



Anne Arundel County Employees' Retirement Plan

Actuarial Valuation as of January 1, 2024
to Determine the County's Contribution for the
Fiscal Year Ending June 30, 2025

Bolton

Submitted by:

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Table of Contents

	Page
Transmittal Letter	1
Section I Executive Summary	2
Section II Actuarial Certification.....	5
Section III Determination of Contributions.....	8
Derivation of Liabilities	8
Normal Cost	9
Projection of Unfunded Liability.....	9
Actuarially Determined Contribution.....	9
Actuarial Gain/Loss	10
Actuarial Experience.....	10
Schedule of Amortization Bases	11
Section IV Risk Discussion	12
Risk Measures.....	12
Additional Review.....	17
Section V Assets	19
Reconciliation of Assets	19
Determination of Investment Gain/(Loss) for Assets	20
Development of Actuarial Value of Assets	21
10-Year: Market Value vs. Actuarial Value of Assets	22
10-Year: Market Value vs. Actuarial Value Rates of Return	22
Summary of Investment Returns & Historical Cash Flows	23
Comparison of Net Income versus Historical Cash Flows	23
Benefit Payment Projection.....	24
Section VI Participant Information.....	25
Participant Summary	25
Active Age/Service Distribution Including Compensation	26
Participant Reconciliation	27
Section VII Summary of Plan Provisions.....	28
Section VIII Actuarial Methods and Assumptions.....	34
Appendices.....	38
Summary of Funding Progress	38
Glossary.....	39
Summary of Major Legislative Changes	41

Bolton

May 1, 2024

Anne Budowski
Personnel Director
Anne Arundel County
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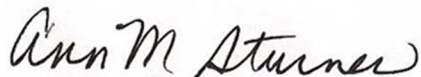
Re: Anne Arundel County Employees' Retirement Plan Valuation

Dear Anne:

The following sets forth the actuarial valuation of the Anne Arundel County Employees' Retirement Plan as of January 1, 2024. The actuarial valuation was performed at the request of Anne Arundel County (the County). Section I of the report provides a summary, Section II sets forth our Actuarial Certification, and Section III contains the development of the County's contribution for the 2025 fiscal year. Section IV provides a discussion of risk, while Sections V through VIII contain a summary of the census and asset data, a ten-year projection of benefit payments, plan provisions, assumptions and actuarial methods. The appendices of the report provide information on plan funding, a glossary of many of the terms used in this report, and a summary of major legislative changes.

We are available to answer any questions on the material in this report or to provide explanations or further details as appropriate.

Respectfully submitted,



Ann. M. Sturner, FSA, EA, FCA, MAAA



Michelle L. Boyles, FSA, EA, MAAA



Section I. Executive Summary

Background

Bolton Partners, Inc. (Bolton) has prepared the following report that sets forth the actuarial valuation of the Anne Arundel County Employees' Retirement Plan as of January 1, 2024. This report provides the funded status of the plan as of January 1, 2024 as well as the Actuarially Determined Contribution (ADC) for the plan for the fiscal year ending June 30, 2025 (FY2025). Accounting results under Government Accounting Standards Board Statements 67 and 68 are provided in a separate report.

Actuarially Determined Contributions (ADC)

	FY2023	FY2024	FY2025
Library ADC	\$ 635,958	\$ 781,742	\$ 1,022,229
All except Library ADC	37,957,978	47,592,442	51,752,427
ADC	\$ 38,593,936	\$ 48,374,184	\$ 52,774,656
Percent of Total Payroll	27.1%	31.8%	31.3%

The above amounts assume the County's contribution will be made monthly throughout the fiscal year. Details of the determination of the County's contribution for FY2025 are shown in Section III of this report.

Key Demographic Elements

	1/1/2023	1/1/2024	% Change
Participant Counts			
Active	2,156	2,252	4.5%
In Receipt	2,201	2,248	2.1%
Inactive with Deferred Benefits	293	295	0.6%
Refunds Owed	N/A	209	N/A ¹
Total	4,650	5,004	7.6%

Funding Measures

	1/1/2023	1/1/2024	% Change
1. Actuarial Accrued Liability	\$ 1,155,481,400	\$ 1,204,249,573	4.2%
2. Actuarial Value of Assets	\$ 773,773,336	\$ 802,410,416	3.7%
3. Plan Funded Ratio (2. / 1.)	67.0%	66.6%	(0.5%)
4. Market Value of Assets	\$ 703,872,452	\$ 768,217,898	9.1%
5. Funded Ratio based on Market Value of Assets (4. / 1.)	60.9%	63.8%	4.7%

¹ Members who terminated prior to completing the vesting requirements for a deferred benefit are owed a refund of their contributions. This data was not included prior to the January 1, 2024 valuation.



Changes in Contribution

The following table shows the sources of changes in the County's contribution.

Description	Contribution (\$ millions)
January 1, 2023 Valuation	\$48.4
Investment Performance	0.5
Pay Increases	1.1
New Entrants/Change in Normal Cost	1.9
COLA	0.3
Change in Expenses	0.0
Assumption/Method Changes	N/A
Plan Changes	N/A
Demographics and Other Changes	0.7
January 1, 2024 Valuation	\$52.8

Experience Analysis

The following factors affected the County's contribution as a percentage of payroll:

- **Plan assets and investment performance** – the net return for the year ended December 31, 2023 after investment expenses was 11.9% on a market value basis and 6.1% on an actuarial value basis. Investment returns during CY2023 were about \$33.9 million higher than assumed. A portion of this gain is reflected in the actuarial value of assets (AVA) in this valuation, and the remaining portions will be reflected in future valuations. The AVA and the return on the AVA also reflect the continued recognition of outstanding net investment losses from prior valuations. As of January 1, 2024, there is a total of \$34.2 million in net deferred investment losses that will be reflected in future valuations.
- **Cost of Living Adjustment** - Retiree COLAs effective July 1, 2023 (generally, 3.00% for pre-2/1/1997 accruals and 2.50% for post-1/31/1997 accruals) were greater than the assumed annual increases (3.00% for pre-2/1/1997 accruals and 1.80% for post-1/31/1997 accruals).
- **Payroll changes** - Pay for returning employees increased approximately 9.8% over the prior year; a larger increase than the 5.8% increase that was assumed. Total participant payroll increased by 10.9% over the prior year, resulting in a higher total payroll than anticipated by the 3.0% per year payroll growth assumption.



Risk Assessment

The primary risk that a plan sponsor incurs from a defined benefit plan is the risk of substantial increases in annual contributions. Many variables can influence future results and the sensitivity of the ADC will vary from plan to plan. This valuation report includes information intended to assist plan sponsors and the readers of this report in understanding the most significant risks that affect the plan's future financial position. This report includes commentary about risks to be considered when developing the plan's investment and funding policies and why it is important that these two policies are connected. Preparing a full risk assessment for the plan is beyond the scope of this engagement.

We encourage plan sponsors and plan administrators to consider this information carefully, view the results of the annual valuation in the context of the risks to plan costs and member benefit security, and determine whether it is an appropriate time to consider a more in-depth, comprehensive risk assessment.

Changes in Methods, Assumptions, and Plan Provisions

There were no changes in methods, assumptions, or plan provisions.

Sources of Information

The January 1, 2024 participant data and market value of assets were provided by or at the direction of Anne Arundel County. While we have reviewed this data for consistency and completeness, we have not audited this data.



Section II. Actuarial Certification

This actuarial valuation sets forth our calculation of an estimate of the liabilities of the Anne Arundel County Employees' Retirement Plan (the plan), together with a comparison of these liabilities with the value of the plan assets, as submitted by Anne Arundel County (the County). This liability calculation and comparison with assets are applicable for the valuation date only. The future is uncertain, and the plan may become better funded or more poorly funded in the future. This valuation does not provide any guarantee that the plan will be able to provide the promised benefits in the future.

This report was prepared for the internal use of the County and its auditors in connection with our actuarial valuations of the pension plan. The purpose of this report is to provide the recommended employer contribution for the 2025 fiscal year. It is neither intended nor necessarily suitable for other purposes. Bolton is not responsible for the consequences of any other use or the reliance upon this report by any other party.

This report is based on plan provisions, census data, and asset data submitted by the County. We have relied on this information for purposes of preparing this report. We have not audited the census or asset data provided, however based on our review the data appears to be reasonable and consistent with previously provided information. Unless otherwise noted in our report, we believe the information provided is sufficiently complete and reliable for purposes of the results presented in this report. The accuracy of the results presented in this report is dependent upon the accuracy and completeness of the underlying information. The County is solely responsible for the validity and completeness of this information.

The County is responsible for selecting the plan's funding policy, actuarial valuation methods, asset valuation methods, and assumptions. The policies, methods and assumptions used in this valuation are those that have been so prescribed and are described in this report. The County is solely responsible for communicating to Bolton any changes required thereto.

The County is solely responsible for selecting the plan's investment policies, asset allocations and individual investments. Bolton's actuaries have not provided any investment advice to the County.

This is a deterministic valuation in that it is based on a single set of assumptions. This set of assumptions is one possible basis for our calculations. We may consider that some factors are not material to the valuation of the plan and may not provide a specific assumption for those factors. We may have used other assumptions in the past. We will likely consider changes in assumptions at a future date.

Different assumptions or scenarios within the range of possibilities may also be reasonable and results based on those assumptions would be different. As a result of the uncertainty inherent in a forward-looking projection over a very long period of time, no one projection is uniquely "correct" and many alternative projections of the future could also be regarded as reasonable. Two different actuaries could, quite reasonably, arrive at different results based on the same data and different views of the future.

