

MEETING  
STATE OF CALIFORNIA  
PUBLIC EMPLOYEES' RETIREMENT SYSTEM  
BOARD OF ADMINISTRATION  
FINANCE & ADMINISTRATION COMMITTEE

CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM  
FECKNER AUDITORIUM  
LINCOLN PLAZA NORTH  
400 P STREET  
SACRAMENTO, CALIFORNIA

MONDAY, APRIL 14, 2025

1:00 P.M.

JAMES F. PETERS, CSR  
CERTIFIED SHORTHAND REPORTER  
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APPEARANCES

COMMITTEE MEMBERS:

Kevin Palkki, Chair

Mullissa Willette, Vice Chair

Fiona Ma, represented by Frank Ruffino

David Miller

Jose Luis Pacheco

Ramón Rubalcava

Theresa Taylor

Yvonne Walker

BOARD MEMBERS:

Theresa Taylor, President

Eraina Ortega

STAFF:

Marcie Frost, Chief Executive Officer

Stephen Gilmore, Chief Investment Officer

Michele Nix, Chief Financial Officer

Scott Terando, Chief Actuary

Fritzie Archuleta, Deputy Chief Actuary

Robert Carlin, Senior Attorney

Dave Clement, Supervising Actuary

Jennifer Hafner, Investment Manager

APPEARANCES CONTINUED

STAFF:

Rob Jarzombek, Chief Health Plan Research and  
Administration Division

Janie Rajasuncy, Controller

Rob Paterson, Investment Director

Nina Ramsey, Senior Actuary

Will Schaafsma, Chief, Financial Planning, Policy, and  
Budgeting Division

Emily Zhong, Supervising Health Actuary

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PROCEEDINGS

CHAIR PALKKI: Good afternoon. I'd like to call the Finance and Administration Committee to order. Can we start with the roll call.

BOARD CLERK ANDERSON: Kevin Palkki.

CHAIR PALKKI: Good afternoon.

BOARD CLERK ANDERSON: Mullissa Willette.

VICE CHAIR WILLETTE: Here.

BOARD CLERK ANDERSON: Frank Ruffino for Fiona Ma.

ACTING COMMITTEE MEMBER RUFFINO: Present.

BOARD CLERK ANDERSON: David Miller.

COMMITTEE MEMBER MILLER: Here.

BOARD CLERK ANDERSON: Jose Luis Pacheco.

COMMITTEE MEMBER PACHECO: Present.

BOARD CLERK ANDERSON: Ramón Rubalcava.

COMMITTEE MEMBER RUBALCAVA: Present.

BOARD CLERK ANDERSON: Yvonne Walker.

COMMITTEE MEMBER WALKER: Here.

CHAIR PALKKI: Thank you. Next on the agenda is our Executive Report, Ms. Nix.

CHIEF FINANCIAL OFFICER NIX: Good afternoon, Mr. Chair and Committee members. Michele Nix, CalPERS team member. I hope everyone enjoyed their lunch and had a good one or least a tasty sandwich.

1           Anyway, I'm often asked what the status of the  
2 California Employers' Pension Prefunding Trust is. So I'm  
3 going to build it into the executive report today. I'm  
4 happy to report that as of April 8th, 2025, the CalPERS  
5 Employers' Pension Prefunding Trust fund balance is 278  
6 million with 101 contracted employers.

7           Last week was America's Save -- America Saves  
8 Week. Our 457 Plan encouraged participants to increase  
9 retirement competence with their finances by planning and  
10 saving. We sent emails, social media posts, and  
11 newsletters with links to resources and tools like a  
12 budget calculator and webinars on a variety of financial  
13 topics. We are helping the 457 Program participants save  
14 on administrative fees with a recent two basis points  
15 reductionWe recently signed a third-party administrator  
16 contract in February that enabled this reduction.

17           The action consent item before you today consists  
18 of a semiannual financial contracting prospective report  
19 and the valuation report for the 1959 Survivor Benefit  
20 Program. Additionally, the agenda has five action items  
21 seeking your direction. The Investment Data and  
22 Technology Modernization Initiative and contract extension  
23 of the total fund and capital markets platform, the 200 --  
24 2025-26 annual budget proposal, the annual review of the  
25 Board member employer reimbursements, state valuation and

1 employer/employee contribution rates, and school valuation  
2 employer/employee contribution rates.

3 We also have three information items. Fritzie  
4 Archuleta will present the long-term care valuation  
5 report. And next will be Emily Zhong presenting the  
6 semiannual health plan financial report, and Scott  
7 Terando, along with Fritzie Archuleta, will conclude today  
8 with the 2025 Public Employees' Retirement Fund actuarial  
9 assumptions, which is part of the ALM process.

10 The next Finance and Administration Committee is  
11 scheduled for September 16th, 2025 and will include the  
12 following: treasury analysis and the liquidity status  
13 reports, prefunding programs annual status report, pension  
14 contracts management program report, annual contract and  
15 procurement activity report, annual actuarial valuation  
16 terminated agency pool, and the review of the Public  
17 Employees' Retirement Fund actuarial assumptions.

18 Thank you, Mr. Chair. That concludes my report  
19 and I'd be happy to take questions at this time.

20 CHAIR PALKKI: Thank you, Ms. Nix.

21 I do not see any questions, so we can move  
22 forward with our agenda. Next up is our action consent  
23 items. What is the pleasure of the Committee.

24 COMMITTEE MEMBER PACHECO: (Hand raised).

25 CHAIR PALKKI: I have a motion by Jose Luis



1 Pacheco.

2 COMMITTEE MEMBER MILLER: (Hand raised).

3 CHAIR PALKKI: And a second by David Miller.

4 By consensus of the Board, all those in favor say  
5 aye?

6 (Ayes).

7 CHAIR PALKKI: You had a question.

8 ACTING COMMITTEE MEMBER RUFFINO: I had a quick  
9 question on one of the reports.

10 CHAIR PALKKI: Do we -- so hold On. Before we  
11 take -- okay. So there's a motion and a second. Let's  
12 open it up for discussion on Mr. Ruffino. Oh, sorry.  
13 There you go.

14 ACTING COMMITTEE MEMBER RUFFINO: Yeah. Thank  
15 you, Mr. Chair. I had a quick question. I don't  
16 necessarily need to pull the item on 4c, the semiannual  
17 contracting prospective report.

18 CHAIR PALKKI: So let's hold off on the  
19 information consent items, because we need to take the  
20 action on 3.

21 ACTING COMMITTEE MEMBER RUFFINO: I'm so sorry.

22 CHAIR PALKKI: Okay. So back to the action  
23 consent items. I have a motion and a second. If there is  
24 no discussion on the action consent items.

25 CHIEF EXECUTIVE OFFICER FROST: Just a moment,

1 Chair. Mr. Ruffino, did you -- were you referring to 3c,  
2 the semiannual contracting prospective report that you  
3 wanted to pull from action consent?

4 ACTING COMMITTEE MEMBER RUFFINO: No, 4c.

5 CHIEF EXECUTIVE OFFICER FROST: 4c. Okay.

6 ACTING COMMITTEE MEMBER RUFFINO: Sorry.

7 CHIEF EXECUTIVE OFFICER FROST: That's okay.

8 Thank you.

9 CHAIR PALKKI: Yeah. So with -- back to the  
10 consent -- action consent items. If there's no other  
11 discussion, all those in favor say aye.

12 (Ayes.)

13 CHAIR PALKKI: All those opposed say nay?

14 Any abstentions?

15 Motion passes.

16 Information consent items. Mr. Ruffino, I have  
17 been asked to pulled 4c.

18 ACTING COMMITTEE MEMBER RUFFINO: Thank you, Mr.  
19 Chair. Can I ask the question on 4c?

20 CHAIR PALKKI: Yes.

21 ACTING COMMITTEE MEMBER RUFFINO: Okay. Perfect.  
22 All right. Just a quick question on 4c, which is the  
23 semiannual financial report. So on that report, we noted  
24 that the benefits payment increased by 5.4 percent due to  
25 growth in retiree and beneficiary population.

1           So if this rate of increase -- or is this rate of  
2 increase in line with current demographic projections or  
3 is there concern that growth may outpace planning  
4 assumptions?

5           CHIEF FINANCIAL OFFICER NIX: Thank you for that  
6 question. First of all, this is as of a point in time.  
7 So December -- it's through December 31st, 2024. So we  
8 often have increased retirements in the month of December.  
9 We consider an annual prospective of retirements when we  
10 go to do the valuation reports, which you'll remember are  
11 actually lagging in years. So we will see if those  
12 increased retirements will affect the valuation in the  
13 next valuation. And I think that's all I have with that.  
14 Scott, do you want to add anything or did I --

15           CHIEF ACTUARY TERANDO: No, you got it.

16           CHIEF FINANCIAL OFFICER NIX: All right. So  
17 we'll see that flow through in the next actuarial  
18 valuation.

19           ACTING COMMITTEE MEMBER RUFFINO: Got it. Okay.  
20 Thank you.

21           Thank you, Mr. Chair.

22           CHAIR PALKKI: Thank you.

23           Mr. Rubalcava.

24           COMMITTEE MEMBER RUBALCAVA: Thank you. I just  
25 want to thank Trustee Ruffino for asking that question. I

1 don't feel so bad now, because I actually had the same  
2 question. So thank you. Thank everybody.

3 CHAIR PALKKI: Okay. All right. Okay. If  
4 there's no other questions on our information consent  
5 items, we can move to Agenda 5, action agenda items,  
6 Investment Data and Technology Modernization Initiative  
7 and contract extension of total fund and capital markets  
8 platform.

9 (Slide presentation).

10 CHIEF FINANCIAL OFFICER NIX: We're going to call  
11 Robert Paterson to the dais to present this.

12 INVESTMENT DIRECTOR PATERSON: Good afternoon,  
13 Committee members. Rob Paterson, CalPERS team member. If  
14 we can move on to the next side, please.

15 [SLIDE CHANGE]

16 INVESTMENT DIRECTOR PATERSON: Wonderful. When  
17 we met in November, we provided an update on the overall  
18 initiative and said that we would come back now, seeking  
19 funding and also providing an update on work that we've  
20 done since the last meeting. And today, what I'd like to  
21 do is I'd like to spend some time again giving an update  
22 in terms of the progress that we've done since the last  
23 meeting. I'd also like to share the plan for the  
24 remainder of the fiscal year, outline plans for next  
25 fiscal year, and because this is an action item, we're

1 seeking approval today on two specific items. The first  
2 items is that of funding or budget for fiscal year  
3 '25-'26. And I'll get into additional details on that in  
4 a moment. And the second component is asking for approval  
5 for the contract term, moving from what is typically a  
6 five-year term to a seven-year term.

7 [SLIDE CHANGE]

8 INVESTMENT DIRECTOR PATERSON: Thanks for moving  
9 on the slide. So, before we get into the request, I  
10 wanted to provide some updates in terms of the approach  
11 that we're taking, making sure we're aligned there,  
12 reorient ourselves on the overall timeline, and then just  
13 remind ourselves of the governance structure that we have  
14 in place.

15 From an approach perspective, we've taken the  
16 overall initiative and we've broken that into four  
17 underlying projects. The first project that -- the first  
18 project is that of total fund and capital markets. And  
19 that's focused on the data and the technology to make sure  
20 that we have the necessary capabilities to manage the  
21 funds into totality as well as public equity and fixed  
22 income and isolation.

23 The second project is that of private markets.  
24 And that's looking private equity, private debt, real  
25 estate and infrastructure, and making sure both

1 pre-investment in any of the due diligence tools and data  
2 that we need, as well as post-investment that we have the  
3 information, the tools, the processes to be able to  
4 support the activities within those investment segments.

