

**GEORIGIA STATE EMPLOYEES
POST-EMPLOYEMENT
HEALTH BENEFIT FUND**



**GASB STATEMENT
NO. 75 REPORT**

PREPARED FOR JUNE 30, 2026

FINANCIAL REPORTING



February 13, 2026

Georgia Department of Community Health
Financial Services 17th Floor
2 Martin Luther King Jr Dr SE, East Tower
Atlanta, GA 30334

Dear Members of the Board:

Presented in this report is information to assist the Georgia State Employees Post-employment Health Benefit Fund in meeting the requirements of the Governmental Accounting Standards Board (GASB) Statement No. 75. The information is presented for the one-year period ending June 30, 2025. These calculations have been made on a basis that is consistent with our understanding of these accounting standards.

The annual actuarial valuation performed as of June 30, 2024 was used as the basis for much of the information presented as of June 30, 2025 in this report. The valuation was based upon data furnished by the State pension retirement systems and the Georgia Department of Community Health staff, concerning active, inactive, and retired members along with pertinent claims data and financial information. This information was reviewed for completeness and internal consistency but was not audited. The valuation results depend on the integrity of the data. If any of the information is inaccurate or incomplete, our results may be different, and our calculations may need to be revised. In the June 30, 2024 valuation, 972 active members out of over 47,000 total active members were not found in a recent active eligible role. For these records, entry age was assumed to be equal to the information that could be found in their former active role or, if no information could be found, their current age for valuation purposes. 0 active members were missing information regarding gender, so no assumptions regarding gender were needed.

To the best of our knowledge, the information contained in this report is complete and accurate. These calculations were performed by, and under the supervision of, independent consulting actuaries with experience in performing valuations for public retirement systems. In addition, the valuation was prepared in accordance with generally accepted actuarial principles and practices as well as with Actuarial Standards of Practice prescribed by the Actuarial Standards Board.

Our calculation of the liability associated with the benefits described in this report was performed for the purpose of providing reporting and disclosure information that satisfies the requirements of GASB Statement No. 75. The calculation of the plan's liability for this report may not be applicable for funding purposes of the plan. A calculation of the plan's liability for purposes other than satisfying the requirements of GASB No. 75 may produce significantly different results.



Georgia Department of Community Health
February 13, 2026
Page 2

In order to prepare the results in this report, we have utilized actuarial models that were developed to measure liabilities and develop actuarial costs. These models include tools that we have produced and tested, along with commercially available valuation software that we have reviewed to confirm the appropriateness and accuracy of the output. In utilizing these models, we develop and use input parameters and assumptions about future contingent events along with recognized actuarial approaches to develop the needed results.

We are members of the American Academy of Actuaries and meet the Qualification Standards to render the actuarial opinion contained herein. We are available to answer any questions on the material contained in this report or to provide explanations or further details as may be appropriate. The valuations were prepared in accordance with principles of practice prescribed by the Actuarial Standards Board, and the actuarial calculations were performed by qualified actuaries in accordance with accepted actuarial procedures, based on the current provisions of the medical plans and on actuarial assumptions that are internally consistent and reasonably based on the actual experience of each plan and are expected to reasonably estimate future experience of the plan.

Respectfully submitted,

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President and Consulting Actuary

Jessica Fain, EA, ACA, MAAA
Senior Actuary

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TABLE OF CONTENTS



Section	
I	Summary of Collective Amounts 1
II	Introduction 2
III	Financial Statement Notes 4
IV	Required Supplementary Information 10
V	OPEB Expense 11

Schedule	
A	Summary of Benefit Provisions Valued 14
B	Actuarial Assumptions and Methods 19
C	Deferred Outflows and Deferred Inflows of Resources 30
D	Actuarial Cost Method 37

Appendix	
A	Employer Allocations.....
B	OPEB Amounts by Employer
C	Discount Rate, Amortization, and Employer Contribution



SECTION I – SUMMARY OF COLLECTIVE AMOUNTS



**REPORT OF THE ANNUAL GASB STATEMENT NO. 75
REQUIRED INFORMATION FOR THE
GEORGIA STATE EMPLOYEES POST-EMPLOYMENT HEALTH BENEFIT FUND
PREPARED AS OF JUNE 30, 2025**

Valuation Date (VD):	June 30, 2023	June 30, 2024
Prior Measurement Date:	June 30, 2023	June 30, 2024
Measurement Date (MD):	June 30, 2024	June 30, 2025
Reporting Date (RD):	June 30, 2025	June 30, 2026
Single Equivalent Interest Rate (SEIR):		
Single Equivalent Interest Rate at Prior Measurement Date	7.00%	7.00%
Single Equivalent Interest Rate Measurement Date	7.00%	7.00%
Net OPEB Liability:		
Total OPEB Liability (TOL)	\$ 2,454,731,790	\$ 2,325,832,644
Fiduciary Net Position (FNP)	2,706,804,814	3,056,124,891
Net OPEB Liability (NOL = TOL – FNP)	\$ (252,073,024)	\$ (730,292,247)
FNP as a percentage of TOL	110.27%	131.40%
Collective OPEB Expense/(Income):	\$ (109,688,895)	\$ (102,836,452)
Deferred Outflow of Resources:	\$ 186,005,111	\$ 110,029,483
Deferred Inflow of Resources:	\$ 288,442,933	\$ 408,457,479



SECTION II – INTRODUCTION



The Governmental Accounting Standards Board issued Statement No. 75 (GASB 75), “Accounting and Financial Reporting for Postemployment Benefit Plans other than Pension” in June 2015. This report, prepared as of June 30, 2025 (the Measurement Date), presents information to assist the Fund in providing the required information under GASB 75 to participating employers. Much of the material provided in this report, including the Net OPEB Liability, is based on the results of the GASB 74 report, which was issued October 2, 2025. See that report for more information on the member data, actuarial assumptions and methods used in developing the GASB 75 results.

GASB 75 requires the inclusion of a Net OPEB Liability (NOL) on the plan sponsor’s balance sheet and a determination of an OPEB Expense (OE), which may bear little relationship to the funding requirements for the plan. In fact, it is possible in some years for the NOL to be an asset or the OE to be an income item. The NOL is set equal to the Total OPEB Liability (TOL) minus the Fiduciary Net Position (FNP). The benefit provisions recognized in the calculation of the TOL are summarized in Schedule A. For the purposes of reporting under GASB 75, the plan is assumed to be a cost-sharing-employer defined benefit OPEB plan.

OE includes amounts for Service Cost (the Normal Cost under Entry Age Normal (EAN) for the year), interest on the TOL, employee contributions, administrative expenses, other cash flows during the year, recognition of increases/decreases in the TOL due to changes in the benefit structure, actual versus expected experience, actuarial assumption changes, and recognition of investment gains/losses. The actual experience and assumption change impacts are recognized over the average expected remaining service life of the membership as of the beginning of the measurement period, while investment gains/losses are recognized equally over five years. The development of the OE is shown in Section V. The unrecognized portions of each year’s experience, assumption changes and investment gains/losses are used to develop Deferred Inflows and Outflows of Resources, which also must be included on the employer’s Statement of Net Position.

Among the items needed for the TOL calculation is a discount rate, as defined by GASB, or a Single Equivalent Interest Rate (SEIR). To determine the SEIR, the FNP must be projected into the future for as long as there are anticipated benefits payable under the plan provisions applicable to the membership and beneficiaries of the System on the Measurement Date. Future contributions were projected to be made at the current levels set in statute. If the FNP is not projected to be depleted at any point in the future, the long-term expected rate of return on plan investments expected to be used to finance the benefit payments may be used as the SEIR.