The County could reasonably ask how the valuation would change if we used a different assumption set or if plan experience exhibited variations from our assumptions. This report does not contain such an analysis. That type of analysis would be a separate assignment.



In addition, decisions regarding benefit improvements, benefit changes, the trust's investment policy, and similar issues should not be based on this valuation. These issues are complex and other factors should be considered when making such decisions. Other factors might include the anticipated vitality of the local economy and future growth expectations, as well as other economic and financial factors.

The cost of this plan is determined by the benefits promised by the plan, the plan's participant population, the investment experience of the plan and many other factors. An actuarial valuation is a budgeting tool for the County. It does not affect the cost of the plan. Different funding methods provide for different timing of contributions to the plan. As the experience of the plan evolves, it is normal for the level of contributions to the plan to change. If a contribution is not made for a particular year, either by deliberate choice or because of an error in a calculation, that contribution can be made in later years. We are not responsible for the consequences of any decision by the County to make contributions at a future time rather than an earlier time. The County is responsible for funding the cost of the plan.

The report is conditioned on the assumption of an ongoing plan and is not meant to present the actuarial position of the plan in the case of plan termination. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions, changes in economic or demographic assumptions, increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or additional cost or contribution requirements based on the plan's funded status), and changes in plan provisions or applicable law.

The valuation was completed using both proprietary and third-party models (including software and tools). We have tested these models to ensure they are used for their intended purposes, within their known limitations, and without any known material inconsistencies unless otherwise stated.

The calculations in this report have been computed in accordance with our understanding of generally accepted actuarial principles and practices and fairly reflect the actuarial position of the plan. The various actuarial assumptions and methods which have been used are, in our opinion, appropriate for the purposes of this report.

We make every effort to ensure that our calculations are accurately performed. We reserve the right to correct any potential errors by amending the results of this report or by including the corrections in a future valuation report.

Bolton does not practice law and, therefore, cannot and does not provide legal advice. Any statutory interpretation on which this report is based reflects Bolton's understanding as an actuarial firm. Bolton recommends that recipients of this report consult with legal counsel when making any decisions regarding compliance with ERISA, the Internal Revenue Code, or any other statute or regulation.

The County should notify Bolton promptly after receipt of this report if the County disagrees with anything contained in the report or is aware of any information that would affect the results of the report that has not been communicated to Bolton or incorporated herein. The report will be deemed final and acceptable to the County unless the County promptly provides such notice to Bolton.



The undersigned credentialed actuaries meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein. We are not aware of any direct or material indirect financial interest or relationship, including investments or other services, which could create a conflict of interest that would impair the objectivity of our work.

We are available to answer any questions on the material in this report to provide explanations or further details as appropriate.

Ann. M. Sturner, FSA, EA, FCA, MAAA

Michelle L. Boyles, FSA, EA, MAAA



Section III. Determination of Contributions

Derivation of Liabilities

Below is a summary of the actuarial accrued liability of the future benefits expected to be paid from the plan.

Participants	1/1/2023	1/1/2024
1. Participants		
a. Active (excluding DROP)	2,156	2,252
b. Active Enrolled in DROP	N/A	N/A
c. Retirees	1,916	1,962
d. Beneficiaries	188	194
e. Disabled Participants	97	92
f. Inactive with Deferred	293	295
g. Refunds Owed	N/A	209
h. Total	4,650	5,004
2. Active Payroll	\$ 152,078,335	\$ 168,608,251

Actuarial Accrued Liability	1/1/2023	1/1/2024
1. Active Participants	\$ 393,937,892	\$ 420,891,041
2. In-Pay Participants		
a. Retirees	662,857,470	686,707,311
b. Beneficiaries	40,611,058	41,324,517
c. Disabled Participants	30,883,857	29,484,290
d. Total In-Pay Participants	\$ 734,352,385	\$ 757,516,118
3. Inactive with Deferred Benefits		
a. Terminated Vested	27,191,123	25,119,002
b. Refunds of Contributions Owed	0	723,412
c. Total Inactive with Deferred Benefits	\$ 27,191,123	\$ 25,842,414
4. Total Actuarial Accrued Liability (1. + 2.d. + 3.c)	\$ 1,155,481,400	\$ 1,204,249,573
5. Actuarial Value of Assets (AVA)	\$ 773,773,336	\$ 802,410,416
6. Unfunded Liability Based on AVA (4. - 5.)	\$ 381,708,064	\$ 401,839,157
7. Funded Ratio Based on AVA (5. / 4.)	67.0%	66.6%
8. Market Value of Assets (MVA)	\$ 703,872,452	\$ 768,217,898
9. Unfunded Liability Based on MVA (4. - 8.)	\$ 451,608,948	\$ 436,031,675
10. Funded Ratio Based on MVA (8. / 4.)	60.9%	63.8%



Normal Cost

The normal cost and the projected normal cost are shown below.

Normal Cost	1/1/2023	1/1/2024
1. Total Benefit Normal Cost	\$ 21,673,791	\$ 23,836,129
2. Employee Normal Cost	5,252,919	5,574,417
3. County Benefit Normal Cost (1. - 2.)	\$ 16,420,872	\$ 18,261,712
4. Estimated Expenses	587,000	589,000
5. County Benefit Normal Cost with Expenses	\$ 17,007,872	\$ 18,850,712
6. Projected Normal Cost with Expenses as of July 1 (5. x 1.03 ^{0.5})	\$ 17,261,105	\$ 19,131,383

Projection of Unfunded Liability

The projection of the unfunded actuarial liability from January 1, 2024 to July 1, 2024 is shown below.

Projection of Unfunded Liability	1/1/2024
1. Unfunded Liability as of January 1, 2024	\$ 401,839,157
2. Expected Employer Contributions 01/01/2024-07/01/2024	24,187,092
3. Expected Employee Contributions 01/01/2024-07/01/2024	3,044,059
4. Expected Expenses 01/01/2024-07/01/2024	294,500
5. Total Normal Cost 01/01/2024-07/01/2024	11,918,065
6. Interest at 7.00%	13,777,077
7. Projected Unfunded Liability as of July 1, 2024 (1. - 2. - 3. + 4. + 5. + 6.)	\$ 400,597,648

Actuarially Determined Contribution

Below is the derivation of the actuarially determined contribution.

Actuarially Determined Contribution	FYE2025
1. Employer Normal Cost	\$ 19,131,383
2. Amortization Amount	\$ 31,887,803
3. Actuarially Determined Contribution (ADC) (1. + 2.)	\$ 51,019,186
4. Interest for Timing of Payment	\$ 1,755,470
5. ADC Adjusted for Timing of Payment (3. + 4.)	\$ 52,774,656
6. Participant Payroll as of Valuation Date	\$ 168,608,251
7. Employer Contribution as a Percentage of Participant Payroll	31.3%
8. ADC - Library	\$ 1,022,229
9. ADC - All except Library	51,752,427



Actuarial Gain/Loss

Development of actuarial (gain)/loss for January 1, 2023 to January 1, 2024 is shown below.

	Liability	Actuarial Value of Assets	UAAL
1. Beginning of year total	\$ 1,155,481,400	\$ 773,773,336	\$ 381,708,064
2. Normal cost (net of admin exp)	21,673,791		21,673,791
3. Administration expense		(564,806)	564,806
4. Benefit payments	(67,226,361)	(67,226,361)	0
5. Contributions		49,606,935	(49,606,935)
6. Interest	80,047,941	53,527,685	26,520,256
7. Expected end of year total	\$ 1,189,976,771	\$ 809,116,789	\$ 380,859,982
8. Impact of plan changes	0		0
9. Impact of assumption changes	0		0
10. Actual end of year	1,204,249,573	802,410,416	401,839,157
11. (Gain)/Loss	\$ 14,272,802	\$ 6,706,373	\$ 20,979,175

Actuarial Experience

There was an actuarial loss of \$20,979,175 from January 1, 2023 to January 1, 2024. The loss is measured by comparing expected liabilities to actual liabilities before any changes, such as any assumption or plan changes, are reflected in the current valuation. The individual sources of gains and losses that follow are based upon a comparison of actual and expected experience in the year ending on the valuation date.

Source	(Gain)/Loss
1. Actuarial Value of Assets	\$ 6,706,000
2. New Entrants	1,031,000
3. COLAs	3,729,000
4. Salary increases	15,322,000
5. Mortality	120,000
6. Turnover	(2,604,000)
7. Disability	(204,000)
8. Retirement	(1,270,000)
9. Other Demographic	(1,851,000)
10. Total	\$ 20,979,000

The actuarial loss/(gain) of \$21,378,802 in the amortization table is equal to the sum of:

1. The actuarial loss/(gain) of \$20,979,175 as of January 1, 2024, shown above, rolled forward to July 1, 2024, and
2. The actual FY2024 "contribution" loss/(gain) due to the sum of the actual FY2024 contributions to the plan falling short of/(exceeding) the amount necessary to align with the expected plan experience.



Schedule of Amortization Bases

Below is a schedule of the amortization bases as of July 1, 2024.