5         The third project is that of a data platform.  
6 That's making sure that we have a centralized repository  
7 built out, common source of information related to data  
8 that's used for reporting and also analysis, and then the  
9 fourth project that you can see, grayed out at the bottom  
10 very intentionally, is that of develop applications. The  
11 intention being there in the event that the first three  
12 projects have some unmet needs, that we would go through  
13 out governance process to make sure that we evaluated the  
14 opportunities to develop those applications. But again,  
15 that would be a couple years down the road before we got  
16 into that.

17         From a governance standpoint, reminder that we  
18 have the overall initiative, which is co-chaired,  
19 co-sponsored by our CEO and CIO. And then within each one  
20 of the underlying projects, we have our own governance  
21 structure. That governance structure is comprised of  
22 Representatives from each of the asset classes or  
23 enterprise IT folks, partners there. And then it's led or  
24 sponsored by a senior leader within the Investment Office  
25 and is ultimately reported back into any recommendations

1 or decisions back into the executive level steering  
2 committee.

3 From a timeline perspective, we initiated the  
4 first two projects this fiscal year, so that's Project 1  
5 and Project 2. And when we look to next fiscal year, we  
6 would look to start on that data platform, Project 3. And  
7 as you look at the timeline, and similarly with the budget  
8 as we look at that later, what we're sharing with you is  
9 the best available information that we have to date. And  
10 as we continue to get new information, we'll provide that  
11 to you at the next available Board meeting.

12 So if we can move on to the next slide.

13 [SLIDE CHANGE]

14 INVESTMENT DIRECTOR PATERSON: So one of the  
15 reasons we're here today is to seek funding. And so we  
16 wanted to take a moment and introduce some of the  
17 initiative costs over the life of this initiative. When  
18 we look at that, we can think of the cost. We can also  
19 think of this as being the investment that we're making  
20 into the capabilities that are required to be -- be able  
21 to better manage the portfolio into the future.

22 As we're looking at this, we can look on the  
23 left-hand side of the chart, fiscal year '24-'25, the year  
24 that we're in. That represents the \$10 million that's  
25 been approved to date. And on the next slide, I'll give

1 you updates in terms of how we progressed that, but  
2 generally activities are on track.

3           As we look at fiscal year '25-'26, next fiscal  
4 year, that's the \$38 million that we're seeking funding  
5 for today. Similar to the current year activities, I'll  
6 get into more detail here, but I'd summarize what we plan  
7 to do next fiscal year as related to initiative planning  
8 for Projects 1 and 2. So how are we going to go and  
9 sequence the implementation of the software vendors that  
10 we select and then beginning the implementation of those  
11 selected vendor platforms, and then initiating Project 3,  
12 which is the data platform.

13           As we look at that \$38 million, it translates  
14 approximately current NAV of the PERF to about  
15 three-quarters of a basis point of performance impact to  
16 PERF. As we look at fiscal year '26-'27, we can see a  
17 spike, that being the greatest cash outlay in that year,  
18 the reason being all three of the efforts of the projects  
19 would be in flight. And then as we moved it to subsequent  
20 fiscal years, we see those cash outlays decrease. We  
21 believe that we'd be wrapped up with the overall  
22 initiative around early part of fiscal year '29-'30, with  
23 some additional costs being pushed into that particular  
24 year.

25           Again, just like on the prior slide when I was



1 introducing some of the -- or discussing some of the  
2 timelines when we're looking at this, these are our best  
3 available estimates on all of the projects. It's informed  
4 by work that we did with McKinsey two years ago. It's  
5 informed by a lot of peer conversations we've had. And  
6 it's also informed by a lot of market research that we've  
7 done as we've worked with consulting firms, or the vendors  
8 that we're evaluating.

9 If we could move on to the next slide, please.

10 [SLIDE CHANGE]

11 INVESTMENT DIRECTOR PATERSON: So when I look at  
12 this slide and I look at the accomplishments, I'm quite  
13 pleased with the progress that the team has made. When I  
14 think of the progress that the team has made, that's not  
15 just the Investment Office. That's also reflective of a  
16 lot of the work that we've done with our business partners  
17 across the enterprise. And when we look at this, I think  
18 that's important to signal, because this is not just an  
19 Investment Office oriented activity. This is something  
20 that we're doing that is requiring support and partnership  
21 to progress from HR, from the Financial Office, from the  
22 Legal Office, from our procurement and contracting team to  
23 make sure that everything is done in a way that we can  
24 mutually progress and build support into the future.

25 What I thought I would do though is highlight some

1 of the key accomplishments since the November Board  
2 meeting. In terms of staffing, that's been a major area  
3 of focus. We want to make sure that to the greatest  
4 extent possible, we have permanent staff that are able to  
5 help build up these capabilities. And we've been working  
6 very closely with HR, so Michelle Tucker's team, to be  
7 able to stand up a process to be able to recruit at scale  
8 and to move at a fairly quickly -- quick pace, so that we  
9 can get people on board as quickly as possible.

10 The positions that we're hiring there, and there  
11 are several of them, are going to report directly to Jen  
12 Hafner, who is on my left or to your right. And Jen joins  
13 us. She joined us in the summer. She is now in the role  
14 of Initiative Director overseeing the totality of these  
15 projects. She reports to me and ultimately has  
16 responsibility for what we're doing here.

17 A little bit of context on Jen. Jen has 25 years  
18 of experience at Schwab, where she was most recently the  
19 Managing Director of their Strategic Program Office. Also  
20 oversaw their Investment Platform and Technology team, and  
21 various governance and Board relations related activities.

22 One of the things that she did while there was  
23 she led activities to scale their investment platforms to  
24 support the one trillion dollars in assets that they  
25 manage. To date, her contributions have been key and as

1 we look to the future very instrumental in making sure  
2 that we manage the overall initiative well.

3           Some key accomplishments on Project 1. A lot of  
4 it's been focused on things like documentation, partnering  
5 with our enterprise IT folks to make sure we understand  
6 what the as-is situation. What are all the application we  
7 have, what are the key activities, what are the data flows  
8 that when we move to a future State, we're able to  
9 effectively map what is to what will be. So very  
10 important to prepare for implementation that we have  
11 coming up next year.

12           The second key component is we've selected the  
13 SaaS platform provider. It's going to be a Software as a  
14 Service solution provider, that will support the totality  
15 of the investment or portfolio management activities for  
16 capital markets and total fund. And a significant support  
17 that we've received from OSSD, so Dallas Stone and team,  
18 on the procurement, and then also on the contracting side  
19 from Matt Jacobs team within the Legal Office.

20           As we've looked to Project 2, we've been looking  
21 at all the capabilities that we need to be able to manage  
22 that portion of the portfolio. We've short-listed a set  
23 of vendors that we think we'll deliver on those  
24 capabilities and we've initiated peer reviews to make sure  
25 that our ingoing view of what we think we should be doing

1 is validated by what some of our peers are doing.

2 And also, that we have a better sense of the  
3 vendors that we think that would be able to support those  
4 needs are indeed being used across the market.

5 As we look to next fiscal year, we're going to  
6 have a continued focus on resources, both permanent staff,  
7 getting those folks onboard and trained, as well as  
8 consultants. We'll also focus on developing a change  
9 management plan and needing to develop activities, not  
10 just in isolation of the Investment Office, but also in  
11 the context of the conversation of TPA and how we bring  
12 all of the activities together from a data technology, a  
13 portfolio management standpoint and working with our  
14 enterprise partners.

15 As we look at activities for the remainder of the  
16 year on Project 1, we're going to complete our current  
17 State documentation. We'll plan to execute the contract  
18 for that software provider. We'll select a consulting  
19 firm to assist us with implementing that software  
20 platform. And then on Project 2, private markets, we'll  
21 clear our peer reviews and then also complete a market  
22 assessment of the tools that are required to be able to  
23 run the businesses as we think we need to into the future.

24 So as we move to the -- to the next slide --

25 [SLIDE CHANGE]

1           INVESTMENT DIRECTOR PATERSON:  -- and I began to  
2 give a sense of some of this as I was talking about what  
3 we're doing this year, some of that begins to lean into  
4 what we'll be doing next year as well.  I'd also look at  
5 this slide as this is what we will deliver or plan to  
6 deliver if the budget is approved today across the  
7 initiative in the various projects.

8           When we look at Project 1, we're going to  
9 complete planning for the implementation.  And when we  
10 look at the implementation, we think we can start that  
11 very quickly thereafter, so sometime Q2 of the fiscal  
12 year.  And that would begin, what we estimate it, to be a  
13 two-year implementation schedule for that core platform  
14 for total fund and capital markets.

15           For Project 2, we're going to initiate the  
16 implementation planning phase.  So again, we would have  
17 selected some of our vendors.  We would have -- we'll  
18 begin to get a sense of what it's going to look like to  
19 implement those solutions, and then again begin working on  
20 the implementation.

21           Project 3, the data platform, we'll look at  
22 business requirements and begin to design that.  And then  
23 when we look at the overall resourcing plan, making sure  
24 that we have the right resources to be able to progress  
25 the work.

1           One thing I want to acknowledge is, as I've  
2 talked about the work that we've done to date and also the  
3 work that we're planning to do into the future, that we're  
4 planning to use State staff wherever possible. And that's  
5 one of the reasons why we have Jen in her position and  
6 we're recruiting a number of positions to date. We also  
7 recognize though that there's a -- there's a number of  
8 things that we don't necessarily know yet about how to run  
9 the systems, how to configure those systems well. And so  
10 we are looking to have consulting firms assist us with the  
11 implementation of those systems. And as part of the  
12 engagement we have with those firms, we want to make sure  
13 that knowledge transfer and training back to our permanent  
14 staff is on the top of everyone's mind. And so we very  
15 much built that into all of the engagements that we have  
16 and all the plans moving forward.

17           If we could move on to the next slide, please.

18                           [SLIDE CHANGE]

19           INVESTMENT DIRECTOR PATERSON: So moving into the  
20 second component of the action item, which is the term.  
21 As I mentioned, the standard contract term is a five-year  
22 term. We're asking for a seven-year term. There's really  
23 two key considerations there. When we look at an  
24 implementation of this scale for capital markets and total  
25 fund, we're looking at an implementation that likely will

1 take two years. So significant investment up front to get  
2 it up and running. And so this allows us to have two  
3 years of implementation and then five years of actual use  
4 of the platform.

5 The second piece of it that's also and probably  
6 even more important is, as a result of moving from a  
7 five-year contract term to a seven-year contract term, we  
8 estimate cost savings in the range of five to 10 percent.  
9 So real dollars back to us in terms of lower cost.

10 If we could move on to the next slide, please.

11 [SLIDE CHANGE]

12 INVESTMENT DIRECTOR PATERSON: Wonderful. So as  
13 I mentioned, this is an action item. And there's two  
14 items that we're seeking approval for today. The first,  
15 as I mentioned, is the \$38 million in budget. And the  
16 second is that of the seven-year contract term. We  
17 believe that both of these are important for us to be able  
18 to move forward. And I'll go ahead and pause at this  
19 point to see if there's any questions before you take this  
20 to a vote.

21 CHAIR PALKKI: Thank you, Mr. Patterson.  
22 Mr. Pacheco.

23 COMMITTEE MEMBER PACHECO: Yes. Thank you, sir,  
24 for your -- for your elegant presentation. I have a  
25 question regarding the -- let me get back to it key -- on

1 the key accomplishments and next steps. You mentioned  
2 that there will be a -- will there be a change management  
3 plan that follows along with the Investment Data  
4 Technology Modernization Initiative governance plans and  
5 their roles and responsibilities? I'm just wondering if  
6 that's going to be in alignment with respect to that?

