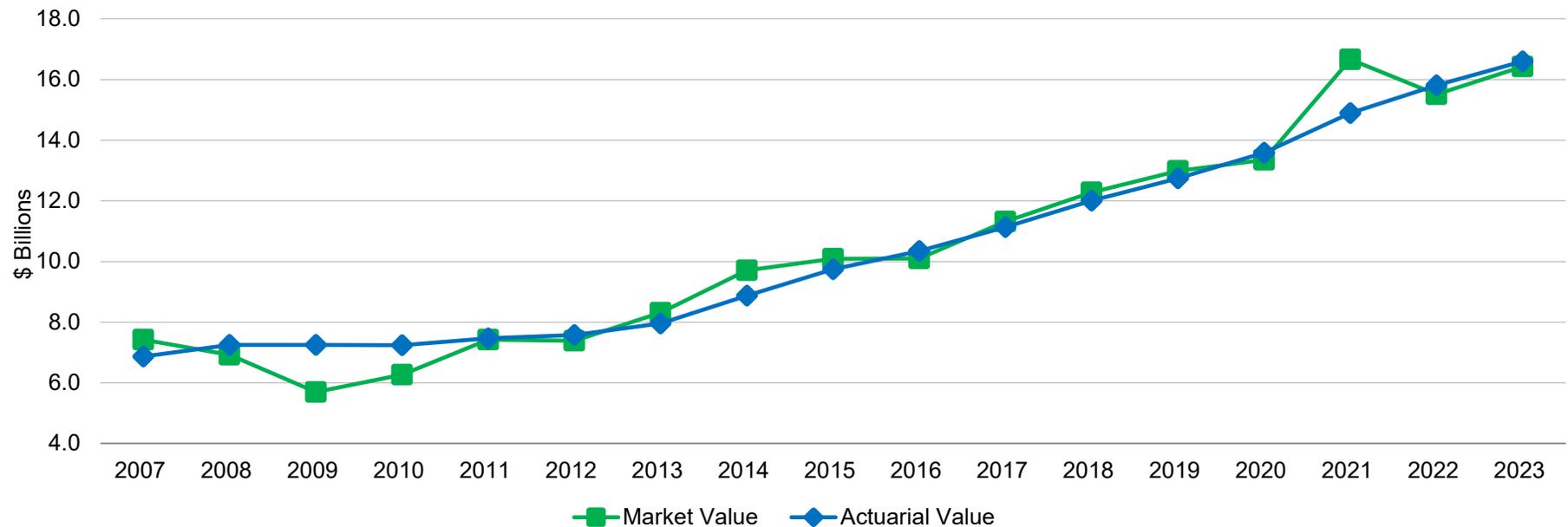
a.	Amount recognized during 2023/2024	\$44,113,052
b.	Amount recognized during 2024/2025	133,480,632
c.	Amount recognized during 2025/2026	(378,635,634)
d.	Amount recognized during 2026/2027	<u>30,522,272</u>
e.	Total unrecognized return as of June 30, 2023	\$(170,519,678)

Section 2: Actuarial Valuation Results

The Market Value and Actuarial Value of Assets are representations of the WPERP's financial status. As investment gains and losses are gradually taken into account, the Actuarial Value of Assets tracks the Market Value of Assets. The Actuarial Value of Assets is significant because the WPERP's liabilities are compared to these assets to determine what portion, if any, remains unfunded. Amortization of the Unfunded Actuarial Accrued Liability is an important element in determining the contribution requirement.

Note that in the chart below, the Actuarial Value of Assets prior to June 30, 2020 are exclusive of a small portion of the General Reserve (and Reserve for Investment Gains and Losses prior to June 30, 2017) while that Reserve is included in the Market Value of Assets.

Market Value and Actuarial Value of Assets as of June 30, 2007 – 2023



Section 2: Actuarial Valuation Results

C. Actuarial Experience

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

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

If assumptions are changed, the contribution requirement is adjusted to take into account a change in experience anticipated for all future years.

The total loss is \$322.4 million, which includes \$5.7 million from investment gains, a loss of \$28.4 million from contribution experience, and \$299.7 million in losses from all other sources. The net experience variation from individual sources other than investments was 1.92% of the Actuarial Accrued Liability. A discussion of the major components of the actuarial experience is on the following pages.

Actuarial Experience for Year Ended June 30, 2023

1	Net gain from investments ¹	\$5,680,070
2	Net loss from contribution experience ²	(28,367,167)
3	Member contributions towards Additional Annuity Program ³	41,552,531
4	Net loss from other experience ⁴	<u>(341,242,444)</u>
5	Net experience loss: 1 + 2 + 3 + 4	\$(322,377,010)

¹ Details on next page.

² Includes member contributions toward service purchases. The increase in liability due to service purchases is included in (4) *Net loss from other experience*.

³ The increase in liability due to Additional Annuity Program contributions is included in (4) *Net loss from other experience*.

⁴ See *Section 2, Subsection E* for further details. Does not include the effect of plan, method or assumption changes, if any.

Section 2: Actuarial Valuation Results

Investment Experience

A major component of projected asset growth is the assumed rate of return. The assumed return should represent the expected long-term rate of return, based on the WPERP's investment policy. The rate of return on the Market Value of Assets was 7.49% for the year ended June 30, 2023.

For valuation purposes, the assumed rate of return on the Actuarial Value of Assets was 6.50% for the 2022-2023 plan year (based on the July 1, 2022 valuation). The actual rate of return on an actuarial basis for the 2022-2023 plan year was 6.54%. Since the actual return for the year was more than the assumed return, the WPERP experienced an actuarial gain during the year ended June 30, 2023 with regard to its investments.

Investment Experience for Year Ended June 30, 2023

	Market Value	Actuarial Value
1 Net investment income	\$1,153,142,796	\$1,025,586,450
2 Average value of assets	15,392,791,355	15,690,867,379
3 Rate of return: 1 ÷ 2	7.49%	6.54%
4 Assumed rate of return	6.50%	6.50%
5 Expected investment income: 2 x 4	<u>\$1,000,531,438</u>	<u>\$1,019,906,380</u>
6 Actuarial gain/(loss): 1 - 5	\$152,611,358	\$5,680,070

Section 2: Actuarial Valuation Results

Because actuarial planning is long term, it is useful to see how the assumed investment rate of return has followed actual experience over time. The chart below shows the rate of return on an actuarial basis compared to the actual market value investment return for the last ten years, including averages over select time periods.

Investment Return – Market Value and Actuarial Value: 2014 – 2023

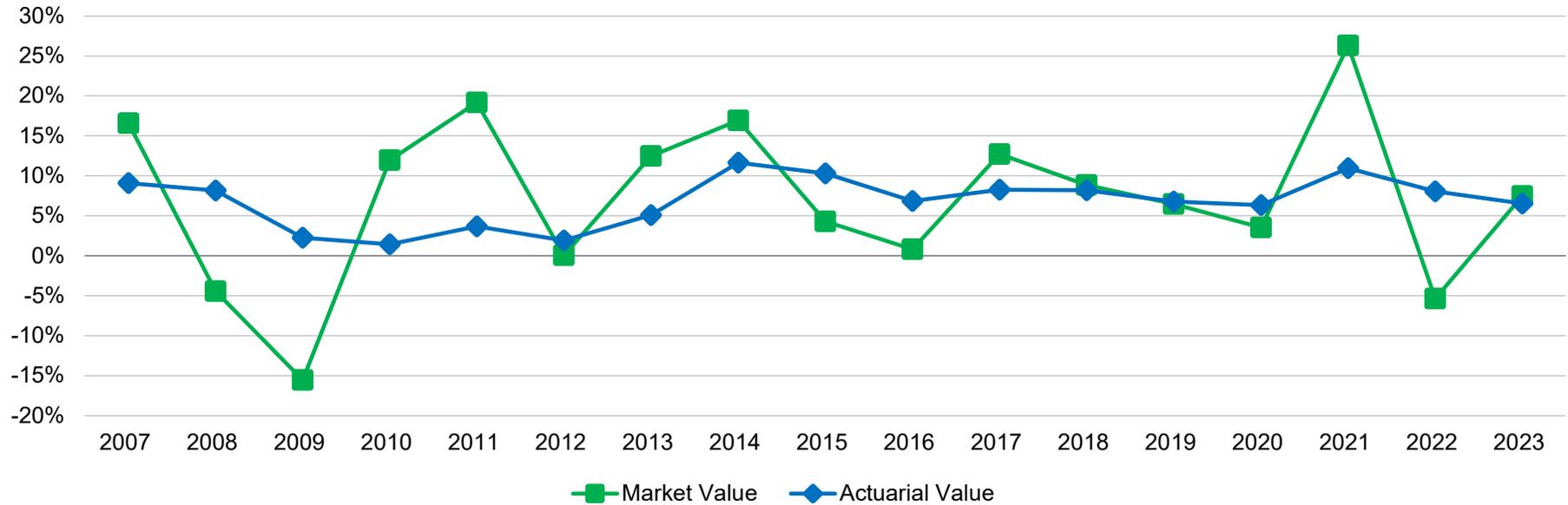
Year Ended June 30	Net Interest and Dividend Income		Recognition of Capital Appreciation		Actuarial Value Investment Return		Market Value Investment Return	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
2014	\$165,507,432	2.08%	\$760,631,032	9.56%	\$926,138,464	11.64%	\$1,406,480,292	16.93%
2015	156,994,160	1.77	755,549,754	8.53	912,543,914	10.30	416,474,352	4.30
2016	146,128,493	1.50	520,157,840	5.36	666,286,333	6.86	82,810,914	0.82
2017	177,862,393	1.72	676,239,873	6.56	854,102,266	8.28	1,281,254,293	12.73
2018	187,896,485	1.69	723,985,458	6.51	911,881,943	8.20	998,777,227	8.84
2019	219,107,479	1.83	591,868,832	4.95	810,976,311	6.78	791,832,113	6.47
2020	200,449,228	1.58	605,392,310	4.77	805,841,538	6.35	459,024,099	3.55
2021	193,417,986	1.43	1,285,161,681	9.52	1,478,579,667	10.95	3,489,200,333	26.30
2022	228,669,490	1.55	959,265,987	6.50	1,187,935,477	8.05	(888,348,728)	(5.37)
2023	<u>298,375,516</u>	1.90	<u>727,210,934</u>	4.64	<u>1,025,586,450</u>	6.54	<u>1,153,142,796</u>	7.49
Total	\$1,974,408,662		\$7,605,463,701		\$9,579,872,363		\$9,190,647,691	
					Most recent five-year average return	7.74%		7.11%
					Most recent ten-year average return	8.22%		7.67%

Note: Each year's yield is weighted by the average asset value in that year.

Section 2: Actuarial Valuation Results

Section 2, Subsection B described the actuarial asset valuation method that gradually recognizes fluctuations in the market value rate of return. The goal of this is to stabilize the actuarial rate of return and to produce more level pension plan costs.

Market and Actuarial Rates of Return for Years Ended June 30, 2007 – 2023



Section 2: Actuarial Valuation Results

Contributions

Contributions for the year ended June 30, 2023 totaled \$466.9 million (excluding Additional Annuity Program contributions), compared to the projected amount of \$494.4 million. This resulted in a loss of \$29.3 million for the year due to actual contributions less than expected for the Retirement Plan, when adjusted for interest to the end of the year.

