

NORTH BAY COOPERATIVE LIBRARY SYSTEM
HTTPS://NORTHNETLIBS.ORG/ABOUT-NLS/NBCLS/

Board of Directors Special Meeting

January 9, 2025

1:00 p.m.

Zoom Meeting

<https://us02web.zoom.us/j/88120874954?pwd=fKGXzhvx4HEwQr81T5o6Q8E07nct2R.1>

Meeting ID: 881 2087 4954

Passcode: 845378

Phone +1 669 444 9171

1. Call to Order Baker, Chair
2. Roll Call Brinkley
3. Public Invited to Address the Council
4. Approval of Consent Items **(Action Item)** Baker Attachment 1, pg. 3
 - A. Adoption of Agenda
 - B. Approve Minutes of June 4, 2024 Meeting
5. Discussion of NBCLS CalPERS Unfunded Liability And Pay Down Options **(Action Item)** Baker Attachment 2, pg. 6
6. Review of Retiree Health Insurance Costs Halstead Attachment 3, pg. 44
7. Public Comment on Closed Session Item
8. **Closed Session Pursuant to Government Code Section 54957: Retiree Health Benefits (Action Item)**
9. Reconvene in Open Session
10. Closed Session Announcement
11. Set Next Meeting Date
12. Announcements
13. Adjournment

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Brown Act: This meeting abides by Cal. Gov't Code § 54953.

Cal. Gov't Code § 54953(b)(1) "Notwithstanding any other provision of law, the legislative body of a local agency may use teleconferencing for the benefit of the public and the legislative body of a local agency in connection with any meeting or proceeding authorized by law. The teleconferenced meeting or proceeding shall comply with all otherwise applicable requirements of this chapter and all otherwise applicable provisions of law relating to a specific type of meeting or proceeding."

Cal. Gov't Code § 54953(j)(6) A "teleconference" is "a meeting of a legislative body, the members of which are in different locations, connected by electronic means, through either audio or video, or both."

Gov't Code § 54953 (b)(2) "Teleconferencing, as authorized by this section, may be used for all purposes in connection with any meeting within the subject matter jurisdiction of the legislative body. If the legislative body of a local agency elects to use teleconferencing, the legislative body of a local agency shall comply with all of the following:

(A) All votes taken during a teleconferenced meeting shall be by rollcall.

(B) The teleconferenced meetings shall be conducted in a manner that protects the statutory and constitutional rights of the parties or the public appearing before the legislative body of a local agency.

(C) The legislative body shall give notice of the meeting and post agendas as otherwise required by this chapter.

(D) The legislative body shall allow members of the public to access the meeting, and the agenda shall provide an opportunity for members of the public to address the legislative body directly pursuant to Section 54954.3."

Gov't Code § 54953 (3) "If the legislative body of a local agency elects to use teleconferencing, it shall post agendas at all teleconference locations. Each teleconference location shall be identified in the notice and agenda of the meeting or proceeding, and each teleconference location shall be accessible to the public. During the teleconference, at least a quorum of the members of the legislative body shall participate from locations within the boundaries of the territory over which the local agency exercises jurisdiction, except as provided in subdivisions (d) and (e)."

Meeting Locations

Belvedere-Tiburon Library	1501 Tiburon Boulevard, Tiburon, CA 94920
Benicia Public Library	150 East L Street, Benicia, CA 94510
Lake County Library	1425 N. High Street, Lakeport, CA 95453
Larkspur Public Library	400 Magnolia Avenue, Larkspur, CA 94939
Marin County Free Library	3501 Civic Center Drive, #414, San Rafael, CA 94903
Mendocino County Library	225 Main Street, Point Arena, CA 95468
Mill Valley Public Library	375 Throckmorton Avenue, Mill Valley, CA 94941
Napa County Library	580 Coombs Street, Napa, CA 94559
St. Helena Public Library	1492 Library Lane, St. Helena, CA 94574
San Anselmo Public Library	110 Tunstead Avenue, San Anselmo, CA 94960
San Rafael Public Library	618 B Street, San Rafael, CA 94901
Sausalito Public Library	420 Litho Street, Sausalito, CA 94965
Solano County Library	1150 Kentucky Street, Fairfield, CA 94533
Sonoma County Library	6135 State Farm Drive, Rohnert Park, CA 94928
NorthNet Library System	32 West 25 th Avenue, Suite 201, San Mateo, CA 94403

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Board of Directors Annual Meeting

Minutes

June 4, 2024

1. **Meeting called to order** at 1:31 p.m. by Chair, Duran.

2. **Roll Call**

Present were: Jennifer Baker, Benicia Public Library; Christopher Veach, Lake County Library; Damon Hill, Larkspur Public Library, Lana Adlawan, Marin County Free Library; Mellisa Hannum, Mendocino County Library; Anji Brenner, Mill Valley Public Library; Anthony Halstead, Napa County Library; Melinda Cervantes, St. Helena Public Library; Catherine Quaffa, San Rafael Public Library; Abbot Chambers, Sausalito Public Library; Suzanne Olawski, Solano County Library; and Erika Thibault, Sonoma County Library. Also attending, Carol Frost, Andrew Yon and Jacquie Brinkley, Pacific Library Partnership.

Note: Due to their change of meeting location, Directors Veach and Quaffa were unable to vote, per Brown Act.

3. **No Public in attendance.**

4. **Consent Items**

Motion to approve Consent Items. Olawski moved; Baker seconded. Vote taken by roll call, all votes in favor, motion passed unanimously.

5. **Election of Chair and Vice Chair for FY 2024-25**

Duran asked for volunteers. Baker volunteered as Chair. Thibault volunteered as Vice Chair.

Motion to elect Baker as Chair and Thibault as Vice Chair for FY 2024-25. Cervantes moved; Adlawan seconded. Vote taken by roll call, all votes in favor, motion passed unanimously.

6. **Award of NBCLS Delivery Contract**

Yon presented this agenda item and stated that the current NBCLS delivery contract would expire June 30, 2024. On behalf of NBCLS, NorthNet issued a Request for Proposal for a new contract to begin July 1, 2024. Two proposals were received. Based on the evaluations by 4 reviewers, NLS recommends that NBCLS award the new contract to Right Now Courier.

Thibault asked what NBCLS was currently paying for delivery. Yon gave the amount and noted that the quote provided by Right Now for FY 2024-25 was lower than the current contract as cost savings were identified by the vendor and included in their quote.

Duran asked if the contract renewal was required to be reviewed and approved annually. Yon stated that had been the precedent and was up to the Board. Olawski stated Solano County Library had no issues of concern with this courier. Other directors concurred that they had no issues of concern with the courier.

Motion to award the NBCLS delivery contract to Right Now Couriers. The contract will begin July 1, 2024 with an option to renew for an additional four years.

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Olawski moved; Thibault seconded. Vote taken by roll call, all votes in favor, motion passed unanimously.

Halstead commented that the courier used for Link+ could be considered in the future. Frost replied that the Link+ courier, Unity, was invited to apply but no proposal was received from this vendor.

7. Approve Resolution #543 for Revised Retiree Health Insurance for Calendar Year 2024

Frost reported that the retiree had contacted NorthNet to request that the NBCLS Board consider an increase to the cap on their insurance coverage for the remainder of 2024 as their out-of-pocket costs had increased considerably since the Board approved coverage for the 2024 calendar year.

It is recommended that the Board consider increasing the cap to \$7,806 for the remaining months of July – December 2024.

Olawski asked for clarification of what costs are covered. Frost noted that NBCLS agreed to cover medical, prescriptions, and other out-of-pocket medical-related costs. Olawski stated that they agreed with the recommendation to increase the cap for the remainder of the 2024 calendar year as requested.

Motion to approve Resolution #543 as presented. Olawski moved; Cervantes seconded. Vote taken by roll call, all votes in favor, motion passed unanimously.

8. Approve Resolution #544 – Reimbursement of Retiree Health Medical Costs for Calendar Year 2025

Frost presented the memo requesting the Board's consideration to continue coverage as agreed of the retiree's medical health costs and to increase the annual coverage to \$11,311 for calendar year 2025. Frost noted that the retiree provides documentation with monthly invoicing that verifies the retiree's out-of-pocket costs have increased significantly.

Halstead stated that they would like to hold the amount approved to the cap as he is concerned with increasing costs. Olawski agreed that they are concerned with the upcoming budget for NBCLS, but also with what the retiree was promised and what is fair.

Frost noted that the retiree had reported that their costs may decrease in the coming year due to a drug they currently pay out-of-pocket for may soon be covered by Medicare.

Discussion regarding the retiree's move from former coverage under a group plan to an individual plan. This move was a cost savings to NBCLS.

Cervantes asked if a statewide group plan for retirees is available. Frost noted that there are only 2 retirees with medical coverage between NLS and PLP. Frost also noted that other systems in the State have significant CalPERS issues and attempts to group with them would be problematic.

Thibault suggested that NBCLS develop a policy to consider a percentage increase annually.

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Duran asked if there was interest in forming an Ad Hoc Committee to review various proposals on the subject of increased costs for the retiree medical insurance.

Thibault, Cervantes and Halstead volunteered to participate in the Ad Hoc Committee to review this issue.

Motion to Approve Resolution #544 as presented. Halstead moved; Olawski seconded. Vote taken by roll call, all votes in favor, motion passed unanimously.

9. Adoption of NBCLS FY 2024-25 Budget

Yon presented the NBCLS FY 2024-25 CalPERS pre-payment cost share chart and the FY 2024-25 budget. Yon noted there was typo on the Chart – the correct total is \$126,224. Cost share amounts will be corrected and are to be Invoiced on July 1, 2024. Payments are due by July 25, 2024, to qualify for the prepayment discount.

Olawski asked that the NBCLS Board meet in early January 2025 to discuss pay down of the Unfunded Accrued Liability. Olawski encouraged all Board members to meet with their financial administrators at this time to plan and budget for a lump sum payment next year to lower the CalPERS obligation.

Motion to adopt the FY 2024-25 NBCLS Budget as presented. Olawski moved; Thibault seconded. Vote taken by roll call, all votes in favor, motion passed unanimously.

10. Announcements

Frost reported that the impact to NLS of the 50% reduction to CLSA funding by the Governor will be discussed at the June 20, 2024 NLS Administrative Council Meeting and encouraged all directors to attend that meeting.