7 INVESTMENT DIRECTOR PATERSON: So I take that  
8 maybe in two parts.

9 COMMITTEE MEMBER PACHECO: Yes.

10 INVESTMENT DIRECTOR PATERSON: From a governance  
11 standpoint, we'll look to make sure that we have clear  
12 roles and responsibilities to manage each one of those  
13 projects. From a change management standpoint, the way  
14 we're looking at addressing that is twofold. We want to  
15 make sure that we have a broad overarching plan for the  
16 initiative. That's also connected with what we're doing  
17 elsewhere with -- for example, within the total portfolio  
18 approach to make sure that those are congruent. And in  
19 practice, what we're going to do is effectuate a lot of  
20 those changes, whether it's business process redesign,  
21 whether it is communication, whether it's seeking input at  
22 the individual project level. And so one of the things  
23 we'll do by way of the implementation partner, the  
24 partner, the consulting firm that would help us with the  
25 implementation is we're asking them to help bring some



1 change management resources, so that we have that -- we  
2 have people that have done this before and then we manage  
3 that at the local level.

4 COMMITTEE MEMBER PACHECO: Excellent then. And  
5 then just with respect to the contractual changes. As  
6 you're mentioning that you want to go from a five-year to  
7 a seven-year for the SaaS partner for total fund, as well  
8 as you included an optional three-year extension for  
9 greater flexibility and so forth. Just in your opinion,  
10 you know, because I'm -- my background is also IT, I find  
11 that -- I think that's a pretty -- actually a very good  
12 idea in many respects because of the -- of the issues that  
13 come with implementation and technology, and how these  
14 things are very; complicated in implementing over time.  
15 So that flexibility is a pretty prudent process. I'm just  
16 wondering is that the standard the three-year or is it --  
17 or is there more or less?

18 INVESTMENT DIRECTOR PATERSON: It's an extension  
19 beyond the standard term, which is why we want to be  
20 explicit about it. The reason -- there's other options we  
21 could have taken. We could have asked for incremental one  
22 year extensions. The reason we're not asking for that,  
23 and we're going in with the three years, if at the end of  
24 seven years, we realize we wanted to switch, which again  
25 very high switching costs --

1 COMMITTEE MEMBER PACHECO: Right.

2 INVESTMENT DIRECTOR PATERSON: -- it would take  
3 two to three years to switch from one vendor to another,  
4 just like the initial implementation we're doing here. So  
5 we're just trying to provide that information out of the  
6 gate.

7 COMMITTEE MEMBER PACHECO: Out of the gate. Very  
8 good then. Overall I thank you very much. I do  
9 appreciate this presentation and the process that we're  
10 going through. Thank you.

11 CHIEF EXECUTIVE OFFICER FROST: Rob, I think it  
12 would helpful to get into the record too. So of the seven  
13 years, how much of that seven years is in project status  
14 versus just implementation operational mode?

15 INVESTMENT DIRECTOR PATERSON: Great. Yeah. So  
16 two years will -- of that seven will be on the project  
17 implementation. And then five years we'll be actually  
18 using it in more of a production basis, like Marcie was  
19 mentioning.

20 COMMITTEE MEMBER PACHECO: Thank you very much.  
21 That's a very good follow-up. Thank you.

22 CHAIR PALKKI: I am not seeing any other  
23 questions. So let's break this down into a couple votes  
24 here. I will entertain a motion to approve 38 million in  
25 '25-'26.

1 COMMITTEE MEMBER PACHECO: I'll move.

2 CHAIR PALKKI: -- to include the INVO's initial  
3 budget request and that will fund it through 6-30-26.

4 COMMITTEE MEMBER PACHECO: I'll move.

5 CHAIR PALKKI: I have a motion by Mr. Pacheco.  
6 Is there a second?

7 VICE CHAIR WILLETTE: Second.

8 CHAIR PALKKI: A second from Ms. Willette.

9 By consensus of the committee, all those in favor  
10 say aye?

11 (Ayes.)

12 CHAIR PALKKI: All those opposed?

13 Any abstentions?

14 Motion passes.

15 Next motion, I will entertain an extension to the  
16 contract term for seven years for SaaS partner for total  
17 fund and capital markets portfolio management platform.  
18 What is the pleasure of the Board?

19 CHIEF EXECUTIVE OFFICER FROST: Mr. Palkki, could  
20 you add the plus three years?

21 CHAIR PALKKI: Plus three. Okay.

22 CHIEF EXECUTIVE OFFICER FROST: Thank you.

23 CHAIR PALKKI: Okay. So the extension for seven  
24 years, plus three years for SaaS partner for a total fund  
25 and capital markets portfolio management platform.

1 Do I have a motion?

2 COMMITTEE MEMBER MILLER: So moved.

3 CHAIR PALKKI: I have a motion by Mr. Miller.

4 COMMITTEE MEMBER WALKER: (Hand raised).

5 CHAIR PALKKI: And second by Ms. Walker.

6 All those in favor say aye?

7 (Ayes.)

8 CHAIR PALKKI: All those opposed?

9 Any abstentions?

10 Motion passes.

11 Thank you, Mr. Paterson.

12 Next up, annual budget proposal, '25-'26.

13 Ms. Nix.

14 CHIEF FINANCIAL OFFICER NIX: Thank you, Chair

15 Palkki. For the next item, I'm going to call Will

16 Schaam --

17 (Laughter).

18 CHIEF FINANCIAL OFFICER NIX: Well, I don't

19 know -- what's your name, Schaafsma, sorry, to the -- to

20 the dais.

21 (Slide presentation).

22 FINANCIAL PLANNING, POLICY, AND BUDGETING

23 DIVISION CHIEF SCHAAFSMA: Thanks, Michele. Good

24 afternoon, Mr. Chair and members of the Committee. Will

25 Schaafsma, CalPERS team member. Today, we'll be walking

1 you through the '25-'26 proposed budget agenda item. It  
2 is an action item. I'm going to start by updating you on  
3 our current year spending.

4 Next slide, please.

5 [SLIDE CHANGE]

6 FINANCIAL PLANNING, POLICY, AND BUDGETING

7 DIVISION CHIEF SCHAAFSMA: So as of December 31st, CalPERS  
8 had expended a little more than one billion or roughly 41  
9 percent of our current year budget. Based on current  
10 projections, we estimate that CalPERS will end the fiscal  
11 year with a little more than 75.1 million in savings.

12 Most of the projected savings come from  
13 administrative operating costs and are due to salary  
14 savings associated with position vacancies. Savings  
15 within the investment operating costs category are a  
16 result of lower-than-anticipated contract and consultant  
17 costs.

18 Third-party administrator fees have a projected  
19 savings, based on revise estimates for health and  
20 long-term care.

21 Next slide, please.

22 [SLIDE CHANGE]

23 FINANCIAL PLANNING, POLICY, AND BUDGETING

24 DIVISION CHIEF SCHAAFSMA: Moving on to our '25-'26  
25 budget. CalPERS proposes a total budget of 2.74 billion.

1 This is a 213.4 million, or 8.4 percent, increase over the  
2 current year budget. For point of reference, our  
3 annualized rate of growth from fiscal year '21-'22 through  
4 '25-'26 is 8.2 percent.

5 This year's proposed budget increases are  
6 attributable to increased external management fees for  
7 active management and increased allocation to private  
8 asset classes, full year costs of fees for new PPO  
9 administrators, the Data and Technology Modernization  
10 Initiative you just heard from, and transitioning Lincoln  
11 Plaza buildings to LED lights. Our position authority is  
12 proposed at the same level as the '24-'25 budget.

13 Next slide, please.

14 [SLIDE CHANGE]

15 FINANCIAL PLANNING, POLICY, AND BUDGETING

16 DIVISION CHIEF SCHAAFSMA: The budget before you proposes  
17 637.4 million for administrative operating costs. This is  
18 a 4.5 percent increase over the current year.

19 Administrative operating costs include salaries and  
20 benefits that we pay to our team, as well as operating  
21 expenses and equipment, also referred to as OE&E.

22 Increases in personal services are due to  
23 aligning the budget for Investment Office positions with  
24 actual salaries paid and for pool positions that would be  
25 redirected to human resources to align staffing with

1 business needs and technology needs, recruitment and  
2 succession planning. OE&E increases are due to  
3 centralized service costs, or pro rata, costs associated  
4 with Board elections, and enterprise-wide software and  
5 consulting services.

6 I'll note that the administrative operating cost  
7 budget within this budget, there is a redirection of 1.7  
8 million in projected salary and OE&E savings to fund  
9 student assistance, training, software and consultants.  
10 Based on analysis of historical spending trends, savings  
11 in both personal services and OE&E will be available for  
12 redirection to new business objectives, thereby limiting  
13 budget increases. And I will discuss each of these  
14 proposals in more detail in the next slide.

15 Next slide.

16 [SLIDE CHANGE]

17 FINANCIAL PLANNING, POLICY, AND BUDGETING

18 DIVISION CHIEF SCHAAFSMA: So we received several formal  
19 budget requests and are proposing to either augment the  
20 budget or redirect projected savings depending on the  
21 item.

22 I'd like to note that budget requests are subject  
23 to a thorough vetting process and are reviewed by both the  
24 Financial Office and the executive team for criticality  
25 and resource alignment. The following budget requests are

1 proposed for a budget augmentation of 3.3 million, because  
2 they are partly or entirely funded from Health Care or  
3 Contingency Reserve funds where we do not anticipate the  
4 same level of projected savings to be available for  
5 redirection.

6 One million for a case management solution to  
7 track and process grievances and appeals related to health  
8 and retirement benefits. This augmentation will be split  
9 between health funding and enterprise fund resources. And  
10 2.3 million for strategic project consultants to provide  
11 expertise, experience, and knowledge required for health  
12 rate development and negotiations.

13 The following budget requests are proposed to be  
14 funded by redirecting 1.7 million in anticipated savings  
15 from vacant positions and OE&E based on historical  
16 expenditure trends: 400,000 for student assistance in  
17 various offices to create a pipeline of future candidates  
18 for permanent employment opportunities; 23,000 for  
19 software to assist with Contact Center workload  
20 efficiencies, and maintain quality employer learning  
21 experiences 76,000 for website threat detection software  
22 to help safeguard the myCalPERS system and mitigate risk,  
23 200,000 for parallel valuation and certification services  
24 to confirm calculations used to set rates are in  
25 compliance with professional standards; 130,000 for a call



1 summary tool to automate the summarization of Contact  
2 Center interactions, 275,000 for a consultant to stabilize  
3 system architecture for PeopleSoft supply chain management  
4 meant functions; 113,000 for a subscription to Gartner to  
5 access advisory services that will support innovation in  
6 human resources; 250,000 for myCalPERS security system  
7 testing to mitigate risks and improve the overall  
8 safekeeping of the system; 150,000 for employee --  
9 employer multi-factor authentication implementation to  
10 enhance security efforts and safeguard sensitive data  
11 within the myCalPERS system; and finally 100,000 for human  
12 resources travel and enterprise-wide training.

13 Next slide, please.

14 [SLIDE CHANGE]

15 FINANCIAL PLANNING, POLICY, AND BUDGETING

16 DIVISION CHIEF SCHAAFSMA: Our next budget category is  
17 investment operating costs, which are costs specifically  
18 incurred for investments. The total proposed for  
19 investment operating costs in 2025-26 is 186.4 million,  
20 which is a 30.5 million, or 19.6 percent, increase  
21 compared to the 2024-25 budget. Most of this increase is  
22 attributable to this year's costs of the Data and  
23 Technology Modernization Initiative, which account for 28  
24 million of the overall increase. And I'll just note  
25 there, we're saying 28 million here, because we're

1 comparing to the 2024-25 budget, which already had 10  
2 million. So you add that to the 20, and that's the 38  
3 that ties to the presentation you just saw.

4 The remainder of the increase is attributable to  
5 maintenance and operations for existing systems.

6 Next slide, please.

7 [SLIDE CHANGE]

8 FINANCIAL PLANNING, POLICY, AND BUDGETING

9 DIVISION CHIEF SCHAAFSMA: Our last operating cost  
10 category is this -- category is for our headquarters  
11 building. We are proposing a 9.9 million or 31.5 percent  
12 increase to this category. This augmentation will support  
13 continued replacement of fluorescent lighting with LED  
14 lighting throughout Lincoln Plaza. Increases are also  
15 proposed for a five-year power down and the replacement of  
16 backup power supplies in Lincoln Plaza West and the  
17 Emergency Operations Center.

