



## *Memorandum*

**TO:** HONORABLE MAYOR  
AND CITY COUNCIL

**FROM:** Roberto L. Peña

**SUBJECT:** SEE BELOW

**DATE:** March 3, 2021

---

**SUBJECT: REVIEW OF THE RETIREMENT PLANS' PENSION AND POST-EMPLOYMENT HEALTHCARE PLAN ACTUARIAL VALUATIONS AS OF JUNE 30, 2020.**

### **RECOMMENDATION**

It is recommended that the Council review the following actuarial valuation reports:

- a. Federated City Employees' Retirement System Actuarial Valuation (Pension) as of June 30, 2020; and
- b. Federated City Employees' Retirement System Postemployment Healthcare Plan Actuarial Valuation as of June 30, 2020; and
- c. Police and Fire Department Retirement Plan Actuarial Valuation (Pension) as of June 30, 2020; and
- d. Police and Fire Department Postemployment Healthcare Plan Actuarial Valuation as of June 30, 2020.

### **OUTCOME**

Council review of the Federated City Employees' Retirement System Actuarial Valuations for the Pension Plan and Postemployment Healthcare Plan as of June 30, 2020 and the Police and Fire Department Retirement Plan Actuarial Valuations for the Pension Plan and Postemployment Healthcare Plan as of June 30, 2020 and the (collectively) "Valuations" will provide relevant financial information to the Council of the two retirement plans and ensure the Council is properly informed on the retirement plans' funding status and retirement benefit costs.

## **BACKGROUND**

The Valuations provide detailed information regarding the actuarial value of the assets and pension and Other Postemployment Employee Benefit ("OPEB") liability of the Retirement Plans as of June 30, 2020. The information is used to determine the employee and employer's contribution rates in the next fiscal year and are generally divided into the following sections:

- A Summary Section intended to recap the most important information of the report;
- Risk and Certification Sections to identify, explain and assess the risks to the plan, as well as certify the report;
- An Asset Section that details the calculation of the actuarial value of the plans' assets;
- A Liability Section that discloses the present value of all future benefits, normal cost and changes in unfunded actuarial liabilities;
- A Contribution Section that details the effects of assumption changes on the contribution rates and amortization of unfunded liabilities; and
- An Actuarial Section of the CAFR which contains schedules that are required reporting by the Governmental Accounting Standards Board for the CAFR.

## **ANALYSIS**

The Valuations are prepared by the Boards' Actuarial Consultant, Cheiron Inc. The report and its contents have been prepared in accordance with generally recognized and accepted actuarial principles and practices which are consistent with the Code of Professional Conduct and applicable Actuarial Standards of Practice set out by the Actuarial Standards Board.

The credentialed actuaries who prepared reports meet the Qualification Standards of the American Academy of Actuaries to render the opinion contained in the reports.

For the Valuations as of June 30, 2020, the following are the key actuarial results, as compared to the results from the June 30, 2019 Valuations:

- Pension Unfunded Actuarial Liability ("UAL") increased from \$1.97 billion to \$2.10 billion, decreasing the funding ratio from 53.1% to 52.3% for the Federated Plan; and the UAL for the Police and Fire Plan increased from \$1.28 billion to \$1.38 billion, decreasing the funding ratio from 74.3% to 73.6%.
- Pension Actuarial Value of Assets increased from \$2.23 billion to \$2.30 billion for the Federated Plan and from \$3.71 billion to \$3.85 billion for the Police and Fire Plan. Pension Actuarial Liability increased from \$4.20 billion to \$4.40 billion for the Federated Plan and from \$4.99 billion to \$5.24 billion for the Police and Fire Plan.
- The following is a summary of the contribution rates shown in the pension actuarial valuations. Both Boards will approve contribution rates at their April or May meetings.