SECTION II – INTRODUCTION



If, however, the FNP is projected to be depleted, the SEIR is determined as the single rate that will generate a present value of benefit payments equal to the sum of the present value determined by discounting all projected benefit payments through the date of depletion by the long-term expected rate of return and the present value determined by discounting those benefits after the date of depletion by a 20-year tax-exempt municipal bond (rating AA/Aa or higher) rate (Municipal Bond Index Rate). The Municipal Bond Index Rate used, if necessary, for this purpose is the Bond Buyer General Obligation 20-year Municipal Bond Index Rate published at the last Thursday of June by The Bond Buyer (www.bondbuyer.com). The Municipal Bond Index Rate as of June 30, 2025 was 5.20%. For the purpose of this report, we have determined that a discount rate of 7.00% meets the requirements of GASB 75, since current assets are expected to cover all future benefit payments.

The FNP projections are based upon the financial status of the Fund on the Measurement Date, the indicated set of methods and assumptions, and the requirements of GASB 74 and 75. As such, the FNP projections are not reflective of the cash flows and asset accumulations that would occur on an ongoing plan basis, reflecting the impact of future members. Therefore, the results of this test do not necessarily indicate whether or not the fund will actually run out of money, the financial condition of the plan, or the plan's ability to make benefit payments in future years.

The sections that follow provide the results of all the required calculations, presented in the order laid out in GASB 75 for note disclosure and Required Supplementary Information (RSI). Paragraph numbers are provided for ease of reference.



SECTION III – FINANCIAL STATEMENT NOTES



Paragraph 92-93.: This paragraph requires information regarding the actuarial assumptions used to measure the TOL. The actuarial assumptions utilized in developing the TOL are outlined in Schedule B. The Total OPEB Liability as of June 30, 2025 was determined based on an actuarial valuation prepared as of June 30, 2024, using the following actuarial assumptions, applied to all periods included in the measurement and rolled forward to the measurement date of June 30, 2025:

Salary Increases*	
ERS	3.00 – 6.75%
JRS	3.75%
LRS	N/A
Long-Term Investment Rate of Return*	7.00% compounded annually and net of Investment expense
Municipal Bond Index Rate	5.20%
Year FNP is Projected to be Depleted	N/A
Single Equivalent Interest Rate	7.00%
Health Care Cost Trend Rate*	
Initial Trend Rate	6.50%
Ultimate Trend Rate	4.50%
Year of Ultimate Trend Rate	2032

* Includes inflation at 2.50%

Pre-retirement mortality rates were based on the Pub-2010 General Employee Mortality Table, with no adjustment, with the MP-2019 Projection scale applied generationally. Post-retirement mortality rates for service retirements were based on the Pub-2010 General Healthy Annuitant Mortality Table (ages set forward one year and adjusted 105% for males and 108% for females) with the MP-2019 Projection scale applied generationally. Post-retirement mortality rates for disability retirements were based on the Pub-2010 General Disabled Mortality Table (ages set back three years for males and adjusted 103% for males and 106% for females) with the MP-2019 Projection scale applied generationally. Post-retirement mortality rates for beneficiaries were based on the Pub-2010 General Contingent Survivor Mortality Table (ages set forward two years and adjusted 106% for males and 105% for females) with the MP-2019 Projection scale applied generationally.

The actuarial assumptions used in the June 30, 2024 valuation are based on the results of the most recent actuarial experience studies for the pension systems, which covered the five year period ending June 30, 2019 and were adopted by the pension Board on December 17, 2020.

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SECTION III – FINANCIAL STATEMENT NOTES



Approximately 6.00% of State Employee OPEB Fund members who are included in the State Employee OPEB Fund Total OPEB Liability participate in the Georgia Teachers Retirement System. Assumptions for these members can be found in the School Employee OPEB Fund report.

The remaining actuarial assumptions (e.g., initial per capita costs, health care cost trends, rate of plan participation, rates of plan election, etc.) used in the June 30, 2024 valuation were based on a review of recent plan experience done concurrently with the June 30, 2024 valuation. The full set of actuarial assumptions used can be found in Schedule B.

Assets are invested in a similar manner as are assets of the Georgia Employees' Retirement System (ERS). The most recent target asset allocation and best estimates of arithmetic real rates of return for each major asset class are summarized in the following table:

Asset Class	Target Allocation	Long-Term Expected Real Rate of Return	Expected Inflation	Long-Term Expected Rate of Return
Fixed Income	30.00%	3.45%	2.50%	5.95%
Equities	70.00%	9.30%	2.50%	11.80%
Total	100.00%			10.045%

The long-term expected rate of return of 7.00% is reasonable relative to the target allocation and its expected returns.

Discount rate (SEIR). For the purpose of this report, we have determined that a discount rate of 7.00% meets the requirements of GASB 75, since current assets are expected to cover all future benefit payments.

93(e) Sensitivity analysis: This paragraph requires disclosure of the sensitivity of the NOL to changes in the health care cost trend rates. The following exhibit presents the NOL of the Fund, calculated using the current health care cost trend rates, as well as the NOL calculated using health care cost trend rates that are 1-percentage-point lower or 1-percentage-point higher than the current rates:

Health Care Cost Trend Rates			
	1% Decrease	Current	1% Increase
Net OPEB Liability	\$ (956,162,446)	\$ (730,292,247)	\$ (464,611,150)





Paragraph 94:

- (a) **Discount rate.** The discount rate used to measure the Total OPEB Liability was 7.00%.
- (b) **Projected cash flows:** The projection of cash flows used to determine the discount rate assumed that plan contributions from members and the State of Georgia will be made at the level projected in the budget projections, which indicated that no additional employer contributions will be made to the Fund in excess of pay as you go benefit payments. Pay as you go benefit payments, adjusted for closed group active headcount estimations, are assumed for the next five years. After that, the plan contribution is assumed to be equal to the average of the plan contributions over the prior five years, adjusted for closed group active headcount estimations.
- (c) **Long-term rate of return:** The long-term expected rate of return on OPEB plan investments will be determined based on the allocation of assets by asset class and by the mean and variance of real returns as determined by the investment advisor.
- (d) **Municipal bond rate:** The discount rate determination will use a municipal bond rate to the extent the Fund is projected to run out of money before all benefits are paid.
- (e) **Periods of projected benefit payments:** Projected future benefit payments for all current plan members were projected through 2124.
- (f) **Assumed asset allocation:** The target asset allocation, as provided by the investment consultant, was summarized on the prior page.
- (g) **Sensitivity analysis:** This paragraph requires disclosure of the sensitivity of the NOL to changes in the discount rate. The following presents the NOL, calculated using the discount rate of 7.00%, as well as the NOL calculated using a discount rate that is 1-percentage-point lower (6.00%) or 1-percentage-point higher (8.00%) than the current rate:

	Interest Rates		
	1% Decrease (6.00%)	Current Discount Rate (7.00%)	1% Increase (8.00%)
Net OPEB Liability	\$ (505,500,469)	\$ (730,292,247)	\$ (923,883,830)



SECTION III – FINANCIAL STATEMENT NOTES



Paragraph 96(a): This paragraph requires the disclosure of the employer’s proportionate share of the Collective NOL and if an employer has as special funding situation, the portion of the non-employer contributing entities proportionate share of the collective NOL that is associated with the employer. These amounts are shown in Appendix B. Note that there is no special funding situation.

Paragraph 96(b): This paragraph requires disclosure of the employer’s proportion of the collective NOL and the change in the proportion since the prior measurement date. These amounts are shown in Appendix A.