Cervantes reported that St. Helena experienced a cyber-attack and stated that no phones were working, no public computers or self-checks were working. Email was available.

Thibault announced that the first of two readings on a sales tax renewal was made with 81% of the public in support. This sales tax will not sunset and would only be ended by voters. Thibault also discussed the difficulties related to procuring insurance for libraries in high-risk fire areas. T

Adlawan shared the new Marin County Free Library *Anti-Racism & Equity Strategic Plan* that was adopted in April.

Halstead asked members about self-check equipment.

Quaffa asked members about automatic materials handling equipment.

Members agreed to share with each other.

11. Adjournment - Meeting adjourned at 2:21 p.m.

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To: North Bay Cooperative Library System Board of Directors
From: Andrew Yon, Controller
Subject: Discussion of NBCLS CalPERS Unfunded Liability and Pay Down Options
Date: January 9, 2025

Background

At the June 4, 2024 NBCLS meeting, the Directors requested a special meeting in January 2025 to discuss the pay down of the CalPERS Unfunded Accrued Liability (UAL). All Board members were encouraged to meet with their financial administrators to plan and budget for a lump sum payment to lower the CalPERS obligation.

All scenarios below are based on **Exhibit A**, the CalPERS Actuarial Annual Valuation Report as of June 30, 2023.

Scenario 1: Payoff of some or all of CalPERS Unfunded Accrued Liability (UAL) payoff amount for FY 2025-26 based on the balance estimated on June 30, 2025

On page 15 of the Valuation Report, the following chart identifies the UAL balance payoff as \$873,599.

The Unfunded Accrued Liability (UAL) is used to determine the employer contribution and therefore must be rolled forward two years from the valuation date to the day of the fiscal year for which the contribution is being determined. The UAL is rolled forward each year by subtracting the expected payment on the UAL for that year and adjusting for interest. The expected payment on the UAL for FY 2023-24 is based on the actuarial valuation two years ago, adjusted for additional payments made on or before April 30, 2024, if necessary, and the expected payment for FY 2024-25 is based on the actuarial valuation one year ago.

Reason for Base	Date Est.	Ramp Level 2025-26	Ramp Shape	Escalation Rate	Amort. Period	Balance 6/30/23	Expected Payment 2023-24	Balance 6/30/24	Expected Payment 2024-25	Balance 6/30/25
Fresh Start	6/30/23	No Ramp		0.00%	9	931,204	59,927	932,595	118,451	873,599
Total						931,204	59,927	932,595	118,451	873,599

A cost share based on distribution by 50% population and 50% operating budget (not including the capital budget) using the most recent available California State Library annual data reporting. NBCLS libraries are invoiced along with their membership fees.

NORTH BAY COOPERATIVE LIBRARY SYSTEM

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Option 1: Below is a cost share for the UAL balance for the full payoff amount of \$873,599:

100% UAL Balance Pay-off Distribution (excl. Retiree Medical Cost & GASB Fee)

FY2024-25 100% UAL Balance Pay-off \$873,599

Library	FY23/24 CSL Certified Population	FY22/23 Operating Expenditure	50% Base on Population	50% Based on Oper. Exp. Budget Size	Total Unfunded Liability Balance Pay-Off
Belvedere-Tiburon	10,843	\$ 3,066,137	\$ 3,232	\$ 11,837	\$ 15,068
Benicia	26,180	\$ 2,552,169	\$ 7,803	\$ 9,853	\$ 17,656
Lake County	66,800	\$ 1,649,580	\$ 19,910	\$ 6,368	\$ 26,278
Larkspur	12,571	\$ 930,304	\$ 3,747	\$ 3,591	\$ 7,338
Marin	136,930	\$ 18,238,898	\$ 40,813	\$ 70,410	\$ 111,223
Mendocino	89,164	\$ 4,541,246	\$ 26,576	\$ 17,531	\$ 44,107
Mill Valley	13,664	\$ 3,019,737	\$ 4,073	\$ 11,658	\$ 15,730
Napa	129,282	\$ 9,985,743	\$ 38,534	\$ 38,549	\$ 77,083
San Anselmo	12,405	\$ 1,142,479	\$ 3,697	\$ 4,410	\$ 8,108
San Rafael	59,681	\$ 4,406,824	\$ 17,788	\$ 17,012	\$ 34,801
Sausalito	6,865	\$ 966,253	\$ 2,046	\$ 3,730	\$ 5,776
Solano	417,569	\$ 23,878,598	\$ 124,460	\$ 92,182	\$ 216,642
Sonoma	478,174	\$ 37,680,792	\$ 142,524	\$ 145,464	\$ 287,988
St.Helena	5,355	\$ 1,088,792	\$ 1,596	\$ 4,203	\$ 5,799
Total	1,465,483	\$ 113,147,552	\$ 436,800	\$ 436,800	\$ 873,599

Option 2: Below is a cost share for the UAL balance for half of the payoff amount of \$436,800:

50% UAL Balance Pay-off Distribution (excl. Retiree Medical Cost & GASB Fee)

FY2024-25 50% UAL Balance Pay-off \$436,800
--

Library	FY23/24 CSL Certified Population	FY22/23 Operating Expenditure	50% Base on Population	50% Based on Oper. Exp. Budget Size	Total Unfunded Liability Balance Pay-Off
Belvedere-Tiburon	10,843	\$ 3,066,137	\$ 1,616	\$ 5,918	\$ 7,534
Benicia	26,180	\$ 2,552,169	\$ 3,902	\$ 4,926	\$ 8,828
Lake County	66,800	\$ 1,649,580	\$ 9,955	\$ 3,184	\$ 13,139
Larkspur	12,571	\$ 930,304	\$ 1,873	\$ 1,796	\$ 3,669
Marin	136,930	\$ 18,238,898	\$ 20,407	\$ 35,205	\$ 55,612
Mendocino	89,164	\$ 4,541,246	\$ 13,288	\$ 8,766	\$ 22,054
Mill Valley	13,664	\$ 3,019,737	\$ 2,036	\$ 5,829	\$ 7,865
Napa	129,282	\$ 9,985,743	\$ 19,267	\$ 19,275	\$ 38,542
San Anselmo	12,405	\$ 1,142,479	\$ 1,849	\$ 2,205	\$ 4,054
San Rafael	59,681	\$ 4,406,824	\$ 8,894	\$ 8,506	\$ 17,400
Sausalito	6,865	\$ 966,253	\$ 1,023	\$ 1,865	\$ 2,888
Solano	417,569	\$ 23,878,598	\$ 62,230	\$ 46,091	\$ 108,321
Sonoma	478,174	\$ 37,680,792	\$ 71,262	\$ 72,732	\$ 143,994
St.Helena	5,355	\$ 1,088,792	\$ 798	\$ 2,102	\$ 2,900
Total	1,465,483	\$ 113,147,552	\$ 218,400	\$ 218,400	\$ 436,800

NORTH BAY COOPERATIVE LIBRARY SYSTEM

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Option 3: Below is a cost share for the UAL balance for 25% of the payoff amount of \$218,400:

25% UAL Balance Pay-off Distribution (excl. Retiree Medical Cost & GASB Fee)

FY2024-25 25% UAL Balance Pay-off
\$218,400

Library	FY23/24 CSL Certified Population	FY22/23 Operating Expenditure	50% Base on Population	50% Based on Oper. Exp. Budget Size	Total Unfunded Liability Balance Pay-Off
Belvedere-Tiburon	10843	\$ 3,066,137	\$ 808	\$ 2,959	\$ 3,767
Benicia	26,180	\$ 2,552,169	\$ 1,951	\$ 2,463	\$ 4,414
Lake County	66,800	\$ 1,649,580	\$ 4,978	\$ 1,592	\$ 6,570
Larkspur	12,571	\$ 930,304	\$ 937	\$ 898	\$ 1,835
Marin	136,930	\$ 18,238,898	\$ 10,203	\$ 17,603	\$ 27,806
Mendocino	89,164	\$ 4,541,246	\$ 6,644	\$ 4,383	\$ 11,027
Mill Valley	13,664	\$ 3,019,737	\$ 1,018	\$ 2,914	\$ 3,933
Napa	129,282	\$ 9,985,743	\$ 9,633	\$ 9,637	\$ 19,271
San Anselmo	12,405	\$ 1,142,479	\$ 924	\$ 1,103	\$ 2,027
San Rafael	59,681	\$ 4,406,824	\$ 4,447	\$ 4,253	\$ 8,700
Sausalito	6,865	\$ 966,253	\$ 512	\$ 933	\$ 1,444
Solano	417,569	\$ 23,878,598	\$ 31,115	\$ 23,046	\$ 54,161
Sonoma	478,174	\$ 37,680,792	\$ 35,631	\$ 36,366	\$ 71,997
St.Helena	5,355	\$ 1,088,792	\$ 399	\$ 1,051	\$ 1,450
Total	1,465,483	\$ 113,147,552	\$ 109,200	\$ 109,200	\$ 218,400

Scenario 2: Continue with the CalPERS Annual UAL Discounted Pre-Payment Option= \$124,482

The annual UAL prepayment balance for FY2025-26 is \$124,482 when full payment is made by July 31, 2025. This is a discount of \$4,163 off the annual required payment of \$128,645. Should NBCLS choose the CalPERS discounted pre-payment option, the total cost for FY2025-26 is \$124,482, not including retiree medical and GASB report costs.