18 Next slide, please.

19 [SLIDE CHANGE]

20 FINANCIAL PLANNING, POLICY, AND BUDGETING

21 DIVISION CHIEF SCHAAFSMA: This is our external fees  
22 budget. While CalPERS estimates annual investment  
23 external management fees based on market assumptions and  
24 estimated deployment of capital, actual fees paid within a  
25 fiscal year are subject to market fluctuations. We

1 estimate total fees to be 1.57 billion in 2025-26, which  
2 is an increase of 7.9 percent over the 2024-25 budget.

3 The increase in base fees corresponds to a  
4 continued drive towards active management and increased  
5 allocation to private asset classes. I'd note here that  
6 management fee increases are correlated to AUM growth, so  
7 generally speaking, when fees go up, that means assets are  
8 performing well.

9 Next slide, please.

10 [SLIDE CHANGE]

11 FINANCIAL PLANNING, POLICY, AND BUDGETING

12 DIVISION CHIEF SCHAAFSMA: Third-party administrator fees  
13 is our final budget category. We are estimating a \$30  
14 million increase here, or 10.9 percent. This increase is  
15 due to recognition of a full year of expenditures for the  
16 population health management administrator and some  
17 enrollment in migration changes.

18 Next slide.

19 [SLIDE CHANGE]

20 FINANCIAL PLANNING, POLICY, AND BUDGETING

21 DIVISION CHIEF SCHAAFSMA: So here again is our total  
22 2025-26 budget. And I'm happy to answer any questions you  
23 may have.

24 Thank you.

25 CHAIR PALKKI: Thank you, Mr. Schaafsma. Oh,

1 there we come. Mr. Ruffino.

2 ACTING COMMITTEE MEMBER RUFFINO: Thank you, Mr.  
3 Chair. And thank you for the presentation, sir. I  
4 particularly want to ask you a question about when you  
5 first started slide -- I think it was slide two. I love  
6 that slide. That's the 2024-25 current year update. So,  
7 you -- with projection, now you know why I love it. With  
8 projections showing 75 million in year-end savings. Can't  
9 do better?

10 (Laughter).

11 ACTING COMMITTEE MEMBER RUFFINO: How are those  
12 savings prioritized or redeveloped?

13 FINANCIAL PLANNING, POLICY, AND BUDGETING  
14 DIVISION CHIEF SCHAAFSMA: Sure. That's a question. And  
15 I -- and I think I'll mention again that those savings are  
16 mostly attributable to position vacancies. So that's  
17 definitely a number that we expect and are actively  
18 working to reduce as we fill positions going forward into  
19 future fiscal years. So things like the rapid recruitment  
20 and other hiring initiatives that we're working on should  
21 actively reduce those savings numbers as we go forward.  
22 In terms of how we take those savings projections and  
23 prioritize that, what we're seeing is really an impact in  
24 the '25-'26 budget where we're leveraging those savings to  
25 fund new initiatives within the budget for this year, so

1 that's the redirections that I previously mentioned on the  
2 budget request.

3 So in terms of current year savings, we will --  
4 you know, the Budget Office will monitor savings to the  
5 extent that there's new needs that emerge within the  
6 enterprise during that current fiscal year. The Financial  
7 Office, the executive team would go and reprioritize those  
8 savings for anything that's needed within the enterprise.

9 ACTING COMMITTEE MEMBER RUFFINO: Got it. Well,  
10 thank you again. Better savings than deficits.

11 Thank you, Mr. Chair. I'm done.

12 CHAIR PALKKI: Mr. Pacheco.

13 COMMITTEE MEMBER PACHECO: Yes. Thank you, and  
14 thank you, sir, for your comments. My first question is  
15 on -- respect to the TPA fees with respect to the health  
16 programs. And I noticed that it appeared to be associated  
17 with the population health program. Is that -- is that  
18 the Included Health program?

19 FINANCIAL PLANNING, POLICY, AND BUDGETING  
20 DIVISION CHIEF SCHAAFSMA: (Nods head).

21 COMMITTEE MEMBER PACHECO: And can you just  
22 explain the cost increase, because I had thought that we  
23 would actually be saving money instead of the other way  
24 around.

25 FINANCIAL PLANNING, POLICY, AND BUDGETING

1 DIVISION CHIEF SCHAAFSMA: So those -- there's a new PPO  
2 administrator that came on Board last year actually. And  
3 at the midyear budget proposal, we included -- I'll have  
4 to get back to you with the exact number. We included  
5 funding for a half year of those costs, so six months of  
6 the -- that third-party administrator fee. So this budget  
7 just recognizes the full year of those costs to onboard  
8 that new TPA for population health management.

9 COMMITTEE MEMBER PACHECO: I see.

10 HEALTH PLAN RESEARCH & ADMINISTRATION DIVISION  
11 CHIEF JARZOMBK: Good afternoon. Rob Jarzombek, CalPERS  
12 team member. So we brought on Included Health to serve as  
13 the population health management vendor. And with the  
14 Board's decision to do that, we knew there was going to be  
15 an increase in cost associated with that new entity. And  
16 so we did that, because we know that the quality lags in  
17 the PPOs. We want to increase the quality scores. We  
18 also want to better support our members with navigation to  
19 the high quality Providers. So this was an investment  
20 that we wanted to make, so we can have long-term savings,  
21 or represent stay in the costs in the PPO program, and  
22 also improve the quality outcomes.

23 COMMITTEE MEMBER PACHECO: So we have to pay a  
24 little bit -- we have to pay a little bit more right up  
25 front in order to get the savings later.

1 HEALTH PLAN RESEARCH & ADMINISTRATION CHIEF

2 JARZOMBK: Yes.

3 COMMITTEE MEMBER PACHECO: Exactly. Okay.

4 Great.

5 And then the next question I have is on the -- on  
6 the management debt, management fees, and so forth. I  
7 just wanted to understand, so from what I could tell, it  
8 appeared that the majority -- the primary driver was the  
9 private debt area there. And I'm just wondering how -- if  
10 there -- I -- it was my understanding that we had some  
11 co-investments in that, some, but I'm just trying to  
12 figure that out.

13 FINANCIAL PLANNING, POLICY, AND BUDGETING

14 DIVISION CHIEF SCHAAFSMA: So, yes, that's correct. It's  
15 associated with private asset classes. These are base  
16 fees. They're based solely on AUM.

17 COMMITTEE MEMBER PACHECO: Oh, I see.

18 FINANCIAL PLANNING, POLICY, AND BUDGETING

19 DIVISION CHIEF SCHAAFSMA: So that -- you know, the more  
20 asset under Management, the higher the fee is going to be  
21 for those asset classes.

22 COMMITTEE MEMBER PACHECO: Oh, I see, and that's  
23 why -- that's the cost. Okay. Very good. Then that's  
24 all I needed to know.

25 CHAIR PALKKI: I don't see any other questions.

1           So with that, we can take a vote. What is the  
2 pleasure of the Committee?

3           COMMITTEE MEMBER PACHECO: I'll move.

4           CHAIR PALKKI: I have a motion by Jose Luis  
5 Pacheco.

6           COMMITTEE MEMBER MILLER: (Hand raised).

7           CHAIR PALKKI: A second by David Miller.

8           Any other discussion?

9           All those in favor say aye?

10          (Ayes.)

11          CHAIR PALKKI: All those opposed?

12          Any abstentions?

13          Thank you. Great report.

14          Next up, we have the annual review of Board  
15 member employer reimbursements. Ms. Nix

16          ACTING CHIEF FINANCIAL OFFICER NIX: Thank you,  
17 Chair Palkki. This item is a short one, but we're going  
18 to have Janie Rajasuncy, the Controller, present the item.

19          CONTROLLER RAJASUNCY: Thank you, Michele. Good  
20 afternoon, members of the Committee. Janie Rajasuncy,  
21 CalPERS team member. This is Agenda 5c. This is an  
22 action item. We are seeking your approval of the proposed  
23 percentages of time elected Board members will dedicate to  
24 fulfilling their CalPERS Board duties. This is a standard  
25 agenda item that we bring to you for approval every year



1 in April following the Board Committee selections in  
2 February and March. As a reminder, these percentages are  
3 used to calculate the reimbursement of salary and benefits  
4 paid to the elected Board member's employer. The  
5 reimbursement process is governed by the policy for  
6 approval of reimbursement to State school and public  
7 agency employers of elected Board members.

8 The policy ensures transparency, accountability,  
9 and fairness in reimbursing employers for the time Board  
10 members spend away from their regular work schedules to  
11 fulfill their CalPERS-related responsibilities. CalPERS  
12 processes the reimbursements on a quarterly basis and  
13 Board members certify the actual hours spent on their  
14 Board duties.

15 Table 2 in your materials outlines the proposed  
16 percentages of time for each elected Board member  
17 effective March 18th, 2025. We're seeking your approval  
18 today for those proposed percentages.

19 That concludes my remarks and I'm happy to answer  
20 any questions that you may have. Thank you.

21 CHAIR PALKKI: Thank you.

22 I do not see any questions from our Board. So we  
23 can move forward with the vote.

24 What is the pleasure of the Committee?

25 COMMITTEE MEMBER RUBALCAVA: Move approval.

1           ACTING COMMITTEE MEMBER RUFFINO:   Second.

2           CHAIR PALKKI:   I have a motion by Mr. Rubalcava,  
3 a second by Mr. Ruffino.

4           All those in favor say aye?

5           (Ayes.)

6           CHAIR PALKKI:   All those opposed?

7           Any abstentions?

8           Motion passes.   Thank you very much.

9           Next up is a 5d, State valuation and employer  
10 employee contribution rates.   Mr. Terando.

11          (Slide presentation).

12          CHIEF ACTUARY TERANDO:   Good afternoon, members  
13 of the Committee.   Scott Terando, CalPERS team member.

14          Today, we have two items before you.   The first  
15 one is the annual State valuation rates.   This establishes  
16 the proposed contribution rates for the upcoming fiscal  
17 year for the five State plans.

18          Following that, we'll go to the schools pool, and  
19 again, review the contribution rates for the upcoming  
20 fiscal year.   I'm joined today by Nina Ramsey, who will  
21 step through the presentations.

22                               [SLIDE CHANGE]

23          SENIOR ACTUARY RAMSEY:   Thank you, Scott.   Good  
24 afternoon, Mr. Chair, members of the Committee.   Nina  
25 Ramsey, CalPERS actuarial team member.   Today, I'm here to

1 present to you the results of the June 30th, 2024 annual  
2 valuation for the State plans. This valuation sets forth  
3 the employer and employee contributions for fiscal year  
4 2025-26. The State plan consists of five member  
5 subgroups: miscellaneous, industrial, safety, peace  
6 officers and firefighters, and CHP.

7 Next slide, please.

8 [SLIDE CHANGE]

9 SENIOR ACTUARY RAMSEY: There have been a couple  
10 significant events since our last valuation. First, the  
11 PERF has an investment return of 9.5 percent as of fiscal  
12 year-ending 2024. Second, the State has made an  
13 additional contribution of 337 million towards their  
14 unfunded liability for the miscellaneous, industrial,  
15 safety, and POFF plans, according to their proportionate  
16 share of the State's general fund. This payment is  
17 described further on page six of the agenda item.

18 This payment was made after our valuation date  
19 and is therefore not included in the funded status as of  
20 June 30th, 2024. It is also not reflected in the  
21 contribution requirement for fiscal year '25-'26, as  
22 directed by the Department of Finance who chose to defer  
23 those savings to fiscal year '26-'27.

