



County of Marin
Retiree Healthcare Plan



June 30, 2025 GASBS 75 Accounting Information
As of Measurement Date June 30, 2024
Based on the July 1, 2023 Actuarial Valuation

Tak Frazita, FSA, EA, MAAA
Mariella Sep
Foster & Foster, Inc.

October 17, 2025

Contents

<u>Topic</u>	<u>Page</u>
Applicable Dates	1
Note Disclosures	2
Required Supplementary Information	14
Actuarial Certification	19
Supporting Calculations	20
Journal Entries	31

Applicable Dates

Applicable Dates and Periods

	Fiscal Year Ended June 30, 2025
■ Measurement date	June 30, 2024
■ Measurement period	July 1, 2023 to June 30, 2024
■ Actuarial valuation date	July 1, 2023

Update procedures were used to roll forward the Total OPEB Liability from the valuation date (July 1, 2023) to the measurement date (June 30, 2024).



Note Disclosures

Plan Information

	Fiscal Year Ended June 30, 2025
■ Plan type	Agent Multiple Employer
■ OPEB trust	Yes
■ Special funding situation	No
■ Nonemployer contributing entities	No



Note Disclosures

Expected Long-Term Rate of Return

	Target Allocation CERBT-Strategy 1	Expected Real Rate of Return
■ Asset Class Component		
● Global Equity	49%	4.56%
● Fixed Income	23%	1.56%
● TIPS	5%	(0.08%)
● Commodities	3%	1.22%
● REITs	20%	4.06%
■ Assumed Long-Term Rate of Inflation		2.50%
■ Margin for Adverse Deviation		0.75%
■ Expected Long-Term Net Rate of Return, Rounded		5.50%

The long-term expected real rates of return are presented as geometric means.



Note Disclosures

Covered Participants*

At June 30, 2024, the measurement date, the following numbers of participants were covered by the benefit terms:

	Number of Covered Participants
■ Inactives currently receiving benefits	1,753
■ Inactives entitled to but not yet receiving benefits	-
■ Active employees	2,337
■ Total	4,090

* As reported by the County.



Note Disclosures

Net OPEB Liability/(Asset)

(Amounts in 000's)

	Fiscal Year Ended	
	6/30/24	6/30/25
	Measurement Date 6/30/23	Measurement Date 6/30/24
■ Total OPEB Liability (TOL)	\$ 283,452	\$ 288,551
■ Fiduciary Net Position (FNP)*	165,598	190,766
■ Net OPEB Liability (NOL)	117,854	97,785
■ Funded status (FNP/TOL)	58.4%	66.1%

* Asset information is from CalPERS' "CERBT Schedule of Changes in Fiduciary Net Position by Employer" (audited asset statement) for the year ended June 30, 2024.



Note Disclosures

Changes in Net OPEB Liability/(Asset)

(Amounts in 000's)

	Total OPEB Liability	Fiduciary Net Position	Net OPEB Liability
■ Balance at 6/30/24 (6/30/23 measurement date)	\$ 283,452	\$ 165,598	\$ 117,854
■ Changes for the year			
● Service Cost	3,880	-	3,880
● Interest	15,413	-	15,413
● Changes of benefit terms	-	-	-
● Actual vs. expected experience	-	-	-
● Assumption changes	-	-	-
● Contributions - employer*	-	21,194	(21,194)
● Contributions - employee	-	-	-
● Net investment income	-	18,222	(18,222)
● Benefit payments*	(14,194)	(14,194)	-
● Administrative expenses	-	(54)	54
■ Net Changes	5,099	25,168	(20,069)
■ Balance at 6/30/25 (6/30/24 measurement date)	\$ 288,551	\$ 190,766	\$ 97,785

* See the measurement period column on page 20 for details.