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Prepayment Option Cost Distribution (excl. Retiree Medical Cost & GASB Fee)

FY2025-26 UAL Prepayment Amount
\$124,482

Library	FY23/24 CSL Certified Population	FY22/23 Operating Expenditure	50% Base on Population	50% Based on Oper. Exp. Budget Size	FY2025-26 UAL Prepayment Amount
Belvedere-Tiburon	10843	\$ 3,066,137	\$ 461	\$ 1,687	\$ 2,147
Benicia	26,180	\$ 2,552,169	\$ 1,112	\$ 1,404	\$ 2,516
Lake County	66,800	\$ 1,649,580	\$ 2,837	\$ 907	\$ 3,745
Larkspur	12,571	\$ 930,304	\$ 534	\$ 512	\$ 1,046
Marin	136,930	\$ 18,238,898	\$ 5,816	\$ 10,033	\$ 15,849
Mendocino	89,164	\$ 4,541,246	\$ 3,787	\$ 2,498	\$ 6,285
Mill Valley	13,664	\$ 3,019,737	\$ 580	\$ 1,661	\$ 2,241
Napa	129,282	\$ 9,985,743	\$ 5,491	\$ 5,493	\$ 10,984
San Anselmo	12,405	\$ 1,142,479	\$ 527	\$ 628	\$ 1,155
San Rafael	59,681	\$ 4,406,824	\$ 2,535	\$ 2,424	\$ 4,959
Sausalito	6,865	\$ 966,253	\$ 292	\$ 532	\$ 823
Solano	417,569	\$ 23,878,598	\$ 17,735	\$ 13,135	\$ 30,870
Sonoma	478,174	\$ 37,680,792	\$ 20,309	\$ 20,728	\$ 41,036
St.Helena	5,355	\$ 1,088,792	\$ 227	\$ 599	\$ 826
Total	1,465,483	\$ 113,147,552	\$ 62,241	\$ 62,241	\$ 124,482

Recommendation

It is recommended that the NBCLS Board of Directors consider the UAL pay-off options for the FY2024-25 CalPERS cost share. If the Board chooses an UAL pay-off option for next fiscal year, the prepayment amount of \$124,482 will still need to be made by July 31, 2025.

An NBCLS meeting will be held later in this fiscal year to adopt the FY2025-26 budget and the retiree medical costs.



**California Public Employees' Retirement System
Actuarial Office**

400 Q Street, Sacramento, CA 95811 | Phone: (916) 795-3000 | Fax: (916) 795-2744
888 CalPERS (or 888-225-7377) | TTY: (877) 249-7442 | www.calpers.ca.gov

July 2024

**Miscellaneous Plan of the North Bay Cooperative Library System (CalPERS ID: 2429114785)
Annual Valuation Report as of June 30, 2023**

Dear Employer,

Attached to this letter is Section 1 of the June 30, 2023 actuarial valuation report for the rate plan noted above. **Provided in this report is the determination of the minimum required employer contributions for fiscal year (FY) 2025-26.** In addition, the report contains important information regarding the current financial status of the plan as well as projections and risk measures to aid in planning for the future.

Because this plan is in a risk pool, the following valuation report has been separated into two sections:

- Section 1 contains specific information for the plan including the development of the current and projected employer contributions, and
- Section 2 contains the Risk Pool Actuarial Valuation appropriate to the plan as of June 30, 2023.

[Section 2](#) can be found on the CalPERS website (www.calpers.ca.gov). From the home page, go to "Forms & Publications" and select "View All". In the search box, enter "Risk Pool" and from the results list download the Miscellaneous Risk Pool Actuarial Valuation Report for June 30, 2023.

Required Contributions

The table below shows the minimum required employer contributions for FY 2025-26 along with an estimate of the employer contribution requirements for FY 2026-27. Employee contributions other than cost sharing (whether paid by the employer or the employee) are in addition to the results shown below. **The required employer contributions in this report do not reflect any cost sharing arrangement between the agency and the employees.**

Fiscal Year	Employer Normal Cost Rate	Employer Amortization of Unfunded Accrued Liability
2025-26	0.00%	\$128,645
<i>Projected Results</i>		
2026-27	0.0%	\$129,000

The actual investment return for FY 2023-24 was not known at the time this report was prepared. The projections above assume the investment return for that year would be 6.8%. To the extent the actual investment return for FY 2023-24 differs from 6.8%, the actual contribution requirements for FY 2026-27 will differ from those shown above. For additional details regarding the assumptions and methods used for these projections, please refer to [Projected Employer Contributions](#). This section also contains projected required contributions through FY2030-31.

Report Enhancements

A number of enhancements were made to the report this year to ease navigation and allow the reader to find specific information more quickly. The tables of contents are now "clickable." This is true for the main table of contents that follows the title page and the intermediate tables of contents at the beginning of sections. The Adobe navigation pane on the left can also be used to skip to specific exhibits.

There are a number of links throughout the document in blue text. Links that are internal to the document are not underlined, while underlined links will take you to the CalPERS website. Examples are shown below.

Internal Bookmarks	CalPERS Website Links
Required Employer Contributions	Required Employer Contribution Search Tool
Member Contribution Rates	Public Agency PEPPRA Member Contribution Rates
Summary of Key Valuation Results	Pension Outlook Overview
Funded Status – Funding Policy Basis	Interactive Summary of Public Agency Valuation Results
Projected Employer Contributions	Public Agency Actuarial Valuation Reports

Further descriptions of general changes are included in the [Highlights and Executive Summary](#) section and in Appendix A - Actuarial Methods and Assumptions in Section 2.

Questions

A CalPERS actuary is available to answer questions about this report. Other questions may be directed to the Customer Contact Center at **888 CalPERS** (or **888-225-7377**).

Sincerely,



Yang Yang, FSA, MAAA
Actuary, CalPERS



Randall Dziubek, ASA, MAAA
Deputy Chief Actuary, Valuation Services, CalPERS



Scott Terando, ASA, EA, MAAA, FCA, CFA
Chief Actuary, CalPERS

California Public Employees' Retirement System

Actuarial Valuation for the
Miscellaneous Plan
of the North Bay Cooperative Library
System
as of June 30, 2023

(CalPERS ID: 2429114785)
(Rate Plan ID: 605)

Required Contributions for Fiscal Year

July 1, 2025 — June 30, 2026

Table of Contents

Section 1 – Plan Specific Information

Section 2 – Risk Pool Actuarial Valuation Information

Section 1

California Public Employees' Retirement System

**Plan Specific Information
for the
Miscellaneous Plan
of the
North Bay Cooperative Library System**

**(CalPERS ID: 2429114785)
(Rate Plan ID: 605)**

Table of Contents — Section 1

Actuarial Certification	1
Highlights and Executive Summary	2
Introduction	3
Purpose of Section 1	3
Summary of Key Valuation Results	4
Changes Since the Prior Year's Valuation	5
Subsequent Events	5
Liabilities and Contributions	6
Determination of Required Contributions	7
Required Employer Contributions	8
Member Contribution Rates	9
Other Pooled Miscellaneous Risk Pool Rate Plans	10
Breakdown of Entry Age Accrued Liability	11
Allocation of Plan's Share of Pool's Experience	11
Development of the Plan's Share of Pool's Assets	11
Funded Status – Funding Policy Basis	12
Additional Employer Contributions	13
Projected Employer Contributions	14
Schedule of Amortization Bases	15
Amortization Schedule and Alternatives	16
Employer Contribution History	18
Funding History	18
Risk Analysis	19
Future Investment Return Scenarios	20
Discount Rate Sensitivity	21
Mortality Rate Sensitivity	21
Maturity Measures	22
Maturity Measures History	23
Funded Status – Termination Basis	24
Funded Status – Low-Default-Risk Basis	25
Summary of Valuation Data	26
List of Class 1 Benefit Provisions	26
Plan's Major Benefit Options	27

Actuarial Certification

It is our opinion that the valuation has been performed in accordance with generally accepted actuarial principles as well as the applicable Standards of Practice promulgated by the Actuarial Standards Board. While this report, consisting of Section 1 and Section 2, is intended to be complete, our office is available to answer questions as needed. All of the undersigned are actuaries who satisfy the *Qualification Standards for Actuaries Issuing Statements of Actuarial Opinion in the United States* of the American Academy of Actuaries with regard to pensions.

Actuarial Methods and Assumptions

It is our opinion that the assumptions and methods, as recommended by the Chief Actuary and adopted by the CalPERS Board of Administration, are internally consistent and reasonable for this plan.



Randall Dziubek, ASA, MAAA
Deputy Chief Actuary, Valuation Services, CalPERS



Scott Terando, ASA, EA, MAAA, FCA, CFA
Chief Actuary, CalPERS

Actuarial Data and Rate Plan Results

To the best of my knowledge and having relied upon the attestation above that the actuarial methods and assumptions are reasonable as well as the information in Section 2 of this report, this report is complete and accurate and contains sufficient information to disclose, fully and fairly, the funded condition of the Miscellaneous Plan of the North Bay Cooperative Library System and satisfies the actuarial valuation requirements of Government Code section 7504. This valuation and related validation work was performed by the CalPERS Actuarial Office. The valuation was based on the member and financial data as of June 30, 2023, provided by the various CalPERS databases and the benefits under this plan with CalPERS as of the date this report was produced. Section 1 of this report is based on the member and financial data for North Bay Cooperative Library System, while Section 2 is based on the corresponding information for all agencies participating in the Miscellaneous Risk Pool to which the plan belongs.



Yang Yang, FSA, MAAA
Actuary, CalPERS

Highlights and Executive Summary

- **Introduction** 3
- **Purpose of Section 1** 3
- **Summary of Key Valuation Results** 4
- **Changes Since the Prior Year's Valuation** 5
- **Subsequent Events** 5

Introduction

This report presents the results of the June 30, 2023, actuarial valuation of the Miscellaneous Plan of the North Bay Cooperative Library System of the California Public Employees' Retirement System (CalPERS). This actuarial valuation sets the minimum required contributions for fiscal year (FY) 2025-26.

Purpose of Section 1

This Section 1 report for the Miscellaneous Plan of the North Bay Cooperative Library System of CalPERS was prepared by the Actuarial Office using data as of June 30, 2023. The purpose of the valuation is to:

- Set forth the assets and accrued liabilities of this rate plan as of June 30, 2023;
- Determine the minimum required employer contributions for this rate plan for FY July 1, 2025, through June 30, 2026;
- Determine the required member contribution rate for FY July 1, 2025, through June 30, 2026, for employees subject to the California Public Employees' Pension Reform Act of 2013 (PEPRA); and
- Provide actuarial information as of June 30, 2023, to the CalPERS Board of Administration (board) and other interested parties.

The pension funding information presented in this report should not be used in financial reports subject to Governmental Accounting Standards Board (GASB) Statement No. 68 for a Cost Sharing Employer Defined Benefit Pension Plan. A separate accounting valuation report for such purposes is available on the CalPERS website (www.calpers.ca.gov).