24 Next slide, please.

25 [SLIDE CHANGE]

1            SENIOR ACTUARY RAMSEY: On this slide, we have  
2 some key results from the June 30, 2024 valuation, along  
3 with results from our previous valuation. As of June 30,  
4 2024, we have an accrued liability of about \$260 billion,  
5 a market value of assets of \$195 billion, leaving us with  
6 an unfunded accrued liability of \$64 billion and a funded  
7 ratio of 75.3 percent. We expect that contributions in  
8 fiscal year '25-'26 will be \$9.3 billion, which is 668  
9 million greater than the current year.

10           The required contributions are increasing,  
11 primarily due to the following reasons. We have the  
12 progression of the existing amortization basis and the  
13 non-investment loss as of June 30, 2024 to which a main  
14 contributor was larger-than-expected payroll growth for  
15 all plans.

16           Next slide, please.

17           [SLIDE CHANGE]

18           SENIOR ACTUARY RAMSEY: This slide shows a brief  
19 history of the aggregate funded status for the State  
20 plans. You can see that the funded status has increased  
21 from 72 percent last year to 75.3 percent this year. This  
22 increase in the funded status is attributable to the  
23 investment return exceeding our discount rate in 2023-24.  
24 We have also included the aggregate market value of assets  
25 and unfunded liability for the State plans. Individual

1 figures for each of the five plans can be found on  
2 attachment 2.

3 Next slide, please.

4 [SLIDE CHANGE]

5 SENIOR ACTUARY RAMSEY: Here, we have a  
6 comparison to -- a comparison of the current year rates,  
7 along with next year's rates. And in the center column,  
8 we have the projected rates that were included last year  
9 in Circular Letter 200-043-24. You can see that rates for  
10 fiscal year '25-'26 are relatively similar to the current  
11 rates for all plans, yet the dollar amounts of the  
12 contributions are increasing.

13 As I mentioned, one of the main reasons the  
14 contributions are increasing next year is due to larger  
15 expected payroll growth. These salary increases lead to  
16 liability losses for all plans.

17 You may notice that even though the contribution  
18 amount has gone up, the rate has gone down. That is  
19 because when dividing by a larger-than-expected payroll  
20 growth, you're going to get a lower rate, even though the  
21 contribution is greater.

22 The final rates for '25-'26, when compared to  
23 what was projected from our latest valuation, the  
24 miscellaneous, industrial, and safety plans are all lower  
25 than what was projected, again, due to those

1 larger-than-expected payroll increases.

2           The UAL rate for the State plans is determined by  
3 dividing the required contribution by the expected  
4 payroll. So I just want to reiterate again that the rates  
5 are only going down because of that larger payroll growth.

6           For POFF, the reason the rate is higher is  
7 because they did also experience those large salary  
8 increases leading to a liability loss. However, their  
9 payroll growth was the smallest of the group, which didn't  
10 go far enough to reduce the rate. So had their payroll  
11 grown more than what it actually did, they would have  
12 likely seen a decrease in their rate as well, but that was  
13 not the case.

14           For CHP, the final rate is lower than what was  
15 projected, because of the large salary increases. But the  
16 main driver for CHP was an increase to the employee rate  
17 of one percent. So when the employees pay more, the  
18 employers will pay less.

19           Next slide, please.

20                           [SLIDE CHANGE]

21           SENIOR ACTUARY RAMSEY: On this slide, we had the  
22 actuarially required contribution rates for '25-'26 listed  
23 on the left-hand side. In the center, we have included  
24 for informational purposes only, the additional statutory  
25 contribution due to Government Code 20683.2. These

1 additional rates are for information purposes only and not  
2 something we're asking you to approve. The additional  
3 rates are subject to the state's annual budget process  
4 approval.

5 Next slide, please.

6 [SLIDE CHANGE]

7 SENIOR ACTUARY RAMSEY: Moving on to member  
8 contribution rates. Separate member contribution rates  
9 were established for PEPRA beginning January 1st, 2013.  
10 PEPRA member contribution were initially calculated as  
11 half of the normal cost rounded to the nearest quarter  
12 percent. The normal cost is then calculated annually to  
13 determine if the normal cost has changed by more than one  
14 percent since the last time the employee rate was set. If  
15 that threshold is met, PEPRA member contribution rates are  
16 recalculated, based on that new normal cost. This is the  
17 policy that we have in place for our public agencies.

18 Next slide, please.

19 [SLIDE CHANGE]

20 SENIOR ACTUARY RAMSEY: The State employee  
21 contribution rates, however, are set through collective  
22 bargaining. In 2013, the classic and PEPRA member  
23 contribution rates were scheduled to increase to reach  
24 half of the normal cost at the time for plans where the  
25 bargain contribution rate was less than half of the normal

1 cost. If the bargained rate was already greater than half  
2 of the normal cost, it remained unchanged

3 Since 2013, the majority of member contribution  
4 rates for the State plans have been determined through the  
5 collective bargaining process. There are, however, a few  
6 exceptions to that rule, which are the State Legislature,  
7 California State University, and the judicial branch.  
8 These PEPRAs members do adhere to the same PEPRAs rules as  
9 the public agencies.

10 The normal cost in our latest valuation has not  
11 changed by more than one percent, since the last time the  
12 rates were changed, so these groups will not see a change  
13 in their contribution rate in fiscal year '25-'26.  
14 Plan-specific information on these changes can be found on  
15 Attachment 5.

16 Next slide, please

17 [SLIDE CHANGE]

18 SENIOR ACTUARY RAMSEY: We also have a few select  
19 bargaining units who have opted to have their Classic and  
20 PEPRAs members contribute half of their normal cost. These  
21 are Bargaining Units 2, 5, and 18. Each of these  
22 bargaining units has their own criteria for setting the  
23 employee rates. This year, the only change is for the CHP  
24 members that I mentioned previously. They will be going  
25 from 13 and a half percent to 14 and a half percent



1 effective July 1st of this year. Plan-specific  
2 information on these changes can be found on Attachment 6.

3 Next slide, please.

4 [SLIDE CHANGE]

5 SENIOR ACTUARY RAMSEY: Lastly, we have the  
6 projected required contributions for all five plans. You  
7 can see that rates are increasing through fiscal year  
8 '27-'28. And after that, they begin to drop off. This  
9 year, the fiscal year '27-'28 is the year that the 2022  
10 investment loss will be fully ramped in. You may notice  
11 that it is noticeably higher than the rate in '26-'27.  
12 That is because the investment gain from 2021 will be  
13 fully ramped in, in '26-'27 and no longer offsetting the  
14 loss that will reach its full ramp in '27-'28.

15 You may notice CHP projection. Their projection  
16 is not as smooth as the others. That is because they have  
17 three amortization bases that will be concluding within  
18 this time frame, which leads to larger dips and increases  
19 in their projections.

20 The projected rates you see on this slide assume  
21 an annual investment return of 6.8 percent beginning  
22 fiscal year-ending 2025 and beyond. We also assume no  
23 future demographic gains or losses. We will release  
24 updated projections for all five plans once the final  
25 investment rate as of 2025 is published. We will also be

1 publishing our full valuation later this year. It will  
2 include our assumptions, methods, and participant data.

3 This concludes my presentation and I'd be happy  
4 to take any questions.

5 CHAIR PALKKI: Thank you for that presentation.  
6 I do have questions.

7 Mr. Rubalcava.

8 COMMITTEE MEMBER RUBALCAVA: Thank you. I  
9 appreciate the report. And it's good to see that the  
10 funded ratio has increased in general.

11 I had a question on the demographics and its  
12 impact on normal cost. I'm -- let me look. Generally, no  
13 more cost is due to demo -- okay. So we have more and  
14 more members coming in under PEPPRA, so that's a good thing  
15 for the normal cost, because it lowers it, but I noticed  
16 in the -- you know, one of the memos, page five of 10,  
17 reasons for changes in employer contributions for the  
18 State plans.

19 There was also negative experience on  
20 demographics that increased the dollar contribution. So I  
21 understand how there would be a decrease in normal cost  
22 because of the PEPPRA members. But why would -- what was  
23 the demographic experience that increased the given dollar  
24 amount that increased the employer contribution?

25 SENIOR ACTUARY RAMSEY: Are you talking about the

1 16.7?

2 COMMITTEE MEMBER RUBALCAVA: Yes.

3 SENIOR ACTUARY RAMSEY: Yes. So that is the  
4 piece related to the unfunded liability, which is that  
5 salary growth that I was talking about.

6 COMMITTEE MEMBER RUBALCAVA: Okay. Okay. So  
7 it's a mixed bag. So on the one hand, it is good that  
8 there's -- that we were off on the projected payroll  
9 growth, right, because it's more to divide, but I guess it  
10 can be -- total cost goes up, I guess, right?

11 SENIOR ACTUARY RAMSEY: It does. Yes.

12 COMMITTEE MEMBER RUBALCAVA: So it depends on how  
13 you look at it. I think it's a good thing.

14 SENIOR ACTUARY RAMSEY: Yes.

15 COMMITTEE MEMBER RUBALCAVA: Because the employer  
16 should look at the rate. I know they like to look at the  
17 total dollar amount, but they should look at the rate  
18 going down and the employer contribution rate. And we  
19 already spoke offline about -- with Scott about how the  
20 alpha liability -- there's two elements to the employer  
21 contribution rate, unfunded liability, and the normal  
22 cost, and how come, sometimes based on other variables,  
23 they flip around, or which one is bigger.

24 So I have one more question. So I guess I can  
25 wait -- I'll wait till the next item when we talk about

1 the public -- when we talk about the actuarial assumptions  
2 from an expression, because it sort of relates to that  
3 better. Thank you very much. Appreciate the  
4 presentation.

5 SENIOR ACTUARY RAMSEY: Yes. So for the plans  
6 that are seeing the reduction in the rate, it is a bit  
7 deceptive. You know, it's not because PEPR membership  
8 has increased buy a ton. It's just because that payroll  
9 number is so high.

10 COMMITTEE MEMBER RUBALCAVA: Right. And that's  
11 why I want to dwell into the demographic assumptions  
12 later, when we get to that item, as to what we can see.  
13 It relates to the question that Mr. -- Trustee Ruffino had  
14 about what -- how can you predict -- what -- how much of  
15 an opportunity for a trend? I know our experience study  
16 is coming up and that's based on four years, so I guess  
17 that's the answer, but I still want to discuss it a little  
18 bit. Thank you.

19 CHAIR PALKKI: Thank you. I am not seeing  
20 anymore questions. I do have a quick question myself  
21 though on the, "Projected Required Future Employer Rates."  
22 Do we see those projections dropping further if the  
23 discount rate is realized or seen in the coming years?

24 SENIOR ACTUARY RAMSEY: So the future  
25 contribution rates are largely dependent on what the

1 investment return is and that discount rate.

2 So if we meet our discount rate, then it  
3 shouldn't -- it shouldn't be increasing. However, it  
4 really depends on the investment return. I can say that  
5 the -- these were going to play out the existing  
6 amortization basis for all the plans. So it really  
7 depends on what we see for investment next. If we have an  
8 investment loss, you'll see them go up compared to what  
9 you see right now. And then the opposite is true if we  
10 see and investment gain.

11 CHAIR PALKKI: Okay. Thank you. With that, I  
12 don't have any other questions. What is the pleasure of  
13 the Committee?

14 COMMITTEE MEMBER MILLER: Move approval.

15 CHAIR PALKKI: I have a motion by David Miller.  
16 Can I get a --

17 COMMITTEE MEMBER PACHECO: Second.

18 CHAIR PALKKI: Second by Mr. Pacheco.  
19 All those in favor say aye?

20 (Ayes.)

21 CHAIR PALKKI: All those opposed?  
22 Any abstentions?

23 Motion passes.

24 Mr. Terando.

25 CHIEF ACTUARY TERANDO: We can just go ahead and

1 go right to the presentation of this one.

2 (Slide presentation).

3 SENIOR ACTUARY RAMSEY: Yes. So I will also be  
4 presenting the schools valuation results. So the June  
5 30th, 2024 schools valuation sets the recommended employer  
6 and employee contribution rates for fiscal year '25-'26.