Description	Date Established	Years Remaining	Outstanding Balance	Amortization Amount
Unfunded Accrued Liability	1/1/2004	10	\$ (194,998)	\$ (23,009)
Actuarial (Gain)/Loss	1/1/2005	11	9,340,034	1,019,861
Actuarial (Gain)/Loss	1/1/2006	12	6,988,080	711,923
Actuarial (Gain)/Loss	1/1/2007	13	8,047,167	770,150
Assumption Change	1/1/2008	14	13,718,590	1,240,578
Actuarial (Gain)/Loss	1/1/2008	14	(5,714,991)	(516,809)
Actuarial (Gain)/Loss	1/1/2009	15	47,634,468	4,090,609
Actuarial (Gain)/Loss	1/1/2010	16	(2,035,916)	(166,748)
Asset Method Change	1/1/2011	17	30,306,821	2,376,431
Actuarial (Gain)/Loss	1/1/2011	17	(4,232,042)	(331,845)
Actuarial (Gain)/Loss	1/1/2012	18	32,893,713	2,477,620
Assumption Change	1/1/2013	19	12,945,942	939,472
Actuarial (Gain)/Loss	1/1/2013	19	35,805,431	2,598,358
Assumption Change	1/1/2014	10	16,455,160	1,941,620
Actuarial (Gain)/Loss	1/1/2014	10	(14,879,384)	(1,755,687)
Actuarial (Gain)/Loss	1/1/2015	11	5,846,103	638,350
Actuarial (Gain)/Loss	1/1/2016	12	(16,380,233)	(1,668,765)
Actuarial (Gain)/Loss	1/1/2017	13	3,664,547	350,713
Actuarial (Gain)/Loss	1/1/2018	14	11,022,132	996,736
Actuarial (Gain)/Loss	1/1/2019	15	33,760,725	2,899,202
Assumption Changes	1/1/2019	15	13,866,670	1,190,800
Method change	7/1/2019	15	1,219,245	104,703
Actuarial (Gain)/Loss	7/1/2020	16	21,277,900	1,742,731
Actuarial (Gain)/Loss	7/1/2021	17	(7,928,107)	(621,662)
Assumption Change - 7.00%	7/1/2021	17	49,781,373	3,903,478
Actuarial (Gain)/Loss	7/1/2022	18	(12,965,400)	(976,580)
Actuarial (Gain)/Loss	7/1/2023	19	30,727,459	2,229,856
Assumption Change	7/1/2023	19	58,248,357	4,227,015
Actuarial (Gain)/Loss	7/1/2024	20	21,378,802	1,498,702
Totals			\$ 400,597,648	\$ 31,887,803

Bases are amortized as an equal percent of payroll each year with total payroll expected to increase 3.0% annually. The July 1, 2024 amortization payment of \$31,887,803 is sufficient to cover the interest on the plan's unfunded liability. Based on the the total payment shown above, the total amount will be fully amortized in approximately 16.6 years.



Section IV. Risk Discussion

Risk Measures

Pension plans are complicated financial instruments designed to provide income security for plan participants as they move through their working lives and into retirement. As such they can be subject to many different forces that can put the plan in better or worse positions over time. The primary risk that a plan sponsor incurs from a defined benefit plan is the risk of substantial increases in annual contributions.

The “maturity” level of a plan can indicate the likely sensitivity the plan will have to different events whether positive or negative. Variations in the investment returns are a common source of these types of events or shocks. Other sources might be experience that differs from that assumed, assumption changes or plan changes.

The purpose of this section is to provide the reader with a basic understanding of the fundamentals of pension financing and the associated risks, including implications of the Plan’s funding policy on future plan funding, how future experience may differ from the assumptions used, and the potential volatility of future measurements resulting from these differences.

Elements of Pension Plan Financing

The following equation lays out the fundamental elements of pension plan financing:

$$\text{Contributions} + \text{Investment Returns} = \text{Benefit Payments} + \text{Expenses}$$

Employers and employees **contribute** to a plan based on the statutory requirements, plan terms, and plan sponsor funding policy. The plan invests these contributions and earns a **return** on that investment. Together, these contributions and investment returns are the sole sources of income to the plan. **Benefits** are paid to participants who have met the eligibility and vesting requirements defined by the plan. Plans also pay administrative, investment, auditing, legal, and other **expenses** for maintaining the plan. **Over time, contributions and investment earnings must equal benefits and expenses.**

From this equation, it is evident that funding, investment, and benefit policies must be developed together. Once the benefit terms are established, each plan sponsor must determine the desired balance of contributions versus investment returns needed to finance benefits accrued to participants. It is important to remember that the plan sponsor’s investment and funding policies, along with the selected actuarial assumptions, determine the assumed balance between contributions and investment returns. **The actual cost of a plan is based on the actual experience of the plan and may result in a different balance than is assumed.** Ultimately, the expected return does not impact the long-term relationship between the contributions required and the benefit level that can be supported by such contributions. Using a higher expected return assumption may give a false sense of benefit security if the plan does not realize that level of actual returns over time.

The development of integrated benefit, funding, and investment policies generally requires consideration of many factors such as:

- Balancing benefit security and intergenerational equity;
- Risk appetite and ability to absorb short-term volatility in plan contributions;
- Current plan funded status;
- Timing and expected duration of benefit payments; and
- Nature and frequency of past and anticipated future plan amendments..

Significant Risks Affecting Pension Plans

Examples of risk common to most public plans include the following (generally listed from greatest to least risk):

- **Investment risk:** The potential that investment returns will be different than expected.
- **Contribution risk:** the potential that actual future contributions are not made in accordance with the plan's actuarially based funding policy.
- **Longevity and other demographic risks:** The potential that mortality or other demographic experience will be different than expected.
- **Asset/liability mismatch risk:** The potential that changes in the value of liabilities are not matched by changes in asset values.
- **Cash flow risks:** The potential that contributions to the plan will not cover benefit payments and expenses.

Investment risk is often the single most significant risk for defined benefit plans. Plans that seek a higher investment return are typically forced to accept a higher level of volatility that can change the plan's funded status drastically year-to-year. Use of an asset smoothing method that phases in investment gains and losses over a period of years can give the perception of less volatility in the funded status from year to year.

Contribution risk most commonly results from either large contribution increases that are difficult for the plan sponsor to meet, or from a material decrease in the number of covered employees and/or covered payroll.

Assumptions regarding mortality and other demographic factors related to participant behavior bring the risk that future experience will diverge from the reasonable assumptions utilized within the actuarial valuation model. For example, participants living longer than expected will increase plan costs, while people terminating sooner than expected will generally decrease plan costs. Additionally, what is considered a reasonable assumption may change over time and lead to an increase or decrease in future contributions. Actual life expectancies may be longer or shorter than what is reflected in the valuation and benefit payment projections and will increase or decrease the cost of the plan as actual experience emerges.

Asset/liability mismatch risk is also another major risk for many pension plans. To the extent that the duration of plan assets is not matched to the duration of plan liabilities the change in discount rates could have a significant impact on the plan's funded status. For most public pension plans, changes in asset values and interest rates do not directly affect the

measurement of the plan’s liability. Liability-driven investment approaches (where the liability is immunized by investments in fixed income whose cash inflows are matched to the benefit payment outflows, or the asset and liability durations are brought into close alignment) will reduce this risk, however it is difficult to invest in a manner that hedges all risks.

As plans mature, they become more reliant on investment returns to pay benefits and expenses. When plans have negative cash flows, they must spend interest and dividends, or may be forced to sell assets at inopportune times, to meet those obligations. Plans with DROP or other lump sum payment features are particularly exposed to this risk.

One item left off this list is “interest rate risk” (i.e., the potential that interest rates will be different than expected). This risk is common in corporate ERISA plans where funding is based on bond rates. Interest rates on bonds are still an important consideration when setting an expected return assumption and can change over time, along with long-term capital market expectations. Together these may lead to a change in the interest rate used to value plan liabilities which will increase or decrease the measurement of plan liabilities and the actuarially determined contribution.

Quantifying Investment and Funded Status Risk

Although cash and money market funds have the lowest absolute investment risk, they are typically not the lowest risk investment for a pension plan. With respect to interest rate risk, a pension plan liability behaves like the price of a bond because both equal the discounted value of a series of future cash flows. The present value will change in the opposite direction to a change in interest rates. Therefore, a bond portfolio with the timing of expected income cash flows matched to the expected benefit payment outflows is typically the lowest risk investment approach for a pension plan.

Corporate, Treasury, and municipal bonds, often considered lower risk investment classes, can still have a high level of interest rate risk in their present values. If the duration (timing and pattern of income payments) of the fixed income assets are misaligned with the duration of the plan’s liability, there can be significant funded status volatility as interest rates change. The way to mitigate this volatility is minimizing the asset/liability (or duration) mismatch risk.

One means of quantifying the expected cost of assuming future investment and asset/liability mismatch risk is to compare the Plan’s current assets to a liability calculated assuming very low default risk. One such measure is called a **Low-Default-Risk Obligation Measure (LDRM)**. An example of an LDRM is the Plan’s Funding Liability determined using a discount rate based on the yields on high quality municipal bonds, similar to what is referenced under GASB statement 68.

	Liability Measure	Assumed Return
Actuarial Liability – Funding Policy Return	\$ 1,204,249,573	7.00%
Actuarial Liability – Municipal Bond Yield (LDRM)	\$ 1,749,068,328	3.77%
Market Value of Assets	\$ 768,217,898	7.00%

The difference between the LDRM and the Actuarial Liability used to determine funding contributions can be viewed in several ways, and certain views of this measure may be more relevant for some plan sponsors:

- The expected long-term contribution savings to be achieved by investing in asset classes with higher expected risk and returns than bonds.
- The cost of investing in an all-bond portfolio and significantly lowering expected long-term investment returns in exchange for protecting the Plan's current funded status.
- A measure of the Plan's non-diversifiable investment risk.

Investors expect to be compensated for assuming risk when they make an investment. The risk premium of an investment is the return an asset is expected to generate in excess of the risk-free rate of return. The more risk assumed by the investor, the greater the return they expect to achieve in exchange for accepting that risk.