The measurements shown in this actuarial valuation may not be applicable for other purposes. The agency should contact a CalPERS actuary before disseminating any portion of this report for any reason that is not explicitly described above.

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; changes in actuarial policies; changes in plan provisions or applicable law; and differences between the required contributions determined by the valuation and the actual contributions made by the agency.

Assessment and Disclosure of Risk

This report includes the following risk disclosures consistent with the guidance of Actuarial Standards of Practice No. 51 and recommended by the California Actuarial Advisory Panel (CAAP) in the Model Disclosure Elements document:

- A "Scenario Test," projecting future results under different investment income returns.
- A "Sensitivity Analysis," showing the impact on current valuation results using alternative discount rates of 5.8% and 7.8%.
- A "Sensitivity Analysis," showing the impact on current valuation results assuming rates of mortality are 10% lower or 10% higher than our current post-retirement mortality assumptions adopted in 2021.
- Plan maturity measures indicating how sensitive a plan may be to the risks noted above.

Summary of Key Valuation Results

Below is a brief summary of key valuation results along with page references where more detailed information can be found.

Required Employer Contributions — page 8

	Fiscal Year 2024-25	Fiscal Year 2025-26
Employer Normal Cost Rate	0.00%	0.00%
Unfunded Accrued Liability (UAL) Contribution Amount	\$118,451	\$128,645
Paid either as		
Option 1) 12 Monthly Payments of	\$9,870.92	\$10,720.42
Option 2) Annual Prepayment in July	\$114,618	\$124,482

Member Contribution Rates — page 9

	Fiscal Year 2024-25	Fiscal Year 2025-26
Member Contribution Rate	N/A	N/A

Projected Employer Contributions — page 14

Fiscal Year	Normal Cost (% of payroll)	Annual UAL Payment
2026-27	0.0%	\$129,000
2027-28	0.0%	\$129,000
2028-29	0.0%	\$129,000
2029-30	0.0%	\$129,000
2030-31	0.0%	\$129,000

Funded Status — Funding Policy Basis — page 12

	June 30, 2022	June 30, 2023
Entry Age Accrued Liability (AL)	\$3,026,501	\$3,042,689
Market Value of Assets (MVA)	2,119,447	2,111,485
Unfunded Accrued Liability (UAL) [AL – MVA]	\$907,054	\$931,204
Funded Ratio [MVA ÷ AL]	70.0%	69.4%

Summary of Valuation Data — Page 26

	June 30, 2022	June 30, 2023
Active Member Count	0	0
Annual Covered Payroll	\$0	\$0
Transferred Member Count	2	2
Separated Member Count	4	2
Retired Members and Beneficiaries Count	18	19

Changes Since the Prior Year's Valuation

Benefits

The standard actuarial practice at CalPERS is to recognize mandated legislative benefit changes in the first annual valuation following the effective date of the legislation. For pooled rate plans, voluntary benefit changes by plan amendment are generally included in the first valuation with a valuation date on or after the effective date of the amendment.

Please refer to the [Plan's Major Benefit Options](#) in this report and Appendix B of the Section 2 Report for a summary of the plan provisions used in this valuation.

Actuarial Methods and Assumptions

There are no significant changes to the actuarial methods or assumptions for the June 30, 2023, actuarial valuation.

New Disclosure Items

In December 2021, the Actuarial Standards Board issued a revision of Actuarial Standard of Practice No. 4 (ASOP 4) requiring actuaries to disclose a low-default-risk obligation measure (LDROM) of the benefits earned. This information is shown in a new exhibit, [Funded Status – Low-Default-Risk Basis](#).

Subsequent Events

This actuarial valuation report reflects fund investment return through June 30, 2023, as well as statutory changes, regulatory changes and board actions through January 2024.

During the time period between the valuation date and the publication of this report, inflation has been higher than the expected inflation of 2.3% per annum. Since inflation influences cost-of-living increases for retirees and beneficiaries and active member pay increases, higher inflation is likely to put at least some upward pressure on contribution requirements and downward pressure on the funded status in the June 30, 2024, valuation. The actual impact of higher inflation on future valuation results will depend on, among other factors, how long higher inflation persists.

The 2023 annual benefit limit under Internal Revenue Code (IRC) section 415(b) and annual compensation limits under IRC section 401(a)(17) and Government Code section 7522.10 were used for this valuation and are assumed to increase 2.3% per year based on the price inflation assumption. The actual 2024 limits, determined in October 2023, are not reflected.

On April 16, 2024, the board took action to modify the Funding Risk Mitigation Policy to remove the automatic change to the discount rate when the investment return exceeds various thresholds. Rather than an automatic change to the discount rate, a board discussion would be placed on the calendar. The 95th percentile return in the [Future Investment Return Scenarios](#) exhibit in this report has not been modified and still reflects the projected contribution requirements associated with a reduction in the discount rate.

To the best of our knowledge, there have been no other subsequent events that could materially affect current or future certifications rendered in this report.

Liabilities and Contributions

- **Determination of Required Contributions** 7
- **Required Employer Contributions** 8
- **Member Contribution Rates** 9
- **Other Pooled Miscellaneous Risk Pool Rate Plans** 10
- **Breakdown of Entry Age Accrued Liability** 11
- **Allocation of Plan's Share of Pool's Experience** 11
- **Development of the Plan's Share of Pool's Assets** 11
- **Funded Status – Funding Policy Basis** 12
- **Additional Employer Contributions** 13
- **Projected Employer Contributions** 14
- **Schedule of Amortization Bases** 15
- **Amortization Schedule and Alternatives** 16
- **Employer Contribution History** 18
- **Funding History** 18

Determination of Required Contributions

Contributions to fund the plan are determined by an actuarial valuation performed each year. The valuation employs complex calculations based on a set of actuarial assumptions and methods. See Appendix A in Section 2 for information on the assumptions and methods used in this valuation. The valuation incorporates all plan experience through the valuation date and sets required contributions for the fiscal year that begins two years after the valuation date.

Contribution Components

Two components comprise required contributions:

- Normal Cost — expressed as a percentage of pensionable payroll
- Unfunded Accrued Liability (UAL) Contribution — expressed as a dollar amount

Normal Cost represents the value of benefits allocated to the upcoming year for active employees. If all plan experience exactly matched the actuarial assumptions, normal cost would be sufficient to fully fund all benefits. The employer and employees each pay a share of the normal cost with contributions payable as part of the regular payroll reporting process. The contribution rate for Classic members is set by statute based on benefit formula whereas for PEPRA members it is based on 50% of the total normal cost.

When plan experience differs from the actuarial assumptions, unfunded accrued liability (UAL) emerges. The new UAL may be positive or negative. If the total UAL is positive (i.e., accrued liability exceeds assets), the employer is required to make contributions to pay off the UAL over time. This is called the Unfunded Accrued Liability Contribution component. There is an option to prepay this amount during July of each fiscal year, otherwise it is paid monthly.

In measuring the UAL each year, plan experience is split by source. Common sources of UAL include investment experience different than expected, non-investment experience different than expected, assumption changes and benefit changes. Each source of UAL (positive or negative) forms a base that is amortized, or paid off, over a specified period of time in accordance with the CalPERS [Actuarial Amortization Policy](#). The Unfunded Accrued Liability Contribution is the sum of the payments on all bases. See the [Schedule of Amortization Bases](#) section of this report for an inventory of existing bases and Appendix A in Section 2 for more information on the amortization policy.

Required Employer Contributions

The required employer contributions in this report do not reflect any cost sharing arrangement between the agency and the employees.

Required Employer Contributions	Fiscal Year 2025-26
Employer Normal Cost Rate	0.00%
<i>Plus</i>	
Unfunded Accrued Liability (UAL) Contribution Amount¹	\$128,645
<i>Paid either as</i>	
1) Monthly Payment	\$10,720.42
<i>Or</i>	
2) Annual Prepayment Option*	\$124,482

The total minimum required employer contribution is the sum of the Plan's Employer Normal Cost Rate (expressed as a percentage of payroll and paid as payroll is reported) and the Unfunded Accrued Liability (UAL) Contribution Amount (billed monthly(1) or prepaid annually(2) in dollars).

* Only the UAL portion of the employer contribution can be prepaid (**which must be received in full no later than July 31**).

For [Member Contribution Rates](#) see the following page.

Development of Normal Cost as a Percentage of Payroll	Fiscal Year 2024-25	Fiscal Year 2025-26
Base Total Normal Cost for Formula	0.00%	0.00%
Surcharge for Class 1 Benefits ²		
None	0.00%	0.00%
Plan's Total Normal Cost	0.00%	0.00%
Offset Due to Employee Contributions ³	0.00%	0.00%
Employer Normal Cost	0.00%	0.00%

¹ The required payment on amortization bases does not take into account any additional discretionary payment made after April 30, 2024.

² Section 2 of this report contains a list of Class 1 benefits and corresponding surcharges.

³ This is the expected employee contributions, taking into account individual benefit formula and any offset from the use of a modified formula, divided by projected annual payroll. For member contribution rates above the breakpoint for each benefit formula, see [Member Contribution Rates](#).

Member Contribution Rates

The required member contributions in this report do not reflect any cost sharing arrangement between the agency and the employees.

Each member contributes toward their retirement based upon the retirement formula. The standard Classic member contribution rate above the breakpoint, if any, is as described below.

Benefit Formula	Percent Contributed above the Breakpoint
Miscellaneous, 1.5% at age 65	2%
Miscellaneous, 2% at age 60	7%
Miscellaneous, 2% at age 55	7%
Miscellaneous, 2.5% at age 55	8%
Miscellaneous, 2.7% at age 55	8%
Miscellaneous, 3% at age 60	8%

Auxiliary organizations of the CSU system may elect reduced contribution rates for Miscellaneous members, in which case the contribution rate above the breakpoint is 6% if members are not covered by Social Security and 5% if they are.

Other Pooled Miscellaneous Risk Pool Rate Plans

All of the results presented in this Section 1 report, except those shown on this page, correspond to rate plan 605. In many cases, employers have additional rate plans within the same risk pool. For cost analysis and budgeting it is useful to consider contributions for these rate plans as a whole rather than individually. The estimated contribution amounts and rates for all of the employer's rate plans in the Miscellaneous Risk Pool are shown below and assume that the total employer payroll within the Miscellaneous Risk Pool will grow according to the overall payroll growth assumption of 2.80% per year for three years. Classic members who are projected to terminate employment are assumed to be replaced by PEPRA members.