Note Disclosures

Sensitivity of Net OPEB Liability/(Asset)

(Amounts in 000's)

■ **Changes in the Discount Rate**

	Discount Rate		
	1% Decrease (4.50%)	Current Rate (5.50%)	1% Increase (6.50%)
■ Net OPEB Liability	\$ 134,638	\$ 97,785	\$ 67,166

■ **Changes in the Healthcare Trend Rate**

	Healthcare Trend Rate		
	1% Decrease	Current Trend	1% Increase
■ Net OPEB Liability	\$ 75,605	\$ 97,785	\$ 112,463



Note Disclosures

OPEB Expense/(Income) for Fiscal Year

(Amounts in 000's)

	2024/25
	Measurement Period 2023/24
■ OPEB Expense/(Income)*	\$ (14,293)

* See page 26 for OPEB expense/(income) detail, which is not a required disclosure.



Note Disclosures

Deferred Outflows/Inflows Balances at June 30, 2025

(Amounts in 000's)

	June 30, 2025	
	Deferred Outflows of Resources	Deferred Inflows of Resources
■ Differences between expected and actual experience	\$ -	\$ 22,904
■ Changes in assumptions	12,880	11,398
■ Net difference between projected and actual earnings on plan investments*	-	900
■ Employer contributions made subsequent to the measurement date**	31,054	-
■ Total	43,934	35,202

* Deferred Inflows and Outflows combined for footnote disclosure.

** See page 20 for details.



Note Disclosures

Recognition of Deferred Outflows and Inflows of Resources in Future OPEB Expense

(Amounts in 000's)

FYE June 30	Deferred Outflows/(Inflows) of Resources
■ 2026	\$ (12,495)
■ 2027	(6,030)
■ 2028	(2,025)
■ 2029	(1,772)
■ 2030	-
■ Thereafter	-



Note Disclosures

Significant Actuarial Assumptions Used for Total OPEB Liability

Actuarial Assumption	June 30, 2024 Measurement Date
■ Actuarial Valuation Date	■ July 1, 2023
■ Contribution Policy	■ County contributes full ADC
■ Discount Rate and Long-Term Expected Rate of Return on Assets	<ul style="list-style-type: none"> ■ 5.50% at June 30, 2024 ■ 5.50% at June 30, 2023 ■ Expected County contributions projected to keep sufficient plan assets to pay all benefits from trust
■ General Inflation	■ 2.50% annually
■ Mortality, Retirement, Disability, Termination	■ Marin County Employees' Retirement Association 2020-2023 Experience Study
■ Mortality Improvement	■ Mortality projected fully generational with Scale MP-2021



Note Disclosures

Significant Actuarial Assumptions Used for Total OPEB Liability

Actuarial Assumption	June 30, 2024 Measurement Date
■ Salary Increases	■ Aggregate - 2.75% annually
■ Medical Trend	<ul style="list-style-type: none"> ■ Non-Medicare - 8.50% for 2025, decreasing to an ultimate rate of 3.45% in 2076 ■ Medicare (Non-Kaiser) - 7.50% for 2025, decreasing to an ultimate rate of 3.45% in 2076 ■ Medicare (Kaiser) - 6.25% for 2025, decreasing to an ultimate rate of 3.45% in 2076
■ Plan 3 Cap Increases	■ 3.00% annually
■ Healthcare Participation for Future Retirees	■ Varies by Plan and years of service



Note Disclosures

Changes Since June 30, 2023 Measurement Date

	June 30, 2024 Measurement Date
■ Changes of assumptions	■ None
■ Changes of benefit terms	■ None



Required Supplementary Information

Schedule of Changes in Net OPEB Liability/(Asset) and Related Ratios

(Amounts in 000's)

	2024/25
	Measurement Period 2023/24
■ Changes in Total OPEB Liability	
● Service Cost	\$ 3,880
● Interest	15,413
● Changes of benefit terms	-
● Actual vs. expected experience	-
● Assumption changes	-
● Benefit payments	(14,194)
■ Net Changes	5,099
■ Total OPEB Liability (beginning of year)	283,452
■ Total OPEB Liability (end of year)	288,551



Required Supplementary Information

Schedule of Changes in Net OPEB Liability/(Asset) and Related Ratios

(Amounts in 000's)

