

**State of Alaska**  
**Summary of Normal Costs for New Tier Members under CS SB 121 DB/DC Choice Proposal**  
(\$ in thousands)

PERS Others																								
		Employer Pension		Healthcare		Total Employer Normal Cost	Employer Pension Normal Cost Rate		Healthcare Normal Cost Rate (% of Pay)		Healthcare Normal Cost Rate (per member)		Employer DCR Contribution Pension Rate		Employer DCR Contribution PensionAmount		Employer DCR Contribution Healthcare Rate		Employer DCR Contribution Healthcare Amount		Employer DCR Contribution Total Amount	DB / DCR Cost Difference	Pension Cost Difference	Healthcare Cost Difference
Headcount		Salary	Normal Cost	Normal Cost	Normal Cost	Normal Cost	Cost Rate		Cost Rate		Cost Rate		Pension Rate		PensionAmount		Healthcare Rate		Healthcare Amount		Total Amount	Difference	Difference	Difference
FY15	7,838	\$374,608	\$5,418	\$18,937	\$24,355	1.45%	5.06%	\$2.42	5.22%	\$19,555	3.48%	\$13,036	\$32,591	(\$8,236)	(\$14,137)	\$5,901								
FY16	10,183	498,502	7,210	26,458	33,668	1.45%	5.31%	2.60	5.22%	26,022	3.48%	17,348	\$43,370	(\$9,702)	(\$18,812)	\$9,110								
FY17	12,261	622,231	9,000	35,057	44,057	1.45%	5.63%	2.86	5.22%	32,480	3.48%	21,654	\$54,134	(\$10,077)	(\$23,480)	\$13,403								
FY18	14,124	746,155	10,792	44,070	54,862	1.45%	5.91%	3.12	5.22%	38,949	3.48%	25,966	\$64,915	(\$10,053)	(\$28,157)	\$18,104								
FY19	15,822	871,246	12,602	53,085	65,687	1.45%	6.09%	3.36	5.22%	45,479	3.48%	30,319	\$75,798	(\$10,111)	(\$32,877)	\$22,766								
FY20	17,368	998,726	14,445	63,839	78,284	1.45%	6.39%	3.68	5.22%	52,133	3.48%	34,756	\$86,889	(\$8,605)	(\$37,688)	\$29,083								
FY21	18,788	1,126,513	16,294	74,712	91,006	1.45%	6.63%	3.98	5.22%	58,804	3.48%	39,203	\$98,007	(\$7,001)	(\$42,510)	\$35,509								
PERS Peace Officer/Firefighter																								
		Employer Pension		Healthcare		Total Employer Normal Cost	Employer Pension Normal Cost Rate		Healthcare Normal Cost Rate (% of Pay)		Healthcare Normal Cost Rate (per member)		Employer DCR Contribution Pension Rate		Employer DCR Contribution PensionAmount		Employer DCR Contribution Healthcare Rate		Employer DCR Contribution Healthcare Amount		Employer DCR Contribution Total Amount	DB / DCR Cost Difference	Pension Cost Difference	Healthcare Cost Difference
Headcount		Salary	Normal Cost	Normal Cost	Normal Cost	Normal Cost	Cost Rate		Cost Rate		Cost Rate		Pension Rate		PensionAmount		Healthcare Rate		Healthcare Amount		Total Amount	Difference	Difference	Difference
FY15	570	\$35,710	\$1,456	\$2,142	\$3,598	4.08%	6.00%	\$3.76	5.22%	\$1,864	3.48%	\$1,243	\$3,107	\$491	(\$408)	\$899								
FY16	741	47,520	1,937	3,043	4,980	4.08%	6.40%	4.11	5.22%	2,481	3.48%	1,654	\$4,135	\$845	(\$544)	\$1,389								
FY17	898	59,315	2,418	4,122	6,540	4.08%	6.95%	4.59	5.22%	3,096	3.48%	2,064	\$5,160	\$1,380	(\$678)	\$2,058								
FY18	1,047	71,415	2,911	5,317	8,228	4.08%	7.45%	5.08	5.22%	3,728	3.48%	2,485	\$6,213	\$2,015	(\$817)	\$2,832								
FY19	1,190	84,049	3,426	6,376	9,802	4.08%	7.59%	5.36	5.22%	4,387	3.48%	2,925	\$7,312	\$2,490	(\$961)	\$3,451								
FY20	1,329	97,175	3,961	7,730	11,691	4.08%	7.95%	5.82	5.22%	5,073	3.48%	3,382	\$8,455	\$3,236	(\$1,112)	\$4,348								
FY21	1,461	110,877	4,519	8,968	13,487	4.08%	8.09%	6.14	5.22%	5,788	3.48%	3,859	\$9,647	\$3,840	(\$1,269)	\$5,109								
PERS Total																								