Paragraph 96(c): June 30, 2024 is the actuarial valuation date upon which the TOL is based. The result was rolled forward using standard actuarial techniques to the measurement date. The roll forward calculation adds the normal cost (also called the service cost) for the period July 1, 2024 through June 30, 2025, subtracts the actual benefit payments for the same period, and then applies the expected investment rate of return for the period. If applicable, actuarial gains and losses arising from benefit changes, the differences between estimated and actual experience, and changes in assumptions or other inputs are reconciled to the TOL as of the Measurement Date. The procedure was used to determine the TOL as of June 30, 2025, as shown in the following table:

TOL Roll Forward		
(a)	TOL as of June 30, 2024*	\$ 2,454,731,790
(b)	Actual Benefit Payments and Refunds for the Period July 1, 2024 - June 30, 2025	(184,198,245)
(c)	Interest on TOL = [(a) x Prior SEIR] + [(b) x Prior SEIR x 0.50]	165,384,287
(d)	Service Cost for the Period July 1, 2024 - June 30, 2025 at the End of the Period	38,988,157
(e)	Change Due to Experience	(149,073,345)
(f)	Change Due to Change in Assumptions	<u>0</u>
(g)	TOL Rolled Forward to June 30, 2025 = (a) + (b) + (c) + (d) + (e) + (f)	\$ 2,325,832,644

* The TOL as of June 30, 2024 used in the roll forward was calculated using the discount rate as of the Prior Measurement Date. The Change Due to Experience is primarily due to the actual increase in Medicare costs being less than expected and Medicare retiree contributions being higher than expected. The Change Due to Experience also includes changes due to such sources as retirements, terminations, deaths, etc., differing from the assumed rates, and new entrants entering the plan with a partial year of service credit at the valuation date. There were no changes in assumptions.



SECTION III – FINANCIAL STATEMENT NOTES



Paragraphs 96(d) and (e): The following changes were made to the assumptions as noted:

Changes in actuarial assumptions:

6/30/2024 valuation: None.

6/30/2023 valuation: Medicare health care trend rates were updated.

6/30/2022 valuation: The tobacco use assumption and aging factors were revised.

6/30/2021 valuation: None.

6/30/2020 valuation: Decremental assumptions were changed to reflect the Employees Retirement Systems experience study.

6/30/2019 valuation: The inflation assumption was lowered from 2.75% to 2.50% in anticipation of the upcoming ERS Experience Study. Additionally, decremental assumptions were changed to reflect the Teachers Retirement Systems experience study. Approximately 6.00% of employees are members of the Teachers Retirement System.

6/30/2017 valuation: The participation assumption, tobacco use assumption and morbidity factors were revised.

6/30/2015 valuation: Decremental and underlying inflation assumptions were changed to reflect the Retirement Systems' experience studies.

6/30/2012 valuation: A data audit was performed and data collection procedures and assumptions were changed.

Paragraph 96(f): There were no changes between the measurement date of the collective net OPEB liability and the employer's reporting date.

Paragraph 96(g): Please see Section V of the report for the development of the collective OPEB expense. The OE for each employer is shown in Appendix B.



SECTION III – FINANCIAL STATEMENT NOTES



Paragraph 96(h): Since certain expense items are amortized over closed periods each year, the deferred portions of these items must be tracked annually. If the amounts serve to reduce OPEB expense they are labeled deferred inflows. If they increase OPEB expense they are labeled deferred outflows. As noted in the previous section, the amortization of these amounts is accomplished on a level dollar basis, with no interest included in the deferred amounts. Experience gains/losses and the impact of changes in actuarial assumptions, if any, are amortized over the average remaining service life of the active and inactive members at the beginning of the fiscal year. Investment gains and losses are amortized over a fixed five year period.

The table below summarizes the deferred inflows and outflows as of the Measurement Date.

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ 43,891,137	\$ 143,455,418
Changes of assumptions or other inputs	66,138,346	0
Net difference between projected and actual earnings on plan investments	<u>0</u>	<u>265,002,061</u>
Total	<u>\$ 110,029,483</u>	<u>\$ 408,457,479</u>

Paragraph 96(i): The collective amounts reported as deferred outflows of resources and deferred inflows of resources related to OPEBs will be recognized in OPEB expense as follows:

Deferred Amounts to be Recognized in Future Years	
	Deferred Outflows / (Inflows) of Resources
Year 1	\$ (39,061,802)
Year 2	(109,320,964)
Year 3	(111,236,250)
Year 4	(38,808,980)
Thereafter	0

Paragraph 96(j): There are no non-employer contributions recognized for the support provided by non-employer contributing entities



SECTION IV – REQUIRED SUPPLEMENTARY INFORMATION



Paragraph 97(a) and (b): CavMac was not required to provide this information.

Paragraph 98: Information about factors that significantly affect trends in the amounts in the schedules required by paragraph 98 should be presented as notes to the schedule. Comments on additional years will be added as they occur.



SECTION V – OPEB EXPENSE



The OPEB Expense (OE) consists of a number of different items. GASB 75 refers to the first item as Service Cost which is the Normal Cost using the Entry Age Normal actuarial funding method. The second item is interest on the TOL at the Discount Rate in effect as of the Prior Measurement Date.

The next three items refer to any changes that occurred in the TOL due to:

- benefit changes, or
- actual versus expected experience, or
- changes in assumptions or other inputs.

Benefit changes, which are reflected immediately, will increase OE, if there is a benefit improvement for existing Plan members, or decrease OE, if there is a benefit reduction. For the year ended June 30, 2025, there were no benefit changes to be recognized.

The next item to be recognized is the portion of current year changes in TOL due to actual versus expected Plan experience for the year. The portion to recognize in the current year is determined by spreading the total change over the average expected remaining service life of the entire Plan membership at the beginning of the measurement period. The average expected remaining service life of active members is the average number of years the active members are expected to remain in covered employment. For the year ended June 30, 2025 this number is 7.47 years. The average expected remaining service life of the inactive members is zero. Therefore, the recognition period is the weighted average of these two amounts, or 4.20 years. The development of the average remaining service life is shown in the table below.

Calculation of Weighted Average Years of Working Lifetime

Category	Number (1)	Average Years of Working Lifetime (2)
a. Active Members	47,112	7.47
b. Inactive Members	<u>36,667</u>	0.00
c. Total	83,779	
Weighted Average Years of Working Lifetime [(a1 * a2) + (b1 * b2)]/c1		4.20



SECTION V – OPEB EXPENSE



The last item under changes in TOL is changes in assumptions or other inputs. The portion to recognize in the current year is determined by spreading the total change over the average expected remaining service life of the entire Plan membership, similar to the way experience gains and losses are recognized.

Member contributions for the year and projected earnings on the FNP at the discount rate serve to reduce the expense. One-fifth of current-period difference between actual and projected earning on the FNP are recognized in the OPEB expense.

Investment Earnings (Gain) / Loss as of June 30, 2025		
a	Expected asset return rate	7.00%
b	Beginning of year market value of assets (BOY)	\$ 2,706,804,814
c	End of year market value of assets (EOY)	\$ 3,056,124,891
d	Expected return on BOY for plan year (a x b)	\$ 189,476,337
	External cash flow:	
	Contributions - employer	\$ 179,392,597
	Contributions - member	0
	Refund of contributions	0
	Benefits paid	(184,198,245)
	Admin expenses and other	6,054,430
e	Total external cash flow	\$ 1,248,782
f	Expected return on net cash flow (a x 0.5 x e)	\$ 43,707
g	Projected earnings for plan year (d + f)	\$ 189,520,044
h	Net investment income (c - b - e)	\$ 348,071,295
	Investment earnings (gain) / loss (g - h)	\$ (158,551,251)



SECTION V – OPEB EXPENSE



The current year portions of previously determined experience and assumption amounts, recognized as Deferred Outflows of Resources and Deferred Inflows of Resources are included. Deferred Outflows of Resources are added to the OE while Deferred Inflows of Resources are subtracted from the OE. Finally, other miscellaneous items are included.