Additional Annuity Program contributions for the year ended June 30, 2023 totaled \$40.2 million.

Non-Investment Experience

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

- the extent of turnover among participants,
- retirement experience (earlier or later than projected),
- mortality (more or fewer deaths than projected),
- salary increases (greater or smaller than projected),
- service increases (greater or smaller than projected),
- and cost-of-living adjustments (COLAs) higher or lower than anticipated, and
- increase in liability due to Additional Annuity Program contributions.

The net loss from this other experience (including the Additional Annuity Program contributions of \$40.2 million) for the year ended June 30, 2023 amounted to \$299.7 million, which is 1.75% of the Actuarial Accrued Liability. This loss was mainly due to greater than expected individual salary increases for actives and higher than expected COLA increases for retirees and beneficiaries, offset to some extent by higher than expected mortality. See *Subsection E* for a detailed development of the Unfunded Actuarial Accrued Liability.

Section 2: Actuarial Valuation Results

D. Other Changes in the Actuarial Accrued Liability

Actuarial Assumptions

- There were no changes in actuarial assumptions since the prior valuation.
- Details on actuarial assumptions and methods are in *Section 4, Exhibit 1*.

Plan Provisions

- The changes in plan provisions reflected in this report were adopted by the Board on November 9, 2022.
 - Effective July 1, 2024, the Regular Interest Rate on contributions and the interest rate and unisex mortality assumption used for optional benefit forms will be aligned with the investment return assumption rate adopted by the Board (currently 6.50%) and the mortality assumptions as adopted by the Board for the valuation
 - These changes decreased the Actuarial Accrued Liability by about \$82.8 million (or a 0.48% decrease) and decreased the aggregate required contribution rate (all tiers combined) by 0.73% of payroll.
- A summary of plan provisions is in *Section 4, Exhibit 2*.

Section 2: Actuarial Valuation Results

E. Development of Unfunded Actuarial Accrued Liability

Development for Year Ended June 30, 2023

1	Unfunded Actuarial Accrued Liability at beginning of year	\$318,108,339
2	Total Normal cost at beginning of year	322,734,117
3	Expected employer and employee contributions	(494,424,240)
4	Interest	
	a. For whole year on 1 + 2	41,654,762
	b. For half year on 3	<u>(16,068,788)</u>
	c. Total interest	<u>25,585,974</u>
5	Expected Unfunded Actuarial Accrued Liability at end of year	\$172,004,190
6	Changes due to:	
	a. Investment return greater than expected (after asset smoothing)	\$(5,680,070)
	b. Actual contributions less than expected in item 3 ¹	28,367,167
	c. Individual salary increases greater than expected	261,712,534
	d. 2022 COLA increases greater than expected	89,184,902
	e. Mortality higher than expected	(65,115,306)
	f. Other experience loss ²	13,907,783
	g. Plan changes	<u>(82,833,165)</u>
	Total changes	<u>239,543,845</u>
7	Unfunded Actuarial Accrued Liability at end of year	\$411,548,035

Note: The sum of items 6c through 6f equals the sum of the “Member contributions towards Additional Annuity Program” and “Net loss from other experience” shown in *Section 2, Subsection C*.

¹ Includes impact of the lag in rate implementation and the actual payroll during FY 2023 different than expected. Includes member contributions toward service purchases. The increase in liability due to service purchases is included in (6f) *Other experience loss*.

² Other differences in actual versus expected experience including (but not limited to) retirement, disability, termination and service purchases.

Section 2: Actuarial Valuation Results

F. Required Contribution

The required Department contribution is equal to (a) the employer Normal Cost and (b) the amortization of the Unfunded Actuarial Accrued Liability. For this year, amortization bases were created for the actuarial loss during the plan year ending June 30, 2023 and for the changes in plan provisions. This produces a net total amortization charge of \$201,973,386.

Under the current funding policy, the Department's required contribution rate increased as a percentage of pay. This was mainly the result of individual salary increases greater than expected, the net gain layer from the July 1, 2008 valuation being fully amortized, and actual 7/1/2022 cost-of-living adjustments (COLAs) for retirees and beneficiaries higher than expected, offset somewhat by the increase in total payroll reducing the UAAL contribution rate, changes in plan provisions, higher than expected mortality, changes in member demographics reducing the aggregate Normal Cost contribution rate, and an investment return on actuarial value (i.e., after asset smoothing) higher than the 6.50% rate assumed in the prior valuation.

The Board sets the funding policy used to calculate the required contribution based on layered 15-year amortization periods in equal dollar amounts. See *Section 4, Exhibit 1* for further details on the elements of the funding policy. Based on this policy, there is no negative amortization and each amortization layer is fully funded in 15 years. As shown in the graphical projection of the UAAL amortization balances and payments found in *Section 3, Exhibit H*, because there is a combination of charge and credit amortization layers, the UAAL of the Plan is expected to be fully amortized by 2027, assuming all assumptions are realized and contributions are made in accordance with the funding policy.

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

The contribution requirements as of July 1, 2023 are based on the data previously described, the actuarial assumptions and Plan provisions described in Section 4, including all changes affecting future costs adopted at the time of the actuarial valuation, actuarial gains and losses, changes in the actuarial assumptions, and changes in Plan provisions.

Section 2: Actuarial Valuation Results

The chart below shows the required Department contribution for the total Plan. At the end of this subsection, the development of the aggregate required contribution is shown, along with similar information for Tier 1 and Tier 2 separately.

Aggregate Required Contribution for Year Beginning July 1, 2023

	Amount	% of Payroll
1 Total normal cost	\$350,358,449	24.27%
2 Expected employee contributions	<u>113,325,930</u>	<u>7.85%</u>
3 Employer normal cost: 1 - 2	\$237,032,519	16.42%
4 Amortization of Unfunded Actuarial Accrued Liability	201,973,386	13.99%
5 Total required contribution: 3 + 4, adjusted for timing¹	<u>\$453,273,597</u>	<u>31.40%</u>
6 Projected compensation	\$1,443,732,069	

¹ Required contributions are assumed to be paid at the middle of every year.

Section 2: Actuarial Valuation Results

Reconciliation of Aggregate Required Contribution Rate

The chart below details the changes in the aggregate required employer contribution rate from the prior valuation to the current year's valuation.

Reconciliation of Aggregate Required Contribution Rate from July 1, 2022 to July 1, 2023

	Contribution Rate
1 Aggregate Required Contribution Rate as of July 1, 2022	29.84%
2 Effect of investment return greater than expected (after asset smoothing)	(0.04)%
3 Effect of actual contributions less than expected ¹	0.20%
4 Effect of individual salary increases greater than expected	1.87%
5 Effect of 2022 COLA increases greater than expected	0.64%
6 Effect of mortality higher than expected	(0.47)%
7 Effect of changes in member demographics (including increase in Tier 2 membership) on Normal Cost	(0.39)%
8 Effect of net other experience losses ²	0.09%
9 Effect of increase in total payroll on UAAL amortization rate	(1.30)%
10 Effect of the 2008 UAAL credit layer becoming fully amortized	1.69%
11 Effect of plan changes	<u>(0.73)%</u>
12 Total change	1.56%
13 Aggregate Required Contribution Rate as of July 1, 2023	31.40%

¹ Includes impact of the lag in rate implementation and the actual payroll during FY 2023 different than expected. Includes member contributions toward service purchases. The increase in contribution rates due to service purchases is included in (8) *Effect of net other experience losses*.

² Other differences in actual versus expected experience including (but not limited to) retirement, disability, termination and service purchases.

Section 2: Actuarial Valuation Results

Required Contribution

Required Aggregate Contribution Rate for Year Beginning July 1

All Tiers Combined (Aggregate)	2023		2022	
	Amount	% of Payroll	Amount	% of Payroll
1 Total Normal Cost	\$350,358,449	24.27%	\$322,734,117	24.64%
2 Expected employee contributions	<u>113,325,930</u>	<u>7.85%</u>	<u>100,816,462</u>	<u>7.70%</u>
3 Employer Normal Cost: 1 - 2	\$237,032,519	16.42%	\$221,917,655	16.94%
4 Actuarial Accrued Liability	17,006,868,824		16,130,108,757	
5 Actuarial Value of Assets	<u>16,595,320,789</u>		<u>15,812,000,418</u>	
6 Unfunded Actuarial Accrued Liability: 4 - 5	\$411,548,035		\$318,108,339	
7 Amortization of Unfunded Actuarial Accrued Liability ¹	\$201,973,386	13.99%	\$156,602,059	11.96%
8 Total required contribution: 3 + 7, adjusted for timing ²	<u>\$453,273,597</u>	<u>31.40%</u>	<u>\$390,821,605</u>	<u>29.84%</u>
9 Projected compensation	\$1,443,732,069		\$1,309,850,320	

¹ The amortization of the UAAL in accordance with the funding policy is determined as the sum of the amortization amount from the separate UAAL amortization layers created in each valuation and amortized over 15-year periods.

² Required contributions are assumed to be paid at the middle of every year.

Section 2: Actuarial Valuation Results

Required Contribution (continued)

Required Tier 1 Contribution Rate for Year Beginning July 1

Tier 1	2023		2022	
	Amount	% of Payroll	Amount	% of Payroll
1 Total Normal Cost	\$204,037,960	27.11%	\$200,000,566	27.34%
2 Expected employee contributions	<u>45,042,101</u>	<u>5.99%</u>	<u>43,684,701</u>	<u>5.97%</u>
3 Employer Normal Cost: 1 - 2	\$158,995,859	21.12%	\$156,315,865	21.37%
4 Actuarial Accrued Liability	16,247,859,288		15,562,308,094	
5 Amortization of Unfunded Actuarial Accrued Liability ¹	\$105,275,875	13.99%	\$87,459,843	11.96%
6 Total required contribution: 3 + 5, adjusted for timing ²	<u>\$272,860,565</u>	<u>36.26%</u>	<u>\$251,698,419</u>	<u>34.41%</u>
7 Employer match (110% of 2), adjusted for timing ²	\$51,156,566	6.80%	\$49,614,899	6.78%
8 Greater of employer match 7 or total required contribution 6	<u>\$272,860,565</u>	<u>36.26%</u>	<u>\$251,698,419</u>	<u>34.41%</u>
9 Projected compensation	\$752,525,664		\$731,531,274	

¹ The same UAAL contribution rate is charged to both Tier 1 and Tier 2.

² Required contributions are assumed to be paid at the middle of every year.

Section 2: Actuarial Valuation Results

Required Contribution (continued)

Required Tier 2 Contribution Rate for Year Beginning July 1

Tier 2	2023		2022	
	Amount	% of Payroll	Amount	% of Payroll
1 Total Normal Cost	\$146,320,489	21.17%	\$122,733,551	21.22%
2 Expected employee contributions	<u>68,283,829</u>	<u>9.88%</u>	<u>57,131,761</u>	<u>9.88%</u>
3 Employer Normal Cost: 1 - 2	\$78,036,660	11.29%	\$65,601,790	11.34%
4 Actuarial Accrued Liability	759,009,536		567,800,663	
5 Amortization of Unfunded Actuarial Accrued Liability ¹	\$96,697,511	13.99%	\$69,142,216	11.96%
6 Total required contribution: 3 + 5, adjusted for timing ²	<u>\$180,413,032</u>	<u>26.10%</u>	<u>\$139,123,186</u>	<u>24.06%</u>
7 Projected compensation	\$691,206,405		\$578,319,046	

¹ The same UAAL contribution rate is charged to both Tier 1 and Tier 2.