Estimated Employer Contributions for all Pooled Miscellaneous Rate Plans	Fiscal Year	Fiscal Year
	2024-25	2025-26
Projected Payroll for the Contribution Year	\$0	\$0
Estimated Employer Normal Cost	\$0	\$0
Required Payment on Amortization Bases	\$118,451	\$128,645
Estimated Total Employer Contributions	\$118,451	\$128,645
Estimated Total Employer Contribution Rate (illustrative only)	N/A	N/A

Breakdown of Entry Age Accrued Liability

Active Members	\$0
Transferred Members	405,892
Separated Members	44,453
Members and Beneficiaries Receiving Payments	<u>2,592,344</u>
Total	<u>\$3,042,689</u>

Allocation of Plan's Share of Pool's Experience

It is the policy of CalPERS to ensure equity within the risk pools by allocating the pool's experience gains/losses and assumption changes in a manner that treats each employer equitably and maintains benefit security for the members of the System while minimizing substantial variations in employer contributions. The pool's experience gains/losses and impact of assumption/method changes is allocated to the plan as follows:

1. Plan's Accrued Liability	\$3,042,689
2. Projected UAL Balance at 6/30/2023	870,511
3. Other UAL Adjustments (Golden Handshake, Prior Service Purchase, etc.)	0
4. Adjusted UAL Balance at 6/30/2023 for Asset Share	870,511
5. Pool's Accrued Liability ¹	23,349,910,053
6. Sum of Pool's Individual Plan UAL Balances at 6/30/2023 ¹	5,227,602,209
7. Pool's 2022-23 Investment (Gain)/Loss ¹	114,855,623
8. Pool's 2022-23 Non-Investment (Gain)/Loss ¹	360,116,330
9. Plan's Share of Pool's Investment (Gain)/Loss: $[(1) - (4)] \div [(5) - (6)] \times (7)$	13,767
10. Plan's Share of Pool's Non-Investment (Gain)/Loss: $(1) \div (5) \times (8)$	46,926
11. Plan's New (Gain)/Loss as of 6/30/2023: $(9) + (10)$	60,693
12. Increase in Pool's Accrued Liability due to Change in Assumptions ¹	0
13. Plan's Share of Pool's Change in Assumptions: $(1) \div (5) \times (12)$	0
14. Increase in Pool's Accrued Liability due to Funding Risk Mitigation ¹	0
15. Plan's Share of Pool's Change due to Funding Risk Mitigation: $(1) \div (5) \times (14)$	0
16. Offset due to Funding Risk Mitigation	0
17. Plan's Investment (Gain)/Loss: $(9) - (16)$	13,767

¹ Does not include plans that transferred to the pool on the valuation date.

Development of the Plan's Share of Pool's Assets

18. Plan's UAL: $(2) + (3) + (11) + (13) + (15)$	\$931,204
19. Plan's Share of Pool's Market Value of Assets (MVA): $(1) - (18)$	\$2,111,485

For a reconciliation of the pool's Market Value of Assets (MVA), information on the fund's asset allocation and a history of CalPERS investment returns, see [Section 2](#), which can be found on the CalPERS website (www.calpers.ca.gov).

Funded Status – Funding Policy Basis

The table below provides information on the current funded status of the plan under the funding policy. The funded status for this purpose is based on the market value of assets relative to the funding target produced by the entry age actuarial cost method and actuarial assumptions adopted by the board. The actuarial cost method allocates the total expected cost of a member's projected benefit (Present Value of Benefits) to individual years of service (the Normal Cost). The value of the projected benefit that is not allocated to future service is referred to as the Accrued Liability and is the plan's funding target on the valuation date. The Unfunded Accrued Liability (UAL) equals the funding target minus the assets. The UAL is an absolute measure of funded status and can be viewed as employer debt. The funded ratio equals the assets divided by the funding target. The funded ratio is a relative measure of the funded status and allows for comparisons between plans of different sizes.

	June 30, 2022	June 30, 2023
1. Present Value of Benefits	\$3,026,501	\$3,042,689
2. Entry Age Accrued Liability	3,026,501	3,042,689
3. Market Value of Assets (MVA)	2,119,447	2,111,485
4. Unfunded Accrued Liability (UAL) [(2) – (3)]	\$907,054	\$931,204
5. Funded Ratio [(3) ÷ (2)]	70.0%	69.4%

A funded ratio of 100% (UAL of \$0) implies that the funding of the plan is on target and that future contributions equal to the normal cost of the active plan members will be sufficient to fully fund all retirement benefits if future experience matches the actuarial assumptions. A funded ratio of less than 100% (positive UAL) implies that in addition to normal costs, payments toward the UAL will be required. Plans with a funded ratio greater than 100% have a negative UAL (or surplus) but are required under current law to continue contributing the normal cost in most cases, preserving the surplus for future contingencies.

Calculations for the funding target reflect the expected long-term investment return of 6.8%. If it were known on the valuation date that future investment returns will average something greater/less than the expected return, calculated normal costs and accrued liabilities provided in this report would be less/greater than the results shown. Therefore, for example, if actual average future returns are less than the expected return, calculated normal costs and UAL contributions will not be sufficient to fully fund all retirement benefits. Under this scenario, required future normal cost contributions will need to increase from those provided in this report, and the plan will develop unfunded liabilities that will also add to required future contributions. For illustrative purposes, funded statuses based on a 1% lower and higher average future investment return (discount rate) are as follows:

	1% Lower Average Return	Current Assumption	1% Higher Average Return
Discount Rate	5.8%	6.8%	7.8%
1. Entry Age Accrued Liability	\$3,322,614	\$3,042,689	\$2,802,115
2. Market Value of Assets (MVA)	2,111,485	2,111,485	2,111,485
3. Unfunded Accrued Liability (UAL) [(1) – (2)]	\$1,211,129	\$931,204	\$690,630
4. Funded Ratio [(2) ÷ (1)]	63.5%	69.4%	75.4%

The [Risk Analysis](#) section of the report provides additional information regarding the sensitivity of valuation results to the expected investment return and other factors. Also provided in that section are measures of funded status that are appropriate for assessing the sufficiency of plan assets to cover estimated termination liabilities.

Additional Employer Contributions

The minimum required employer contribution towards the Unfunded Accrued Liability (UAL) for this rate plan for FY 2025-26 is \$128,645. CalPERS allows agencies to make additional discretionary payments (ADPs) at any time. These optional payments serve to reduce the UAL and future required contributions and can result in significant long-term savings. Agencies can also use ADPs to stabilize annual contributions as a fixed dollar amount, percent of payroll or percent of revenue.

Provided below are select ADP options for consideration. Making such an ADP during FY 2025-26 does not require an ADP be made in any future year, nor does it change the remaining amortization period of any portion of unfunded liability. For information on permanent changes to amortization periods, see [Amortization Schedule and Alternatives](#). Agencies considering making an ADP should contact CalPERS for additional information.

Fiscal Year 2025-26 Employer Contributions — Illustrative Scenarios

Funding Approach	Estimated Normal Cost	Minimum UAL Contribution	ADP ¹	Total UAL Contribution	Estimated Total Contribution
Minimum required only	\$0	\$128,645	0	\$128,645	\$128,645
5 year funding horizon	\$0	\$128,645	\$76,420	\$205,065	\$205,065

¹ The ADP amounts are assumed to be made in the middle of the fiscal year. A payment made earlier or later in the fiscal year would have to be less or more than the amount shown to have the same effect on the UAL amortization.

The calculations above are based on the projected UAL as of June 30, 2025, as determined in the June 30, 2023, actuarial valuation. New unfunded liabilities can emerge in future years due to assumption or method changes, changes in plan provisions, and actuarial experience different than assumed. Making an ADP illustrated above for the indicated number of years will not result in a plan that is exactly 100% funded in the indicated number of years. Valuation results will vary from one year to the next and can diverge significantly from projections over a period of several years.

Additional Discretionary Payment History

The following table provides a recent history of actual ADPs made to the plan.

Fiscal Year	ADP	Fiscal Year	ADP
2019-20	\$0	2022-23	\$0
2020-21	\$0	2023-24 ²	\$0
2021-22	\$0		

² Excludes payments made after April 30, 2024

Projected Employer Contributions

The table below shows the required and projected employer contributions (before cost sharing) for the next six fiscal years. The projection assumes that all actuarial assumptions will be realized and that no further changes to assumptions, contributions, benefits, or funding will occur during the projection period. In particular, the investment return beginning with FY 2023-24 is assumed to be 6.80% per year, net of investment and administrative expenses. Future contribution requirements may differ significantly from those shown below. The actual long-term cost of the plan will depend on the actual benefits and expenses paid and the actual investment experience of the fund.

	Required Contribution	Projected Future Employer Contributions (Assumes 6.80% Return for Fiscal Year 2023-24 and Beyond)				
Fiscal Year	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31
	Rate Plan 605 Results					
Normal Cost%	0.00%	0.0%	0.0%	0.0%	0.0%	0.0%
UAL Payment	\$128,645	\$129,000	\$129,000	\$129,000	\$129,000	\$129,000

For ongoing plans, investment gains and losses are amortized using a 5-year ramp up. For more information, please see Amortization of Unfunded Actuarial Accrued Liability in Appendix A of the Section 2 Report. This method phases in the impact of the change in UAL over a 5-year period in order to reduce employer cost volatility from year to year. As a result of this methodology, dramatic changes in the required employer contributions in any one year are less likely. However, required contributions can change gradually and significantly over the next five years. In years when there is a large investment loss, the relatively small amortization payments during the ramp up period could result in contributions that are less than interest on the UAL (i.e. negative amortization) while the contribution impact of the increase in the UAL is phased in.

For projected contributions under alternate investment return scenarios, please see the [Future Investment Return Scenarios](#) exhibit. Our online pension plan projection tool, [Pension Outlook](#), is available in the Employers section of the CalPERS website. Pension Outlook can help plan and budget pension costs under various scenarios.

Schedule of Amortization Bases

Below is the schedule of the plan's amortization bases. Note that there is a two-year lag between the valuation date and the start of the contribution year.