Collective OPEB Expense/(Income) Determined as of the Measurement Date	
Service Cost	\$ 38,988,157
Interest on the TOL and Cash Flows	165,384,287
Current-period benefit changes	0
Expensed portion of current-period difference between expected and actual experience in the Total OPEB Liability	(35,493,654)
Expensed portion of current-period changes of assumptions	0
Member contributions	0
Projected earnings on plan investments	(189,520,044)
Expensed portion of current-period differences between actual and projected earnings on plan investments	(31,710,250)
Administrative expense	2,137,026
Other	(8,191,456)
Recognition of beginning Deferred Outflows of Resources as OPEB Expense	75,975,628
Recognition of beginning Deferred Inflows of Resources as OPEB Expense	(120,406,146)
Collective OPEB Expense/(Income)	\$ (102,836,452)



SCHEDULE A – SUMMARY OF BENEFIT PROVISIONS VALUED



State Employee OPEB Fund Eligibility

Retiree medical eligibility is attained when an employee retires and is immediately eligible to draw a retirement annuity from any of the retirement systems listed below. “Old Plan” means the plan applicable to members beginning employment prior to July 1, 1982. “New Plan” means the plan applicable to members employed on or after July 1, 1982 and before January 1, 2009. “GSEPS” means the plan applicable to members employed on or after January 1, 2009.

- Employees’ Retirement System (GSEP Non-Police)
 - Service Retirement: 25 years of service or age 60 with 10 years of service
 - Disability Retirement: 15 years of service
 - Active Death Surviving Spouse: 15 years of service
- Employees’ Retirement System (GSEP Police)
 - Service Retirement: 30 years of service or age 55 with 10 years of service
 - Disability Retirement: 15 years of service
 - Active Death Surviving Spouse: 13 years and 4 months of service
- Employees’ Retirement System (Police)
 - Service Retirement: 30 years of service or age 55 with 10 years of service
 - Disability Retirement: 13 years and 4 months of service
 - Active Death Surviving Spouse: 13 years and 4 months of service
- Employees’ Retirement System (Old & New Plan Non-Police)
 - Service Retirement: 25 years of service or age 60 with 10 years of service
 - Disability Retirement: 13 years and 4 months of service
 - Active Death Surviving Spouse: 13 years and 4 months of service or age 60 with 10 years of service
- Judicial Retirement System
 - Service Retirement: age 60 with 10 years of service
 - Disability Retirement: 4 years of service
 - Active Death Surviving Spouse: 10 years of service
- Legislative Retirement System
 - Service Retirement: age 60 with 8 years of service
 - Disability Retirement: age 60 with 8 years of service
 - Active Death Surviving Spouse: 15 years of service or age 60 with 8 years of service

Retirees from other systems who may be eligible for post-employment benefits other than pensions were included in the valuation if they were included in the DCH census data. Employees with payroll location codes less than 60000 were included in the State Employee OPEB Fund. Approximately 6.00% of these employees are members of the Teachers Retirement System. Information about this System can be found in the report for the School Employee OPEB Fund.



SCHEDULE A – SUMMARY OF BENEFIT PROVISIONS VALUED



Coverage starts immediately at retirement, provided the retiree makes proper premium payments or has the premiums deducted from the annuity check. If elected, dependent coverage starts on the same day as retiree coverage. A change from single to family coverage as a retiree is allowed only with a qualified change in status.

A tobacco surcharge of \$80 per month is charged to those tobacco users not participating in the Medicare Advantage plans. Based on recent plan experience, the assumption is that 5.0% of the retirees not participating in the Medicare Advantage plans will pay the tobacco surcharge.

2025 Plan Options

The plan designs offered for the 2025 plan year are as follows:

For Medicare-eligible members

- UnitedHealthcare Medicare Advantage (MAPD) Plan Options (Standard and Premium)
- Anthem Blue Cross and Blue Shield Medicare Advantage (MAPD) Plan Options (Standard and Premium)

Information regarding the summary and benefits of UHC Medicare Advantage plans can be found at <https://retiree.uhc.com/shbp/coverage-and-benefits> and information regarding the summary and benefits of the Anthem Medicare Advantage plans can be found at <https://www.anthem.com/shbpretirees/>.

Non-MA Plan Options

- Anthem Gold, Silver, Bronze Health Reimbursement Arrangement (HRA) Plan Options
- Anthem, Kaiser Permanente (KP) and UnitedHealthcare Health Maintenance Organization (HMO) Plan Options
- UnitedHealthcare High Deductible Health Plan (HDHP)

Information regarding summary benefits and coverage for the Non-MA plans can be found at <https://shbp.georgia.gov/plan-documents/other-documents/summary-benefits-and-coverage>.



SCHEDULE A – SUMMARY OF BENEFIT PROVISIONS VALUED



Premiums

Retiree premiums vary based on plan election, dependent coverage, Medicare eligibility and election. Premiums shown are monthly and are effective January 1, 2025.

STATE HEALTH BENEFIT PLAN ANNUITANT UNDER 65 RATES JANUARY 1 – DECEMBER 31, 2025

	YOU	YOU + CHILD(REN)	YOU + SPOUSE	YOU + FAMILY
Anthem Gold	\$194.67	\$355.26	\$482.76	\$643.35
Anthem Silver	131.17	247.31	349.41	465.55
Anthem Bronze	82.67	164.86	247.56	329.75
Anthem HMO	157.53	292.12	404.77	539.36
UHC HMO	196.58	358.50	486.77	648.69
UHC HDHP	72.69	147.89	226.60	301.80
Kaiser HMO	157.53	292.12	404.77	539.36

The Fund pays the Medicare Part B late enrollment penalty for members who were required to pay the penalty when the Medicare Advantage plans were first implemented. Future retirees are required to enroll in Medicare Part B when first eligible to avoid the penalty or be responsible for paying the late enrollment penalty, if applicable. Medicare-eligible monthly basic subsidy rates (not service based) for members as of January 1, 2025 are as follows:

Annuitant Medicare Eligible Rates	
Medicare Advantage Plan	Retiree Premium
UHC Standard MA	\$ 82.59
UHC Premium MA	\$ 218.39
Anthem Standard MA	\$ 20.00
Anthem Premium MA	\$ 187.00



SCHEDULE A – SUMMARY OF BENEFIT PROVISIONS VALUED



For active employees with less than 5 years of service, premiums will be subject to the service based schedule shown below.

CONTRIBUTIONS (Actives with less than five years of service as of January 1, 2012): The Health Benefit Fund will pay a portion of the blended contribution rate for the Bronze Plan or the UHC Premium MA Plan based on the retirees' service at retirement. The retiree or spouse will pay the remainder of the premium for the chosen plan, not less than the premium paid by those with more than five years of service as of January 1, 2012.

Service at Retirement	Health Benefit Fund's Share of Contribution Rate		Retiree's Share of Contribution Rate	
	Retiree	Spouse	Retiree	Spouse
30 and above	75%	55%	25%	45%
29	72%	53%	28%	47%
28	69%	51%	31%	49%
27	66%	49%	34%	51%
26	63%	47%	37%	53%
25	60%	45%	40%	55%
24	57%	43%	43%	57%
23	54%	41%	46%	59%
22	51%	39%	49%	61%
21	48%	37%	52%	63%
20	45%	35%	55%	65%
19	42%	33%	58%	67%
18	39%	31%	61%	69%
17	36%	29%	64%	71%
16	33%	27%	67%	73%
15	30%	25%	70%	75%
14	27%	23%	73%	77%
13	24%	21%	76%	79%
12	21%	19%	79%	81%
11	18%	17%	82%	83%
10	15%	15%	85%	85%
9 and below	0%	0%	100%	100%



SCHEDULE A – SUMMARY OF BENEFIT PROVISIONS VALUED



BLENDED CONTRIBUTION RATES: As provided by the State Health Benefit Plan, the blended contribution rates used in the valuation and trended back to the valuation date are as follows:

2025 Rates				
Medical Plan	Under 65 Retiree with Under 65 Spouse (If Covered)			
	Ret Only	Ret + Ch	Ret + Sp	Family
Anthem Gold	\$1,058.91	\$1,800.15	\$2,223.71	\$2,964.95
Anthem Silver	995.41	1,692.20	2,090.36	2,787.15
Anthem Bronze	946.91	1,609.75	1,988.51	2,651.35
Anthem HMO	1,021.77	1,737.01	2,145.72	2,860.96
UHC HMO	1,060.82	1,803.39	2,227.72	2,970.29
UHC HDHP	936.93	1,592.78	1,967.55	2,623.40
Kaiser HMO	844.12	1,435.00	1,772.65	2,363.53

2025 Medicare Eligible				
Retiree Coverage Tier	Anthem MA Plans		UHC MA Plans	
	MA Prem	MA Std	MA Prem	MA Std
Retiree Only	\$199.41	\$32.41	\$230.80	\$95.00
Retiree & Spouse	398.82	64.82	461.60	190.00

Service based premium cannot be less than the basic subsidy premium.