² Required contributions are assumed to be paid at the middle of every year.

Section 2: Actuarial Valuation Results

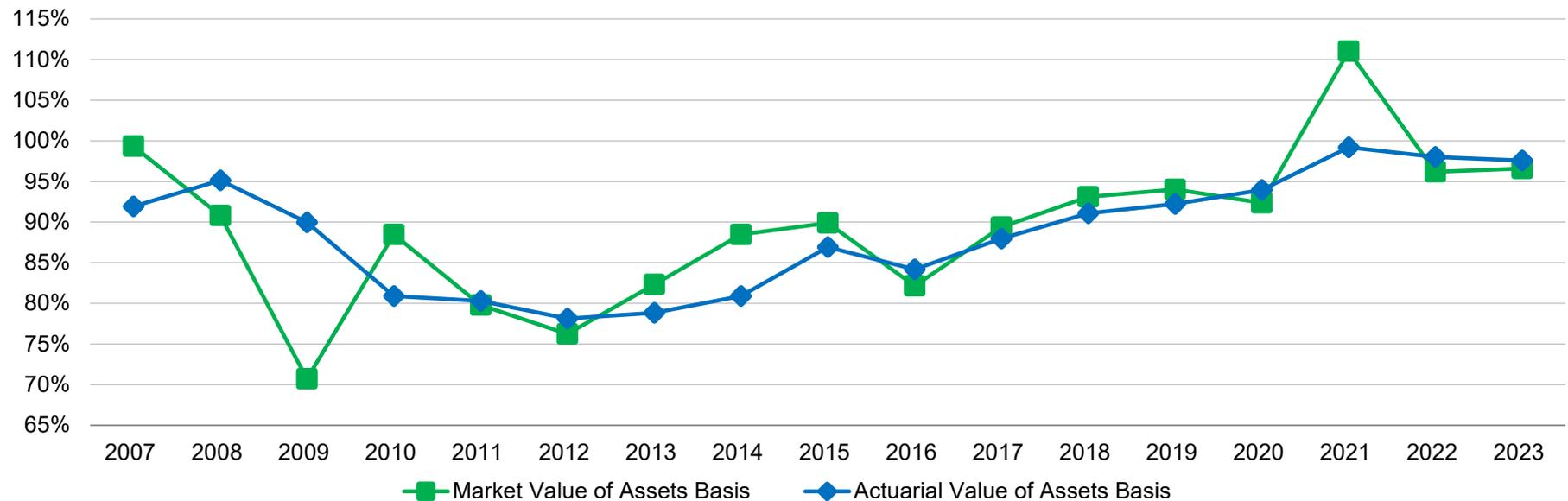
G. Funded Status

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

The chart below depicts a history of the funded ratio for the Plan. The chart on the next page shows the Plan's schedule of funding progress for the last ten years.

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

Funded Ratio for Years Ended June 30, 2007 – 2023



Section 2: Actuarial Valuation Results

Schedule of Funding Progress for Years Ended June 30, 2014 – 2023

Actuarial Valuation Date as of July 1	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) (b)	Unfunded AAL (UAAL) (b) - (a)	Funded Ratio (%) (a) / (b)	Projected Covered Payroll (c)	UAAL as a Percentage of Projected Covered Payroll (%) [(b) - (a)] / (c)
2014	\$8,877,594,529	\$10,975,550,617	\$2,097,956,088	80.89%	\$900,126,274	233.07%
2015	9,750,343,300	11,218,445,567	1,468,102,267	86.91%	920,781,074	159.44%
2016	10,344,355,801	12,289,229,001	1,944,873,200	84.17%	928,888,680	209.38%
2017	11,133,708,386	12,657,101,266	1,523,392,880	87.96%	991,814,994	153.60%
2018	12,009,999,030	13,187,542,730	1,177,543,700	91.07%	1,073,554,607	109.69%
2019	12,739,144,966	13,811,956,483	1,072,811,517	92.23%	1,141,875,615	93.95%
2020	13,586,120,581	14,465,349,538	879,228,957	93.92%	1,211,798,340	72.56%
2021	14,889,255,775	15,008,817,566	119,561,791	99.20%	1,233,265,179	9.69%
2022	15,812,000,418	16,130,108,757	318,108,339	98.03%	1,309,850,320	24.29%
2023	16,595,320,789	17,006,868,824	411,548,035	97.58%	1,443,732,069	28.51%

Section 2: Actuarial Valuation Results

H. Actuarial Balance Sheet

An overview of the Plan's funding is given by an Actuarial Balance Sheet. In this approach, the amount and timing of all future payments that will be made by the Plan for current participants is determined first. Then these payments are discounted at the valuation interest rate to the date of the valuation, thereby determining the present value, referred to as the Actuarial Present Value of Future Benefits of the Plan.

Second, this Actuarial Present Value of Future Benefits is compared to the assets. The "assets" for this purpose include the net amount of assets already accumulated by the Plan, the present value of future member contributions, the present value of future Department Normal Cost contributions, and the present value of future Department amortization payments (or credits) for the Unfunded (or Overfunded) Actuarial Accrued Liability.

Actuarial Balance Sheet

	July 1, 2023	July 1, 2022
Actuarial Present Value of Future Benefits		
• Present value of benefits for retired members and beneficiaries	\$10,099,709,651	\$9,628,733,394
• Present value of benefits for inactive vested members	251,202,030	265,177,322
• Present value of benefits for active members	<u>10,724,714,898</u>	<u>9,964,873,317</u>
Total Actuarial Present Value of Future Benefits	<u>21,075,626,579</u>	<u>\$19,858,784,033</u>
Current and future assets		
• Total Actuarial Value of Assets	\$16,595,320,789	\$15,812,000,418
• Present value of future contributions by members	1,510,857,277	1,338,199,223
• Present value of future employer contributions for:		
• Entry Age Normal Cost	2,557,900,478	2,390,476,053
• Unfunded Actuarial Accrued Liability	<u>411,548,035</u>	<u>318,108,339</u>
Total of Current and Future Assets	<u>21,075,626,579</u>	<u>\$19,858,784,033</u>

Section 2: Actuarial Valuation Results

I. Reserves and Designated Balances

	June 30, 2023	June 30, 2022
1. Reserve for retirement allowance for retired members	\$9,848,789,321	\$9,452,278,935
2. Contribution accounts:		
a. Members	2,093,095,974	1,960,534,961
b. Department of Water and Power	(2,113,792,593)	(1,990,108,896)
3. General Reserve	3,923,273,590	3,959,044,331
4. Total	\$13,751,366,292	\$13,381,749,331

Section 2: Actuarial Valuation Results

J. Adjusted Reserves

Each year the Retirement Board adjusts its retired reserves to agree with the value calculated during the valuation. The following table presents the required transfers.

	Adjusted Reserves	June 30, 2023	June 30, 2022
1.	Retired reserve balance	\$9,848,789,321	\$9,452,278,935
2.	Actuarially computed present value	10,099,709,651	9,628,733,394
3.	Actuarial gain (loss): 1 - 2	(250,920,330)	(176,454,459)
4.	Transfer from (to) DWP contribution accounts to (from) retired reserves	250,920,330	176,454,459

Section 2: Actuarial Valuation Results

K. Volatility Ratios

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

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

The current AVR is about 11.4. This means that a 1% asset gain or loss (relative to the assumed investment return) translates to about 11.4% of one-year's payroll. Since actuarial gains and losses are amortized over 15 years, there would be a 1.2% of payroll decrease/(increase) in the required contribution for each 1% asset gain/(loss).

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

The LVR also indicates how volatile contributions will be in response to changes in the Actuarial Accrued Liability due to actual experience or to changes in actuarial assumptions. The current LVR is about 11.8. This is about 4% higher than the AVR. Therefore, we would expect that contribution volatility will increase over the long term.

The chart on the next page shows how the asset and liability volatility ratios have varied over time.

Section 2: Actuarial Valuation Results

Volatility Ratios for Years Ended June 30, 2014 – 2023

Year Ended June 30	Asset Volatility Ratio	Liability Volatility Ratio
2014	10.8	12.2
2015	11.0	12.2
2016	10.9	13.2
2017	11.4	12.8
2018	11.4	12.3
2019	11.4	12.1
2020	11.0	11.9
2021	13.5	12.2
2022	11.8	12.3
2023	11.4	11.8

Section 2: Actuarial Valuation Results

L. Risk Assessment

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

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

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

Risk Assessments

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

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

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

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

The investment return assumption is a long-term, static assumption for valuation purposes even though in reality market experience can be quite volatile in any given year. That volatility can cause significant changes in the financial condition of the Plan, affecting both funded status and contribution rates. The inherent year-to-year volatility is reduced by smoothing through the actuarial value of assets, however investment experience can still have a sizable impact. As discussed in *Section 2, Subsection K, Volatility Ratios* on page 41, a 1% asset gain or loss (relative to the assumed investment return) translates to about 11.4% of one-year's payroll. Because actuarial

Section 2: Actuarial Valuation Results

gains and losses are amortized over 15 years, there would be a 1.2% of payroll decrease/(increase) in the required contribution for each 1% asset gain/(loss).

The year-by-year market value rate of return over the last 10 years has ranged from a low of (5.37)% to a high of 26.30%.

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

The actuarial valuation includes current life expectancy assumptions and an expectation of future improvement in life expectancy, which are significant assumptions given the relatively long duration of liabilities for pension plans. Emerging plan experience that does not match these expectations will result in increases or decreases in the actuarially determined contribution over time. This risk can be reduced by using tables appropriate for the Plan (public experience tables) that are weighted by benefit levels, and by using generational mortality projections. Effective with the July 1, 2019 valuation, the Board has adopted amount weighted mortality tables with generational mortality projections.

- Other Risks

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

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

Evaluation of Historical Trends

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

- The funded percentage on the actuarial value of assets has increased from 80.9% to 97.6%. This is primarily due to contributions made to amortize the UAAL (i.e., amortizing each layer of UAAL over 15 years in level dollar amounts) and average investment returns over recent years higher than the assumption on a smoothed basis. For a more detailed history see the *Schedule of Funding Progress* in *Section 2, Subsection G* on page 37.
- The average geometric investment return over the last 10 years was 7.67% on a Market Value basis. This includes a high of 26.30% return and a low of (5.37)%. The average over the last 5 years was 7.11%. For more details see the *Investment Return* table in *Section 2, Subsection C* on page 25.

Section 2: Actuarial Valuation Results

- The primary source of new UAAL was the strengthening assumptions through multiple assumption changes. For example, the assumption change in 2016 changed the discount rate from 7.50% to 7.25% and updated mortality tables, adding \$723 million unfunded liability. The assumption change in 2019 changed the discount rate from 7.25% to 7.00% and updated mortality tables, adding \$9 million unfunded liability. The assumption change in 2022 changed the discount rate from 7.00% to 6.50% and updated mortality tables, adding \$683 million unfunded liability. For more details on unfunded liability changes see *Section 3, Exhibit G, Table of Amortization Bases* on page 57.
- The plan's funding policy effectively deals with these unfunded liabilities over time. This can be seen most clearly in *Section 3, Exhibit H, Projection of UAAL Balance and Payment* provided on pages 58 and 59.