- The assets, liabilities and funded status of the plan are measured as of the valuation date: June 30, 2023.
- The required employer contributions determined by the valuation are for the fiscal year beginning two years after the valuation date: FY 2025-26.

This two-year lag is necessary due to the amount of time needed to extract and test the membership and financial data, and the need to provide public agencies with their required employer contribution well in advance of the start of the fiscal year.

The Unfunded Accrued Liability (UAL) is used to determine the employer contribution and therefore must be rolled forward two years from the valuation date to the first day of the fiscal year for which the contribution is being determined. The UAL is rolled forward each year by subtracting the expected payment on the UAL for the fiscal year and adjusting for interest. The expected payment on the UAL for FY 2023-24 is based on the actuarial valuation two years ago, adjusted for additional discretionary payments made on or before April 30, 2024, if necessary, and the expected payment for FY 2024-25 is based on the actuarial valuation one year ago.

Reason for Base	Date Est.	Ramp Level 2025-26	Ramp Shape	Escalation Rate	Amort. Period	Balance 6/30/23	Expected Payment 2023-24	Balance 6/30/24	Expected Payment 2024-25	Balance 6/30/25	Minimum Required Payment 2025-26
Fresh Start	6/30/23	No Ramp		0.00%	9	931,204	59,927	932,595	118,451	873,599	128,645
Total						931,204	59,927	932,595	118,451	873,599	128,645

The (gain)/loss bases are the plan's allocated share of the risk pool's (gain)/loss for the fiscal year as disclosed in [Allocation of Plan's Share of Pool's Experience](#) earlier in this report. These (gain)/loss bases will be amortized in accordance with the CalPERS amortization policy in effect at the time the base was established.

Amortization Schedule and Alternatives

The amortization schedule on the previous page(s) shows the minimum contributions required according to the CalPERS amortization policy. Many agencies have expressed a desire for a more stable pattern of payments or have indicated interest in paying off the unfunded accrued liabilities more quickly than required. As such, we have provided alternative amortization schedules to help analyze the current amortization schedule and illustrate the potential savings of accelerating unfunded liability payments.

Shown on the following page are future year amortization payments based on 1) the current amortization schedule reflecting the individual bases and remaining periods shown on the previous page, and 2) alternative "fresh start" amortization schedules using two sample periods that would both result in interest savings relative to the current amortization schedule. To initiate a fresh start, please contact a CalPERS actuary.

The current amortization schedule typically contains both positive and negative bases. Positive bases result from plan changes, assumption changes, method changes or plan experience that increase unfunded liability. Negative bases result from plan changes, assumption changes, method changes, or plan experience that decrease unfunded liability. The combination of positive and negative bases within an amortization schedule can result in unusual or problematic circumstances in future years, such as:

- When a negative payment would be required on a positive unfunded actuarial liability; or
- When the payment would completely amortize the total unfunded liability in a very short time period, and results in a large change in the employer contribution requirement.

In any year when one of the above scenarios occurs, the actuary will consider corrective action such as replacing the existing unfunded liability bases with a single "fresh start" base and amortizing it over an appropriate period.

The current amortization schedule on the following page may appear to show that, based on the current amortization bases, one of the above scenarios will occur at some point in the future. It is impossible to know today whether such a scenario will in fact arise since there will be additional bases added to the amortization schedule in each future year. Should such a scenario arise in any future year, the actuary will take appropriate action based on guidelines in the CalPERS [Actuarial Amortization Policy](#).

Amortization Schedule and Alternatives (continued)

Date	Current Amortization Schedule		Alternative Schedules			
	Balance	Payment	5 Year Amortization		0 Year Amortization	
			Balance	Payment	Balance	Payment
6/30/2025	873,599	128,645	873,599	205,065	N/A	N/A
6/30/2026	800,057	128,645	721,081	205,065		
6/30/2027	721,514	128,645	558,192	205,066		
6/30/2028	637,630	128,645	384,225	205,065		
6/30/2029	548,042	128,645	198,430	205,066		
6/30/2030	452,362	128,645				
6/30/2031	350,176	128,646				
6/30/2032	241,040	128,646				
6/30/2033	124,483	128,646				
6/30/2034						
6/30/2035						
6/30/2036						
6/30/2037						
6/30/2038						
6/30/2039						
6/30/2040						
6/30/2041						
6/30/2042						
6/30/2043						
6/30/2044						
6/30/2045						
6/30/2046						
6/30/2047						
6/30/2048						
6/30/2049						
Total		1,157,808		1,025,327		N/A
Interest Paid		284,209		151,728		N/A
Estimated Savings				132,481		N/A

Employer Contribution History

The table below provides a recent history of the employer contribution requirements for the plan, as determined by the annual actuarial valuation. Changes due to prepayments or plan amendments after the valuation report was finalized are not reflected.

Valuation Date	Contribution Year	Employer Normal Cost Rate	Unfunded Liability Payment
06/30/2014	2016 - 17	0.000%	\$12,385
06/30/2015	2017 - 18	0.000%	20,584
06/30/2016	2018 - 19	0.000%	32,165
06/30/2017	2019 - 20	0.000%	75,222
06/30/2018	2020 - 21	0.000%	84,379
06/30/2019	2021 - 22	0.00%	87,159
06/30/2020	2022 - 23	0.00%	95,044
06/30/2021	2023 - 24	0.00%	59,927
06/30/2022	2024 - 25	0.00%	118,451
06/30/2023	2025 - 26	0.00%	128,645

Funding History

The table below shows the recent history of the actuarial accrued liability, share of the pool's market value of assets, unfunded accrued liability, funded ratio and annual covered payroll.

Valuation Date	Accrued Liability (AL)	Share of Pool's Market Value of Assets (MVA)	Unfunded Accrued Liability (UAL)	Funded Ratio	Annual Covered Payroll
06/30/2014	\$2,486,396	\$2,158,411	\$327,985	86.8%	\$0
06/30/2015	2,614,774	2,153,765	461,009	82.4%	0
06/30/2016	2,621,543	1,970,346	651,197	75.2%	0
06/30/2017	2,742,370	2,086,328	656,042	76.1%	0
06/30/2018	2,807,643	2,041,872	765,771	72.7%	0
06/30/2019	2,844,908	2,037,810	807,098	71.6%	0
06/30/2020	2,858,422	2,016,053	842,369	70.5%	0
06/30/2021	2,875,288	2,293,602	581,686	79.8%	0
06/30/2022	3,026,501	2,119,447	907,054	70.0%	0
06/30/2023	3,042,689	2,111,485	931,204	69.4%	0

Risk Analysis

- **Future Investment Return Scenarios** 20
- **Discount Rate Sensitivity** 21
- **Mortality Rate Sensitivity** 21
- **Maturity Measures** 22
- **Maturity Measures History** 23
- **Funded Status – Termination Basis** 24
- **Funded Status – Low-Default-Risk Basis** 25

Future Investment Return Scenarios

Analysis using the investment return scenarios from the Asset Liability Management process completed in 2021 was performed to determine the effects of various future investment returns on required employer contributions. The projections below reflect the impact of the CalPERS [Funding Risk Mitigation Policy](#). The projections also assume that all other actuarial assumptions will be realized and that no further changes in assumptions, contributions, benefits, or funding will occur.

The first table shows projected contribution requirements if the fund were to earn either 3.0% or 10.8% annually. These alternate investment returns were chosen because 90% of long-term average returns are expected to fall between them over the 20-year period ending June 30, 2043.

Assumed Annual Return FY 2023-24 through FY 2042-43	Projected Employer Contributions				
	2026-27	2027-28	2028-29	2029-30	2030-31
3.0% (5th percentile)					
Discount Rate	6.80%	6.80%	6.80%	6.80%	6.80%
Normal Cost Rate	0.0%	0.0%	0.0%	0.0%	0.0%
UAL Contribution	\$143,000	\$160,000	\$179,000	\$202,000	\$226,000
10.8% (95th percentile)					
Discount Rate	6.75%	6.70%	6.65%	6.60%	6.55%
Normal Cost Rate	0.0%	0.0%	0.0%	0.0%	0.0%
UAL Contribution	\$116,000	\$101,000	\$82,000	\$56,000	\$27,000

Required contributions outside of this range are also possible. In particular, whereas it is unlikely that investment returns will average less than 3.0% or greater than 10.8% over a 20-year period, the likelihood of a single investment return less than 3.0% or greater than 10.8% in any given year is much greater. The following analysis illustrates the effect of an extreme, single year investment return.

The portfolio has an expected volatility (or standard deviation) of 12.0% per year. Accordingly, in any given year there is a 16% probability that the annual return will be -5.2% or less and a 2.5% probability that the annual return will be -17.2% or less. These returns represent one and two standard deviations below the expected return of 6.8%.

The following table shows the effect of one and two standard deviation investment losses in FY 2023-24 on the FY 2026-27 contribution requirements. Note that a single-year investment gain or loss decreases or increases the required UAL contribution amount incrementally for each of the next five years, not just one, due to the 5-year ramp in the amortization policy. However, the contribution requirements beyond the first year are also impacted by investment returns beyond the first year. Historically, significant downturns in the market are often followed by higher than average returns. Such investment gains would offset the impact of these single year negative returns in years beyond FY 2026-27.

Assumed Annual Return for Fiscal Year 2023-24	Required Employer Contributions	Projected Employer Contributions
	2025-26	2026-27
(17.2%) (2 standard deviation loss)		
Discount Rate	6.80%	6.80%
Normal Cost Rate	0.00%	0.0%
UAL Contribution	\$128,645	\$221,000
(5.2%) (1 standard deviation loss)		
Discount Rate	6.80%	6.80%
Normal Cost Rate	0.00%	0.0%
UAL Contribution	\$128,645	\$175,000

- Without investment gains (returns higher than 6.8%) in FY 2024-25 or later, projected contributions rates would continue to rise over the next four years due to the continued phase-in of the impact of the illustrated investment loss in FY 2023-24.
- The Pension Outlook Tool can be used to model projected contributions for these scenarios beyond FY 2026-27 as well as to model other investment return scenarios.