SCHEDULE B – ACTUARIAL ASSUMPTIONS AND METHODS



VALUATION DATE: June 30, 2024

DISCOUNT RATE: 7.00% per annum, compounded annually, net of expenses.

FEDERAL LEGISLATION: The impacts of the Affordable Care Act (ACA) and the Inflation Reduction Act (IRA) were addressed in this valuation. Review of the information currently available did not identify any specific provisions of the legislation that are anticipated to directly impact results at this time other than plan design features and fees currently mandated by the ACA and incorporated in the plan designs, which are included in the current baseline claims costs, and the changes to Medicare due to the IRA, which are included in our baseline Medicare costs and trend assumption. Continued monitoring of the impact on the Plan’s liability due to this and other legislation, if applicable, will be required.

COVID-19: The impact of the COVID-19 pandemic was considered in this valuation; however, no changes were incorporated at this time due to the level of uncertainty regarding the impact on both plan costs and contribution levels going forward. Given the uncertainty regarding COVID-19 (e.g., the impact of routine care being deferred, direct COVID-19 treatment and prevention costs, changes in contribution and budget projections), continued monitoring of the impact on the Plan’s liability will be required.

ANNUAL EXPECTED CLAIMS:

At the time the report was prepared, complete calendar year 2024 claims data for the pre-Medicare eligible plans was not yet available, so the 2025 increases in the pre-Medicare full premium rates charged to retirees with 0-9 years of service were applied to prior year claims costs to develop the expected claims costs for pre-Medicare eligible retirees. Per capita costs are adjusted to reflect expected cost changes related to age. The relative value factors used were developed from the Society of Actuaries’ June 2013 research report Health Care Costs—From Birth to Death by Dale Yamamoto and from the ASOP 6 practice note developed by the American Academy of Actuaries. Representative values of the expected annual claims are as follows:

Pre-Medicare Retirees*		
Age	Male	Female
40	\$5,775	\$9,424
45	7,158	9,977
50	9,348	11,624
55	12,265	13,542
60	15,800	15,794
64	19,297	18,491

* Retirees selecting one of the HRA plans will also receive annual credits to use for eligible medical expenses. For 2025, the credits are \$400 for the Gold Plan, \$200 for the Silver Plan and \$100 for the Bronze plan. For members participating in the Anthem or UnitedHealthcare plans, wellness credits up to \$480 are available to those completing certain wellness requirements. For members participating in the Kaiser HMO plan, wellness credits up to \$500 are available to those completing certain wellness requirements. It is assumed that 50% of eligible plan participants receive the additional wellness credits.



SCHEDULE B – ACTUARIAL ASSUMPTIONS AND METHODS



2025 premium rates, trended to the valuation date, were used to develop the expected claims costs for Medicare Advantage Plan retirees. Since the 2025 premiums rates differ from the 2024 premium rates in that the Anthem plans now have lower rates than the UHC plans, we included the expectation that some retirees will switch to the lower cost plans and adjusted actual June 30, 2024 plan election data to assume that going forward 50% of retirees will choose UHC plans and 50% of retirees will choose Anthem plans. It is further assumed that 30% choose a Premium plan and 70% choose a Standard plan.

Medicare-Eligible Retirees*		
Age	Male	Female
65	\$905	\$862
70	1,100	1,060
75	1,306	1,238
80	1,516	1,426
85	1,708	1,609
90	1,876	1,748

* Since only 12 State retirees are coded as Part B only, we retained our historical assumption that claims costs for current retirees with no Medicare Part A coverage are 373% of the claims shown above.

HEALTH CARE COST TREND RATES: Following is a chart detailing trend assumptions. Our trend assumption is based on the analysis of national average trend surveys for both the pre-Medicare and Medicare-eligible populations, stepping down to an ultimate trend rate assumption for both groups of general price inflation plus 2.00%.

Year	Pre-Medicare	Post-Medicare
2024	6.50%	6.50%
2025	6.25	6.25
2026	6.00	6.00
2027	5.75	5.75
2028	5.50	5.50
2029	5.25	5.25
2030	5.00	5.00
2031	4.75	4.75
2032 and Beyond	4.50	4.50



SCHEDULE B – ACTUARIAL ASSUMPTIONS AND METHODS



ANTICIPATED PARTICIPATION: Representative values of the assumed annual rates of member participation and spouse coverage by future retirees are as follows. Members who elect to participate are assumed to participate for the remainder of their lives, and no lapses are assumed.

	State
Member Participation*: If 5 years of service on 1/1/2012	95%
If less than 5 years of service on 1/1/2012: Years of Service at Retirement:	
30+	95%
25-29	90%
20-24	80%
15-19	65%
10-14	50%
Under 10	20%
Spouse Coverage**: If retiree had 5 years of service on 1/1/2012	40%
If retiree had less than 5 years of service on 1/1/2012: Years of Retiree Service at Retirement:	
30+	32%
25-29	30%
20-24	26%
15-19	20%
10-14	18%
Under 10	8%

* Sufficient experience for developing plan specific participation rates for members with less than 5 years of service on 1/1/2012 has not yet developed, so assumptions for participation are based on level of subsidization. Active employees currently waiving health coverage are assumed to join the plan at a later date at the rate of 20% and then participate in the same pattern as current participating members. The 20% assumption is based on actual experience using the past 4 years of waiver data.

** Wives are assumed to be three years younger than husbands.

ACTUARIAL VALUE OF ASSETS: Market Value



SCHEDULE B – ACTUARIAL ASSUMPTIONS AND METHODS



Note: Approximately 6.00% of State Employee OPEB Fund members who are included in the State Employee OPEB Fund Total OPEB Liability participate in the Georgia Teachers Retirement System. Assumptions for these members can be found in the GASB 75 report for the School Employee OPEB Fund as of measurement date June 30, 2025.

STATE EMPLOYEE OPEB FUND MEMBERS PARTICIPATING IN THE EMPLOYEES RETIREMENT SYSTEM OF GEORGIA

Actuarial assumptions and methods were adopted by the Georgia Employees Retirement System Board on December 17, 2020.

SALARY INCREASES:

Service	Assumed Annual Rate of Salary Increase
1	6.75%
2	5.75
3	5.25
4	5.00
5	4.75
10	4.30
15	4.05
20	3.80
25	3.55
30	3.30
35 & Over	3.00

RATES OF DISABILITY: Representative values of the assumed annual rates of disability are as follows.

Age	Non-Law Enforcement		Law Enforcement
	Male	Female	
20	0.000%	0.000%	0.000%
25	0.000	0.000	0.000
30	0.010	0.005	0.050
35	0.040	0.010	0.125
40	0.200	0.085	1.125
45	0.375	0.215	2.625
50	0.625	0.365	3.625
55	0.875	0.565	4.125
60	--	--	--



SCHEDULE B – ACTUARIAL ASSUMPTIONS AND METHODS



STATE EMPLOYEE OPEB FUND MEMBERS PARTICIPATING IN THE EMPLOYEES RETIREMENT SYSTEM OF GEORGIA

RATES OF WITHDRAWAL: Representative values of the assumed annual rates of withdrawal are as follows.