For plans whose assumed long-term rate of return on plan assets is greater than the municipal bond yield used for the LDRM calculation, the expected cost to the plan sponsor of funding the plan will be lower because of the greater level of investment risk accepted. This in turn leads to greater volatility in the plan's funded status because the actual return on plan investments is expected to vary considerably year-to-year. Conversely, if a plan has taken steps to reduce asset/liability mismatch risk the expected cost of contributions to fund the plan will be greater (if the plan is not already fully funded) and the volatility in the plan's funded status will be reduced.

Selecting the right level of investment risk (and associated asset/liability mismatch risk) for a plan requires complex analysis that goes beyond the scope of these basic disclosures. Included in any such analysis must be an evaluation of the plan sponsor's funding policy.

Risk Considerations in Assessing a Funding Policy

When assessing a plan's funding policy, two primary considerations are:

- whether the contributions are determined using reasonable and appropriate actuarial cost, amortization, and asset valuation methods (i.e., is the contribution an Actuarially Determined Contribution (ADC)), and
- the projected period until any Unfunded Actuarial Accrued Liability (UAAL) is fully amortized.

Under the current funding policy, the annual contribution is an ADC. The Plan's UAAL is required to be amortized varying periods ranging up to 20 years, depending on the source of the change, with new layered amortization bases established annually. If the plan is in a surplus position, i.e., the actuarial value of assets exceed AAL, a new single amortization base with a 30-year amortization period is established each year equal to the current year's UAAL.

Assuming all actuarial assumptions are met and contributions are made according to the funding policy, the plan's unfunded liability is expected to decrease in future years. The effect of declining interest rates, investment losses, or other actuarial losses may offset the favorable effect of these contributions and cause the unfunded liability to remain steady or increase in future years.

The second consideration for plan sponsors is the projected period until full funding. Based on the Plan’s amortization policy, if contributions are made as expected based on the current valuation and plan funding policy, and all actuarial assumptions are met, the plan is expected to pay off the UAAL in approximately 20 years. Depending on future actuarial and investment experience, the plan may be projected to reach \$0 in unfunded accrued liability in greater than or fewer than 20 years.

Some examples of changes from year to year that will shorten or lengthen the period until the UAAL is fully amortized include:

Factors that Shorten the Amortization Period	Factors that Lengthen the Amortization Period
Contributing more than the ADC	Contributing less than the ADC
Investment and demographic gains	Investment and demographic losses
Increasing interest rates	Decreasing interest rates
Shorter life expectancies	Longer life expectancies
Reducing or eliminating future benefit accruals	Increasing benefit accruals (past and/or future)

Historical Plan Risk and Maturity Measures

While historical plan experience is no guaranteed predictor of the future, it can be informative in assessing the degree of risk and variability in the annual valuation results year-to-year, and in understanding how certain factors influence future outcomes.

There are several plan maturity measures that can be significant to understanding the risks associated with the plan. The following table shows four commonly used measures of the relative riskiness of a pension plan, relative to the plan sponsor and the employee group covered by the plan and how they have changed over time.

Risk Measure	January 1, 2022	January 1, 2023	January 1, 2024
Inactive Liability as a Percent of Total Liability	68%	64%	63%
Assets to Payroll	5.6	4.6	4.6
Liabilities to Payroll	7.4	7.6	7.1
Benefit Payments to Contributions	1.5	1.3	1.4

The Assets to Payroll ratio, also called the Asset Volatility Ratio (AVR), is equal to the Market Value of Assets (MVA) divided by payroll. A higher AVR implies that the plan is exposed to greater contribution volatility. The current AVR of 4.6 indicates that a:

- 1% asset gain/loss can be related to about 4.6% of the annual payroll.

- The County's contribution changes by about 0.3% of payroll for each 1.0% gain or loss on the market assets (the plan currently amortizes asset gains/losses over a period of 20 years)

The Liabilities to Payroll ratio, also call the Liability Volatility Ratio (LVR), is equal to the Actuarial Accrued Liability (AAL) divided by payroll. A higher LVR implies that the plan is exposed to greater contribution volatility due to changes in liability measurements. The current LVR of 7.1 indicates that a:

- 1% liability gain/loss can be related to about 7.1% of the annual payroll.
- The County's contribution changes by about 0.5% of payroll for each 1.0% gain or loss on the AAL (the plan currently amortizes liability gains/losses over a period of 20 years).

As the plan approaches a 100% funded level, the AVR will converge to the LVR.

The use of payroll in these risk measures is an easily available substitute for the employer's revenue and often reflects the employer's ability to afford the plan. Each of these measures is a measure of plan maturity. The common evolution of a pension plan is to become more mature over time. Mature plans present more risk to plan sponsors because changes to the liability or assets will result in large changes in the unfunded liability as compared to the overall size of the employer as measured by payroll. As a result, the change in the metrics over time can be as important as the nominal size of the metric itself.

Additional Review

In some instances, more detailed quantitative assessment of risks is warranted either by the above maturity metrics, part of a periodic self-assessment of risks, or due to changes in investment allocations and capital market assumptions. When risks are identified and discussed early, Plan Sponsors may have more options available to them to address those risks. As plans mature, however, certain tools become less effective for addressing potential future funding shortfalls.

The following are examples of tests that could be performed:

- **Scenario Test**—A process for assessing the impact of one possible event, or several simultaneously or sequentially occurring possible events, on a plan's financial condition. A scenario test could show, for example, the effect of a layoff or reduction in workforce, or early retirement program.
- **Sensitivity Test**—A process for assessing the impact of a change in an actuarial assumption on an actuarial measurement. A sensitivity analysis could demonstrate, for example, the impact of a decrease in the valuation discount rate or a change in future life expectancies.
- **Stochastic Modeling**—A process for generating numerous potential outcomes by allowing for random variations in one or more inputs over time for the purpose of assessing the distribution of those outcomes. This type of analysis could show, for example, a range of potential future contribution levels and the likelihood of contributions increasing to a certain level.

- **Stress Test**—A process for assessing the impact of adverse changes in one or relatively few factors affecting a plan's financial condition. A stress test could show, for example, the impact of a single year or period of several years with significant investment losses.



Section V. Assets

Reconciliation of Assets

Below is a reconciliation of assets (unaudited) from January 1, 2022 through December 31, 2024.

	1/1/2022 to 12/31/2022		1/1/2023 to 12/31/2023	
1. Beginning of Year Assets	\$	792,501,241	\$	700,001,030
2. Receipts				
a. Employer Contributions	\$	43,707,333	\$	42,669,037
b. Employee Contributions		5,988,833		6,082,072
c. Investment Income & Dividends		11,746,246		13,293,957
d. Realized and Unrealized Gain/(Loss)		(92,106,436)		67,559,607
e. Stock Loan Income		61,924		64,776
f. Other		5,713,945		4,757,706
g. Total Receipts	\$	(24,888,155)	\$	134,427,155
3. Deductions				
a. Benefit Payments	\$	63,880,988	\$	67,226,361
b. Administrative Expenses		562,545		564,806
c. Investment Expenses	\$	3,168,523	\$	3,146,368
d. Total Disbursements	\$	67,612,056	\$	70,937,535
4. Net Increase (2.g. - 3.d.)	\$	(92,500,211)	\$	63,489,620
5. Preliminary Ending Value (1. + 4.)	\$	700,001,030	\$	763,490,650
6. Contribution Receivable	\$	3,871,422	\$	4,727,248
7. End of Year Assets	\$	703,872,452	\$	768,217,898
8. Rate of Return Net of Investment Fees (2I / [A + B - I] Method)		(9.9%)		11.9%



Determination of Investment Gain/(Loss) for Assets

Market Value of Assets	
As of December 31, 2022	\$ 703,872,452

Item (1)	Amount (2)	Weight for Timing (3)	Weighted Amount (2) × (3)
Contributions	\$ 49,606,935	50%	\$ 24,803,468
Benefits Paid	(67,226,361)	50%	(33,613,181)
Expenses	(564,806)	50%	<u>(282,403)</u>
Total			(9,092,116)
Market Value plus Total Weighted Amount			694,780,336
Assumed Rate of Return for the Year			7.00%
Expected Return			\$ 48,634,624

Actual Return	
1. Market Value as of December 31, 2022	\$ 703,872,452
2. Contributions	49,606,935
3. Benefits and Administrative Expenses Paid	(67,791,167)
4. Market Value as of December 31, 2023	768,217,898
5. Actual Return [(4) - (1) - (2) - (3)]	82,529,678
6. Calculation Base (1) + 50% × [(2) + (3)]	694,780,336
7. Market Value Return as a Percentage [(5) / (6)]	11.9%

Investment Gain/(Loss)	
Actual Return minus Expected Return	\$ 33,895,054



Development of Actuarial Value of Assets

The actuarial asset value as of January 1, 2024 is determined by spreading the asset gain or loss for each year over a five-year period. The asset gain or loss is the amount by which the actual asset return differs from the expected asset return.