Maturity Measures

In the last 10 years the ratio of members in pay status to active participants has decreased slightly from 0.98 to 0.88. This ratio has fluctuated between 0.88 and 0.99 during the last 10 years but has recently decreased due to increased hiring of active members. An increasing ratio indicates that the plan has grown in maturity over time. Unless there will be continued increases in hiring, this is to be expected, but also is informative for understanding plan sensitivity to particular risks. For more details see *Section 2, Subsection A, Member Population* table on page 16.

As pension plans mature, the cash needed to fulfill benefit obligations will increase over time. Therefore, cash flow projections and analysis should be performed to assure that the Plan's asset allocation is aligned to meet emerging pension liabilities. For the prior year, benefits paid were \$242 million more than contributions received. Plans with high levels of negative cash flows may have a need for a larger allocation to income generating assets, which can create a drag on investment return. However, this plan currently has a relatively low level of negative cash flows and is well funded (at a 97.6% funded ratio). The level of negative cash flows should continue be monitored as the employer contribution for UAAL amortization is projected to decrease when the plan gets closer to full funding. For more details on historical cash flows see the *Comparison of Contributions Made with Benefits* on page 20.

A further discussion of plan maturity measures and how they relate to changes in assets and liabilities is included in *Section 2, Subsection K, Volatility Ratios* section starting on page 41.

Low-Default-Risk Obligation Measure (LDROM)

In December 2021, the Actuarial Standards Board issued a revision of Actuarial Standard of Practice No. 4 (ASOP 4) *Measuring Pension Obligations and Determining Pension Plan Costs or Contributions*. One of the revisions to ASOP 4 requires the disclosure of a Low-Default-Risk Obligation Measure (LDROM) when performing a funding valuation. The LDROM presented in this report is calculated using the same

Section 2: Actuarial Valuation Results

methodology and assumptions used to determine the Actuarial Accrued Liability (AAL) used for funding, except for the discount rate. The LDRM is required to be calculated using “a discount rate...derived from low-default-risk fixed income securities whose cash flows are reasonably consistent with the pattern of benefits expected to be paid in the future.”

The LDRM is a calculation assuming a plan’s assets are invested in an all-bond portfolio, generally lowering expected long-term investment returns. The discount rate selected and used for this purpose is the Bond Buyer General Obligation 20-year Municipal Bond Index Rate, published at the end of each week. The last published rate in June of the measurement period, by The Bond Buyer, is 3.65% for use effective July 1, 2023. This is the rate used to determine the discount rate for valuing reported public pension plan liabilities in accordance with Governmental Accounting Standards when plan assets are projected to be insufficient to make projected benefit payments, and the 20-year period reasonably approximates the duration of public pension plan liabilities. The LDRM is not used to determine a plan’s funded status or Actuarially Determined Contribution Rate. The plan’s expected return on assets, currently 6.50%, is used for these calculations.

As of July 1, 2023, the LDRM for the Plan is \$25.12 billion. The difference between the plan’s AAL of \$17.01 billion and the LDRM can be thought of as the increase in the AAL if the entire portfolio were invested in low-default-risk securities. Alternatively, this difference could also be viewed as representing the expected savings from investing in the plan’s diversified portfolio compared to investing only in low-default-risk securities.

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

Section 3: Supplemental Information

Exhibit A: Table of Plan Coverage

Total Plan

Category	Year Ended July 1		Change From Prior Year
	2023	2022	
Active members in valuation:			
• Number	11,039	10,799	2.2%
• Average age	46.5	46.5	0.0
• Average years of service	13.1	13.3	-0.2
• Total projected compensation	\$1,443,732,069	\$1,309,850,320	10.2%
• Average projected compensation	130,785	121,294	7.8%
• Account balances	1,644,046,236	1,562,548,088	5.2%
Inactive vested members:¹			
• Number	1,765	1,735	1.7%
• Average age	51.6	51.8	-0.2
• Average account balances	\$69,757	\$69,761	-0.0%
Retired members:			
• Number in pay status	7,819	7,760	0.8%
• Average age	72.9	72.7	0.2
• Average monthly benefit	\$7,107	\$6,825	4.1%
Beneficiaries:			
• Number in pay status	1,937	1,956	-1.0%
• Average age	80.3	80.4	-0.1
• Average monthly benefit	\$4,252	\$4,086	4.1%

¹ Includes terminated members due a refund of member contributions and members receiving PTD benefits

Section 3: Supplemental Information

Exhibit A: Table of Plan Coverage (continued)

Tier 1

Category	Year Ended July 1		Change From Prior Year
	2023	2022	
Active members in valuation:			
• Number	5,182	5,510	-6.0%
• Average age	53.4	52.9	0.5
• Average years of service	22.4	21.9	0.5
• Total projected compensation	\$752,525,664	\$731,531,274	2.9%
• Average projected compensation	145,219	132,764	9.4%
• Account balances	1,333,262,649	1,325,682,910	0.6%
Inactive vested members:¹			
• Number	1,084	1,145	-5.3%
• Average Age	56.5	56.1	0.4
• Average account balances	\$101,805	\$97,885	4.0%
Retired members:			
• Number in pay status	7,791	7,745	0.6%
• Average age	72.9	72.8	0.1
• Average monthly benefit	\$7,129	\$6,837	4.3%
Beneficiaries:			
• Number in pay status	1,936	1,955	-1.0%
• Average age	80.3	80.4	-0.1
• Average monthly benefit	\$4,254	\$4,088	4.1%

¹ Includes terminated members due a refund of member contributions and members receiving PTD benefits.

Section 3: Supplemental Information

Exhibit A: Table of Plan Coverage (continued)

Tier 2

Category	Year Ended July 1		Change From Prior Year
	2023	2022	
Active members in valuation:			
• Number	5,857	5,289	10.7%
• Average age	40.4	39.9	0.5
• Average years of service	4.8	4.4	0.4
• Total projected compensation	\$691,206,405	\$578,319,046	19.5%
• Average projected compensation	118,014	109,344	7.9%
• Account balances	310,783,587	236,865,178	31.2%
Inactive vested members:¹			
• Number	681	590	15.4%
• Average Age	43.7	43.5	0.2
• Average account balances	\$18,743	\$15,183	23.4%
Retired members:			
• Number in pay status	28	15	86.7%
• Average age	65.3	65.9	-0.6
• Average monthly benefit	\$1,023	\$723	41.5%
Beneficiaries:			
• Number in pay status	1	1	0.0%
• Average age	76.5	75.5	1.0
• Average monthly benefit	\$93	\$91	2.2%

¹ Includes terminated members due a refund of member contributions and members receiving PTD benefits.

Section 3: Supplemental Information

Exhibit B: Members in Active Service as of July 1, 2023 by Age, Years of Service, and Average Projected Compensation

Total Plan

Age	Years of Service									
	Total	0 – 4	5 – 9	10 – 14	15 – 19	20 – 24	25 – 29	30 – 34	35 – 39	40 & over
Under 25	106	104	2	—	—	—	—	—	—	—
	\$110,535	\$110,047	\$135,898	—	—	—	—	—	—	—
25 – 29	700	557	142	1	—	—	—	—	—	—
	122,540	116,426	146,081	\$184,997	—	—	—	—	—	—
30 – 34	1,261	723	503	35	—	—	—	—	—	—
	123,057	110,406	139,187	152,565	—	—	—	—	—	—
35 – 39	1,456	600	609	143	102	2	—	—	—	—
	125,018	109,698	127,018	156,967	\$155,607	\$267,371	—	—	—	—
40 – 44	1,601	444	535	174	306	137	5	—	—	—
	133,275	108,684	123,936	151,339	158,536	170,352	\$125,746	—	—	—
45 – 49	1,523	297	426	114	277	340	68	1	—	—
	130,780	109,337	118,357	139,835	141,427	150,139	143,989	\$330,000	—	—
50 – 54	1,568	198	313	91	253	394	183	129	7	—
	132,862	109,692	115,561	127,924	134,560	136,658	144,416	181,166	\$158,805	—
55 – 59	1,404	109	234	73	158	279	147	281	123	—
	142,339	112,818	115,162	131,496	130,221	131,122	151,076	174,222	184,368	—
60 – 64	931	51	102	48	127	199	95	134	134	41
	136,089	111,579	120,608	127,665	128,368	129,247	135,509	144,937	163,249	\$155,736
65 – 69	359	10	44	22	46	72	45	54	42	24
	126,905	111,641	117,574	118,436	116,223	120,878	126,746	139,089	138,973	148,456
70 & over	130	3	5	6	14	35	9	17	15	26
	123,504	62,735	122,788	102,725	110,828	114,936	129,635	142,328	140,425	129,617
Total	11,039	3,096	2,915	707	1,283	1,458	552	616	321	91
	\$130,785	\$111,007	\$125,665	\$142,624	\$141,370	\$139,775	\$142,753	\$165,598	\$167,001	\$146,354

Section 3: Supplemental Information

Exhibit B: Members in Active Service as of July 1, 2023 by Age, Years of Service, and Average Projected Compensation (continued)

Tier 1

Age	Years of Service									
	Total	0 – 4	5 – 9	10 – 14	15 – 19	20 – 24	25 – 29	30 – 34	35 – 39	40 & over
Under 25	—	—	—	—	—	—	—	—	—	—
	—	—	—	—	—	—	—	—	—	—
25 – 29	1	—	—	1	—	—	—	—	—	—
	\$184,997	—	—	\$184,997	—	—	—	—	—	—
30 – 34	72	1	40	31	—	—	—	—	—	—
	146,147	\$71,511	\$140,968	155,236	—	—	—	—	—	—
35 – 39	277	—	41	133	101	2	—	—	—	—
	155,941	—	143,125	158,775	\$155,205	\$267,371	—	—	—	—
40 – 44	642	3	35	159	304	136	5	—	—	—
	157,551	95,391	133,761	152,056	158,430	170,672	\$125,746	—	—	—
45 – 49	818	4	22	106	277	340	68	1	—	—
	144,860	95,543	133,322	139,967	141,427	150,139	143,989	\$330,000	—	—
50 – 54	1,074	4	22	88	248	394	182	129	7	—
	141,567	114,273	113,436	127,745	133,972	136,658	144,495	181,166	\$158,805	—
55 – 59	1,077	1	22	66	158	279	147	281	123	—
	150,715	71,511	116,905	131,463	130,221	131,122	151,076	174,222	184,368	—
60 – 64	787	1	11	46	126	199	95	134	134	41
	139,237	46,715	113,965	126,428	128,476	129,247	135,509	144,937	163,249	\$155,736
65 – 69	310	1	5	21	46	72	45	54	42	24
	128,027	71,509	94,249	118,195	116,223	120,878	126,746	139,089	138,973	148,456
70 & over	124	3	—	5	14	35	9	17	15	26
	123,785	62,735	—	104,814	110,828	114,936	129,635	142,328	140,425	129,617
Total	5,182	18	198	656	1,274	1,457	551	616	321	91
	\$145,219	\$87,494	\$130,879	\$143,091	\$141,208	\$139,784	\$142,776	\$165,598	\$167,001	\$146,354

Section 3: Supplemental Information

Exhibit B: Members in Active Service as of July 1, 2023 by Age, Years of Service, and Average Projected Compensation (continued)