<b>PENSION</b>	<b>Federated</b>		<b>Police</b>	<b>Fire</b>
	<b>FY21-22</b>		<b>FY21-22</b>	<b>FY21-22</b>
<b>Member Contribution Rates</b>				
Tier 1 Member	7.39%		10.85%	11.91%
Tier 2 Member	8.17%		14.43%	15.28%
<b>City Contribution Amounts and Rates</b>				
Tier 1 UAL Payment	\$160.7 million		\$80.9 million	\$70.9 million
Tier 1 Normal Cost / Admin	\$27.8 million 20.25%		\$27.4 million 32.47%	\$24.2 million 33.70%
Tier 2 Contribution	\$17.5 million 8.17%		\$9.7 million 14.43%	\$3.7 million 15.28%
<b>Total City Contribution</b>	<b>\$206.0 million</b> <b>58.56%</b>		<b>\$118.0 million</b> <b>77.81%</b>	<b>\$98.8 million</b> <b>102.59%</b>

- OPEB UAL increased by \$9.8 million, from \$337 million to \$347 million for the Federated System. This, along with contributions, investment and liability experience, and changes in the assumptions, led to the funding ratio remaining consistent at 46.6% for the Federated System. The OPEB UAL increased by \$23.1 million, from \$507.4 million to \$530.5 million for the Police and Fire Plan. The assumption changes is the main reason for the increase in the aggregate funding ratio from 26.8% to 28.2%.
- OPEB Market/Actuarial Value of Assets increased by \$8.8 million from \$294.5 million to \$303.3 million for the Federated System and increased by \$22.6 million from \$186.0 million to \$208.5 million for the Police and Fire Plan. OPEB Actuarial Liability increased by \$18.6 million from \$631.8 million to \$650.4 million for the Federated System and decreased by \$45.7 million from \$693.3 million to \$739.0 million for the Police and Fire Plan.
- With the implementation of Measure F, health contribution rates were fixed at 7.5% of pay for Federated members and 8.0% of pay for Police and Fire members. The City's contribution toward the explicit subsidy is actuarially determined on an annual basis; and the City will also pay the implicit subsidy based on a pay-as-you-go basis as a part of active health premiums.
- In addition, the City has an option to limit its contribution to 14% of payroll for Federated and 11% of payroll for Police and Fire. For Police and Fire, the City's actuarially determined contribution (ADC) of \$28.2 million (explicit subsidy) will exceed the cap set forth in Measure F of \$27.3 million. The City has decided to pay the full ADC and not exercise the cap of 11%. This will result in \$0.9 million in excess of the cap.

<b>OPEB</b>	<b>Federated</b>		<b>Police</b>	<b>Fire</b>
	<b>FY21-22</b>		<b>FY21-22</b>	<b>FY21-22</b>
<b>Member Contribution Rates</b>				
Federated Member	7.50%		N/A	N/A
Police and Fire Member	N/A		8.0%	8.0%
Explicit Subsidy Members	\$9.1 million		\$6.0 million	\$5.2 million
<b>City Contribution Amounts and Rates</b>				
Actuarially Determined Amount (Explicit Subsidy)	\$19.9 million		\$17.2 million	\$11.0 million
Estimated City Optional Cap (Explicit Subsidy – 14% for Fed and 11% for PF of payroll)	\$46.6 million		\$27.3 million	
City's Implicit Subsidy Payment	\$5.4 million		\$2.0 million	\$1.1 million
City's Total Payment for Healthcare (Explicit and Implicit Subsidy)	\$25.3 million		\$19.2 million	\$12.1 million

## **EVALUATION AND FOLLOW-UP**

The Office of Retirement Services staff will present the Retirement Plans' Valuations on an annual basis to the City Council per the recommendation of the City Auditor's report on Pension Sustainability (Audit #10-10) to update the Council on the financial status of the Retirement Plans.

## **PUBLIC OUTREACH**

These Valuations were presented to the Federated System and Police and Fire Boards at their meetings in December, January, and February, which were open to the public. This memorandum will be posted on the City's Council Agenda Website for their March 23, 2021 Council Meeting.

## **COORDINATION**

Production of the Valuations was coordinated with the Board of Administration for the Federated City Employees Retirement System, the Board of Administration for the Police and Fire Department Retirement Plan, the City Manager's Office, and the Office of Employee Relations.

**CEQA**

Not a Project, File No. PP17-009, Staff Reports, Assessments, Annual Reports, and Informational Memos that involve no approvals of any City action.

A handwritten signature in black ink, appearing to read "Roberto L. Peña". The signature is fluid and cursive, with the first name "Roberto" being more prominent than the last name "Peña".

Roberto L Peña  
Chief Executive Officer  
Office of Retirement Services

For questions, please contact Benjie Chua Foy, Division Manager, at [benjie.chua-foy@sanjoseca.gov](mailto:benjie.chua-foy@sanjoseca.gov).