Market Value of Assets		
As of December 31, 2023	\$	768,217,898

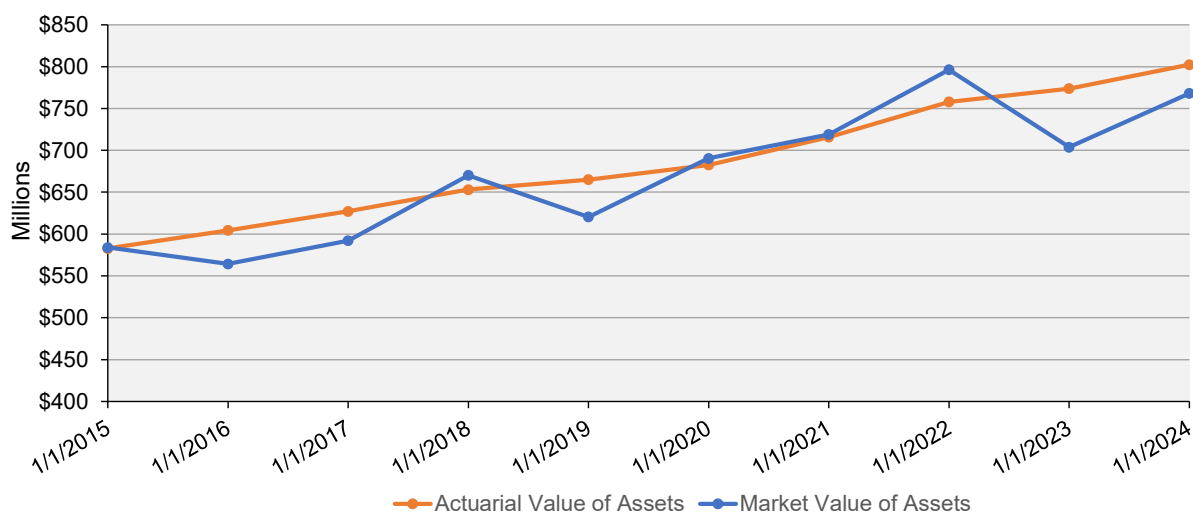
Plan Year End (1)	Investment Gain/(Loss) (2)	Percent Deferred (4)	Deferred Gain/(Loss) (2) × (4)
12/31/2023	33,895,054	80%	\$ 27,116,043
12/31/2022	(132,980,721)	60%	(79,788,433)
12/31/2021	47,249,417	40%	18,899,767
12/31/2020	(2,099,475)	20%	(419,895)
Total Deferred			\$ (34,192,518)

Preliminary Actuarial Value of Assets		
As of January 1, 2024 (Market Value of Assets less total Deferred Gain/(Loss))	\$	802,410,416

Final Actuarial Value of Assets		
Minimum Actuarial Value of Assets (50% of MVA)	\$	384,108,949
Maximum Actuarial Value of Assets (150% of MVA)		1,152,326,847
As a Percentage of Market Value		104.5%
Actuarial Value of Assets as of January 1, 2024	\$	802,410,416

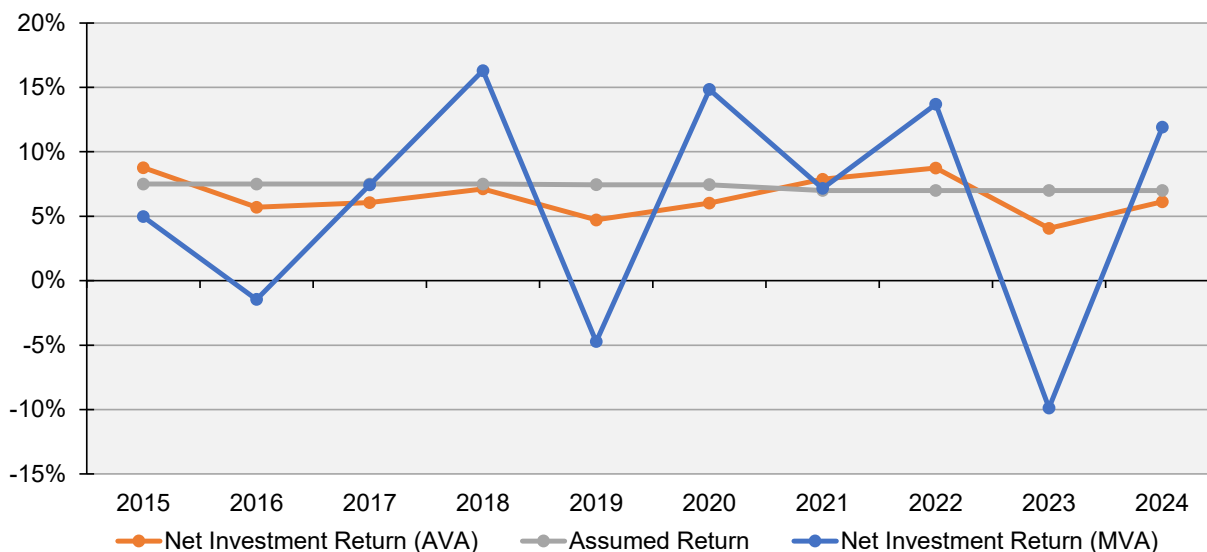
Calculation of Actuarial Return		
1. Actuarial Value as of January 1, 2023	\$	773,773,336
2. Contributions		49,606,935
3. Benefits and Administrative Expenses Paid		(67,791,167)
4. Actuarial Value as of January 1, 2024		802,410,416
5. Actuarial Return [(4) - (1) - (2) - (3)]		46,821,312
6. Calculation Base (1) + 50% × [(2) + (3)]		764,681,220
7. Actuarial Return as a Percentage [(5) / (6)]		6.1%

10-Year: Market Value vs. Actuarial Value of Assets



10-Year: Market Value vs. Actuarial Value Rates of Return

The assumed long-term rate of return 7.00% considers past experience, the Trustees' asset allocation policy and future expectations.



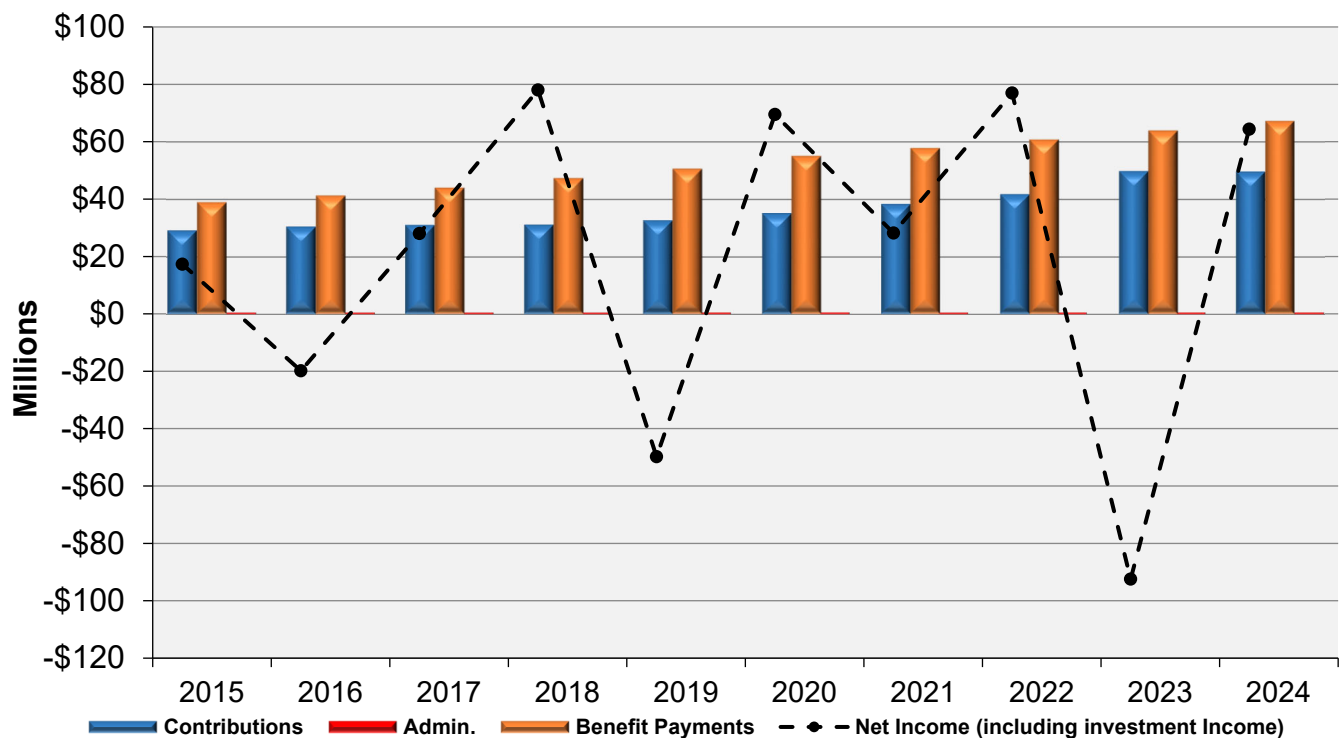
Average Rates of Return	MVA	AVA
Most recent year return	11.9%	6.1%
Most recent five-year average return	7.1%	6.6%
Most recent ten-year average return	5.7%	6.5%



Summary of Investment Returns & Historical Cash Flows

Plan Year Ending	Market Value Net Investment Return		Total Contributions	Benefit Payments	Admin. Expenses	Net Income
	Amount	Percent				
2015	\$ 27,720,512	5.0%	\$ 29,113,221	\$ 39,011,986	518,541	\$ 17,303,207
2016	(8,558,399)	(1.5%)	30,476,783	41,252,990	503,838	(19,838,444)
2017	41,528,470	7.4%	30,991,534	44,023,953	496,520	27,999,532
2018	94,817,896	16.3%	31,126,129	47,380,483	525,956	78,037,586
2019	(31,319,334)	(4.7%)	32,644,507	50,575,270	543,087	(49,793,184)
2020	90,055,010	14.8%	35,149,168	55,080,867	609,226	69,514,085
2021	48,156,708	7.2%	38,331,210	57,779,072	535,390	28,173,456
2022	96,520,903	13.7%	41,705,773	60,714,291	561,014	76,951,371
2023	(77,752,844)	(9.9%)	49,754,777	63,880,988	562,545	(92,441,600)
2024	82,529,678	11.9%	49,606,935	67,226,361	564,806	64,345,446
Total	\$ 363,698,600		\$ 368,900,037	\$ 526,926,260	\$ 5,420,923	\$ 200,251,454

Comparison of Net Income versus Historical Cash Flows





Benefit Payment Projection

The following table shows the estimated benefit payments from January 1, 2024 through December 31, 2033 based on existing members of the plan.