7 Next slide, please

8 [SLIDE CHANGE]

9 SENIOR ACTUARY RAMSEY: Unlike the State  
10 valuation, which has five separate rates. The schools  
11 pool has one rate that is the same for all school  
12 employers. The total contribution is determined as a  
13 percentage of payroll, where in comparison our public  
14 agencies have a normal cost rate and a UAL dollar amount.

15 Some key experience since the last valuation. As  
16 I mentioned previously, the money-weighted return for  
17 fiscal year '23-'24 is 9.5 percent. The schools pool also  
18 saw greater than expected salary increases. They saw a  
19 9.7 percent increase for active members and a 12.6 percent  
20 increase in payroll growth overall, which includes an  
21 increase to the active population.

22 The last valuation saw greater than expected COLA  
23 increases, but this -- in this valuation, we've  
24 received -- we've seen a return to the average two percent  
25 COLA adjustment.

1           Next slide, please.

2                           [SLIDE CHANGE]

3           SENIOR ACTUARY RAMSEY:  Nope.  I guess I spoke  
4 before the slide came up.

5           Next slide, please.

6                           [SLIDE CHANGE]

7           SENIOR ACTUARY RAMSEY:  This slide summarizes the  
8 key results.  You will notice that both the accrued  
9 liability and market value of assets have grown since last  
10 year and that the UAL is nearly the same.  The funded  
11 status has increased from 67.5 percent to 69.6.  This  
12 improvement was expected due to the investment gain  
13 experienced in the fiscal year '23-'24.  The lower portion  
14 of this slide shows the employer contribution rate for  
15 fiscal year '25-'26 as 26.81 percent, which is 24 basis  
16 points lower than the current year.  The PEPRA member  
17 contribution rate will also remain at eight percent.

18          Next slide, please.

19                           [SLIDE CHANGE]

20          SENIOR ACTUARY RAMSEY:  Here, we have a  
21 comparison of the current rates with the rates for next  
22 year, along with the rates that were included in our  
23 projections in the last valuation, which were provided in  
24 Circular Letter 200-040-24.

25          Again, you can see the current year rate of 27.05

1 percent and the 26.81 percent that we are proposing for  
2 next year. We had previously projected next year's rate  
3 would be 27.4 percent. Our final Calculation is well  
4 below our projection, because firstly, the plan saw a  
5 decrease in the employer normal cost, which can be  
6 attributed to turnover in the active population from  
7 classic to PEPRA members.

8 And secondly, because the rate is presented as a  
9 percentage of payroll, we're having the same issue as with  
10 the State plans where that larger-than-expected payroll is  
11 reducing the unfunded liability -- the expected unfunded  
12 fund liability rate.

13 At the bottom of the slide, we can show that the  
14 expected contribution for next year is \$5.8 billion, which  
15 598 million greater than the current year.

16 Next slide, please.

17 [SLIDE CHANGE]

18 SENIOR ACTUARY RAMSEY: Here, we have a 10 year  
19 history of the schools funded status, as well as the  
20 market value of assets and unfunded accrued liability,  
21 where again, you can see the increase in the funded status  
22 of 2.1 percent over last year to 69.6 percent.

23 Next slide, please.

24 [SLIDE CHANGE]

25 SENIOR ACTUARY RAMSEY: The schools valuation



1 determines the PEPRA member contribution rate. The  
2 schools' PEPRA members are subject to the rule that they  
3 pay half of the normal cost. However, because the normal  
4 cost has not changed by on percent or more in this  
5 valuation, the PEPRA member rate will not be changing for  
6 fiscal '25-'26.

7 So they will remain at eight percent. The  
8 Classic member contribution rate is seven percent, and  
9 that is set by statute. For reference PEPRA members make  
10 up 67 percent of the schools pool -- I'm sorry, the  
11 schools active member headcount and 58 percent of payroll.  
12 In comparison, to last year, they were at 62 percent of  
13 the active population headcount and 54 percent of payroll.

14 Next slide, please.

15 [SLIDE CHANGE]

16 SENIOR ACTUARY RAMSEY: Lastly, we have projected  
17 rates. We start with the proposed rate for next year of  
18 26.81 percent. And we have the five following years. We  
19 see the same pattern, as with most of the State plans,  
20 where they peak in fiscal year '27-'28 and then begin  
21 their slow decline. The reason is the same is that '22  
22 investment loss will be fully ramped in in fiscal year  
23 '27-'28 and no longer offset by the investment gain from  
24 2021, which it concludes in fiscal year '26-'27.

25 These projections assume no future gains or

1 losses and an investment return of 6.8 percent annually  
2 beginning in fiscal year '24-'25. We will again release  
3 updated projections for the schools pool later this year  
4 after the final investment return is published. And we  
5 will also be publishing our full valuation report, which  
6 includes our assumptions, methods, and participant data.

7 This concludes the presentation for the schools  
8 Valuation and I'd be happy to take any questions.

9 CHAIR PALKKI: Thank you, Ms. Ramsey.

10 I am not seeing any questions. Great  
11 presentation.

12 With that, I guess we can take the vote here.

13 What is the --

14 COMMITTEE MEMBER MILLER: Move approval.

15 CHAIR PALKKI: I have a motion by David Miller.

16 COMMITTEE MEMBER PACHECO: (Hand raised).

17 CHAIR PALKKI: A motion -- a second by Mr.  
18 Pacheco. All those in favor say aye?

19 (Ayes.)

20 CHAIR PALKKI: All those opposed?

21 Any abstentions?

22 The motion passes. Thank you very much.

23 With that, we can move in to our information  
24 agenda items. Ms. Archuleta.

25 (Slide presentation).

1           DEPUTY CHIEF ACTUARY ARCHULETA: Good afternoon,  
2 Mr. Chair, members of the Committee. Item 6a is a  
3 presentation of the Long-Term Care Program.

4           Next slide, please.

5                           [SLIDE CHANGE]

6           DEPUTY CHIEF ACTUARY ARCHULETA: This is an  
7 annual information item, which highlights the key aspects  
8 of the long-term care valuation report. All numbers are  
9 reported as of June 30th, 2024. For your convenience, the  
10 full report is attached to this agenda item.

11          Next slide, please.

12                          [SLIDE CHANGE]

13          DEPUTY CHIEF ACTUARY ARCHULETA: As of June 30th,  
14 2024, the margin for the Long-Term Care Program is  
15 negative 10.58 percent and the funded ratio for the  
16 program is 94 percent.

17          These numbers include the premium increase  
18 approved by the Board last September. As a reminder, the  
19 margin is a very important measure because it gives us a  
20 general indication of the premium adjustments needed to  
21 bring the program to fully funded.

22          A negative margin indicates that the program is  
23 in a deficit situation. Ideally, we would like to see a  
24 margin of zero percent or above. The funded ratio of the  
25 program is simply the ratio of the program assets to the

1 program liabilities.

2 Every year, the Actuarial Office performs a  
3 reconciliation of the margin from one year to the next.  
4 The details of this reconciliation are provided in the  
5 table on the next slide.

6 Next slide, please.

7 [SLIDE CHANGE]

8 DEPUTY CHIEF ACTUARY ARCHULETA: So this table  
9 numerically reconciles the final margin and funded status  
10 from June 30th, 2023 to June 30th, 2024. The blue column  
11 denotes the change to the margin for that particular line  
12 item, and the second and third column display the  
13 resulting margin and funded ratio after that change has  
14 been applied. The last column displays the funding  
15 surplus or deficit in a dollar amount after the change has  
16 been applied.

17 So let's go over it. Last year, we reported that  
18 as of June 30th, 2023, the margin for the program was  
19 negative 19.01 percent, which corresponded to a funded  
20 ratio of 90 percent. And you can see that in the top row  
21 of this chart. During the '23-'24 fiscal year, the  
22 program's pending class action received a final court  
23 approval and was partially implemented.

24 The program also experienced a favorable  
25 investment return of 8.9 percent. Recall that the

1 discount rate for this program is actually 4.75 percent,  
2 so there was a gain for this fund. And this return  
3 improved the margin by 7.97 percent. Moving forward from  
4 '23-'24 -- from 2023 to 2024, and the non-investment cash  
5 flows experienced during the fiscal year reduced the  
6 margin by 4.67 percent. And population changes in the  
7 program during the fiscal year further reduced the margin  
8 by 5.43 percent.

9 We then implemented actuarial assumption and  
10 modeling updates for the valuation. These reduced the  
11 margin by 5.98 percent. And finally, the approved rate  
12 increase was implemented to bridge the funding gap. The  
13 rate increases improved the margin by 21.01 percent. All  
14 these changes together bring the margin to a negative  
15 10.58 percent and a funded ratio of 94 percent.

16 Next slide, please.

17 [SLIDE CHANGE]

18 DEPUTY CHIEF ACTUARY ARCHULETA: So this  
19 concludes the prepared remarks of this presentation. I  
20 can open it up to any questions.

21 CHAIR PALKKI: Thank you, Ms. Archuleta.

22 I am not seeing any questions from our Committee,  
23 so good job.

24 Thank you.

25 DEPUTY CHIEF ACTUARY ARCHULETA: Thank you.

1 CHAIR PALKKI: Next up is the semiannual health  
2 plan financial report, Ms. Zhong.

3 (Slide presentation).

4 SUPERVISING HEALTH ACTUARY ZHONG: Good  
5 afternoon, Mr. Chair and members of the Committee. Emily  
6 Zhong, CalPERS team member. This is Agenda Item 6b,  
7 Semiannual Health Plan Financial Report.

8 This report is provided to the Committee twice a  
9 year as part of the monitoring and reporting process for  
10 the Health Care Fund status. It includes health plan  
11 account balances, actuarial reserve amount, and surpluses  
12 or deficits for the health plan subaccounts.

13 Next slide, please.

14 [SLIDE CHANGE]

15 SUPERVISING HEALTH ACTUARY ZHONG: The semiannual  
16 health plan financial report provide the financial  
17 performance for PPO and HMO plan this time is as of the  
18 end of 2024. HMO fully insured plans, such as Kaiser and  
19 the association plan are not in the scope of this report.

20 In starting from 2024, Blue Shield Access+ and  
21 Trio converted from a flex-funded health plan to a fully  
22 insured model. Their premium in -- the premium are  
23 deposited -- are paid to Blue Shield in the Contingency  
24 Reserve Fund. Health Net SmartCare is not longer part of  
25 the CalPERS plan offering for 2024. So the financial

1 status for these three plans will be reported in Health  
2 Care Fund for an additional 18 months until the end of  
3 June this year to account for the claim run-out and the  
4 reconciliation.

5 And also as a reminder, Health Care Fund Reserve  
6 Policy provide a framework for maintaining the appropriate  
7 actuarial reserve level and also for maintaining surpluses  
8 or deficits that accumulate in the PPO and HMO subaccount.  
9 In the funding status I'm reporting to you today are  
10 related to the fully funded reserve amount prescribed by  
11 that policy. And after I've been telling that news for  
12 several years, today I'm happy to report that there  
13 material at year-end improvement on the Health Care Fund  
14 status, on both HMO and PPO plans as what we expected.

15 Next slide, please.

16 [SLIDE CHANGE]

17 SUPERVISING HEALTH ACTUARY ZHONG: Here, we have  
18 the recent Health Care Fund performance for the HMO Basic  
19 and PPO Medicare and Basic plans. Starting with the HMO  
20 Basic plan, the estimated fund balance as of the end of  
21 2024 was 245 million. The next column shows the HMO Basic  
22 estimate claim liability of 97 million with the loss  
23 column showing a surplus of 148 million. This is a 69  
24 million improvement from the end of 2023.

25 On the PPO side starting with Medicare, the

1 estimated fund balance as of the end of 2024 was five  
2 million with estimated liability and required actuarial  
3 reserve level of 157 million for a fund status of 152  
4 million below the recommended fully reserved level.