Tier 2

Age	Years of Service									
	Total	0 – 4	5 – 9	10 – 14	15 – 19	20 – 24	25 – 29	30 – 34	35 – 39	40 & over
Under 25	106	104	2	—	—	—	—	—	—	—
	\$110,535	\$110,047	\$135,898	—	—	—	—	—	—	—
25 – 29	699	557	142	—	—	—	—	—	—	—
	122,451	116,426	146,081	—	—	—	—	—	—	—
30 – 34	1,189	722	463	4	—	—	—	—	—	—
	121,659	110,460	139,033	\$131,869	—	—	—	—	—	—
35 – 39	1,179	600	568	10	1	—	—	—	—	—
	117,753	109,698	125,855	132,914	\$196,185	—	—	—	—	—
40 – 44	959	441	500	15	2	1	—	—	—	—
	117,024	108,775	123,249	143,736	174,682	\$126,817	—	—	—	—
45 – 49	705	293	404	8	—	—	—	—	—	—
	114,443	109,525	117,542	138,079	—	—	—	—	—	—
50 – 54	494	194	291	3	5	—	1	—	—	—
	113,938	109,598	115,722	133,177	163,721	—	\$130,060	—	—	—
55 – 59	327	108	212	7	—	—	—	—	—	—
	114,753	113,201	114,981	131,807	—	—	—	—	—	—
60 – 64	144	50	91	2	1	—	—	—	—	—
	118,883	112,876	121,411	156,116	114,737	—	—	—	—	—
65 – 69	49	9	39	1	—	—	—	—	—	—
	119,804	116,100	120,564	123,503	—	—	—	—	—	—
70 & over	6	—	5	1	—	—	—	—	—	—
	117,703	—	122,788	92,277	—	—	—	—	—	—
Total	5,857	3,078	2,717	51	9	1	1	—	—	—
	\$118,014	\$111,144	\$125,285	\$136,617	\$164,322	\$126,817	\$130,060	—	—	—

Section 3: Supplemental Information

Exhibit C: Reconciliation of Member Data

	Active Members	Inactive Vested Members ¹	Retired Members	Beneficiaries	Total
Number as of July 1, 2022	10,799	1,735	7,760	1,956	22,250
• New members	694	N/A	N/A	N/A	694
• Terminations – with vested rights	-139	139	N/A	N/A	0
• Contribution refunds	-19	-44	N/A	N/A	-63
• Retirements	-303	-51	354	N/A	0
• Rehire	31	-31	0	0	0
• Died with beneficiary	-3	-1	-102	106	0
• Died without beneficiary	-21	-6	-193	-145	-365
• Data adjustments	0	24 ²	0	20 ³	44
Number as of July 1, 2023	11,039	1,765	7,819	1,937	22,560

¹ Includes terminated members due a refund of member contributions and members receiving PTD benefits.

² Terminated members due a refund of member contributions.

³ New beneficiaries from either death of retired members or divorce settlements.

Section 3: Supplemental Information

Exhibit D: Summary Statement of Income and Expenses on a Market Value Basis

	Year Ended June 30, 2023	Year Ended June 30, 2022
Net assets at market value at the beginning of the year	\$15,513,924,394	\$16,667,463,956
Contribution income:		
• Employer contributions	\$361,585,859	\$318,873,759
• Member contributions	144,715,315	131,105,102
• Net administrative expense contributions	<u>893,392</u>	<u>838,206</u>
<i>Net contribution income</i>	<i>\$507,194,566</i>	<i>\$450,817,067</i>
Investment income:		
• Interest, dividends and other income	\$351,168,965	\$283,291,027
• Asset appreciation	854,767,280	(1,117,018,219)
• Less investment fees	<u>(52,793,449)</u>	<u>(54,621,537)</u>
<i>Net investment income</i>	<i>\$1,153,142,796</i>	<i>\$(888,348,728)</i>
Total income available for benefits	\$1,660,337,362	\$(437,531,661)
Less benefit payments:		
• Retirement benefits paid	\$(740,641,591)	\$(706,884,767)
• Refund of members' contributions	<u>(8,819,054)</u>	<u>(9,123,135)</u>
<i>Net benefit payments</i>	<i>\$(749,460,645)</i>	<i>\$(716,007,901)</i>
Change in net assets at market value	\$910,876,717	\$(1,153,539,562)
Net assets at market value at the end of the year	\$16,424,801,111	\$15,513,924,394

Note: Results may be slightly off due to rounding.

Section 3: Supplemental Information

Exhibit E: Summary Statement of Plan Assets

	Year Ended June 30, 2023	Year Ended June 30, 2022
<i>Cash equivalents</i>	\$5,419,826	\$15,282,094
Accounts receivable:		
• Accrued investment income	\$47,576,533	\$41,478,588
• Open investment trades and others	266,013,390	172,801,691
• Department of Water and Power	<u>68,082,589</u>	<u>52,090,229</u>
<i>Total accounts receivable</i>	\$381,672,512	\$266,370,507
Investments:		
• Fixed income	3,885,575,620	3,855,448,612
• Equities	6,684,302,538	6,153,372,081
• Other assets	<u>5,719,937,502</u>	<u>5,554,860,665</u>
<i>Total investments at market value</i>	\$16,289,815,660	\$15,563,681,357
Total assets	\$16,676,907,998	\$15,845,333,959
<i>Less accounts payable</i>	\$(252,106,887)	\$(331,409,565)
Net assets at market value	\$16,424,801,111	\$15,513,924,394
Net assets at actuarial value	\$16,595,320,789	\$15,812,000,418

Note: Results may be slightly off due to rounding.

Section 3: Supplemental Information

Exhibit F: Development of the Fund through June 30, 2023

Year Ended June 30	Employer Contributions	Member Contributions ¹	Other Contributions	Net Investment Return ²	Benefit Payments	Market Value of Assets at Year-End	Actuarial Value of Assets at Year-End	Actuarial Value as a Percent of Market Value
2014	\$384,265,892	\$72,299,526	\$4,872,432	\$1,401,607,860	\$463,596,940	\$9,710,178,432	\$8,877,594,529	91.4%
2015	376,902,022	68,552,375	717,370	416,474,352	485,966,910	10,086,857,641	9,750,343,300	96.7%
2016	362,359,894	75,068,523	791,047	82,810,914	510,493,296	10,097,394,723	10,344,355,801	102.4%
2017	391,717,359	83,239,105	655,190	1,281,254,293	540,361,335	11,313,899,335	11,133,708,386	98.4%
2018	433,412,569	93,659,240	549,417	998,777,227	563,212,525	12,277,085,263	12,009,999,030	97.8%
2019	410,165,124	104,741,925	826,142	791,832,113	597,563,566	12,987,087,001	12,739,144,966	98.1%
2020	422,017,394	120,299,327	932,870	459,024,099	635,652,595	13,353,708,096	13,586,120,581	101.7%
2021	378,990,511	122,316,256	965,774	3,489,200,333	677,717,014	16,667,463,956	14,889,255,775	89.3%
2022	318,873,759	131,105,102	838,206	(888,348,728)	716,007,901	15,513,924,394	15,812,000,418	101.9%
2023	361,585,859	144,715,315	893,392	1,153,142,796	749,460,645	16,424,801,111	16,595,320,789	101.0%

¹ Includes member normal contributions, Additional Annuity Program contributions, contributions due to open contracts for purchased service, and member contributions transferred from LACERS.

² On a market value basis. Net of investment fees and administrative expenses prior to 2015. Starting in 2015, administrative expenses are included as an offset to "other contributions."