Non-Law Enforcement			
Age	Years of Service		
	0-4	5-9	10 & Over
Male			
20	40.00%		
25	30.00	16.25%	
30	25.00	12.50	8.00%
35	23.00	10.50	6.25
40	20.00	9.50	4.75
45	20.00	8.50	4.00
50	17.00	7.25	4.50
55	15.00	6.75	4.75
60	14.50	5.50	--
65	14.50	12.50	--
Female			
20	35.00%		
25	27.00	18.00%	
30	23.00	12.50	9.00%
35	20.00	10.25	6.50
40	18.00	9.00	5.25
45	17.00	8.00	4.25
50	16.00	7.50	4.25
55	15.00	7.25	4.25
60	15.50	7.00	--
65	16.50	12.00	--

Law Enforcement		
Age	Years of Service	
	0-9	10 & Over
20	11.00%	
25	6.50	3.00%
30	5.25	3.00
35	5.25	3.00
40	5.25	2.50
45	5.25	2.50
50	5.25	2.50
55	--	--



SCHEDULE B – ACTUARIAL ASSUMPTIONS AND METHODS



STATE EMPLOYEE OPEB FUND MEMBERS PARTICIPATING IN THE EMPLOYEES RETIREMENT SYSTEM OF GEORGIA

RATES OF RETIREMENT: Representative values of the assumed annual rates of service retirement are as follows. For the practice of allowing members to convert forfeited sick leave, the first-eligible retirement decrements at 25, 30 or 34 years of service are applied one year early.

Age	Non-Law Enforcement Old Plan							
	Early Retirement		Age 60 or 30 years		34 years		More than 34 years	
	Male	Female	Male	Female	Male	Female	Male	Female
50	2.0%	2.0%	7.5%	6.0%	100.0%	100.0%	90.0%	100.0%
52	2.0	2.0	7.5	6.0	100.0	100.0	90.0	100.0
55	3.0	3.5	7.5	10.0	100.0	100.0	75.0	90.0
57	3.0	5.0	10.5	10.0	100.0	100.0	70.0	70.0
60			15.0	20.0	97.5	95.0	40.0	55.0
62			32.0	40.0	97.5	95.0	40.0	65.0
65			35.0	40.0	35.0	40.0	35.0	40.0
67			35.0	35.0	35.0	35.0	35.0	35.0
70			35.0	35.0	35.0	35.0	35.0	35.0
75			100.0	100.0	100.0	100.0	100.0	100.0

Age	Non-Law Enforcement New Plan and GSEPS				Law Enforcement
	Early Retirement		Normal Retirement		
	Male	Female	Male*	Female**	
50	5.0%	3.80%	60.0%	42.0%	75.0%
52	5.0	3.80	50.0	42.0	60.0
55	6.0	5.80	50.0	40.0	15.0
57	6.0	7.30	45.0	37.0	15.0
60			25.0	28.0	30.0
62			37.5	37.5	35.0
65			32.0	33.0	25.0
67			32.0	32.0	25.0
70			30.0	30.0	100.0
75			100.0	100.0	

* An additional 20% are assumed to retire in the first year eligible for unreduced retirement with 30 years of service before age 60.

** An additional 25% for ages below 53 and 20% for ages 53 to 59 are assumed to retire in the first year eligible for unreduced retirement with 30 years of service before age 60.



SCHEDULE B – ACTUARIAL ASSUMPTIONS AND METHODS



STATE EMPLOYEE OPEB FUND MEMBERS PARTICIPATING IN THE EMPLOYEES RETIREMENT SYSTEM OF GEORGIA

RATES OF DEATH BEFORE RETIREMENT: The Pub-2010 General Employee Table, with no adjustments, projected generationally with the MP-2019 scale is used for both males and females while in active service. Representative values of the assumed annual rates of mortality while in active service are as follows:

Annual Rates of Death*					
Age	Males	Females	Age	Males	Females
20	0.0370%	0.0130%	45	0.0980%	0.0560%
25	0.0280	0.0090	50	0.1490	0.0830
30	0.0360	0.0150	55	0.2190	0.1230
35	0.0470	0.0230	60	0.3190	0.1860
40	0.0660	0.0360	65	0.4680	0.2960

* Base mortality rates as of 2010 before application of the improvement scale

RATES OF DEATHS AFTER RETIREMENT: The Pub-2010 Family of Tables projected generationally with the MP-2019 Scale and with further adjustments are used for post-retirement mortality assumptions as follows:

Participant Type	Membership Table	Set Forward (+)/ Setback (-)	Adjustment to Rates
Service Retirees	General Healthy Annuitant	Male: +1; Female: +1	Male: 105%; Female: 108%
Disability Retirees	General Disabled	Male: -3; Female: 0	Male: 103%; Female: 106%
Beneficiaries	General Contingent Survivors	Male: +2; Female: +2	Male: 106%; Female: 105%

Representative values of the assumed annual rates of mortality are as follows:

Annual Rates of Death*						
Age	Service Retirement		Disability Retirement		Beneficiaries	
	Males	Females	Males	Females	Males	Females
50	0.3371%	0.2516%	1.2576%	1.5720%	0.7918%	0.3843%
55	0.4861	0.3251	1.8725	1.8465	0.9402	0.5334
60	0.6941	0.4493	2.3484	2.0734	1.1978	0.7529
65	1.0532	0.7366	2.7573	2.3914	1.7257	1.1057
70	1.7882	1.2863	3.4536	3.0337	2.7157	1.7000
75	3.1448	2.2799	4.4743	4.2432	4.3036	2.7500
80	5.6427	4.0900	6.0986	6.3674	6.8879	4.6778
85	10.0958	7.6043	8.8220	9.8909	11.3049	8.4315
90	16.9785	13.8596	12.9831	14.4849	18.6083	14.6496

* Base mortality rates as of 2010 before application of the improvement scale



SCHEDULE B – ACTUARIAL ASSUMPTIONS AND METHODS



STATE EMPLOYEE OPEB FUND MEMBERS PARTICIPATING IN THE GEORGIA JUDICIAL RETIREMENT SYSTEM

SALARY INCREASES: 3.75% annually.

RATES OF WITHDRAWAL AND DISABILITY BEFORE SERVICE RETIREMENT:

Representative values of the assumed annual rates of withdrawal and disability before service retirement are as follows:

Age	Annual Rates of	
	Withdrawal	Disability
25	5.00%	0.0125%
30	5.00	0.0250
35	5.00	0.0375
40	4.00	0.0500
45	3.50	0.0875
50	2.75	0.1250
55	2.75	0.2250
60	2.50	0.3625
65	2.50	0.5875

RETIREMENT: The assumed annual rates of retirement are shown below.