Calendar Year	Benefits
2024	\$ 72,259,730
2025	75,029,970
2026	78,431,515
2027	81,871,539
2028	85,102,383
2029	88,459,592
2030	91,746,349
2031	94,836,232
2032	97,751,408
2033	100,498,920



Section VI. Participant Information

Participant Summary

The following table summarizes the counts, ages and benefit information for plan participants used in this valuation.

		1/1/2023	1/1/2024	% Change
1.	Actives, not in DROP			
a.	Number	2,156	2,252	4.5%
b.	Average Age	48.4	48.4	0.2%
c.	Average Service	11.3	10.8	(4.5%)
d.	Total Compensation	\$ 152,077,772	\$ 168,607,240	10.9%
e.	Average Salary	\$ 70,537	\$ 74,870	6.1%
2.	Service Retirements, Disabled, and Beneficiaries			
a.	Number	2,201	2,248	2.1%
b.	Average Age	71.0	71.7	1.0%
c.	Total Annual Benefit	\$ 61,724,719	\$ 67,060,224	8.6%
d.	Average Annual Benefits	\$ 28,044	\$ 29,831	6.4%
3.	Vested Terminated			
a.	Number	293	295	0.7%
b.	Average Age	50.5	51.1	1.1%
c.	Total Annual Benefit	\$ 3,310,781	\$ 2,986,019	(9.8%)
d.	Average Annual Benefits	\$ 8,587	\$ 10,122	17.9%
4.	Refunds Owed			
a.	Number	N/A ¹	209	N/A
b.	Total Lump Sum Amount Due	N/A	\$ 723,412	N/A

¹ Members who terminated prior to completing the vesting requirements for a deferred benefit are owed a refund of their contributions. This data was not included prior to the January 1, 2024 valuation.



Active Age/Service Distribution Including Compensation

Shown below is the distribution of active participants based on age and service. The compensation shown is the average rate of pay as of January 1, 2024.

Age	Years of Service as of 01/01/2024										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Up	
Under 25	30	36	2	-	-	-	-	-	-	-	68
	43,134	49,115	34,570	-	-	-	-	-	-	-	46,048
25 to 29	35	79	24	-	-	-	-	-	-	-	138
	50,655	58,708	58,623	-	-	-	-	-	-	-	56,651
30 to 34	41	81	73	14	1	-	-	-	-	-	210
	55,443	62,078	64,146	74,383	68,931	-	-	-	-	-	62,354
35 to 39	41	71	64	30	30	-	-	-	-	-	236
	65,645	70,151	74,757	82,795	81,418	-	-	-	-	-	73,657
40 to 44	26	57	63	37	37	19	1	-	-	-	240
	54,808	65,037	79,679	85,980	88,139	85,632	75,473	-	-	-	76,236
45 to 49	24	55	61	28	49	32	12	3	-	-	264
	69,610	83,064	87,371	98,066	85,988	105,565	92,878	99,640	-	-	88,332
50 to 54	27	51	48	30	55	49	27	6	1	-	294
	72,952	67,923	67,787	82,784	92,855	93,421	101,948	94,812	134,928	-	82,694
55 to 59	20	61	69	38	61	48	26	22	7	-	352
	41,642	56,821	81,759	75,912	79,793	97,103	92,827	105,118	106,420	-	79,046
60 to 64	10	32	52	23	42	27	32	19	13	7	257
	45,821	52,923	70,749	86,034	85,549	97,183	97,791	110,559	100,977	104,064	82,870
65 to 69	8	14	26	9	20	10	6	7	3	12	115
	23,137	22,647	60,364	67,979	81,110	92,211	118,158	95,917	83,092	100,210	70,086
70 & up	6	16	21	6	10	5	1	4	2	7	78
	21,573	21,033	31,752	50,645	84,927	101,806	115,099	91,289	26,000	106,329	52,199
Total	268	553	503	215	305	190	105	61	26	26	2,252
	54,860	61,425	71,775	82,395	85,328	96,309	98,185	103,567	95,917	102,895	74,870

Averages

Age 48.4

Service 10.8



Participant Reconciliation

Shown below is the reconciliation of participants between the prior and current valuation date.

	Active Participants	Inactive Participants			Total
		With Deferred Benefits	Refunds Owed	Receiving Benefits	
Participants in Last Valuation	2,156	293	0	2,201	4,650
Retired	(60)	(10)	0	80	10
Disabled	0	0	0	(1)	(1)
Vested Termination	(18)	18	0	0	0
Nonvested Termination	(108)	(2)	32	(2)	(80)
Deceased/Payment Expired	(3)	(1)	0	(88)	(92)
Beneficiary	0	0	0	29	29
New QDRO	0	0	0	30	30
Transfer In From:					
Fire Plan	0	0	0	0	0
Police Plan	0	0	0	0	0
Detention Plan	1	0	0	0	1
Transfer Out To:					
Fire Plan	(3)	0	0	0	(3)
Police Plan	0	0	0	0	0
Detention Plan	(1)	0	0	0	(1)
Rehired	8	(3)	0	0	5
New Participants	280	0	158	0	438
Adjustments	<u>0</u>	<u>0</u>	<u>19</u>	<u>(1)</u>	<u>18</u>
Participants in This Valuation	2,252	295	209 ¹	2,248	5,004

¹ Members who terminated prior to completing the vesting requirements for a deferred benefit are owed a refund of their contributions. This data was not included prior to the January 1, 2024 valuation.

Note: There are 54 Alternate Payees receiving benefits as of January 1, 2024.



Section VII. Summary of Plan Provisions

Members in Tier 1

Plan Year

January 1 – December 31.

Membership

Generally, employees hired before December 4, 1996 and employees hired on or after December 4, 1996 who make an election to be Tier 1 employees.

Compensation

Regular annual rate of pay, exclusive of extra compensation of any kind such as overtime pay, bonuses, and commissions.

Final Average Basic Pay

The average of the highest 3 years of annual basic pay.

Employee Contributions

4% of compensation.

Employee Contributions Benefit

The sum of the employee contributions made by the Participant and interest, including contributions made to other plans and transferred to this plan, as allowed by plan provisions.

Years of Service

Total number of years and nearest months.

Normal Retirement

Eligibility

Age 60 and vested, or if earlier, when the participant has reached 30 years of service.

Benefit

2% of final average basic pay for each year of service, maximum 60%.

Early Retirement

Eligibility

Age 50 and the completion of 20 years of service.

Benefit

Same as normal retirement, but reduced by the following factors:

Years Early	Reduction Factor	Years Early	Reduction Factor
1	2%	6	28%
2	5%	7	36%
3	9%	8	44%
4	14%	9	52%
5	20%	10	60%



Termination Prior to Retirement

Vesting Date

Hired before July 1, 2015: 5 years of service

Hired on or after July 1, 2015: 10 years of service

County Council member whose first term begins on or after December 1, 2014: 10 years of service

County Executive and appointed exempt members hired on or after December 1, 2014: 8 years of service

Termination prior to Vesting Date

Return of employee contributions with 4.25% interest.

Termination on or after Vesting Date

At the discretion of the employee, either a return of contributions with interest or the accrued normal retirement benefit taking into account final earnings and service at date of termination, payable at normal retirement date.

Disability Benefit

Must be totally and permanently disabled (except as the result of activities specified in the County code) regardless of length of service.

Line of Duty Disability

The greater of the accrued benefit or 66 2/3% of final earnings, payable immediately, unreduced.

Non-Line of Duty Disability

Five years of service are required to receive non-duty benefits. The greater of the accrued benefit or 25% of final earnings, payable immediately, unreduced.

Pre-Retirement Death Benefits

Pre-Retirement Death Benefit (Line of duty)

Married

Greater of:

- An annuity equal to 50% of final average basic pay
- An annuity equal to the accrued benefit

Not Married

Other Pre-Retirement Death Benefit

Pre-Retirement Death Benefit (Non-line of duty)

Married and Vested

Elect one of the following:

- Other Pre-Retirement Death Benefit
- The accrued benefit, reduced actuarially for early commencement and the joint and 100% survivor form. The benefit is payable immediately if the member was eligible for retirement or deferred to early or normal retirement date, as elected, if not eligible to receive an immediate benefit.

Not Married or Not Vested

Other Pre-Retirement Death Benefit



Other Pre-Retirement Death Benefits

Return of employee contributions with 4.25% interest plus a lump sum of 50% of final average basic pay.

Normal Form of Benefit

Monthly life annuity with modified cash refund.

Alternative Forms of Benefit

Alternative forms of payment available to employees at retirement include:

- Joint and 50%, 66 2/3%, 80%, or 100% continued to the survivor upon the death of the participant (joint and survivor pop-up option is also available)
- Social Security step-up option (reflecting assumed Social Security commencement at age 62)

Actuarial Equivalence

Actuarial Equivalence is determined using 6.00% interest rate, 0% cost-of living adjustment, and the 1983 group annuity mortality table, blended 50% male and 50% female.

Post-Retirement Cost of Living Increases

Simple for Benefits Accrued as of 1/31/1997

Retiree benefits are adjusted each year. The revised benefit amount is the lesser of:

- Prior year benefit plus base benefit multiplied by increase in current CPI from CPI for prior year, or
- Benefit increased by 3% of original benefit.