Section 3: Supplemental Information

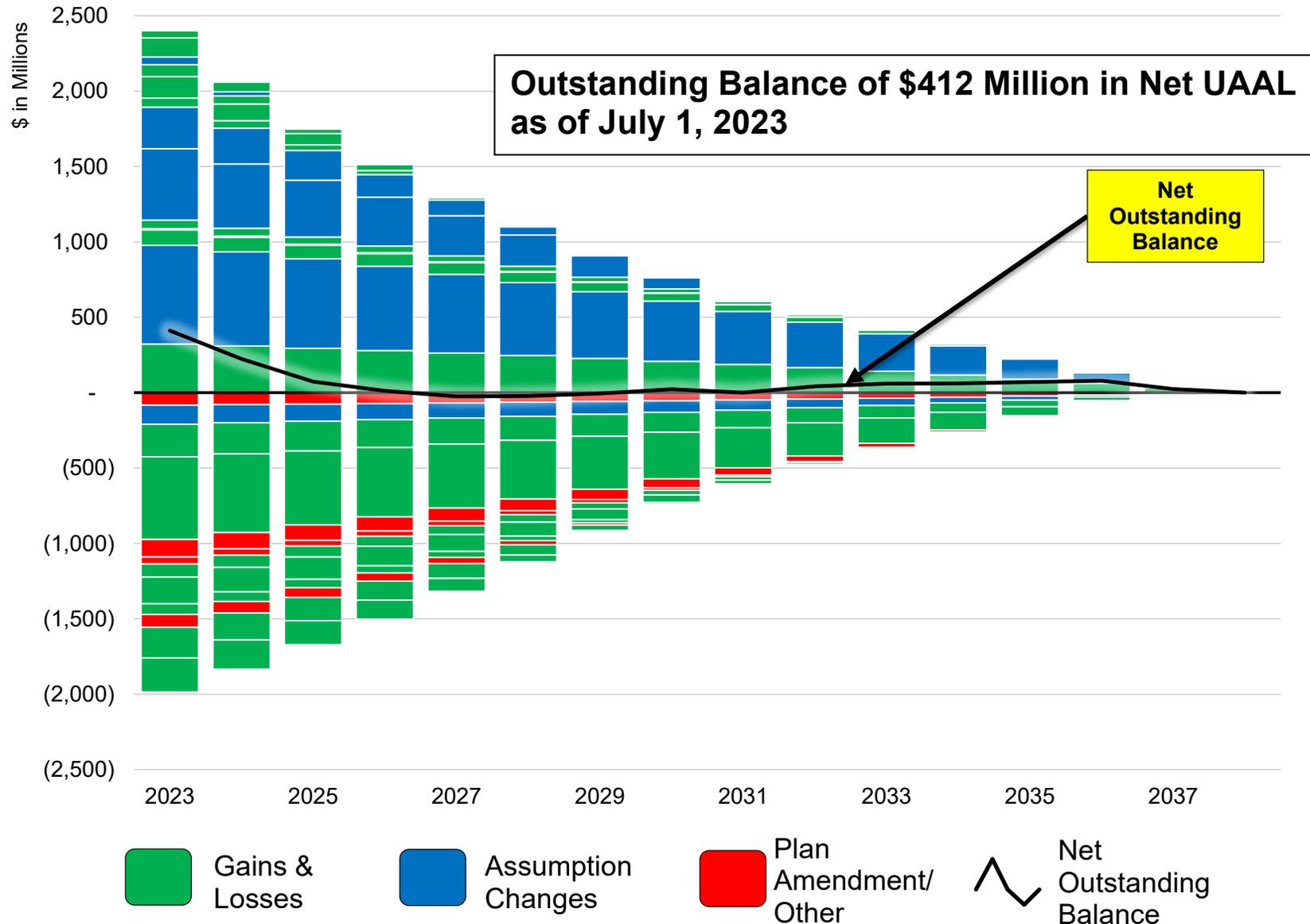
Exhibit G: Table of Amortization Bases

Type	Date Established	Initial Amount	Initial Period	Outstanding Balance	Years Remaining	Annual Payment ¹
Actuarial Gain	07/01/2008	\$(204,179,457)	15	\$0	0	\$0
Actuarial Loss	07/01/2009	457,336,004	15	47,760,683	1	47,760,683
Plan Amendments	07/01/2009	2,239,982	15	233,926	1	233,926
Actuarial Loss	07/01/2010	626,174,290	15	126,063,060	2	65,015,573
Assumption Changes	07/01/2010	255,885,598	15	51,515,563	2	26,568,559
Actuarial Loss	07/01/2011	268,017,929	15	78,109,015	3	27,692,081
Plan Amendments	07/01/2011	(6,948,892)	15	(2,025,129)	3	(717,971)
Actuarial Loss	07/01/2012	380,800,633	15	142,865,256	4	39,157,521
Actuarial Loss	07/01/2013	133,360,391	15	60,411,214	5	13,649,788
Actuarial Gain	07/01/2014	(434,196,395)	15	(228,090,904)	6	(44,240,707)
Assumption Changes	07/01/2014	525,443,921	15	276,024,815	6	53,538,010
Actuarial Gain	07/01/2015	(341,001,627)	15	(202,205,465)	7	(34,618,215)
Plan Amendments	07/01/2015	(144,007,904)	15	(85,393,097)	7	(14,619,568)
Actuarial Gain	07/01/2016	(109,018,791)	15	(71,512,699)	8	(11,028,218)
Assumption Changes	07/01/2016	722,927,661	15	474,216,491	8	73,130,549
Actuarial Gain	07/01/2017	(248,943,494)	15	(178,032,857)	9	(25,114,842)
Actuarial Gain	07/01/2018	(111,501,612)	15	(85,896,661)	10	(11,219,369)
Plan Amendments	07/01/2018	(59,019,242)	15	(45,466,210)	10	(5,938,557)
Actuarial Loss	07/01/2019	67,815,430	15	55,734,867	11	6,806,206
Assumption Changes	07/01/2019	8,835,790	15	7,261,793	11	886,792
Actuarial Loss	07/01/2020	118,910,357	15	103,519,428	12	11,913,790
Funding Policy Changes	07/01/2020	(133,537,081)	15	(116,252,972)	12	(13,379,262)
Actuarial Gain	07/01/2021	(599,236,350)	15	(548,956,272)	13	(59,938,065)
Actuarial Gain	07/01/2022	(225,241,182)	15	(215,926,832)	14	(22,492,983)
Method Changes	07/01/2022	(132,113,077)	15	(126,649,834)	14	(13,193,045)
Assumption Changes	07/01/2022	682,938,414	15	654,697,011	14	68,199,438
Actuarial Loss	07/01/2023	322,377,010	15	322,377,010	15	32,193,138
Plan Amendments	07/01/2023	(82,833,165)	15	(82,833,165)	15	(8,271,866)
Total				\$411,548,035		\$201,973,386

¹ Level dollar amount.

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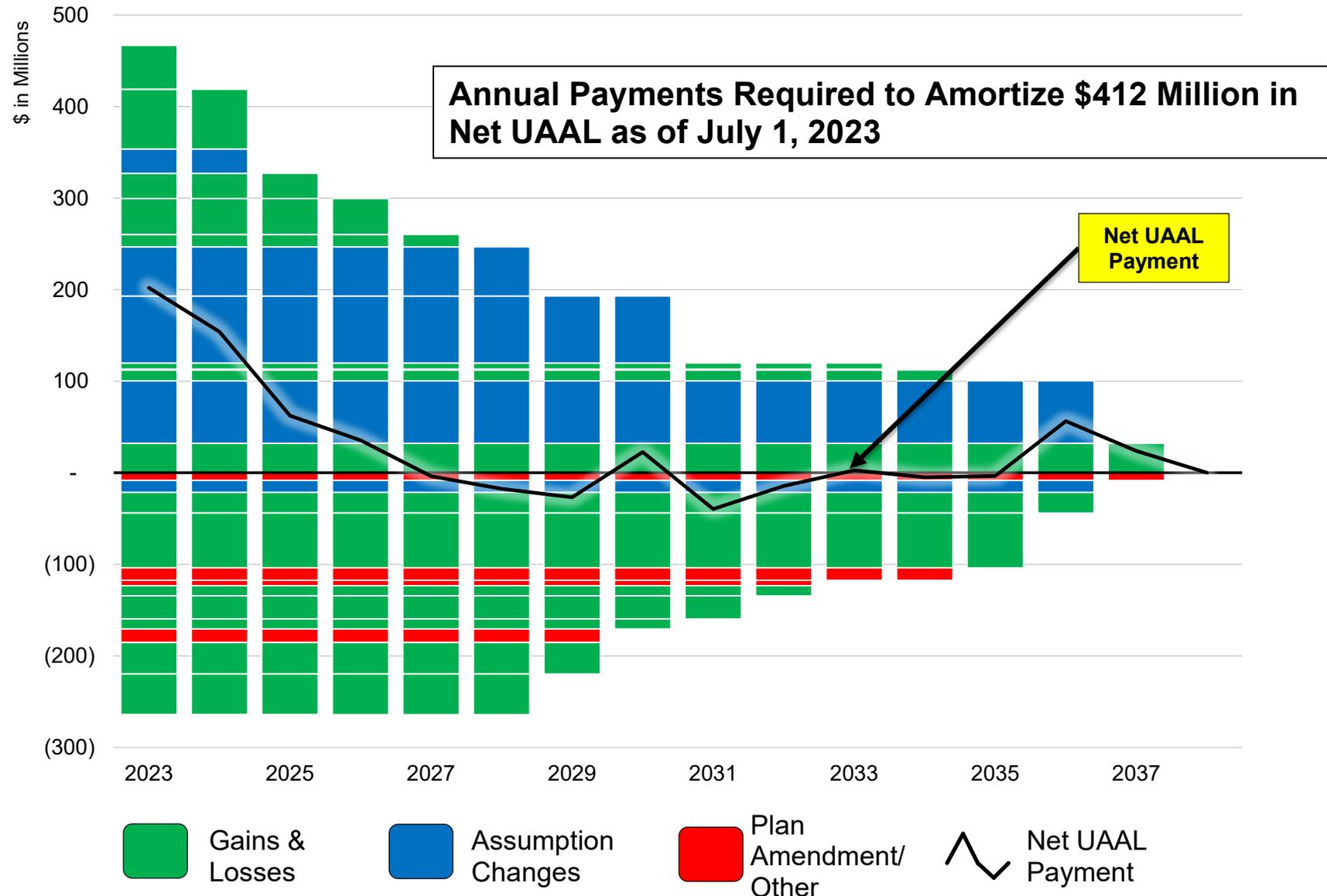
Exhibit H: Projection of UAAL Balances and Payments



Note: This projection illustrates how the current UAAL of \$412 million will be paid for over the next 15 years with the layered amortization bases. The deferred investment losses to be recognized in the next few valuations are not reflected in this projection.

Section 3: Supplemental Information

Exhibit H: Projection of UAAL Balances and Payments (continued)



Note: This projection illustrates how the current UAAL of \$412 million will be paid for over the next 15 years with the layered amortization bases. The deferred investment losses to be recognized in the next few valuations are not reflected in this projection.

Section 3: Supplemental Information

Exhibit I: Definition of Pension Terms

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

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

Section 3: Supplemental Information

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

Section 3: Supplemental Information

Assumptions or Actuarial Assumptions:	The estimates upon which the cost of the Plan is calculated, including: <u>Investment return</u> - the rate of investment yield that the Plan will earn over the long-term future; <u>Mortality rates</u> - the rate or probability of death at a given age for employees and pensioners; <u>Retirement rates</u> - the rate or probability of retirement at a given age or service; <u>Disability rates</u> - the rate or probability of disability retirement at a given age; <u>Termination rates</u> - the rate or probability at which employees of various ages are expected to leave employment for reasons other than death, disability, or retirement; <u>Salary increase rates</u> - the rates of salary increase due to inflation, real wage growth and merit and promotion increases.
Closed Amortization Period:	A specific number of years that is counted down by one each year, and therefore declines to zero with the passage of time. For example, if the amortization period is initially set at 20 years, it is 19 years at the end of one year, 18 years at the end of two years, etc. See Open Amortization Period.
Decrements:	Those causes/events due to which a member's status (active-inactive-retiree-beneficiary) changes, that is: death, retirement, disability, or termination.
Defined Benefit Plan:	A retirement plan in which benefits are defined by a formula based on the member's compensation, age and/or years of service.
Defined Contribution Plan:	A retirement plan, such as a 401(k) plan, a 403(b) plan, or a 457 plan, in which the contributions to the plan are assigned to an account for each member, the plan's earnings are allocated to each account, and each member's benefits are a direct function of the account balance.
Employer Normal Cost:	The portion of the Normal Cost to be paid by the employer. This is equal to the Normal Cost less expected member contributions.
Experience Study:	A periodic review and analysis of the actual experience of the Plan that may lead to a revision of one or more actuarial assumptions. Actual rates of decrement and salary increases are compared to the actuarially assumed values and modified based on recommendations from the Actuary.
Funded Ratio:	The ratio of the Actuarial Value of Assets (AVA) to the actuarial accrued liability (AAL). Plans sometimes calculate a market funded ratio, using the Market Value of Assets (MVA), rather than the AVA.
Investment Return:	The rate of earnings of the Plan from its investments, including interest, dividends and capital gain and loss adjustments, computed as a percentage of the average value of the fund. For actuarial purposes, the investment return often reflects a smoothing of the capital gains and losses to avoid significant swings in the value of assets from one year to the next.

Section 3: Supplemental Information

Normal Cost:	That portion of the Actuarial Present Value of pension plan benefits and expenses allocated to a valuation year by the Actuarial Cost Method. Any payment in respect of an Unfunded Actuarial Accrued Liability is not part of Normal Cost (see Amortization Payment). For pension plan benefits that are provided in part by employee contributions, Normal Cost refers to the total of employee contributions and employer Normal Cost unless otherwise specifically stated.
Open Amortization Period:	An open amortization period is one which is used to determine the Amortization Payment but which does not change over time. If the initial period is set as 30 years, the same 30-year period is used in each future year in determining the Amortization Period.
Unfunded Actuarial Accrued Liability:	The excess of the Actuarial Accrued Liability over the Actuarial Value of Assets. This value may be negative, in which case it may be expressed as a negative Unfunded Actuarial Accrued Liability, also called the Funding Surplus.
Valuation Date or Actuarial Valuation Date:	The date as of which the value of assets is determined and as of which the Actuarial Present Value of Future Benefits is determined. The expected benefits to be paid in the future are discounted to this date.

Section 4: Actuarial Valuation Basis

Exhibit 1: Actuarial Assumptions and Methods

Rationale for Assumptions:	The information and analysis used in selecting each assumption that has a significant effect on this actuarial valuation is shown in the July 1, 2018 through June 30, 2021 Actuarial Experience Study dated May 20, 2022. Unless otherwise noted, all actuarial assumptions and methods shown below apply to both Tier 1 and Tier 2 members.
<u>Economic Assumptions</u>	
Net Investment Return:	6.50%; net of investment expenses. Based on the Actuarial Experience Study referenced above, expected investment expenses represent about 0.40% of the average Market Value of Assets.
Employee Contribution, Additional Annuity and Matching Account Crediting Rate:	6.50%, based on Plan provisions. ¹
Consumer Price Index (CPI):	CPI Increase of 2.50% per year.
Cost of Living Adjustments (COLA):	Retiree COLA increases of 2.75% per year for Tier 1 and 2.00% per year for Tier 2. For members that have COLA banks, they are reflected in projected future COLAs.
Administration Expenses:	Offset by additional employer contributions.
Increase in Internal Revenue Code Section 401(a)(17) Compensation Limit:	Increase of 2.50% per year from the valuation date.