	2024/25
	Measurement Period 2023/24
■ Changes in Plan Fiduciary Net Position	
● Contributions - employer	\$ 21,194
● Contributions - employee	-
● Net investment income	18,222
● Benefit payments	(14,194)
● Administrative expenses	(54)
● Other changes	-
● Net Changes	<u>25,168</u>
■ Plan Fiduciary Net Position (beginning of year)	<u>165,598</u>
■ Plan Fiduciary Net Position (end of year)	190,766



Required Supplementary Information

Schedule of Changes in Net OPEB Liability/(Asset) and Related Ratios

(Amounts in 000's)

	2024/25
	Measurement Date 6/30/24
■ Net OPEB Liability/(Asset)	\$ 97,785
■ Fiduciary Net Position as a percentage of the Total OPEB Liability	66.1%
■ Covered employee payroll*	249,708
■ Net OPEB Liability as a percentage of covered employee payroll	39.2%

* For the 12-month period ended on June 30, 2024 (Measurement Date).
As reported by the County.



Required Supplementary Information

Schedule of Employer Contributions

(Amounts in 000's)

	Fiscal Year 2024/25
■ Actuarially Determined Contribution (ADC)	\$ 14,173
■ Contributions in relation to the actuarially determined contribution*	31,054
■ Contribution deficiency/(excess)	(16,881)
■ Covered employee payroll**	285,621
■ Contributions as a percentage of covered employee payroll	10.9%

* See page 20 for details.

** For the 12-month period ended on June 30, 2025 (fiscal year end).

As reported by the County.



Required Supplementary Information

**Notes to Schedule of Employer Contribution
Methods and Assumptions for
2024/25 Actuarially Determined Contribution**

■ Valuation Date	■ July 1, 2023
■ Actuarial Cost Method	■ Entry Age Normal, Level % of pay
■ Amortization Method	■ Level % of pay
■ Amortization Period	■ July 1, 2021 UAAL was amortized over a closed 15-year period as a level percentage of payroll from July 1, 2021 (13 years remaining as of July 1, 2023). Subsequent gains and losses are amortized over closed 15-year periods as a level percentage of payroll with a 3-year contribution phase-in for investment gains and losses
■ Asset Valuation Method	■ Market value of assets



Actuarial Certification

This report presents the County of Marin Retiree Healthcare Plan 2024/25 disclosure under Governmental Accounting Standards Board Statement No. 75 (GASBS 75). This report may not be appropriate for other purposes, although it may be useful to the County for the Plan's financial management.

This report is based on information provided by the County which we relied on and did not audit. Additional information on the actuarial valuation can be found in the July 1, 2023 actuarial valuation report.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as: plan experience differing from that anticipated by the assumptions; changes in assumptions; changes expected as part of the natural progression of the plan; and changes in plan provisions or applicable law. Actuarial models necessarily rely on the use of estimates and are sensitive to changes. Small variations in estimates may lead to significant changes in actuarial measurements. Due to the limited scope of this assignment, we did not perform an analysis of the potential range of such measurements.

The Journal Entries in this report are provided for the County's convenience and are not an actuarial communication. Therefore, this actuarial certification does not apply to the Journal Entries.

To the best of my knowledge, this report is complete and accurate and has been conducted using generally accepted actuarial principles and practices and complies with applicable Actuarial Standards of Practice. Additionally, in my opinion, actuarial methods and assumptions comply with GASBS 75. As the actuary, I have recommended the assumptions used in this report, and I believe they are reasonable. As a member of the American Academy of Actuaries meeting the Academy Qualification Standards, I certify the actuarial results and opinions herein.