Discount Rate Sensitivity

The discount rate assumption is calculated as the sum of the assumed real rate of return and the assumed annual price inflation, currently 4.5% and 2.3%, respectively. Changing either the price inflation assumption or the real rate of return assumption will change the discount rate. The sensitivity of the valuation results to the discount rate assumption depends on which component of the discount rate is changed. Shown below are various valuation results as of June 30, 2023, assuming alternate discount rates by changing the two components independently. Results are shown using the current discount rate of 6.8% as well as alternate discount rates of 5.8% and 7.8%. The rates of 5.8% and 7.8% were selected since they illustrate the impact of a 1.0% increase or decrease to the 6.8% assumption.

Sensitivity to the Real Rate of Return Assumption

As of June 30, 2023	1% Lower Real Return Rate	Current Assumptions	1% Higher Real Return Rate
Discount Rate	5.8%	6.8%	7.8%
Price Inflation	2.3%	2.3%	2.3%
Real Rate of Return	3.5%	4.5%	5.5%
a) Total Normal Cost	0.00%	0.00%	0.00%
b) Accrued Liability	\$3,322,614	\$3,042,689	\$2,802,115
c) Market Value of Assets	\$2,111,485	\$2,111,485	\$2,111,485
d) Unfunded Liability/(Surplus) [(b) - (c)]	\$1,211,129	\$931,204	\$690,630
e) Funded Ratio	63.5%	69.4%	75.4%

Sensitivity to the Price Inflation Assumption

As of June 30, 2023	1% Lower Price Inflation	Current Assumptions	1% Higher Price Inflation
Discount Rate	5.8%	6.8%	7.8%
Price Inflation	1.3%	2.3%	3.3%
Real Rate of Return	4.5%	4.5%	4.5%
a) Total Normal Cost	0.00%	0.00%	0.00%
b) Accrued Liability	\$3,118,412	\$3,042,689	\$2,851,992
c) Market Value of Assets	\$2,111,485	\$2,111,485	\$2,111,485
d) Unfunded Liability/(Surplus) [(b) - (c)]	\$1,006,927	\$931,204	\$740,507
e) Funded Ratio	67.7%	69.4%	74.0%

Mortality Rate Sensitivity

The following table looks at the change in the June 30, 2023, plan costs and funded status under two different longevity scenarios, namely assuming rates of post-retirement mortality are 10% lower or 10% higher than our current mortality assumptions adopted in 2021. This type of analysis highlights the impact on the plan of a change in the mortality assumption.

As of June 30, 2023	10% Lower Mortality Rates	Current Assumptions	10% Higher Mortality Rates
a) Total Normal Cost	0.00%	0.00%	0.00%
b) Accrued Liability	\$3,126,084	\$3,042,689	\$2,966,751
c) Market Value of Assets	\$2,111,485	\$2,111,485	\$2,111,485
d) Unfunded Liability/(Surplus) [(b) - (c)]	\$1,014,599	\$931,204	\$855,266
e) Funded Ratio	67.5%	69.4%	71.2%

Maturity Measures

As pension plans mature they become more sensitive to risks. Understanding plan maturity and how it affects the ability of a pension plan sponsor to tolerate risk is important in understanding how the pension plan is impacted by investment return volatility, other economic variables and changes in longevity or other demographic assumptions.

Since it is the employer that bears the risk, it is appropriate to perform this analysis on a pension plan level considering all rate plans. The following measures are for one rate plan only. One way to look at the maturity level of CalPERS and its plans is to look at the ratio of a plan's retiree liability to its total liability. A pension plan in its infancy will have a very low ratio of retiree liability to total liability. As the plan matures, the ratio increases. A mature plan will often have a ratio above 60%-65%.

Ratio of Retiree Accrued Liability to Total Accrued Liability	June 30, 2022	June 30, 2023
1. Retiree Accrued Liability	\$2,433,709	\$2,592,344
2. Total Accrued Liability	\$3,026,501	\$3,042,689
3. Ratio of Retiree AL to Total AL [(1) ÷ (2)]	80%	85%

Another measure of the maturity level of CalPERS and its plans is the ratio of actives to retirees, also called the support ratio. A pension plan in its infancy will have a very high ratio of active to retired members. As the plan matures and members retire, the ratio declines. A mature plan will often have a ratio near or below one.

To calculate the support ratio for the rate plan, retirees and beneficiaries receiving a continuance are each counted as one, even though they may have only worked a portion of their careers as an active member of this rate plan. For this reason, the support ratio, while intuitive, may be less informative than the ratio of retiree liability to total accrued liability above.

For comparison, the support ratio for all CalPERS public agency plans as of June 30, 2022, was 0.77 and was calculated consistently with how it is for the individual rate plan. Note that to calculate the support ratio for all public agency plans, a retiree with service from more than one CalPERS agency is counted as a retiree more than once.

Support Ratio	June 30, 2022	June 30, 2023
1. Number of Actives	0	0
2. Number of Retirees	18	19
3. Support Ratio [(1) ÷ (2)]	0.00	0.00

Maturity Measures (continued)

The actuarial calculations supplied in this communication are based on various assumptions about long-term demographic and economic behavior. Unless these assumptions (e.g., terminations, deaths, disabilities, retirements, salary increases, investment return) are exactly realized each year, there will be differences on a year-to-year basis. The year-to-year differences between actual experience and the assumptions are called actuarial gains and losses and serve to lower or raise required employer contributions from one year to the next. Therefore, employer contributions will inevitably fluctuate, especially due to the ups and downs of investment returns.

Asset Volatility Ratio

Shown in the table below is the asset volatility ratio (AVR), which is the ratio of market value of assets to payroll. Plans that have a higher AVR experience more volatile employer contributions (as a percentage of payroll) due to investment return. For example, a plan with an AVR of 8 may experience twice the contribution volatility due to investment return volatility than a plan with an AVR of 4. It should be noted that this ratio is a measure of the current situation. It increases over time but generally tends to stabilize as a plan matures.

Liability Volatility Ratio

Also shown in the table below is the liability volatility ratio (LVR), which is the ratio of accrued liability to payroll. Plans that have a higher LVR experience more volatile employer contributions (as a percentage of payroll) due to changes in liability. For example, a plan with an LVR of 8 is expected to have twice the contribution volatility of a plan with an LVR of 4 when there is a change in accrued liability, such as when there is a change in actuarial assumptions. It should be noted that this ratio indicates a longer-term potential for contribution volatility, since the AVR, described above, will tend to move closer to the LVR as the funded ratio approaches 100%.

Contribution Volatility	June 30, 2022	June 30, 2023
1. Market Value of Assets	\$2,119,447	\$2,111,485
2. Payroll	\$0	\$0
3. Asset Volatility Ratio (AVR) [(1) ÷ (2)]	N/A	N/A
4. Accrued Liability	\$3,026,501	\$3,042,689
5. Liability Volatility Ratio (LVR) [(4) ÷ (2)]	N/A	N/A

Maturity Measures History

Valuation Date	Ratio of Retiree Accrued Liability to Total Accrued Liability	Support Ratio	Asset Volatility Ratio	Liability Volatility Ratio
06/30/2017	71%	0.00	N/A	N/A
06/30/2018	69%	0.00	N/A	N/A
06/30/2019	68%	0.00	N/A	N/A
06/30/2020	66%	0.00	N/A	N/A
06/30/2021	65%	0.00	N/A	N/A
06/30/2022	80%	0.00	N/A	N/A
06/30/2023	85%	0.00	N/A	N/A

Funded Status – Termination Basis

The funded status measured on a termination basis is an estimate of the financial position of the plan had the contract with CalPERS been terminated as of June 30, 2023. The accrued liability on a termination basis (termination liability) is calculated differently from the plan’s ongoing funding liability. For the termination liability calculation, both compensation and service are frozen as of the valuation date and no future pay increases or service accruals are assumed. This measure of funded status is not appropriate for assessing the need for future employer contributions in the case of an ongoing plan, that is, for an employer that continues to provide CalPERS retirement benefits to active employees. Unlike the actuarial cost method used for ongoing plans, the termination liability is the present value of the benefits earned through the valuation date.

A more conservative investment policy and asset allocation strategy was adopted by the board for the Terminated Agency Pool. The Terminated Agency Pool has limited funding sources since no future employer contributions will be made. Therefore, expected benefit payments are secured by risk-free assets and benefit security for members is increased while limiting the funding risk. However, this asset allocation has a lower expected rate of return than the remainder of the PERF and consequently, a lower discount rate assumption. The lower discount rate for the Terminated Agency Pool results in higher liabilities for terminated plans.

The discount rate used for actual termination valuations is a weighted average of the 10-year and 30-year Treasury yields where the weights are based on matching asset and liability durations as of the termination date. The discount rates used in the following analysis is based on 20-year Treasury bonds, which is a good proxy for most plans. The discount rate upon contract termination will depend on actual Treasury rates on the date of termination, which varies over time, as shown below.

Valuation Date	20-Year Treasury Rate	Valuation Date	20-Year Treasury Rate
06/30/2014	3.08%	06/30/2019	2.31%
06/30/2015	2.83%	06/30/2020	1.18%
06/30/2016	1.86%	06/30/2021	2.00%
06/30/2017	2.61%	06/30/2022	3.38%
06/30/2018	2.91%	06/30/2023	4.06%

As Treasury rates are variable, the table below shows a range for the termination liability using discount rates 1% below and above the 20-year Treasury rate on the valuation date. The price inflation assumption is the 20-year Treasury breakeven inflation rate, that is, the difference between the 20-year inflation indexed bond and the 20-year fixed-rate bond.

The Market Value of Assets (MVA) also varies with interest rates and will fluctuate depending on other market conditions on the date of termination. Since it is not possible to approximate how the MVA will change in different interest rate environments, the results below use the MVA as of the valuation date.

	Discount Rate: 3.06% Price Inflation: 2.50%	Discount Rate: 5.06% Price Inflation: 2.50%
1. Termination Liability ¹	\$4,607,588	\$3,766,191
2. Market Value of Assets (MVA)	2,111,485	2,111,485
3. Unfunded Termination Liability [(1) – (2)]	\$2,496,103	\$1,654,706
4. Funded Ratio [(2) ÷ (1)]	45.8%	56.1%

¹ The termination liabilities calculated above include a 5% contingency load. The contingency load and other actuarial assumptions can be found in Appendix A of the Section 2 report.