5 And for the PPO Basic plan, the estimated fund  
6 balance as of the end of 2024 was 245 million after  
7 required actuarial reserve of 604 million. The funded  
8 status for PPO Basic plan was 359 million below the  
9 recommended fully reserved level. The overall PPO status  
10 improved by about 122 million in 2024.

11 The fund balance in actuarial reserve ratio  
12 improved from 10 percent in 2023 to now 33 percent, as of  
13 the end of 2024. I'll go through some for the Basic and  
14 Medicare PPO performance in the next couple of slides.

15 [SLIDE CHANGE]

16 SUPERVISING HEALTH ACTUARY ZHONG: And last  
17 April, we reported the Basic PPO was 558 million below the  
18 recommended reserve level as of the end of 2023. As more  
19 claim has been processed, the updated status improved by  
20 35 million, which is 523 million below the fully reserved  
21 level.

22 In 2024, there was about 93 million increase in  
23 the fund balance related to the favorable medical  
24 experience. And there was a loss of 39 million for  
25 pharmacy mainly due to higher-than-expected specialty drug



1 utilization especially for drug-related to oncology care,  
2 chronic inflammatory diseases, and the use of GLP-1 mainly  
3 for treating diabetes.

4           The PPO Basic premium also include a surcharge of  
5 four percent in Platinum and five percent in Gold to  
6 replenish the PPO reserves. We collected about 110  
7 million in 2024. The overall Basic PPO funded status  
8 improved by 164 million from the end of 2023, bringing the  
9 total fund status below the fully reserve level by 355  
10 million at the end of 2024.

11                           [SLIDE CHANGE]

12           SUPERVISING HEALTH ACTUARY ZHONG: Moving on to  
13 the PPO Medicare. Last April, we reported that PPO  
14 medicare was 107 million below full reserve level as of  
15 the end of 2023. The updated fund status improved by  
16 three million, which is 110 million below the fully  
17 reserve level.

18           In 2024, there was about 26 million decrease in  
19 fund balance due to medical experience. And there was  
20 also 16 million reduction in fund balance for pharmacy  
21 related experience, mainly due to higher-than-expected  
22 pharmacy claim to those similar than what we see in the  
23 basic plans.

24           The overall, PPO Medicare fund status worsened by  
25 about 42 million in 2024, bringing the fund balance 152

1 million below the fully reserved level.

2 [SLIDE CHANGE]

3 SUPERVISING HEALTH ACTUARY ZHONG: The Board has  
4 approved two key rate actions to address the PPO funded  
5 status and the longer term viability of the PPO program.  
6 The first one is the four to five percent surcharge that  
7 included in the Basic PPO premium in 2025. Another  
8 important one is we address the member migration impact  
9 between HMO and PPO through the transition from the two  
10 risk pool to a single risk pool risk adjustment method.  
11 And this transition is fully implemented in the 2025  
12 premium.

13 And additionally, we have implemented other way  
14 to improve the PPO program through the new five-year  
15 contract from 2-25 to 2029. We have incorporated  
16 performance guarantee in the contract to ensure Blue  
17 Shield of California and Included Health are financially  
18 responsible for keeping the cost at or below the agreed  
19 upon threshold. And we are also exploring pharmacy saving  
20 option in our new PBM contract.

21 That conclude my presentation. I'm happy to take  
22 any questions.

23 CHAIR PALKKI: Thank you for this report. I do  
24 have a question. Mr. Rubalcava.

25 COMMITTEE MEMBER RUBALCAVA: Yes. Thank you for

1 the report. And I'm glad we're addressing the deficit in  
2 the PPO. I had a question on the HMO. Most of our plans  
3 are flex-funded, but we move to fully funded for the Blue  
4 Shield. How has that impacted the economics of this of  
5 our plans?

6 SUPERVISING HEALTH ACTUARY ZHONG: For moving  
7 Blue Shield Access+ to Tri actually is not too impacting  
8 for the Health Care Fund, because start -- this is  
9 transaction starting from 2024. So it's not impacting the  
10 increasing or decreasing the balance. So at this point is  
11 what I mentioned earlier, we still have some -- as well  
12 you can see on the report, we still have some surplus on  
13 the Blue Shield subaccount. And then we need to allow the  
14 claim run out for additional 18 months, which is the end  
15 of June of this year before we can close out the account.

16 COMMITTEE MEMBER RUBALCAVA: Okay. Thank you.

17 CHAIR PALKKI: Mr. Pacheco.

18 COMMITTEE MEMBER PACHECO: Yes. Thank you very  
19 much for your presentation.

20 With respect to the -- a couple years ago I think  
21 we had done the polling where we pulled the two -- the two  
22 risk pools together and we had one risk pool. How did  
23 that affect the estimated surplus deficit with respect to  
24 this or it may have?

25 Thank you.

1           SUPERVISING HEALTH ACTUARY ZHONG: Yes. Just a  
2 quick reminder, for 2024, because this is the entire one  
3 risk pool conversation we started from 224 premium. In  
4 2024, we actually only implement one-third of the entire  
5 one risk pool impact. So, it did help the migration a  
6 little bit. But as what I mentioned earlier, the  
7 entire -- another two-third of the pool -- of the one risk  
8 pool the full implementation actually included in 2025  
9 premium.

10           COMMITTEE MEMBER PACHECO: Very good then.  
11 That's all -- that's the questions. Thank you very much.

12           CHAIR PALKKI: Thank you so much. I don't have  
13 anymore questions. Thank you.

14           SUPERVISING HEALTH ACTUARY ZHONG: Thank you.

15           Next up, we have the '25 Public Employee  
16 Retirement Fund actuarial assumptions.

17           Ms. Archuleta or Mr. Terando.

18           (Slide presentation).

19           CHIEF ACTUARY TERANDO: Yeah. Thank you, members  
20 of the Committee. Scott Terando with Actuarial Office.

21           Today, we're going to have an information item  
22 kind of giving a preview of the actuarial assumptions  
23 going into the ALM. As a reminder, besides all the work  
24 that takes place on the investment side in terms of asset  
25 allocation, the Actuarial Office does a review of the

1 actuarial assumptions and makes recommendations for any  
2 changes that we see are necessary.

3 Today, we're going to kind of give you a preview  
4 of where we are with that process. And this will lead to  
5 further information going forward later in September and  
6 in November.

7 I'll pass it to Fritzie Archuleta to step through  
8 presentation and cover the topics today.

9 DEPUTY CHIEF ACTUARY ARCHULETA: Hello, again.  
10 Fritzie Archuleta, CalPERS team. I'm also joined in this  
11 item by Mr. Dave Clement. He is a Supervising Actuary in  
12 our office who is also running this process for us.

13 So as you all know, Item 6c is the 2025 review of  
14 the Public Employees' Retirement Fund actuarial  
15 assumptions.

16 Next slide, please.

17 [SLIDE CHANGE]

18 DEPUTY CHIEF ACTUARY ARCHULETA: For Today's  
19 presentation, we will first give an overview of the  
20 process and how the Actuarial Office conducts this review.  
21 I'll also take the time to highlight two of the more  
22 significant assumptions that we reviewed being mortality  
23 and inflation. And finally, we will touch a little bit on  
24 the cost impacts and the next steps involved in this  
25 study.

1           Next slide, please.

2                           [SLIDE CHANGE]

3           DEPUTY CHIEF ACTUARY ARCHULETA: The review of  
4 the actuarial assumptions is more common referred to as an  
5 experience study. The goal of this study is to review  
6 recent experience and use it to make assumptions about  
7 what our plans will experience in the future. These  
8 assumptions, once they are also set, are oftentimes  
9 adjusted for future expectations.

10           Actuarial guidelines suggest that we conduct  
11 these surveys every three to five years. Once the study  
12 is complete, these findings are compiled in a report and  
13 recommendations are made.

14           Next slide, please.

15                           [SLIDE CHANGE]

16           DEPUTY CHIEF ACTUARY ARCHULETA: The actuarial  
17 office spends a lot of time reviewing this data, because  
18 it's very important to get these assumptions correct, as  
19 they set the expected cost for the system. These  
20 assumptions can have a significant impact on the funded  
21 ratio, employer contributions, and financial reporting for  
22 our employers. These assumptions are also used to  
23 determine the amounts for optional forms of benefits paid  
24 to our members and service credit purchase costs.

25           To the extent these assumptions do not predict

1 the future properly, funding course corrections will be  
2 necessary, which is always something our office tries to  
3 minimize.

4 Next slide, please.

5 [SLIDE CHANGE]

6 DEPUTY CHIEF ACTUARY ARCHULETA: At CalPERS, the  
7 experience study runs concurrently with the ALM study and  
8 is part of the Asset Liability Management Policy. The  
9 first and second reading of this item will be presented to  
10 you later on this year in September and November. This  
11 study at CalPERS is performed every four years. And the  
12 last study was done in 2021.

13 Next slide, please.

14 [SLIDE CHANGE]

15 DEPUTY CHIEF ACTUARY ARCHULETA: So what sorts of  
16 assumptions do we review? Assumptions used in our  
17 valuation can be classified as both economic and  
18 non-economic. The three economic assumptions we use in  
19 the actuarial -- in the actuarial valuations are the  
20 long-term investment return, the discount rate, and  
21 inflation.

22 The long-term investment return and discount rate  
23 are not reviewed in the experience study. Rather, they  
24 are reviewed and set during the ALM process. This is  
25 because that assumption above all others has the most

1 significant impact on the expected cost for the plans.  
2 Our office works very closely with the Investment Office  
3 and the Financial Office to set that assumption.

4           There are quite a few non-economic assumptions,  
5 that the actuarial office reviews every four years. The  
6 most significant and impactful ones are listed on this  
7 slide.

8           Next slide, please.

9                           [SLIDE CHANGE]

10           DEPUTY CHIEF ACTUARY ARCHULETA: So while our  
11 study is nearing its completion, at this point in time, we  
12 do not have cost impacts for the system due to revising --  
13 due to the continual revising of our assumptions. One of  
14 the biggest challenges from this study was the pandemic.  
15 This time around, we incorporated data from 2020 to 2023.  
16 While pandemic data was reviewed and incorporated, we  
17 ultimately found that we largely had to exclude that data  
18 due to anomalous results. And you'll see that a little  
19 bit in the mortality slides.

20           For many assumptions, significant changes were  
21 not warranted and costs will likely not change much due to  
22 those. But I would like to briefly go over more notable  
23 assumptions and our findings.

24                           [SLIDE CHANGE]

25           DEPUTY CHIEF ACTUARY ARCHULETA: So the first



1 assumption we're going to look at is mortality. It always  
2 seems to be a topic of interest when we do these studies.  
3 When I think of mortality, I think of, you know, when are  
4 people going to die, but it's as simple as --

5 (Laughter).

6 DEPUTY CHIEF ACTUARY ARCHULETA: Yeah, that's  
7 nice and happy. But it's not as simple as creating a  
8 table for people with probabilities of death. So kind of  
9 on the next slide, I'll show you kind of what we're  
10 dealing with.

11 [SLIDE CHANGE]

12 DEPUTY CHIEF ACTUARY ARCHULETA: So this slide  
13 illustrates complexities around setting mortality rates.  
14 Depending on where an individual is in their career, the  
15 likelihood of death varies. I'll just give you an  
16 example. A 50-year old who is still working today is  
17 likely to be healthier than a 50 year old that had to  
18 retire, right? And so, our members who retire also under  
19 disability are probably not expected to live as long as  
20 those who normally service retire.

21 So all in all, you know, we have to make  
22 different tables for kind of all those broad categories.  
23 And so all in all, we set seven different mortality rate  
24 tables. And since males and females often follow  
25 different patterns, we also have to create a male and

1 female for each of those categories as well. So that --  
2 this slide depicts all the many tables that we do have to  
3 create during this study.