Respectfully submitted,



Tak Frazita, FSA, EA, MAAA
Foster & Foster, Inc.
October 17, 2025



October 17, 2025

19
GASBS 75

County of Marin

Supporting Calculations

Employer Contributions

(Amounts in 000's)

	Measurement Period	Measurement Date to FYE	Prior Measurement Date to Prior FYE
	7/1/23 to 6/30/24	7/1/24 to 6/30/25	Same as Measurement Period
■ Cash benefit payments	\$ 12,570	\$ 13,263	\$ 12,570
■ Implicit subsidy benefit payments	1,624	1,741	1,624
■ Total benefit payments	14,194	15,004	14,194
■ Benefit payments reimbursed from trust	-	-	-
■ Benefit payments paid outside of trust	14,194	15,004	14,194
■ Non-trust admin expenses	-	-	-
■ Non-trust admin expenses reimbursed from trust	-	-	-
■ Trust contributions	7,000	16,050	7,000
■ Total employer contributions	21,194	31,054	21,194

Measurement period (7/1/23 to 6/30/24): \$21,194

Fiscal year (7/1/24 to 6/30/25): \$31,054



October 17, 2025

20
GASBS 75

County of Marin

Supporting Calculations

Average of the Expected Remaining Service Lives

As of July 1, 2023 (beginning of the measurement period):

Valuation Date	Total expected remaining service lives*	Covered participants*	Average of the expected remaining service lives as of valuation date	Average of the expected remaining service lives as of 7/1/23 (not less than 1 yr)
7/1/23	22,489.5 years	3,826	5.9 years	5.9 years

* Participants with no liability excluded for the purpose of calculating the average.



Supporting Calculations

Recognition of Deferred Outflows/Inflows at June 30, 2025

Differences between Expected and Actual Experience

(Amounts in 000's)

Fiscal Year	Initial Amt	Initial Recog Period	Amount Recognized in OPEB Expense for FY							Deferred Balances June 30, 2025	
			24/25	25/26	26/27	27/28	28/29	29/30	30/31+	Outflows	(Inflows)
19/20	(72,634)	6.0	(12,104)	-	-	-	-	-	-	-	-
20/21	-	-	-	-	-	-	-	-	-	-	-
21/22	(30,600)	6.0	(5,100)	(5,100)	(5,100)	-	-	-	-	-	(10,200)
22/23	-	-	-	-	-	-	-	-	-	-	-
23/24	(19,057)	6.0	(3,176)	(3,176)	(3,176)	(3,176)	(3,176)	-	-	-	(12,704)
24/25	-	-	-	-	-	-	-	-	-	-	-
Total			(20,380)	(8,276)	(8,276)	(3,176)	(3,176)	-	-	-	(22,904)



Supporting Calculations

Recognition of Deferred Outflows/Inflows at June 30, 2025

Changes of Assumptions

(Amounts in 000's)

Fiscal Year	Initial Amt	Initial Recog Period	Amount Recognized in OPEB Expense for FY							Deferred Balances June 30, 2025	
			24/25	25/26	26/27	27/28	28/29	29/30	30/31+	Outflows	(Inflows)
19/20	(1,957)	6.0	(327)	-	-	-	-	-	-	-	-
20/21	(5,770)	6.0	(962)	(960)	-	-	-	-	-	-	(960)
21/22	(31,314)	6.0	(5,219)	(5,219)	(5,219)	-	-	-	-	-	(10,438)
22/23	-	-	-	-	-	-	-	-	-	-	-
23/24	19,319	6.0	3,220	3,220	3,220	3,220	3,220	-	-	12,880	-
24/25	-	-	-	-	-	-	-	-	-	-	-
Total			(3,288)	(2,959)	(1,999)	3,220	3,220	-	-	12,880	(11,398)



October 17, 2025

23
GASBS 75

County of Marin

Supporting Calculations

Recognition of Deferred Outflows/Inflows at June 30, 2025

Projected Versus Actual Earnings on Investments

(Amounts in 000's)

Fiscal Year	Initial Amt	Initial Recog Period	Amount Recognized in OPEB Expense for FY							Deferred Balances June 30, 2025	
			24/25	25/26	26/27	27/28	28/29	29/30	30/31+	Outflows	(Inflows)
20/21	2,124	5.0	424	-	-	-	-	-	-	-	-
21/22	(27,538)	5.0	(5,508)	(5,506)	-	-	-	-	-	-	(5,506)
22/23	31,574	5.0	6,315	6,315	6,314	-	-	-	-	12,629	-
23/24	(1,255)	5.0	(251)	(251)	(251)	(251)	-	-	-	-	(753)
24/25	(9,088)	5.0	(1,818)	(1,818)	(1,818)	(1,818)	(1,816)	-	-	-	(7,270)
Total			(838)	(1,260)	4,245	(2,069)	(1,816)	-	-	12,629	(13,529)
Net Deferred Outflows/(Inflows)										-	(900)