In order to terminate the plan, first contact our Pension Contract Services unit to initiate a Resolution of Intent to Terminate. The completed Resolution will allow a CalPERS actuary to provide a preliminary termination valuation with a more up-to-date estimate of the plan’s assets and liabilities. Before beginning this process, please consult with a CalPERS actuary.

Funded Status – Low-Default-Risk Basis

Actuarial Standard of Practice (ASOP) No. 4, *Measuring Pension Obligations and Determining Pension Plan Costs or Contributions*, requires the disclosure of a low-default-risk obligation measure (LDROM) of benefit costs accrued as of the valuation date using a discount rate based on the yields of high quality fixed income securities with cash flows that replicate expected benefit payments. Conceptually, this measure represents the level at which financial markets would value the accrued plan costs, and would be approximately equal to the cost of a portfolio of low-default-risk bonds with similar financial characteristics to accrued plan costs.

As permitted in ASOP No. 4, the Actuarial Office uses the Entry Age Actuarial Cost Method to calculate the LDROM. This methodology is in line with the measure of “benefit entitlements” calculated by the Bureau of Economic Analysis and used by the Federal Reserve to report the indebtedness due to pensions of plan sponsors and, conversely, the household wealth due to pensions of plan members.

As shown below, the discount rate used for the LDROM is 4.82%, which is the Standard FTSE Pension Liability Index¹ discount rate as of June 30, 2023, net of assumed administrative expenses.

Selected Measures on a Low-Default-Risk Basis	June 30, 2023
Discount Rate	4.82%
1. Accrued Liability ² – Low-Default-Risk Basis (LDROM)	
a) Active Members	\$0
b) Transferred Members	542,885
c) Separated Members	44,453
d) Members and Beneficiaries Receiving Payments	3,056,438
e) Total	\$3,643,776
2. Market Value of Assets (MVA)	2,111,485
3. Unfunded Accrued Liability – Low-Default-Risk Basis [(1e) – (2)]	\$1,532,291
4. Unfunded Accrued Liability – Funding Policy Basis	931,204
5. Present Value of Unearned Investment Risk Premium [(3) – (4)]	\$601,087

The difference between the unfunded liabilities on a low-default-risk basis and on the funding policy basis represents the present value of the investment risk premium that must be earned in future years to keep future contributions for currently accrued plan costs at the levels anticipated by the funding policy.

Benefit security for members of the plan relies on a combination of the assets in the plan, the investment income generated from those assets, and the ability of the plan sponsor to make necessary future contributions. If future returns fall short of 6.8%, benefit security could be at risk without higher than currently anticipated future contributions.

The funded status on a low-default-risk basis is not appropriate for assessing the sufficiency of plan assets to cover the cost of settling the plan’s benefit obligations (see [Funded Status – Termination Basis](#)), nor is it appropriate for assessing the need for future contributions (see [Funded Status – Funding Policy Basis](#)).

¹ This index is based on a yield curve of hypothetical AA-rated zero coupon corporate bonds whose maturities range from 6 months to 30 years. The index represents the single discount rate that would produce the same present value as discounting a standardized set of liability cash flows for a fully open pension plan using the yield curve. The liability cash flows are reasonably consistent with the pattern of benefits expected to be paid from the entire Public Employees’ Retirement Fund for current and former plan members. A different index, hence a different discount rate, may be needed to measure the LDROM for a subset of the fund, such as a single rate plan or a group of retirees.

² If plan assets were invested entirely in the AA fixed income securities used to determine the discount rate of 4.82%, the CalPERS discount rate could, at various times, be below 4.5% or 5.25%, and some automatic annual retiree COLAs could be suspended (Gov. Code sections 21329 and 21335). Since there is currently no proposal to adopt an asset allocation entirely comprised of fixed income securities, the automatic COLAs have been fully valued in the measures above based on the assumptions used for plan funding. Removing future COLAs from the measurement would understate the statutory obligation.

Summary of Valuation Data

The table below shows a summary of the plan's member data upon which this valuation is based:

	June 30, 2022	June 30, 2023
Active Members		
Counts	0	0
Average Attained Age	0.0	0.0
Average Entry Age to Rate Plan	0.0	0.0
Average Years of Credited Service	0.0	0.0
Average Annual Covered Pay	\$0	\$0
Annual Covered Payroll	\$0	\$0
Present Value of Future Payroll	\$0	\$0
Transferred Members	2	2
Separated Members	4	2
Retired Members and Beneficiaries*		
Counts	18	19
Average Annual Benefits	\$12,359	\$12,677
Total Annual Benefits	\$222,454	\$240,865

Counts of members included in the valuation are counts of the records processed by the valuation. Multiple records may exist for those who have service in more than one valuation group. This does not result in double counting of liabilities.

* Values include community property settlements.

List of Class 1 Benefit Provisions

This plan has the following Class 1 Benefit Provisions:

- None

Plan's Major Benefit Options

Shown below is a summary of the major optional benefits for which the agency has contracted. A description of principal standard and optional plan provisions is in Section 2.

Member Category	Benefit Group		
	Misc	Misc	Misc
Demographics			
Actives	No	No	No
Transfers/Separated	Yes	No	No
Receiving	Yes	Yes	Yes
Benefit Provision			
Benefit Formula	2% @ 55		
Social Security Coverage	No		
Full/Modified	Full		
Employee Contribution Rate			
Final Average Compensation Period	One Year		
Sick Leave Credit	Yes		
Non-Industrial Disability	Standard		
Industrial Disability	No		
Pre-Retirement Death Benefits			
Optional Settlement 2	Yes		
1959 Survivor Benefit Level	Indexed		
Special	No		
Alternate (firefighters)	No		
Post-Retirement Death Benefits			
Lump Sum	\$2,000	\$2,000	\$2,000
Survivor Allowance (PRSA)	No	No	No
COLA	2%	2%	2%

Section 2

California Public Employees' Retirement System

Risk Pool Actuarial Valuation Information

[Section 2](#) may be found on the
CalPERS website (www.calpers.ca.gov)
in the Forms & Publications section

NORTH BAY COOPERATIVE LIBRARY SYSTEM[HTTPS://NORTHNETLIBS.ORG/ABOUT-NLS/NBCLS/](https://northnetlibs.org/about-nls/nbcls/)

To: NBCLS Board of Directors
From: NBCLS Ad Hoc Committee, Halstead and Thibault
Subject: Review of Retiree Health Insurance
Date: January 9, 2025

Background

The NBCLS Board of Directors annually approves the retiree health care and prescription costs in June for the following calendar year. At the June 4, 2024 meeting, the Board created an Ad Hoc Committee to review various proposals on the subject of increased costs for the retiree medical insurance. Board members Halstead, Thibault and Cervantes volunteered to work as the Ad Hoc Committee. Cervantes worked on this committee until November when their appointment with St. Helena library ended.

Discussion

Since 2014, the Board of Directors has agreed to annually approve continuing retiree health insurance and to pay only the rate set for single people receiving Medicare. At the March 2020 Board meeting, the Board approved continuation of payment of the retiree health insurance with the following provisions:

The retiree will select their own plan in open enrollment and provide the NorthNet (NLS) Fiscal Administrator with documentation of coverage and statement of plan fees. NBCLS will reimburse the retiree for a portion of the insurance premium beginning in calendar year 2021 with a cap identified by the Board, and the retiree's medical reimbursement claims to be inclusive of prescription costs and other medically related out-of-pocket expenses. The NLS Fiscal Administrator will be authorized to establish the payment structure with the retiree. Ongoing coverage of retiree health benefits will continue to be reviewed annually by the NBCLS Board, and costs for coverage incurred by NBCLS will be shared among NBCLS members using the cost-sharing formula approved at the Board meeting.

In 2020, NBCLS moved away from the Group Coverage policy to a model of reimbursement for the individual retiree in an effort to save money. The health care costs include the medical and prescription costs. Below is a summary of those costs.

NORTH BAY COOPERATIVE LIBRARY SYSTEM

[HTTPS://NORTHNETLIBS.ORG/ABOUT-NLS/NBCLS/](https://northnetlibs.org/about-nls/nbcls/)

	2020- Group Plan	2021 – Moved to Individual Plan	2022	2023	2024 Jan-June (actual)	2024 July-Dec Monthly Increase	2025
Monthly Payment Cap	\$651	\$250	\$275	\$460	\$505.00	\$650.50	\$943
Annual	\$7,812	\$3,000	\$3,300	\$5,520	\$3,030	\$4,776	\$11,311

The current model for reimbursement has been based on actual full costs incurred. This can be difficult for the following reasons:

- The approval is for a calendar year. For example, the June 2024 approval is for January – December 2025.
- The retiree only knows the medical coverage costs for January – June of the next year.
- The prescription cost increases are independent of the medical increases.
- In several years, the retiree has paid thousands of dollars out of pocket to cover these unknown expenses. In 2024, the cost difference between what was approved, and the actual cost was significantly higher, and the Board considered and approved a mid-year increase for July – December 2024.
- Because of this, the allocation for 2025 considered mid-year increases, based on prior year increases.
- It is important to note that the retiree is reimbursed for actual costs and provides documentation of the costs. They are reimbursed monthly.

Some discussion has revolved around using a known cost, such as the Medicare premium increases. In this scenario, an annual premium percent increase equivalent to Kaiser, CalPERS insurance or other standard factor, such as the CPI, is used for both the medical and prescription costs.

Points to consider in this approach include:

- The percentage is not known until after the annual June meeting when the budget is set. For example, the CalPERS insurance costs are posted in July. This is the same issue which the retiree is experiencing now, where the costs for the next year are posted in March for the calendar year costs for July – December.
- The prescription increase is independent of medical increases, so it may not be adequate.

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- If this model is used, would the Board need to meet and approve the cost during the fiscal year, such as in the Fall or Spring, when the cost is known? How would that impact the budgets?

Recommendation

It is recommended that the Board of Directors pass a motion to continue offering the currently covered retiree health insurance for future calendar years, with the retiree choosing the health plan during open enrollment and prescription cost reimbursement by NBCLS for the retiree up to the approved combined amount for FY24/25 with an annual percent increase equivalent to a NorthNet general meeting approved agreed upon standard rate. Possible standard could be May CalPERS projections, CPI, CPI with isolated medical cost factor.