4 Next slide, please.

5 [SLIDE CHANGE]

6 DEPUTY CHIEF ACTUARY ARCHULETA: Okay. So this  
7 chart illustrates the ratio of actual deaths to expected  
8 deaths each year starting from 2025 -- I'm sorry, 2015 to  
9 2022. You can see that the mortality experience was  
10 consistently improving from 2015 on, but until we get to  
11 the COVID pandemic. You can also see that when we hit the  
12 pandemic, you know, the mortality spiked, which means more  
13 people were dying than what we expected. But in 2022,  
14 we've kind of reverted back to normal levels, which is why  
15 we're kind of thinking that the pandemic was just a blip  
16 and not really what we're going to -- what we think we're  
17 going to see in the future.

18 Okay. So next slide, please.

19 [SLIDE CHANGE]

20 DEPUTY CHIEF ACTUARY ARCHULETA: So overall, we  
21 decided to exclude pandemic data, as it did not provide  
22 any value towards shaping future trends. Recall from the  
23 last slide, the actual deaths were actually -- they  
24 hovered around a hundred percent and then they reverted  
25 back after that spike in the COVID years.

1           Next slide, please.

2                           [SLIDE CHANGE]

3           DEPUTY CHIEF ACTUARY ARCHULETA:   So our likely  
4   recommendation for the mortality assumption will be to  
5   stay the course.   We will still build in the expectation  
6   that mortality will improve slowly over time and we will  
7   continue to watch for any emerging trends or  
8   breakthroughs.

9                           [SLIDE CHANGE]

10          DEPUTY CHIEF ACTUARY ARCHULETA:   Okay.   So next  
11   big assumption is inflation.

12                          [SLIDE CHANGE]

13          DEPUTY CHIEF ACTUARY ARCHULETA:   So here's a  
14   history of inflation, specifically the CPI-U measure from  
15   20 -- from 2009 to 2025.   The blue line in this graph  
16   indicates the actual year-over-year inflation.   The yellow  
17   line is a 20-year rolling average of inflation using CPI-U  
18   values.   And the black dashed lined is the CalPERS  
19   actuarial assumption.   You can see that since 2021,  
20   inflation has consistently been more than our assumption.

21          Next slide.

22                          [SLIDE CHANGE]

23          DEPUTY CHIEF ACTUARY ARCHULETA:   The Cleveland  
24   federal model is a tool developed by the Federal Reserve  
25   to forecast inflation trends in the United States.   This

1 is one of the tools we use to review the inflation  
2 assumption.

3 Just to go over what the lines represent, the  
4 blue line in this chart illustrates the 20-year expected  
5 inflation for the years and the black dashed line is once  
6 again our CalPERS actuarial assumption. You can see that  
7 in the recent history, the expectation is now exceeding  
8 our assumption consistently and this has been happening  
9 since 2022.

10 Next slide.

11 [SLIDE CHANGE]

12 DEPUTY CHIEF ACTUARY ARCHULETA: So both  
13 inflation itself and the inflation forecast seem to be  
14 exceeding our California inflation assumption. When  
15 looking at a few other systems around the State, including  
16 Social Security, inflation assumptions seem to range from  
17 2.3 percent to 2.75 percent, and our CalPERS assumption is  
18 2.3 percent.

19 Next slide.

20 [SLIDE CHANGE]

21 DEPUTY CHIEF ACTUARY ARCHULETA: Okay. So in  
22 September, we will likely recommend to increase inflation  
23 assumption anywhere from 30 -- I'm sorry, 10 to 30 basis  
24 points. This is -- this assumption can have significant  
25 impact on costs. And this is for two reasons. Okay.

1 Number one, expected retiree costs would go up due to  
2 increased COLA expectations. Plans that offer a COLA  
3 higher than two percent will be particularly sensitive to  
4 any increase in inflation assumption. And so I did poll  
5 -- I did a poll of how many plans actually offer higher  
6 than a two percent COLA and it's 4.75 percent of our  
7 plans.

8 [SLIDE CHANGE]

9 DEPUTY CHIEF ACTUARY ARCHULETA: So -- and then  
10 the second reason that costs go up due to inflation is  
11 that expected active costs would also go up, because the  
12 salaries usually follow the inflation increases.

13 Okay. Next slide, please.

14 [SLIDE CHANGE]

15 DEPUTY CHIEF ACTUARY ARCHULETA: So the biggest  
16 drivers for change to the contribution rates will be  
17 inflation and the salary scale increase this time around.  
18 If these were the only two assumptions and -- that we were  
19 recommending a change for, costs would go up for every  
20 single plan.

21 Since the behavior and plan provisions are  
22 different across plans, the magnitude of the rate changes  
23 will vary once all the recommended changes from this  
24 experience study are implemented.

25 Next slide, please.

1 [SLIDE CHANGE]

2 DEPUTY CHIEF ACTUARY ARCHULETA: Thank you.

3 Next steps. Our findings are being reviewed by  
4 an external actuary. And we're doing a write-up right  
5 now. And so that will be finalized by August of this  
6 year. And then we'll be back to present the cost impacts  
7 in September and November.

8 Next slide.

9 [SLIDE CHANGE]

10 DEPUTY CHIEF ACTUARY ARCHULETA: As a reminder,  
11 here is the ALM timeline. Earlier this month, we did  
12 conduct a stakeholder webinar. And this presentation has  
13 been the education session on the experience study. These  
14 items are boxed in in April. There's obviously still a  
15 lot more to come. And the actuarial office is committed  
16 to helping you make decisions along the way.

17 Next slide, please.

18 [SLIDE CHANGE]

19 DEPUTY CHIEF ACTUARY ARCHULETA: So this  
20 concludes my presentation. We'll open it up to any  
21 questions.

22 CHAIR PALKKI: Thank you for that presentation.

23 I -- okay. I knew if stalled long enough, people  
24 would start hitting their button.

25 Mr. Ruffino.

1           ACTING COMMITTEE MEMBER RUFFINO: Thank you, Mr.  
2 Chair. Just a quick question. Thank you for the  
3 presentation by the way. On the mortality rate, I want to  
4 be at the one that's the highest.

5           (Laughter).

6           ACTING COMMITTEE MEMBER RUFFINO: Just want to --

7           COMMITTEE MEMBER TAYLOR: Don't we all.

8           ACTING COMMITTEE MEMBER RUFFINO: So in your  
9 early glimpse of some of the findings, are there any --  
10 are there emerging trends like in retirement behavior, or  
11 disability claims, or post-retirement mortality that may  
12 signal a structural shift in workforce demographics or  
13 longevity patterns?

14          DEPUTY CHIEF ACTUARY ARCHULETA: Yeah, so that's  
15 a really good question. Obviously, mortality over time is  
16 constantly improving. But back when we implemented our  
17 new system in 2018, we now have a way to account for that.  
18 And so, in our valuation, if your born say in 1977 versus  
19 2007, the person born in 2007 is expected to live longer.  
20 So, that reflection is there and we do, you know, update  
21 those assumptions every four years, you know, when we look  
22 at mortality. So that's one thing.

23          As far as the retirements rates go, we do have a  
24 little bit of shift, but, you know, the changes to the  
25 service retirement rates themselves, you know, they're not

1 that impactful. One of the main problems that we have is,  
2 you know, PEPRA was started in 2013. It's now 2025. So,  
3 you know, the most that a PEPRA member can have is 12  
4 years of service. We actually probably aren't going to  
5 get pretty good data on PEPRA until we're like 20, 25  
6 years in. So that's, you know, a couple experience  
7 studies down the road.

8 So right now, you know, kind of what we're seeing  
9 are the retirement patterns for the PEPRA members are  
10 pretty much following, you know, the classic members. We  
11 really don't have that much data unfortunately to set them  
12 aside. But other than that, like the changes to the  
13 service retirement rates themselves are probably not going  
14 to change the contribution rates too much.

15 ACTING COMMITTEE MEMBER RUFFINO: Thank you.

16 Don't forget my request.

17 (Laughter).

18 DEPUTY CHIEF ACTUARY ARCHULETA: You want to  
19 service retire, I think. That's what you want to be in  
20 that category.

21 CHAIR PALKKI: Thank you, Mr. Ruffino.

22 ACTING COMMITTEE MEMBER RUFFINO: Thank you, Mr.  
23 Chair.

24 CHAIR PALKKI: Mr. Rubalcava.

25 COMMITTEE MEMBER RUBALCAVA: Thank you for the



1 report. I just want to end by saying I'm looking forward  
2 to your report in September, your experience study.

3 Thank you.

4 DEPUTY CHIEF ACTUARY ARCHULETA: Thank you.

5 CHAIR PALKKI: And -- oh, there we go. Mr.  
6 Pacheco.

7 COMMITTEE MEMBER PACHECO: Yes. Thank you very  
8 much for your report as well. I just want to ask a  
9 question about the Cleveland Federal Reserve Inflation  
10 Model. Is that -- is that just one of several models or  
11 is that the most prevailing model?

12 DEPUTY CHIEF ACTUARY ARCHULETA: I can let Scott  
13 answer that question.

14 CHIEF ACTUARY TERANDO: I mean, That's one of the  
15 primary models we look at, but we look at -- obviously, we  
16 look at the 10, the 20, the 30-year expectations on  
17 inflation. We look at, you know, as well, what's the  
18 current inflation coming out from the Fed each month and  
19 looking at trending what's happening currently.

20 Obviously, with the tariffs recently, it creates  
21 a bit more volatility and it creates -- you know, it makes  
22 our job a little bit easier in terms of getting a clear  
23 picture on where inflation is going.

24 What we do look at -- you know, these are some of  
25 the tools we would look at. Obviously, we have

1 conversations with the Investment Office and the  
2 economists that they have working for them in terms of  
3 where expectations are for inflation. And as Fritzie also  
4 mentioned, we look at other retirement systems as well, in  
5 terms of where they are with their inflation assumption,  
6 because unlike asset allocations, inflation is pretty much  
7 uniform across the country. And so, it's one of those  
8 assumptions that are fairly consistent across most  
9 retirement systems.

10 COMMITTEE MEMBER PACHECO: Thank you. Thank you  
11 very much for your comment.

12 CHIEF ACTUARY TERANDO: Sure.

13 CHAIR PALKKI: Thank you. I am not seeing any  
14 more questions from the Committee. So thank you very  
15 much.

16 DEPUTY CHIEF ACTUARY ARCHULETA: Thank you.

17 CHAIR PALKKI: Next, we have summary of Committee  
18 direction. Ms. Nix.

19 CHIEF FINANCIAL OFFICER NIX: All right. That's  
20 easy. I did not take any Committee direction for today.

21 CHAIR PALKKI: I did not recognize any either,  
22 Ms. Nix

23 So next, we have public comment. I'm not seeing  
24 any public comment.

25 Other than, I do want to thank everybody for

1 their presentations. I know that these last couple weeks  
2 have been quite interesting. But to see everybody's well  
3 thought out presentations that didn't require too much  
4 questions really shows the stability of our team. So  
5 thank you for that.

6 And with that, I'll adjourn the meeting.

7 (Thereupon the California Public Employees'  
8 Retirement System, Board of Administration,  
9 Finance & Administration Committee meeting  
10 adjourned at 2:35 p.m.)  
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CERTIFICATE OF REPORTER

I, JAMES F. PETERS, a Certified Shorthand Reporter of the State of California, do hereby certify:

That I am a disinterested person herein; that the foregoing California Public Employees' Retirement System, Board of Administration, Finance & Administration Committee meeting was reported in shorthand by me, James F. Peters, a Certified Shorthand Reporter of the State of California;

That the said proceedings was taken before me, in shorthand writing, and was thereafter transcribed, under my direction, by computer-assisted transcription.

I further certify that I am not of counsel or attorney for any of the parties to said meeting nor in any way interested in the outcome of said meeting.

IN WITNESS WHEREOF, I have hereunto set my hand this 23rd day of April 2025.



JAMES F. PETERS, CSR  
Certified Shorthand Reporter  
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