Calculation of initial amount for 2024/25 (2023/24 measurement period):

Projected earnings on investments of \$9,134 (page 27), less

Actual earnings on investments of \$18,222 (net investment income, page 15)



October 17, 2025

24
GASBS 75

County of Marin

Supporting Calculations

Recognition of Deferred Outflows/Inflows in Future OPEB Expense

(Amounts in 000's)

	25/26	26/27	27/28	28/29	29/30	Thereafter 30/31+
■ Differences between Expected and Actual Experience	(8,276)	(8,276)	(3,176)	(3,176)	-	-
■ Changes of Assumptions	(2,959)	(1,999)	3,220	3,220	-	-
■ Projected Versus Actual Earnings on Investments	(1,260)	4,245	(2,069)	(1,816)	-	-
■ Total	(12,495)	(6,030)	(2,025)	(1,772)	-	-



Supporting Calculations

Components of GASBS 75 OPEB Expense

(Amounts in 000's)

	2024/25
	Measurement Period 2023/24
■ Service Cost	\$ 3,880
■ Interest on Total OPEB Liability	15,413
■ Projected earnings on investments	(9,134)
■ Employee contributions	-
■ Administrative expense	54
■ Changes of benefit terms	-
■ Recognition of deferred outflows/(inflows)	
● Experience	(20,380)
● Assumptions	(3,288)
● Asset returns	(838)
■ OPEB Expense/(Income)	(14,293)



Supporting Calculations

Components of GASBS 75 OPEB Expense*
Calculation of Projected Earnings on Investments
2023/24 Measurement Period
 (Amounts in 000's)

	Dollar Amount	Expected Return	Portion of Year	Projected Earnings
■ Fiduciary Net Position (beginning of year)	\$ 165,598	5.50%	100%	\$ 9,108
■ Employer contributions	7,000	5.50%	7%	27
■ Employee contributions	-	5.50%	0%	-
■ Disbursements	-	5.50%	0%	-
■ Administrative expenses	(54)	5.50%	50%	(1)
■ Projected earnings				9,134

* The items on this page reflect trust activity only.



Supporting Calculations

Components of GASBS 75 OPEB Expense
Calculation of Interest on Total OPEB Liability
2023/24 Measurement Period
 (Amounts in 000's)

	Dollar Amount	Discount Rate	Portion of Year	Interest
■ Total OPEB Liability	\$ 283,452	5.50%	100%	\$ 15,590
■ Service Cost	3,880	5.50%	100%	213
■ Changes of benefit terms	-	5.50%	0%	-
■ Experience	-	5.50%	0%	-
■ Assumption changes	-	5.50%	0%	-
■ Benefit payments	(14,194)	5.50%	50%	(390)
■ Total interest				15,413



Supporting Calculations

GASBS 75 Balance Equation

(Amounts in 000's)

	Fiscal Year Ended	
	6/30/24	6/30/25
	Measurement Date 6/30/23	Measurement Date 6/30/24
■ Total OPEB Liability	\$ 283,452	\$ 288,551
■ Fiduciary Net Position	165,598	190,766
■ Net OPEB Liability/(Asset)	117,854	97,785
■ Deferred inflows of resources	61,190	35,202
■ Deferred (outflows) of resources	(23,450)	(12,880)
■ Balance Sheet	155,594	120,107

Check:

■ Balance Sheet 6/30/24	\$ 155,594
● OPEB Expense/(Income)	(14,293)
● Employer Contributions*	(21,194)
■ Balance Sheet 6/30/25	120,107

* See the measurement period column on page 20 for details.



Supporting Calculations

This page intentionally blank



Journal Entries

Employer Contributions

(Amounts in 000's)

The entries below assume cash benefit payments, Trust contributions, and administrative expenses have been charged to OPEB Expense when paid, and that no accounting entries have been made for the current year implicit subsidy payment, which is recorded as a reduction to active employee health care costs. See page 20 for details.