¹ The Board adopted Plan amendment on November 9, 2022. Effective July 1, 2024, the Regular Interest Rate will be aligned with the investment return assumption as adopted by the Board. The cost impact of this Plan amendment is determined and reflected as of the July 1, 2023 valuation.

Section 4: Actuarial Valuation Basis

Salary Increases:

The annual rate of compensation increase includes: inflation at 2.50%, plus “across the board” salary increases of 0.50% per year, plus the following merit and promotion increases:

Rate (%)	
Years of Service	Rate (%)
Less than 1	7.00
1 – 2	7.00
2 – 3	6.50
3 – 4	5.00
4 – 5	3.75
5 – 6	2.75
6 – 7	2.25
7 – 8	2.00
8 – 9	1.90
9 – 10	1.80
10 – 11	1.70
11 – 12	1.45
12 – 13	1.40
13 – 14	1.35
14 – 15	1.30
15 – 16	1.30
16 – 17	1.30
17 & Over	1.25

Section 4: Actuarial Valuation Basis

Demographic Assumptions

Post-Retirement Mortality Rates:

Service Retirement, Disability Retirement, and Beneficiaries not Currently in Pay Status

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

Beneficiaries in Pay Status

- Pub-2010 Contingent Survivor Amount-Weighted Above-Median Mortality Table (separate tables for males and females) increased by 5% for females, projected generationally with the two-dimensional mortality improvement scale MP-2021.

Optional Form of Payment Amounts at Retirement and Conversion of Contribution Balance to Annuities at Retirement¹

- *Members:* Pub-2010 General Healthy Retiree Amount-Weighted Above-Median Mortality Table (separate tables for males and females) increased by 5% for males, projected generationally with the two-dimensional mortality improvement scale MP-2021 associated with a retirement year of 2025, weighted 75% male and 25% female.
- *Beneficiaries:* Pub-2010 General Healthy Retiree Amount-Weighted Above-Median Mortality Table (separate tables for males and females) increased by 5% for males, projected generationally with the two-dimensional mortality improvement scale MP-2021 associated with a retirement year of 2025, weighted 25% male and 75% female.

The Pub-2010 mortality tables and adjustments as shown above 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.

¹ The Board adopted Plan amendment on November 9, 2022. Effective July 1, 2024, the mortality assumptions used for optional form of payments and conversion of contribution balance to annuities will be aligned with the assumptions as adopted by the Board but on a unisex basis. The cost impact of this Plan amendment is determined and reflected as of the July 1, 2023 valuation.

Section 4: Actuarial Valuation Basis

Pre-Retirement Mortality Rates:

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

Age	Rate (%)	
	Male	Female
25	0.024	0.008
30	0.031	0.013
35	0.041	0.021
40	0.057	0.033
45	0.085	0.051
50	0.129	0.076
55	0.190	0.112
60	0.276	0.169
65	0.405	0.270
70	0.609	0.445

5% of pre-retirement deaths are assumed to be duty related, with the remaining being non-duty related. Note that generational projections beyond the base year (2010) are not reflected in the above mortality rates.

Disability Incidence Rates:

Age	Disability Incidence Rate (%)	
	Male	Female
25	0.006	0.000
30	0.012	0.006
35	0.012	0.036
40	0.018	0.072
45	0.030	0.102
50	0.054	0.138
55	0.126	0.168
60	0.240	0.202

Section 4: Actuarial Valuation Basis

Termination Rates

Total Termination	
Years of Service	Rate (%)
Less than 1	9.25
1 – 2	4.25
2 – 3	3.25
3 – 4	3.25
4 – 5	2.25
5 – 6	1.75
6 – 7	1.50
7 – 8	1.50
8 – 9	1.50
9 – 10	1.25
10 – 15	0.75
15 – 20	0.70
20 & over	0.50

Tier 1 Allocation of Termination Rates (%) between Ordinary Withdrawals and Vested Terminations

Years of Service	Ordinary Withdrawals	Vested Terminations
Less than 1	100	0
1 – 10	30	70
10 & Over	15	85

Tier 2 Allocation of Termination Rates (%) between Ordinary Withdrawals and Vested Terminations

Years of Service	Ordinary Withdrawals	Vested Terminations
Less than 5	80	20
5 – 10	25	75
10 & Over	15	85

Ordinary withdrawals are assumed to receive their account balance at termination. Vested terminations are assumed to receive a deferred retirement benefit. No termination is assumed after a member is first eligible to retire.

Section 4: Actuarial Valuation Basis

Retirement Rates:

Age	Retirement Rates (%)			
	Tier 1		Tier 2	
	Under 30 Years of Service	30 or More Years of Service	Under 30 Years of Service	30 or More Years of Service
50	0.00	1.50	0.00	0.00
51	0.00	1.00	0.00	0.00
52	0.00	0.00	0.00	0.00
53	0.00	0.00	0.00	0.00
54	0.00	0.00	0.00	0.00
55	4.50	30.00	0.00	26.00
56	2.50	20.00	0.00	14.00
57	3.00	18.00	0.00	13.50
58	3.50	18.00	0.00	13.50
59	3.50	18.00	0.00	13.50
60	5.25	22.00	5.25	17.50
61	6.75	22.00	3.75	12.00
62	7.00	24.00	2.75	12.00
63	8.50	25.00	20.00	25.00
64	9.50	27.00	11.00	25.00
65	11.50	28.00	11.00	27.00
66	13.50	28.00	12.00	27.00
67	13.50	28.00	12.50	27.00
68	13.50	28.00	12.50	27.00
69	19.00	30.00	16.50	28.00
70	22.00	30.00	40.00	40.00
71	22.00	30.00	40.00	40.00
72	22.00	30.00	40.00	40.00
73	22.00	30.00	40.00	40.00
74	22.00	30.00	40.00	40.00
75 & Over	100.00	100.00	100.00	100.00

Retirement Age and Benefit for Inactive Vested Members:

For Tier 1, inactive vested members are assumed to retire at age 60 with a Money Purchase Annuity. For Tier 2, inactive vested members are assumed to retire at age 63. Tier 1 and Tier 2 members receiving Permanent Total Disability benefits are assumed to retire at the earlier of age 65 or age 55 with 30 years of service.

Section 4: Actuarial Valuation Basis

Definition of Active Members:	First day of biweekly payroll following employment.
Form of Payment:	All active and inactive members are assumed to elect the unmodified option at retirement.
Unknown Data for Members:	Same as those exhibited by members with similar known characteristics. If not specified, members are assumed to be male.
Data Adjustments:	Data as of March 31 has been adjusted to June 30 by adding three months of age and, for active employees, three months of service. Contribution account balances were also increased by three months of interest. For members in pay status, we have increased their benefits by the assumed July 1 COLA.
Percent Married/Domestic Partner:	80% of male members and 55% of female members are assumed to have an eligible spouse or domestic partner at pre-retirement death or retirement. The assumption is also applied for current retirees retired before April 1, 2012 with Options Full, A, B, or C since they are missing this data. Spousal gender is assumed to be opposite that of the member.
Age of Spouse:	Male retirees are assumed to be 3 years older than their spouses, and female retirees are assumed to be 2 years younger than their spouses.
Future Benefit Accruals:	1.0 year of service per year.
Additional Service Accrual:	Tier 1 members are assumed to purchase an additional 0.04 years of service per year. Tier 2 members are assumed to purchase an additional 0.02 years of service per year. These service purchases exclude those priced at full actuarial cost. The valuation reflects expected future member contributions that are associated with these assumed service purchases.
<u>Actuarial Funding Policy:</u>	
Actuarial Value of Assets:	The market value of assets less unrecognized returns in each of the last five years. Unrecognized return is equal to the difference between the actual and expected returns on a market value basis and is recognized over a five-year period. Based on the funding policy most recently adopted by the Retirement Board, effective with the July 1, 2020 valuation, the Actuarial Value of Assets is not reduced by 1% of the market value of assets as a non-valuation reserve.
Actuarial Cost Method:	Entry Age Actuarial Cost Method. Entry Age equals attained age less years of service. Normal Cost and Actuarial Accrued Liability are calculated on an individual basis and are based on costs allocated as a level percent of salary, with Normal Cost determined as if the current benefit accrual rate had always been in effect (“replacement life within each tier”).

Section 4: Actuarial Valuation Basis

Amortization Policy:

The July 1, 2004 Unfunded Actuarial Liability is amortized over a fifteen-year period commencing July 1, 2004 (fully amortized as of July 1, 2019). Any subsequent change in Unfunded Actuarial Accrued Liability are amortized over separate fifteen-year periods. All amortization amounts are determined in equal dollar amounts over the amortization period. The Board may, by resolution, adopt a separate period of not more than thirty years to amortize the change in Surplus or Unfunded Actuarial Accrued Liability resulting from an unusual event, plan amendment or change in assumptions or methods.

If the Plan is in a surplus position and the surplus is 20% or greater (i.e., the funded ratio is 120% or greater), the surplus in excess of 20% will be amortized over a 30-year period in equal dollar amounts. In a year where the Plan is in a surplus position following a previous unfunded liability position, or an unfunded liability position following a previous surplus position, the previous amortization layers will be considered fully amortized (i.e., set to zero) and a new series of amortization layers will start.

Projected Compensation:

Projected compensation for the year following the valuation date is calculated by annualizing the bi-weekly pay rate increased by the assumed rate of salary increase. For members with less than one year of service as of the valuation date, no salary increase assumption is applied to their annualized compensation.

Other Actuarial Methods

Internal Revenue Code Section 415:

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

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

In particular, Section 415(b) of the IRC limits the maximum annual benefit payable at the Normal Retirement Age to a dollar limit of \$160,000 indexed for inflation. That limit is \$265,000 for 2023. Normal Retirement Age for these purposes is age 62. These are the limits in simplified terms. They must be adjusted based on each participant's circumstances, for such things as age at retirement, form of benefits chosen and after tax contributions.

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

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

Contribution rates determined in this valuation have not been reduced for the Section 415 limitations. Actual limitations will result in gains as they occur.

Section 4: Actuarial Valuation Basis

Changed Actuarial Assumptions:	The following assumptions have been changed since the prior valuation, due to the Board adopting Plan amendment on November 9, 2022. The Regular Interest Rate will be aligned with the investment return assumption rate adopted by the Board starting July 1, 2024. The cost impact of this Plan amendment is determined and reflected as of the July 1, 2023 valuation:
<i>Employee Contribution, Additional Annuity and Matching Account Crediting Rate:</i>	7.00%, based on Plan provisions.
<i>Post-Retirement Mortality Rates:</i>	<p><i>Optional Form of Payment Amounts at Retirement and Conversion of Contribution Balance to Annuities at Retirement</i></p> <ul style="list-style-type: none"> <i>Members:</i> Pub-2010 General Healthy Retiree Amount-Weighted Above-Median Mortality Table increased by 5% for males, projected generationally with the two-dimensional mortality improvement scale MP-2018 associated with a retirement year of 2022, weighted 75% male and 25% female. <i>Beneficiaries:</i> Pub-2010 General Healthy Retiree Amount-Weighted Above-Median Mortality Table, projected generationally with the two-dimensional mortality improvement scale MP-2018 associated with a retirement year of 2022, weighted 25% male and 75% female.
Changed Actuarial Funding Policy:	The following funding policy has been changed since the prior valuation:
<i>Amortization Policy:</i>	The July 1, 2004 Unfunded Actuarial Liability is amortized over a fifteen-year period commencing July 1, 2004 (fully amortized as of July 1, 2019). Any subsequent change in Surplus or Unfunded Actuarial Accrued Liability are amortized over separate fifteen-year periods. All amortization amounts are determined in equal dollar amounts over the amortization period. The Board may, by resolution, adopt a separate period of not more than thirty years to amortize the change in Surplus or Unfunded Actuarial Accrued Liability resulting from an unusual event, plan amendment or change in assumptions or methods.