Compound for Benefits Accrued after 1/31/1997

Retiree benefits are adjusted each year. The revised benefit amount is the lesser of:

- Prior year benefit multiplied by 60% of the increase in the current March CPI from March CPI for prior year, or
- Benefit increased by 2.5%.

Changes Since Prior Valuation

None.



Members in Tier 2

Plan Year

January 1 – December 31.

Membership

Generally, employees hired on or after December 4, 1996 who have not made an election to be Tier 1 employees.

Compensation

Regular annual rate of pay, exclusive of extra compensation of any kind such as overtime pay, bonuses, and commissions.

Final Average Basic Pay

The average of the highest 3 years of annual basic pay.

Employee Contributions

No employee contributions required or allowed.

Employee Contributions Benefit

None.

Years of Service

Total number of years and nearest months .

Normal Retirement

Age

Age 60 and vested, or if earlier, when the participant has reached 30 years of service.

Benefit

1.0% of final average basic pay for each year of service.

Early Retirement

Age

Age 50 and the completion of 20 years of service.

Benefit

Same as normal retirement but reduced for early commencement (using the same factors as Tier 1).

Termination Prior to Retirement

Vesting Date

Hired before July 1, 2015: 5 years of service

Hired on or after July 1, 2015: 10 years of service

County Council member whose first term begins on or after December 1, 2014: 10 years of service

County Executive and appointed exempt members hired on or after December 1, 2014: 8 years of service

Termination prior to Vesting Date

No benefit is payable.



Termination on or after Vesting Date

The accrued normal retirement benefit taking into account final earnings and service at date of termination, payable at normal retirement date.

Disability Benefit

Must be totally and permanently disabled (except as the result of activities specified in the County code) regardless of length of service.

Line of Duty Disability

The greater of the accrued benefit or 66 2/3% of final earnings, payable immediately, unreduced.

Non-Line of Duty Disability

Five years of service are required to receive non-duty benefits. The greater of the accrued benefit or 25% of final earnings, payable immediately, unreduced.

Pre-Retirement Death Benefits

Pre-Retirement Death Benefit (Line of duty)

Married

Greater of:

- An annuity equal to 50% of final average basic pay
- An annuity equal to the accrued benefit

Not Married

Other Pre-Retirement Death Benefit

Pre-Retirement Death Benefit (Non-line of duty)

Married and Vested

Elect one of the following:

- Other Pre-Retirement Death Benefit
- The accrued benefit, reduced actuarially for early commencement and the joint and 100% survivor form. The benefit is payable immediately if the member was eligible for retirement or deferred to early or normal retirement date, as elected, if not eligible to receive an immediate benefit.

Not Married or Not Vested

Other Pre-Retirement Death Benefit

Other Pre-Retirement Death Benefits

A lump sum of 50% of final average basic pay.

Normal Form of Benefit

Monthly life annuity.

Alternative Forms of Benefit

Alternative forms of payment available to employees at retirement include:

- Joint and 50%, 66 2/3%, or 100% continued to the survivor upon the death of the participant
- Social Security step-up option (reflecting assumed Social Security commencement at age 62)

Actuarial Equivalence

Actuarial Equivalence is determined using 6.00% interest rate, 0% cost-of-living adjustment, and the 1983 group annuity mortality table, blended 50% male and 50% female.

Post-Retirement Cost of Living Increases

Compound for Benefits Accrued after 1/31/1997

Retiree benefits are adjusted each year. The revised benefit amount is the lesser of:

- Prior year benefit multiplied by 60% of the increase in the current March CPI from March CPI for prior year, or
- Benefit increased by 2.5%.

Changes Since Prior Valuation

None.

Section VIII. Actuarial Methods and Assumptions

Funding Method

Entry Age Normal Funding Method. A method under which the actuarial present value of the projected benefits of each individual included in an actuarial valuation is allocated on a level basis over the earnings of the individual between entry age and assumed exit.

Amortization Policy

The unfunded actuarial accrued liability (UAAL) is amortized as a level percentage of payroll over the following closed periods:

- Gains and losses over 20 years
- Assumption changes over 20 years
- Active plan amendments over the lesser of 15 years and the average expected future service period for participants impacted by the plan amendment
- Inactive plan amendments over the lesser of 10 years and the average life expectancy for participants impacted by the plan amendment
- Early retirement incentives over 5 years or less
- Surplus, when reached, over 30 years (open)

Different amortization periods were utilized prior to 1/1/2014.

Amortization payments increase 3.0% per year.

Asset Method

Asset smoothing method which spreads the investment gains or losses in excess of the assumed return over a five-year period. The Actuarial Value of Assets can be no less than 50% of market value of assets and no more than 150% of market value of assets.

Discount Rate and Investment Rate of Return

7.00% compounded annually, net of investment expenses.

Inflation

3.0%, compounded annually.

Post-Retirement COLA Increases

Benefits accrued before Bill 88-96 are assumed to increase by 3.0% of the original benefit each year from retirement.

Benefits accrued after Bill 88-96 are assumed to increase by 1.8% of the current benefit each year from retirement.



Salary Increases
Samples rates are:

Years of Service	Rate
0	7.00%
5	5.75%
10	5.50%
15	5.00%
20	4.25%
25	4.00%
>=30	3.75%

Payroll Growth
3.0%, compounded annually.

Mortality

Healthy Actives, Terminated Vested Participants, and Retirees
Pub-2010 General Employee and Healthy Retiree Amount-Weighted Mortality Tables, with 2010 base rates set forward 1 year, and projected generationally from the 2010 base year with improvement scale MP-2021.

Disabled Retirees

Pub-2010 General Disabled Retiree Amount-Weighted Mortality Tables, with 2010 base rates set forward 1 year, and projected generationally from the 2010 base year with improvement scale MP-2021.

Contingent/Beneficiaries

Pub-2010 Contingent Survivor Amount-Weighted Mortality Tables, with 2010 base rates set forward 1 year, and projected generationally from the 2010 base year with improvement scale MP-2021.

100% of pre-retirement deaths are assumed to be non-duty related.

The mortality improvement scale is the scale most recently published by the Society of Actuaries as of the valuation date and may change in future actuarial valuations.

Retirement

Age	Years of Service			
	5-19	20-29	30	31+
<50	N/A	N/A	40%	35%
50-54	N/A	8%	40%	35%
55-59	N/A	8%	30%	10%
60-64	15%	15%	30%	15%
65-66	25%	25%	30%	15%
67-71	25%	25%	30%	25%
72+	100%	100%	100%	100%

Termination of Employment

Service	Rate	Service	Rate
0	10.50%	11	5.00%
1	10.00%	12	4.50%
2	9.50%	13	4.00%
3	9.00%	14	3.50%
4	8.50%	15	3.00%
5	8.00%	16	2.50%
6	7.50%	17	2.00%
7	7.00%	18	1.50%
8	6.50%	19	1.00%
9	6.00%	20+	0.00%
10	5.50%		

Disability

Sample rates are:

Age	Rate
30	0.0178%
35	0.0267%
40	0.0546%
45	0.0903%
50	0.1460%
55	0.2395%
60	0.3576%
64	0.4867%

10% of disablements are assumed to be duty-related.

Marriage

It is assumed that 70% of employees are married. Husbands are assumed to be 4 years older than wives.

Special service credit assumptions

Disability Leave

Active liabilities (which depend on credited service) are loaded by 1.5% to account for future crediting of disability service.

Military Service

Active liabilities (which depend on credited service) are loaded by 1% to account for future crediting of military service.

Transferred Service

Transferred service is included in the calculation of a participant's benefit starting at the time the service is originally transferred to the County.

Administrative Expenses

A load for estimated administrative expenses is included in the Actuarially Determined Contribution. Expenses are assumed to be the average of the administrative expenses for the prior two years increased with the assumed payroll growth, with the resulting average rounded to the nearest \$1,000.

CIGNA Benefit

The calculations and the data exhibits reflect that some benefits have already been purchased.

Other Methods and Assumptions

The Tier 1 service cap of 60% is valued as 62% to account for Disability and Military service credit not being limited by the 30-year cap on service. Actual military service information for actives is not available.

Members are assumed to stay in their current tier.

It is assumed that Tier 1 vested terminations prior to age 40 will choose to take a lump sum while those 40 and older will choose a deferred benefit.

Rationale for Assumptions

The following assumptions are deemed to have a significant effect on the calculations and were selected by the County based on the most recent Experience Study dated November 14, 2022.

- Inflation
- Salary increases
- Payroll growth
- Mortality
- Retirement
- Disability
- Termination of employment
- Marriage

The discount rate/investment rate of return is reviewed at least once annually following the same procedures as outlined in the Experience Study.

Anything not specifically noted is deemed to be not significant.

The various actuarial assumptions and methods which have been used are, in our opinion, appropriate for the purposes of this report.

Changes Since Prior Valuation

None.