Following records the impact of employer contributions as deferred outflows of resources and as a reduction to Net OPEB Liability.

	Debit	(Credit)
■ Net OPEB Liability - (for contributions paid 7/1/23 to 6/30/24)	\$ 21,194	\$ -
■ Deferred Outflow - 7/1/23 to 6/30/24 contributions	-	(21,194)
■ Deferred Outflow - 7/1/24 to 6/30/25 contributions	31,054	-
■ Active employee health care costs - (implicit subsidy payments 7/1/24 to 6/30/25)	-	(1,741)
■ OPEB Expense - (for contributions paid 7/1/24 to 6/30/25)	-	(29,313)
<i>Check</i>	<i>52,248</i>	<i>(52,248)</i>



Journal Entries

Summary Journal Entries - OPEB Expense

(Amounts in 000's)

Following records the impact of current year OPEB expense

	Debit	(Credit)
■ Deferred Outflows*	\$ -	\$ (10,570)
■ Deferred Inflows**	26,888	(900)
■ OPEB Expense/Credit	-	(14,293)
■ Net OPEB Liability	-	(1,125)

Check *26,888* *(26,888)*

* See page 34 ('Subtotal' row) for details.

** See page 35 for details.



Journal Entries

Ending Balances at June 30, 2025

(Amounts in 000's)

	Debit	(Credit)
■ Deferral: Differences between expected and actual experience	\$ -	\$ (22,904)
■ Deferral: Changes of assumptions	12,880	(11,398)
■ Deferral: Net differences between projected and actual earnings on plan investments	-	(900)
■ Total deferred outflow/inflow	12,880	(35,202)
■ Net OPEB Liability (NOL)	-	(97,785)
■ Contributions after the Measurement Date	31,054	-
■ Net Impact	89,053	-

Check: 132,987 (132,987)

■ Total OPEB expense/(income) for FYE 2025	-	(14,293)
--	---	----------



Journal Entries

Reconciliation of Deferred Outflows

Detail for page 32

(Amounts in 000's)

Deferred Outflows	Opening Balance - Debit	Journal Entry - Debit	Journal Entry - (Credit)	Ending Balance - Debit
■ Differences between actual and expected experience	\$ -	\$ -	\$ -	\$ -
■ Change in assumptions	16,100	-	(3,220)	12,880
■ Differences between projected and actual earnings on plan investments	7,350	-	(7,350)	-
■ Subtotal - actuarial deferrals	23,450	-	(10,570)	12,880
■ Contributions after the Measurement Date	21,194	31,054	(21,194)	31,054
■ Total Deferred Outflows	44,644	31,054	(31,764)	43,934



Journal Entries

Reconciliation of Deferred Inflows

Detail for page 32
(Amounts in 000's)

Deferred Inflows	Opening Balance - (Credit)	Journal Entry- (Credit)	Journal Entry - Debit	Ending Balance - (Credit)
■ Differences between actual and expected experience	\$ (43,284)	\$ -	\$ 20,380	\$ (22,904)
■ Change in assumptions	(17,906)	-	6,508	(11,398)
■ Differences between projected and actual earnings on plan investments	-	(900)	-	(900)
■ Total Deferred (Inflows)	(61,190)	(900)	26,888	(35,202)



Journal Entries

Reconciliation of Deferred Outflows/(Inflows)

Summary of Balances

(Amounts in 000's)

	Fiscal Year Ended	
	6/30/24	6/30/25
	Measurement Date 6/30/23	Measurement Date 6/30/24
■ Total OPEB (Liability)	\$ (283,452)	\$ (288,551)
■ Fiduciary Net Position	165,598	190,766
■ Net OPEB (Liability)/Asset	(117,854)	(97,785)
■ Deferred (inflows) of resources	(61,190)	(35,202)
■ Deferred outflows of resources	44,644	43,934
■ Balance Sheet Impact	(134,400)	(89,053)

Deferred Outflows include contributions after the measurement date.