		Employer Pension		Healthcare		Total Employer Normal Cost	Employer Pension Normal Cost Rate		Healthcare Normal Cost Rate (% of Pay)		Healthcare Normal Cost Rate (per member)		Employer DCR Contribution Pension Rate		Employer DCR Contribution PensionAmount		Employer DCR Contribution Healthcare Rate		Employer DCR Contribution Healthcare Amount		Employer DCR Contribution Total Amount	DB / DCR Cost Difference	Pension Cost Difference	Healthcare Cost Difference
Headcount		Salary	Normal Cost	Normal Cost	Normal Cost	Normal Cost	Cost Rate		Cost Rate		Cost Rate		Pension Rate		PensionAmount		Healthcare Rate		Healthcare Amount		Total Amount	Difference	Difference	Difference
FY15	8,408	\$410,318	\$6,874	\$21,079	\$27,953	1.68%	5.14%	\$2.51	5.22%	\$21,419	3.48%	\$14,279	\$35,698	(\$7,745)	(\$14,545)	\$6,800								
FY16	10,924	546,022	9,147	29,501	38,648	1.68%	5.40%	2.70	5.22%	28,503	3.48%	19,002	47,505	(8,857)	(19,356)	10,499								
FY17	13,159	681,546	11,418	39,179	50,597	1.68%	5.75%	2.98	5.22%	35,576	3.48%	23,718	59,294	(8,697)	(24,158)	15,461								
FY18	15,171	817,570	13,703	49,387	63,090	1.68%	6.04%	3.26	5.22%	42,677	3.48%	28,451	71,128	(8,038)	(28,974)	20,936								
FY19	17,012	955,295	16,028	59,461	75,489	1.68%	6.22%	3.50	5.22%	49,866	3.48%	33,244	83,110	(7,621)	(33,838)	26,217								
FY20	18,697	1,095,901	18,406	71,569	89,975	1.68%	6.53%	3.83	5.22%	57,206	3.48%	38,138	95,344	(5,369)	(38,800)	33,431								
FY21	20,249	1,237,390	20,813	83,680	104,493	1.68%	6.76%	4.13	5.22%	64,592	3.48%	43,062	107,654	(3,161)	(43,779)	40,618								
Teachers' Retirement System																								
		Employer Pension		Healthcare		Total Employer Normal Cost	Employer Pension Normal Cost Rate		Healthcare Normal Cost Rate (% of Pay)		Healthcare Normal Cost Rate (per member)		Employer DCR Contribution Pension Rate		Employer DCR Contribution PensionAmount		Employer DCR Contribution Healthcare Rate		Employer DCR Contribution Healthcare Amount		Employer DCR Contribution Total Amount	DB / DCR Cost Difference	Pension Cost Difference	Healthcare Cost Difference
Headcount		Salary	Normal Cost	Normal Cost	Normal Cost	Normal Cost	Cost Rate		Cost Rate		Cost Rate		Pension Rate		PensionAmount		Healthcare Rate		Healthcare Amount		Total Amount	Difference	Difference	Difference
FY15	2,016	\$116,432	\$3,307	\$7,441	\$10,748	2.84%	6.39%	\$3.69	7.00%	\$8,150	3.49%	\$4,063	\$12,213	(\$1,465)	(\$4,843)	\$3,378								
FY16	2,663	157,186	4,464	10,274	14,738	2.84%	6.54%	3.86	7.00%	11,003	3.49%	5,486	16,489	(1,751)	(6,539)	4,788								
FY17	3,249	197,916	5,621	13,230	18,851	2.84%	6.68%	4.07	7.00%	13,854	3.49%	6,907	20,761	(1,910)	(8,233)	6,323								
FY18	3,795	239,377	6,798	16,507	23,305	2.84%	6.90%	4.35	7.00%	16,756	3.49%	8,354	25,110	(1,805)	(9,958)	8,153								
FY19	4,307	281,784	8,003	19,720	27,723	2.84%	7.00%	4.58	7.00%	19,725	3.49%	9,834	29,559	(1,836)	(11,722)	9,886								
FY20	4,788	325,194	9,236	22,975	32,211	2.84%	7.07%	4.80	7.00%	22,764	3.49%	11,349	34,113	(1,902)	(13,528)	11,626								
FY21	5,249	370,319	10,517	26,328	36,845	2.84%	7.11%	5.02	7.00%	25,922	3.49%	12,924	38,846	(2,001)	(15,405)	13,404								
FY22	5,687	416,745	11,836	30,130	41,966	2.84%	7.23%	5.30	7.00%	29,172	3.49%	14,544	43,716	(1,750)	(17,336)	15,586								
FY23	6,097	464,227	13,184	34,120	47,304	2.84%	7.35%	5.60	7.00%	32,496	3.49%	16,202	48,698	(1,394)	(19,312)	17,918								
FY24	6,480	512,664	14,560	38,081	52,641	2.84%	7.43%	5.88	7.00%	35,886	3.49%	17,892	53,778	(1,137)	(21,326)	20,189								

Prepared as of February 1, 2012.