Section 4: Actuarial Valuation Basis

Exhibit 2: Summary of Plan Provisions

This exhibit summarizes the major provisions of the Retirement Plan included in the valuation. It is not intended to be, nor should it be interpreted as, a complete statement of all plan provisions.

Plan Year:	July 1 through June 30
Census Date:	March 31
Membership Eligibility:	
<u>Tier 1</u>	All members hired before January 1, 2014. Utility Pre-Craft Trainee, Construction Electrical Helper, or Construction Electrical Mechanic hired before January 1, 2014 and continuously employed until eligible for membership become Tier 1 members upon membership.
<u>Tier 2</u>	All members hired on or after January 1, 2014.
Formula Retirement Benefit:	
<u>Tier 1</u>	
<i>Age & Service Requirement</i>	Age 60 with 5 years of Department service; or Age 55 with 10 years of Department service in the last 12 years; or Any age with 30 years of Department service; or Receiving permanent total disability benefits from the Plan Note: To be eligible, the employee must have worked or been paid disability four of the last five years immediately preceding eligibility to retire, or while eligible to retire.
<i>Monthly Amount</i>	The greater of 2.1% of the Monthly Salary Base or \$9.50 per year of service. For those age 55 or older with 30 or more years of service the factor is 2.3% of the Monthly Salary Base. Benefits are limited to 100% of Monthly Salary Base.
<i>Monthly Salary Base</i>	Equivalent of monthly average salary of highest successive 26 biweekly payroll periods (one year).
<i>Cost of Living Benefit</i>	Based on CPI subject to a maximum of 3% per year, excess "banked".

Section 4: Actuarial Valuation Basis

Formula Retirement Benefit

Tier 2

Age & Service Requirement

- Age 60 with 5 years of continuous Department Service with the Plan immediately prior to reaching eligibility and made Normal Contributions to the Plan for those 5 years; or
- Age 60 with 10 years of Qualifying Service and made Normal Contributions to the Plan or LACERS for at least 5 years; or
- Any age with 30 years of Qualifying Service and made Normal Contributions to the Plan or LACERS for at least 5 years; or
- Receiving permanent total disability benefits from the Plan.
In lieu of making Normal Contributions to the Plan for 5 years, the member can satisfy this requirement if they have received disability payments under the Plan or workers' compensation for any or all of the 5 years.

Monthly Amount

Benefit Factor x Monthly Salary Base x Service Credit
Benefits are limited to 80% of Monthly Salary Base.

Benefit Factor

Requirement

1.5%	Age 60 with 5 years of continuous Department Service and made Normal Contributions to the Plan for those 5 years; or Age 60 with 10 years of Qualifying Service and made Normal Contributions to the Plan or LACERS for at least 5 years.
2.0%	Age 60 with 30 years of Qualifying Service and made Normal Contributions to the Plan or LACERS for at least 5 years; or Any age with 30 years of Qualifying Service and made Normal Contributions to the Plan or LACERS for at least 5 years. No early retirement factor if age 60 or if age 55 with 30 years of Service Credit (Service Credit with the Department and with LACERS is combined for satisfying this requirement); or Age 63 with 5 years of continuous Department Service and made Normal Contributions to the Plan for those 5 years; or Age 63 with 10 years of Qualifying Service and made Normal Contributions to the Plan or LACERS for at least 5 years.
2.10%	Age 63 with 30 years of Qualifying Service and made Normal Contributions to the Plan or LACERS for at least 5 years.

Monthly Salary Base

Equivalent of monthly average salary of highest successive 78 biweekly payroll periods (three years).

Cost of Living Benefit

Based on CPI subject to a maximum of 2% per year.

Section 4: Actuarial Valuation Basis

- Service*
- Department Service: Employment history in the Department, including leave of absence and purchased time (Note: includes noncontributory Department Service).
 - Qualifying Service: Combined Department Service with the Plan and Department Service with LACERS.
 - Service Credit: Pay period in which contributions are made to the Plan, including any purchased time.

Money Purchase Annuity:

Tier 1

A monthly lifetime benefit equal in value to the employee normal contribution account plus Department matching contribution (current service contribution) account at retirement date.

Tier 2

Same as Tier 1 (except no Department matching contribution).

Minimum Benefit:

If the money purchase annuity amount exceeds the monthly amount of the formula retirement benefit and the retiree meets the eligibility requirements for the formula retirement benefit, the amount of the money purchase annuity is paid and the cost-of-living and death after retirement continuance features of the formula retirement benefit are also paid.

Early Retirement Reduction Factors:

The early retirement factor is determined by the attained age on the effective date of retirement. Every three months of attained age will affect the factor.

Tier 1

Attained Age at Actual Retirement	Exact Age	+3 Months	+6 Months	+9 Months
48	.7150	.7225	0.7300	0.7375
49	.7450	.7525	0.7600	0.7675
50	.7750	.7825	0.7900	0.7975
51	.8050	.8125	0.8200	0.8275
52	.8350	.8425	0.8500	0.8575
53	.8650	.8725	0.8800	0.8875
54	.8950	.9025	0.9100	0.9175
55	.9250	.92875	0.9325	0.93625
56	.9400	.94375	0.9475	0.95125
57	.9550	.95875	0.9625	0.96625
58	.9700	.97375	0.9775	0.98125
59	.9850	.98875	0.9925	0.99625
60 & Over	1.0000			

The factor is 1.0000 for those retiring at age 55 or later with at least 30 years of service credit.

Tier 2

Same as Tier 1. These are applied to the age 60 benefit for members (with 2.0% formula) who retire before age 60 with less than 30 years of service credit. Service Credit with the Department and with LACERS is combined for satisfying this requirement.

Section 4: Actuarial Valuation Basis

Member Normal Contributions:

Tier 1

If an employee became a plan member after May 31, 1984, the member normal contribution rate is 6% of pay.

If an employee became a plan member before June 1, 1984 or transferred from CERS with an entry age contribution rate, sample rates by entry age are as follows:

Entry Age	Rate
20	2.601%
25	3.102%
30	3.611%
35	4.161%
40	4.742%
45	5.381%
50	6.042%
55	6.762%
59	7.332%

Tier 2

Normal contribution rate of 10% of pay.

Department Current Service Contributions:

Tier 1

The Department of Water and Power makes actuarially based contributions that are a minimum of 110% of employee contributions.

Tier 2

Same as Tier 1, except that the minimum contribution equal to 110% of employee contributions is not required.

Disability:

Tier 1

Disability benefits are paid from the Disability Fund. However, if a member is receiving permanent total disability benefits, the member may elect to retire. Other than a nominal amount, no service credit during disability is earned for the Formula benefit; however, credit is earned during disability toward the \$9.50 minimum formula.

Tier 2

Same as Tier 1 (except no \$9.50 minimum formula).

Section 4: Actuarial Valuation Basis

Deferred Retirement Benefit (Vested):

Tier 1

Age & Service Requirement

Age 60 with one year of continuous membership;
or Age 55 with 10 years of contributing membership in the 12 years prior to separation from service.

Amount

Value of employee normal contribution account plus Department matching contribution (called current service contribution) account at retirement date. Does not include cost-of-living and death after retirement continuance features of the formula retirement benefit.

Tier 2

Age & Service Requirement

Age 60 with 5 years of Service Credit with the Plan;
or Age 60 with 15 years of Service Credit (Plan and LACERS Service)

Monthly Amount

1.5% x Monthly Salary Base x service credit at age 60 with 5 years of Service Credit (or 15 years of Service Credit (Plan and LACERS));
or 2.0% x Monthly Salary Base x service credit at age 63 with 5 years of Service Credit (or 15 years of Service Credit (Plan and LACERS)).
Does not include cost-of-living and death after retirement continuance features of the formula retirement benefit.

Death Before Retirement:

Tier 1 and Tier 2

Age & Service Requirement

None

Amount

Refund of member contributions with interest.

Age, Service and Type of Death Requirement

Any death of a member who is eligible for service retirement or attained 25 years of service.
In lieu of the refund of member contributions with interest, the member's spouse or domestic partner may elect an immediate lifetime monthly allowance. The monthly allowance payable to the surviving spouse or domestic partner is the amount the spouse or domestic partner would have received had the member retired and elected a 100% joint and survivor allowance.

Section 4: Actuarial Valuation Basis

Death Before Retirement (continued):	
<i>Age, Service and Type of Death Requirement</i>	Duty death, but prior to service retirement eligibility or attainment of 25 years of service.
<i>Amount</i>	In lieu of the refund of member contributions with interest, the member's spouse or domestic partner may elect either: <ul style="list-style-type: none"> a. A lifetime monthly allowance commencing when the member would have been eligible for a service retirement or attained 25 years of service; or b. A lifetime monthly allowance calculated with up to five years added to the member's age or service. This option is only available if the member has attained age 50 or attained 20 years of service. <p>The monthly allowance payable is the amount the spouse or domestic partner would have received had the member retired and elected a 100% joint and survivor allowance.</p>
Death After Retirement:	
<i>Tier 1 and Tier 2</i>	50% of retiree's unmodified allowance continued to eligible spouse or domestic partner (reduced if difference in ages is greater than five years).
Withdrawal of Contributions Benefit (Ordinary Withdrawal):	
<i>Tier 1 and Tier 2</i>	Refund of employee contributions with interest.
Post-retirement Cost-of-Living Benefits:	
<i>Tier 1</i>	Future changes based on the Consumer Price Index to a maximum of 3% per year, excess "banked."
<i>Tier 2</i>	Future changes based on the Consumer Price Index to a maximum of 2% per year. Member may purchase additional 1% COLA protection at full actuarial cost.

Section 4: Actuarial Valuation Basis

Changes in Plan Provisions:

The following amendment was adopted since the prior valuation. The cost impact of the amendment has been reflected in this valuation:

- The Regular Interest Rate will be aligned with the investment return assumption rate as adopted by the Board starting July 1, 2024.

There are also certain technical amendments adopted that have no material impact on this valuation:

- Required Minimum Distribution in compliance with the Setting Every Community Up for Retirement Enhancement Act of 2019 (SECURE Act).
- Re-employment of retirees of the Plan to certain positions.
- Service purchase for unpaid leaves taken under the Family and Medical Leave Act (FMLA) or the California Family Rights Act (CFRA).
- Amortization Policy when the Plan enters or leaves a surplus position.

Note: The summary of major plan provisions is designed to outline principal plan benefits as interpreted for purposes of the actuarial valuation. If the Retirement Office should find the plan summary not in accordance with the actual provisions, the Retirement Office should alert the actuary so they can both be sure the proper provisions are valued.

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