Age	Annual Rates of Retirement
60	15%
61 – 64	10
65	13
66 – 67	15
68 – 69	18
70 – 77	25
78	100



SCHEDULE B – ACTUARIAL ASSUMPTIONS AND METHODS



STATE EMPLOYEE OPEB FUND MEMBERS PARTICIPATING IN THE GEORGIA JUDICIAL RETIREMENT SYSTEM

RATES OF DEATH BEFORE RETIREMENT: The Pub-2010 General Employee Table, with no adjustments, projected generationally with the MP-2019 scale is used for both males and females while in active service. Representative values of the assumed annual rates of mortality while in active service are as follows:

Annual Rates of Death*					
Age	Males	Females	Age	Males	Females
20	0.0370%	0.0130%	45	0.0980%	0.0560%
25	0.0280	0.0090	50	0.1490	0.0830
30	0.0360	0.0150	55	0.2190	0.1230
35	0.0470	0.0230	60	0.3190	0.1860
40	0.0660	0.0360	65	0.4680	0.2960

* Base mortality rates as of 2010 before application of the improvement scale

RATES OF DEATHS AFTER RETIREMENT: The Pub-2010 Family of Tables projected generationally with the MP-2019 Scale and with further adjustments are used for post-retirement mortality assumptions as follows:

Participant Type	Membership Table	Set Forward (+)/ Setback (-)	Adjustment to Rates
Service Retirees	General Healthy Annuitant	Male: +1; Female: +1	Male: 105%; Female: 108%
Disability Retirees	General Disabled	Male: -3; Female: 0	Male: 103%; Female: 106%
Beneficiaries	General Contingent Survivors	Male: +2; Female: +2	Male: 106%; Female: 105%

Representative values of the assumed annual rates of mortality are as follows:

Annual Rates of Death*						
Age	Service Retirement		Disability Retirement		Beneficiaries	
	Males	Females	Males	Females	Males	Females
50	0.3371%	0.2516%	1.2576%	1.5720%	0.7918%	0.3843%
55	0.4861	0.3251	1.8725	1.8465	0.9402	0.5334
60	0.6941	0.4493	2.3484	2.0734	1.1978	0.7529
65	1.0532	0.7366	2.7573	2.3914	1.7257	1.1057
70	1.7882	1.2863	3.4536	3.0337	2.7157	1.7000
75	3.1448	2.2799	4.4743	4.2432	4.3036	2.7500
80	5.6427	4.0900	6.0986	6.3674	6.8879	4.6778
85	10.0958	7.6043	8.8220	9.8909	11.3049	8.4315
90	16.9785	13.8596	12.9831	14.4849	18.6083	14.6496

* Base mortality rates as of 2010 before application of the improvement scale



SCHEDULE B – ACTUARIAL ASSUMPTIONS AND METHODS



STATE EMPLOYEE OPEB FUND MEMBERS PARTICIPATING IN THE GEORGIA LEGISLATIVE RETIREMENT SYSTEM

SALARY INCREASES: None.

RATES OF WITHDRAWAL BEFORE SERVICE RETIREMENT: Representative values of the assumed annual rates of withdrawal before service retirement are as follows:

Age	Annual Rates of Withdrawal
25	9.00%
30	9.00
35	9.00
40	10.00
45	11.00
50	9.25
55	8.00
60	8.00
65	8.00

SERVICE RETIREMENT: The assumed annual rates of retirement are shown below:

Age	Annual Rate	Age	Annual Rate
60	8%	66	10%
61	8	67	10
62	12	68	10
63	8	69	15
64	8	70-79	15
65	10	80	100



SCHEDULE B – ACTUARIAL ASSUMPTIONS AND METHODS



STATE EMPLOYEE OPEB FUND MEMBERS PARTICIPATING IN THE GEORGIA LEGISLATIVE RETIREMENT SYSTEM

RATES OF DEATH BEFORE RETIREMENT: The Pub-2010 General Employee Table, with no adjustments, projected generationally with the MP-2019 scale is used for both males and females while in active service. Representative values of the assumed annual rates of mortality while in active service are as follows:

Annual Rates of Death*					
Age	Males	Females	Age	Males	Females
20	0.0370%	0.0130%	45	0.0980%	0.0560%
25	0.0280	0.0090	50	0.1490	0.0830
30	0.0360	0.0150	55	0.2190	0.1230
35	0.0470	0.0230	60	0.3190	0.1860
40	0.0660	0.0360	65	0.4680	0.2960

* Base mortality rates as of 2010 before application of the improvement scale

RATES OF DEATHS AFTER RETIREMENT: The Pub-2010 Family of Tables projected generationally with the MP-2019 Scale and with further adjustments are used for post-retirement mortality assumptions as follows:

Participant Type	Membership Table	Set Forward (+)/ Setback (-)	Adjustment to Rates
Service Retirees	General Healthy Annuitant	Male: +1; Female: +1	Male: 105%; Female: 108%
Disability Retirees	General Disabled	Male: -3; Female: 0	Male: 103%; Female: 106%
Beneficiaries	General Contingent Survivors	Male: +2; Female: +2	Male: 106%; Female: 105%

Representative values of the assumed annual rates of mortality are as follows:

Annual Rates of Death*						
Age	Service Retirement		Disability Retirement		Beneficiaries	
	Males	Females	Males	Females	Males	Females
50	0.3371%	0.2516%	1.2576%	1.5720%	0.7918%	0.3843%
55	0.4861	0.3251	1.8725	1.8465	0.9402	0.5334
60	0.6941	0.4493	2.3484	2.0734	1.1978	0.7529
65	1.0532	0.7366	2.7573	2.3914	1.7257	1.1057
70	1.7882	1.2863	3.4536	3.0337	2.7157	1.7000
75	3.1448	2.2799	4.4743	4.2432	4.3036	2.7500
80	5.6427	4.0900	6.0986	6.3674	6.8879	4.6778
85	10.0958	7.6043	8.8220	9.8909	11.3049	8.4315
90	16.9785	13.8596	12.9831	14.4849	18.6083	14.6496

* Base mortality rates as of 2010 before application of the improvement scale





SCHEDULE C – DEFERRED OUTFLOWS AND DEFERRED INFLOWS OF RESOURCES

SCHEDULE OF DIFFERENCES BETWEEN EXPECTED AND ACTUAL EXPERIENCE

Increase/(Decrease) in OPEB Expense Arising from the Recognition of the Effects of the Differences Between Expected and Actual Experience								
Measurement Date	Difference Between Expected and Actual Experience	Recognition Period (Years)	Expensed this year	Year 1	Year 2	Year 3	Year 4	Thereafter
June 30, 2017	\$ 0	4.32	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
June 30, 2018	\$ (267,124,127)	4.35	0	0	0	0	0	0
June 30, 2019	\$ (371,756,790)	4.34	0	0	0	0	0	0
June 30, 2020	\$ (185,260,962)	4.30	0	0	0	0	0	0
June 30, 2021	\$ (657,642,662)	4.30	(45,882,046)	0	0	0	0	0
June 30, 2022	\$ 18,509,202	4.22	4,386,067	964,934	0	0	0	0
June 30, 2023	\$ (109,191,815)	4.13	(26,438,696)	(26,438,696)	(3,437,031)	0	0	0
June 30, 2024	\$ 82,857,553	4.15	19,965,675	19,965,675	19,965,675	2,994,853	0	0
June 30, 2025	\$ (149,073,345)	4.20	(35,493,654)	(35,493,654)	(35,493,654)	(35,493,654)	(7,098,729)	0
Total			\$ (83,462,654)	\$ (41,001,741)	\$ (18,965,010)	\$ (32,498,801)	\$ (7,098,729)	\$ 0





SCHEDULE C – DEFERRED OUTFLOWS AND DEFERRED INFLOWS OF RESOURCES

SCHEDULE OF DIFFERENCES BETWEEN EXPECTED AND ACTUAL EXPERIENCE (continued)

Measurement Date	Changes Due to Experience (Decreases) / Increases (a)	Amounts Recognized in OPEB Expense Through June 30, 2025 Measurement Date (b)	Amounts of Deferred Resources (Inflows)/Outflows (a) - (b)
June 30, 2017	\$ 0	\$ 0	\$ 0
June 30, 2018	\$ (267,124,127)	(267,124,127)	0
June 30, 2019	\$ (371,756,790)	(371,756,790)	0
June 30, 2020	\$ (185,260,962)	(185,260,962)	0
June 30, 2021	\$ (657,642,662)	(657,642,662)	0
June 30, 2022	\$ 18,509,202	17,544,268	964,934
June 30, 2023	\$ (109,191,815)	(79,316,088)	(29,875,727)
June 30, 2024	\$ 82,857,553	39,931,350	42,926,203
June 30, 2025	\$ (149,073,345)	(35,493,654)	(113,579,691)
Total		\$ (1,539,118,665)	\$ (99,564,281)