Appendix 1

Summary of Funding Progress

	(1)	(2)	(3)	(4)	(5)	(6)
Valuation Date	Actuarial Value of Assets	Actuarial Accrued Liability	Percentage Funded (1) / (2)	Unfunded Actuarial Accrued Liability (2) - (1)	Annual Covered Payroll	Unfunded Actuarial Accrued Liability as a Percentage of Covered Payroll (4) / (5)
1/1/2014	\$545,812,384	\$735,729,033	74.2%	\$189,916,649	\$115,809,426	164.0%
1/1/2015	\$582,795,438	\$781,105,960	74.6%	\$198,310,522	\$127,090,869	156.0%
1/1/2016	\$604,433,282	\$785,306,609	77.0%	\$180,873,327	\$127,827,040	141.5%
1/1/2017	\$627,147,521	\$812,995,392	77.1%	\$185,847,871	\$130,312,665	142.6%
1/1/2018	\$653,155,048	\$851,463,872	76.7%	\$198,308,824	\$138,239,224	143.5%
1/1/2019	\$665,037,621	\$913,734,834	72.8%	\$248,697,213	\$134,891,500	184.4%
1/1/2020	\$682,574,050	\$953,652,397	71.6%	\$271,078,347	\$138,428,352	195.8%
1/1/2021	\$715,818,072	\$1,028,227,361	69.6%	\$312,409,289	\$139,975,356	223.2%
1/1/2022	\$757,974,584	\$1,057,491,073	71.7%	\$299,516,489	\$142,221,699	210.6%
1/1/2023	\$773,773,336	\$1,155,481,400	67.0%	\$381,708,064	\$152,078,335	251.0%
1/1/2024	\$802,410,416	\$1,204,249,573	66.6%	\$401,839,157	\$168,608,251	238.3%

Analysis of the dollar amounts of net assets available for benefits, actuarial accrued liability, and unfunded actuarial accrued liability in isolation can be misleading. Expressing the net assets available for benefits as a percentage of the actuarial accrued liability provides one indication of funding status on a going-concern basis. Analysis of this percentage over time indicates whether the plan is becoming financially stronger or weaker. Generally, the greater this percentage, the stronger the plan. Trends in unfunded actuarial accrued liability and annual covered payroll are both affected by inflation. Expressing the unfunded actuarial accrued liability as a percentage of annual covered payroll approximately adjusts for the effects of inflation and aids analysis of Anne Arundel County's progress made in accumulating sufficient assets to pay benefits when due. Generally, the smaller this percentage, the stronger the plan.

Appendix 2 – Glossary

Actuarial Accrued Liability (AAL)

The difference between the Present Value of Future Benefits and the Present Value of Future Normal Costs or the portion of the present value of future benefits allocated to service before the valuation date in accordance with the actuarial cost method. Represents the present value of benefits expected to be paid from the plan in the future allocated to service prior to the date of the measurement.

Actuarial Assumptions

Estimates or projections of future plan experience such as investment return, expected lifetimes and the likelihood of receiving a pension from the pension plan. Demographic, or “people” assumptions include rates of mortality, retirement and separation. Economic, or “money” assumptions, include expected investment return, inflation and salary increases. Assumptions of a long-term nature are representative of average expectations (i.e., they will not be exactly realized in every year, however over an extended period are a reasonable projection of future outcomes).

Actuarial Cost Method

A procedure for allocating the Present Value of Future Benefits into the Present Value of Future Normal Costs and the Actuarial Accrued Liability. Also known as the “funding method”.

Actuarial Value of Assets (AVA)

The value of the assets as of a given date, used by the actuary for valuation purposes. The AVA may be the market or fair value of plan assets or 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 (ADC).

Actuarial or Experience Gain or Loss

A measure of the difference between actual experience and experience anticipated by a set of Actuarial Assumptions during the period between two actuarial valuation dates, in accordance with the actuarial cost method being used. Such gains or losses are not actual economic gains or losses immediately incurred by a plan, as experience in future years could offset the effect of experience in a single year due to the typically long-term average nature of actuarial assumptions.

Actuarially Determined Contribution (ADC)

The employer’s periodic determined contribution to a pension plan, calculated in accordance with the assumptions and methods used by the plan actuary.

Amortization Method

A procedure for payment of the Unfunded Actuarial Accrued Liability (UAAL) by means of periodic contributions of interest and principal. The components of the amortization payment for the UAAL includes the amortization period length, amortization payment increase (level dollar or level percentage of pay), and amortization type (closed or open).

Funded Ratio

The actuarial value of assets expressed as a percentage of the plan’s actuarial accrued liability.

Low-Default-Risk Obligation Measure (LDRM)

The present value of benefits accrued at the valuation date using actuarial assumptions that are generally the same as those used in determining the plan's funding liability, with the discount rate changed to reflect the expected return on a low-default-risk investment portfolio. For plans using a funding method that does not quantify gains and losses annually (but rather spreads them over future years through the changes in the normal cost), the actuarial cost method is also changed to reflect a different pattern of allocating costs to historical periods than is used to determine the ADC.

Market Value of Assets (MVA)

The value of the assets as of a given date held in the trust available to pay for benefits of the pension plan.

Normal Cost

That portion of the Present Value of Future Benefits and expenses which is allocated to a valuation year by the Actuarial Cost Method.

Present Value of Future Benefits (PVFB)

The present value of amounts which are expected to be paid at various future times to active members, retired members, beneficiaries receiving benefits, and inactive, non-retired members entitled to either a refund 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.

Present Value of Future Normal Cost (PVFNC)

The portion of the Present Value of Future Benefits (PVFB) allocated to future service.

Unfunded Actuarial Accrued Liabilities (UAAL)

The difference between the Actuarial Accrued Liability (AAL) and the Actuarial Value of Assets (AVA).



Appendix 3 – Summary of Major Legislative Changes

County Council Bill No. 36-89

Effective 7/1/1989.

Pension benefits and vesting provisions were improved. The accrual percentage per year of service was increased from 1.8% to 2.0%, permitting accrual of the maximum 60% benefit in 30 years instead of 33-1/3.

Full vesting was granted after 5 years of service. The old provisions used a graded scale granting 75% vesting after 10 years, climbing to 100% vesting after 15 years.

County Council Bill No. 34-92

Effective 6/1/1992 through 8/31/1992.

Participants age 50 or older with at least 20 years of service could elect to retire with an additional pension equal to 1/12 of 2% for each year of credited service. The additional amount could be taken as a pension increase, a lump sum, or as a temporary supplement to age 62. Appropriate actuarial adjustments apply.

State House Bill No. 687

Effective 7/1/1990.

County employees were given the opportunity to apply for credit under the County's plan for previous service with the State of Maryland (or a political subdivision of the State).

County Council Bill 90-93

Effective 12/22/1993.

Plan participants are required to pay the full actuarial value for service purchases. Purchases can only be made at retirement. To be eligible, an employee must have 60 months of County service. Existing plan participants must be notified of their right to purchase service under existing law.

County Council Bill No. 82-94

Effective 10/31/1994.

Transfers assets from general employees plan to A&E plan for participants who have transferred between these two plans.

County Council Bill No. 88-96

Effective 12/4/1996.

The previous method of calculating cost of living increases will only apply to benefits accrued as of 1/31/1997. The cost of living increase for future benefits is a compound increase equal to 60% of the annual change in the CPI, not to exceed 2.5%. Employees hired, or rehired, on or after 12/4/1996 will be Tier Two employees and will have different benefits than current employees.



County Council Bill No. 41-99

Effective 6/15/1999.

Employees paid under the deputy sheriff employees pay schedule become Tier Two members of the Detention Center Plan effective as of January 1, 1999. Service credited under the Employees' Plan will count as credited service in the Detention Center Plan and no future benefit will be paid from the Employees' Plan. Assets are transferred from the Employees' Plan to the Detention Center Plan in an amount equal to the projected unit credit accrued liability in the Employees' Plan.

Recodification

Effective 2/25/2002.

Allows a benefit based on disability leave service and pre-plan military service to be paid over the 60% cap. Normal Retirement was changed to the earlier of 30 years of service or age 60.

County Council Bill No. 74-09

Effective 12/11/2009.

For non-represented members, FY2010 annual pay shall be determined by increasing FY2009 annual pay by an assumed 3% for determining the final average basic pay.

County Council Bill No. 6-10

Effective 4/18/2010.

Provides for a disability benefit for those participants who are totally and permanently disabled as a result of qualified military service.

County Council Bill No. 98-12

Effective 5/13/2013.

Changed the definition of "final average basic pay" from highest 3 out of the last 5 years basic pays to higher 3 of all basic pays.

County Council Bill No. 97-13

Effective 4/14/2014.

Members of the Employees' Plan and Category II members of the Detention and Deputy Sheriffs' Plan hired on or after July 1, 2015 will be subject to 10 year vesting and 10 year normal retirement provisions. The 10 year requirement also affects the ability to purchase service or get credit for pre-plan military service. The 10 year requirement extends to County Council members hired on or after December 1, 2014.



County Council Bill No. 86-16
Effective 1/1/2017.

To ensure compliance with IRS regulations, members of the Employees' Plan have 30 days from date of hire to make an irrevocable election between Tier 1 and Tier 2; and effective January 1, 2017 members of Tier 2 the Employees' Plan can no longer later elect to transfer to Tier 1. Employees hired before December 31, 2016 who elect Tier 2 may still be allowed to transfer to Tier 1 before their 5th year anniversary.

County Council Bill No. 95-17
Effective 3/23/2018.

Created the Employee Retirement Savings Plan and allowed certain non-vested members of the Employees' Plan a one-time opportunity to transfer the present value of their Employees' Plan accrued benefit to it.

County Council Bill No. 70-20
Effective 11/22/2020.

Each of the pension plans provide pension benefits for an employee who is or becomes totally and permanently disabled and meets certain criteria. To be eligible for a disability pension, the plan requires that the disability prevent the participant from performing the duties of the participant's regular duties. The purpose of the bill is to eliminate the participant's ability to perform any other assignment within their Department as a disqualifying factor for a service connected disability.

County Council Bill No. 100-21
Effective 02/05/2022.

Clarified that the exception to the reduction in pension benefit for rehired classified employees who are reemployed in a contractual position pursuant to § 802(a)(14) of the County Charter is limited to the first 1500 hours per calendar year.