SCHEDULE C – DEFERRED OUTFLOWS AND DEFERRED INFLOWS OF RESOURCES

SCHEDULE OF DIFFERENCES BETWEEN PROJECTED AND ACTUAL EARNINGS ON PLAN INVESTMENTS

Increase/(Decrease) in OPEB Expense Arising from the Recognition of the Effects of the Differences Between Projected and Actual Earnings on OPEB Plan Investments								
Measurement Date	Difference Between Projected and Actual Earnings on OPEB Plan Investments	Recognition Period (Years)	Expensed this year	Year 1	Year 2	Year 3	Year 4	Thereafter
June 30, 2017	\$ 21,814,368	5.00	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
June 30, 2018	\$ 59,214,584	5.00	0	0	0	0	0	0
June 30, 2019	\$ 49,323,611	5.00	0	0	0	0	0	0
June 30, 2020	\$ 66,059,183	5.00	0	0	0	0	0	0
June 30, 2021	\$ (149,069,755)	5.00	(29,813,951)	0	0	0	0	0
June 30, 2022	\$ 270,194,574	5.00	54,038,915	54,038,914	0	0	0	0
June 30, 2023	\$ (119,189,306)	5.00	(23,837,861)	(23,837,861)	(23,837,862)	0	0	0
June 30, 2024	\$ (240,873,751)	5.00	(48,174,750)	(48,174,750)	(48,174,750)	(48,174,751)	0	0
June 30, 2025	\$ (158,551,251)	5.00	(31,710,250)	(31,710,250)	(31,710,250)	(31,710,250)	(31,710,251)	0
Total			\$ (79,497,897)	\$ (49,683,947)	\$ (103,722,862)	\$ (79,885,001)	\$ (31,710,251)	\$ 0



SCHEDULE C – DEFERRED OUTFLOWS AND DEFERRED INFLOWS OF RESOURCES

SCHEDULE OF DIFFERENCES BETWEEN PROJECTED AND ACTUAL EARNINGS ON PLAN INVESTMENTS (continued)

Measurement Date	Difference Between Projected and Actual Earnings on OPEB Plan Investments (a)	Amounts Recognized in OPEB Expense Through June 30, 2025 Measurement Date (b)	Amounts of Deferred Resources (Inflows)/Outflows (a) - (b)
June 30, 2017	\$ 21,814,368	\$ 21,814,368	\$ 0
June 30, 2018	\$ 59,214,584	59,214,584	0
June 30, 2019	\$ 49,323,611	49,323,611	0
June 30, 2020	\$ 66,059,183	66,059,183	0
June 30, 2021	\$ (149,069,755)	(149,069,755)	0
June 30, 2022	\$ 270,194,574	216,155,660	54,038,914
June 30, 2023	\$ (119,189,306)	(71,513,583)	(47,675,723)
June 30, 2024	\$ (240,873,751)	(96,349,500)	(144,524,251)
June 30, 2025	\$ (158,551,251)	(31,710,250)	(126,841,001)
Total		\$ 63,924,318	\$ (265,002,061)





SCHEDULE C – DEFERRED OUTFLOWS AND DEFERRED INFLOWS OF RESOURCES

SCHEDULE OF CHANGES OF ASSUMPTION

Increase/(Decrease) in OPEB Expense Arising from the Recognition of the Effects of Assumption Changes								
Measurement Date	Assumption Changes	Recognition Period (Years)	Expensed this year	Year 1	Year 2	Year 3	Year 4	Thereafter
June 30, 2017	\$ (383,932,246)	4.32	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
June 30, 2018	\$ (963,394,129)	4.35	0	0	0	0	0	0
June 30, 2019	\$ (676,764,727)	4.34	0	0	0	0	0	0
June 30, 2020	\$ 26,554,885	4.30	0	0	0	0	0	0
June 30, 2021	\$ (4,267,857)	4.30	(297,757)	0	0	0	0	0
June 30, 2022	\$ 0	4.22	0	0	0	0	0	0
June 30, 2023	\$ 181,610,707	4.13	43,973,537	43,973,537	5,716,559	0	0	0
June 30, 2024	\$ 31,748,948	4.15	7,650,349	7,650,349	7,650,349	1,147,552	0	0
June 30, 2025	\$ 0	4.20	0	0	0	0	0	0
Total			\$ 51,326,129	\$ 51,623,886	\$ 13,366,908	\$ 1,147,552	\$ 0	\$ 0



SCHEDULE C – DEFERRED OUTFLOWS AND DEFERRED INFLOWS OF RESOURCES

SCHEDULE OF CHANGES OF ASSUMPTION (continued)

Measurement Date	Changes Due to Assumptions (Decreases) / Increases (a)	Amounts Recognized in OPEB Expense Through June 30, 2025 Measurement Date (b)	Amounts of Deferred Resources (Inflows)/Outflows (a) - (b)
June 30, 2017	\$ (383,932,246)	\$ (383,932,246)	\$ 0
June 30, 2018	\$ (963,394,129)	(963,394,129)	0
June 30, 2019	\$ (676,764,727)	(676,764,727)	0
June 30, 2020	\$ 26,554,885	26,554,885	0
June 30, 2021	\$ (4,267,857)	(4,267,857)	0
June 30, 2022	\$ 0	0	0
June 30, 2023	\$ 181,610,707	131,920,611	49,690,096
June 30, 2024	\$ 31,748,948	15,300,698	16,448,250
June 30, 2025	\$ 0	0	0
Total		\$ (1,854,582,765)	\$ 66,138,346





SCHEDULE C – DEFERRED OUTFLOWS AND DEFERRED INFLOWS OF RESOURCES

Net Increase/(Decrease) in OPEB Expense						
	Expensed this year	Deferred Year 1	Deferred Year 2	Deferred Year 3	Deferred Year 4	Thereafter
Differences Between Expected and Actual Experience	\$ (83,462,654)	\$ (41,001,741)	\$ (18,965,010)	\$ (32,498,801)	\$ (7,098,729)	\$ 0
Changes of Assumptions	51,326,129	51,623,886	13,366,908	1,147,552	0	0
Differences Between Projected and Actual Earnings on OPEB Plan Investments	(79,497,897)	(49,683,947)	(103,722,862)	(79,885,001)	(31,710,251)	0
Grand Total	\$ (111,634,422)	\$ (39,061,802)	\$ (109,320,964)	\$ (111,236,250)	\$ (38,808,980)	\$ 0



SCHEDULE D – ACTUARIAL COST METHOD



1. The valuation is prepared on the projected benefit basis, under which the present value is calculated at the interest rate assumed to be earned in the future (currently 7.00% for disclosure), of each participant's expected retiree health benefit at retirement or death based on his age and service. The calculations take into account the probability of a participant's death or termination of employment prior to becoming eligible for a benefit, as well as the probability of his terminating with a service, disability or survivor's benefit. The present value of the expected benefits payable on account of the active participants is added to the present value of the expected future payments to retired participants and beneficiaries to obtain the present value of all expected benefits payable from the Plan on account of the present group of participants and beneficiaries.
2. The service cost is determined using the "entry age normal" method. Using this method, a calculation is made to determine the uniform and constant percentage rate of employer contribution which, if applied to the compensation of each participant during the entire period of his anticipated covered service, would be required in addition to the contributions of the participant to meet the cost of all benefits payable on his behalf.
3. The present value of future unfunded accrued liability contributions is determined by subtracting the present value of prospective normal contributions, together with the current assets held, from the present value of expected benefits to be paid from the Plan.

