

# State of Alaska

## **Department of Administration**

### Division of Retirement and Benefits

## Presentation to the House Finance Committee

### Funding Status Update

Public Employees' Retirement System (PERS)  
Teachers' Retirement System (TRS)

Kathy Lea, Director

Christopher Novell, Chief Financial Officer

Chris Murray, Acting Chief Health Administrator

February 3, 2026



# Organization – PERS / TRS

## Dept. of Revenue Treasury Division

Invests retirement system  
assets

### Staff

General Consultants

Internal Investment Team

External Investment Management

## Alaska Retirement Management Board (ARMB)

Sets contribution rates,  
invests retirement system  
assets

Investment Advisory Committee

Reviewer Actuary (GRS)

## Dept. of Administration Division of Retirement & Benefits

Administer retirement and  
benefits system

### Staff

Valuation Actuary (Gallagher)/Consultants

Third Party Administrators (TPA)

External Audits



# Membership (as of June 30, 2025)

|                                        | PERS   |         |          |        |         | TRS    |         |        |         | Total   | %       |
|----------------------------------------|--------|---------|----------|--------|---------|--------|---------|--------|---------|---------|---------|
| Employers                              | 151    |         |          |        |         | 57     |         |        |         |         |         |
| <u>Defined Benefit (DB) Plans</u>      | Tier I | Tier II | Tier III | Total  |         | Tier I | Tier II | Total  |         |         |         |
| Actives                                | 336    | 1,322   | 5,521    | 7,179  | DB: 20% | 49     | 2,124   | 2,173  | DB: 25% | 9,352   | DB: 21% |
| Inactive – Vested                      | 167    | 1,071   | 2,916    | 4,154  | DB: 56% | 14     | 559     | 573    | DB: 29% | 4,727   | DB: 51% |
| Retired                                | 20,571 | 10,082  | 6,796    | 37,449 | DB: 99% | 9,215  | 4,501   | 13,716 | DB: 99% | 51,165  | DB: 99% |
| TOTAL                                  | 21,074 | 12,475  | 15,233   | 48,782 |         | 9,278  | 7,184   | 16,462 |         | 65,244  |         |
| <u>Defined Contribution (DC) Plans</u> |        |         |          |        |         |        |         |        |         |         |         |
| Actives                                | 28,616 |         |          |        | DC: 80% | 6,528  |         |        |         | 35,144  | DC: 79% |
| Inactive - Vested                      | 3,205  |         |          |        | DC: 44% | 1,378  |         |        |         | 4,583   | DC: 49% |
| Retired                                | 412    |         |          |        | DC: 1%  | 88     |         |        |         | 500     | DC: 1%  |
| TOTAL                                  | 32,233 |         |          |        |         | 7,994  |         |        |         | 40,227  |         |
| GRAND TOTAL                            | 81,015 |         |          |        |         | 24,456 |         |        |         | 105,471 |         |



Source: Division of Retirement and Benefits. June 30, 2025, Audited Financial Statements

\* Percentages by membership status - DB vs DC.

# Investment Experience

|                                                                      | 2024  |       | 2025 (DRAFT) |        |
|----------------------------------------------------------------------|-------|-------|--------------|--------|
|                                                                      | PERS  | TRS   | PERS         | TRS    |
| Assumed Actuarial Earnings Rate                                      | 7.25% | 7.25% | 7.25%        | 7.25%  |
| Based on Fair Market Value of Assets                                 | 8.80% | 8.90% | 10.80%       | 10.90% |
| Based on Actuarial Value of Assets<br>(Smoothing over 5-Year Period) | 8.00% | 8.00% | 9.30%        | 9.30%  |

The actuarial value of assets was reinitialized to equal, fair value as of June 30, 2014, with the \$3 billion infusion from HB 119.

Beginning in FY2015, the valuation method recognizes 20 percent of the investment gain or loss each year for five years (“Smoothing”).



Source: Gallagher, Actuarial Valuation Reports as of June 30, 2024, and 2025 draft results for PERS and TRS DB

# Funded Status – Pension (\$ thousands)

| Defined Benefit Pension                              | PERS         |              |              | TRS          |              |              |
|------------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|
|                                                      | 2023         | 2024         | 2025         | 2023         | 2024         | 2025         |
| a. Actuarial Accrued Liability                       | \$16,835,581 | \$17,059,775 | \$17,311,947 | \$8,036,685  | \$8,018,737  | \$8,051,399  |
| b. Actuarial Value of Assets (AVA)                   | \$11,272,339 | \$11,608,256 | \$12,162,329 | \$6,171,460  | \$6,247,250  | \$6,422,103  |
| c. Unfunded Actuarial Accrued Liability based on AVA | \$5,563,242  | \$5,451,519  | \$5,149,618  | \$1,865,225  | \$1,771,487  | \$1,629,296  |
| <b>d. Funded Ratio based on AVA</b>                  | <b>67.0%</b> | <b>68.0%</b> | <b>70.3%</b> | <b>76.8%</b> | <b>77.9%</b> | <b>79.8%</b> |
| e. Fair Value of Assets (FVA)                        | \$11,137,489 | \$11,555,868 | \$12,286,031 | \$6,099,520  | \$6,216,525  | \$6,478,048  |
| f. Unfunded Actuarial Accrued Liability based on FVA | \$5,698,092  | \$5,503,907  | \$5,025,916  | \$1,937,165  | \$1,802,212  | \$1,573,351  |
| <b>g. Funded Ratio based on FVA</b>                  | <b>66.2%</b> | <b>67.7%</b> | <b>71.0%</b> | <b>75.9%</b> | <b>77.5%</b> | <b>80.5%</b> |



Source: Gallagher, Actuarial Valuation Reports as of June 30, 2024, and 2025 draft results for PERS and TRS DB

# Funded Status – HealthCare (\$ thousands)

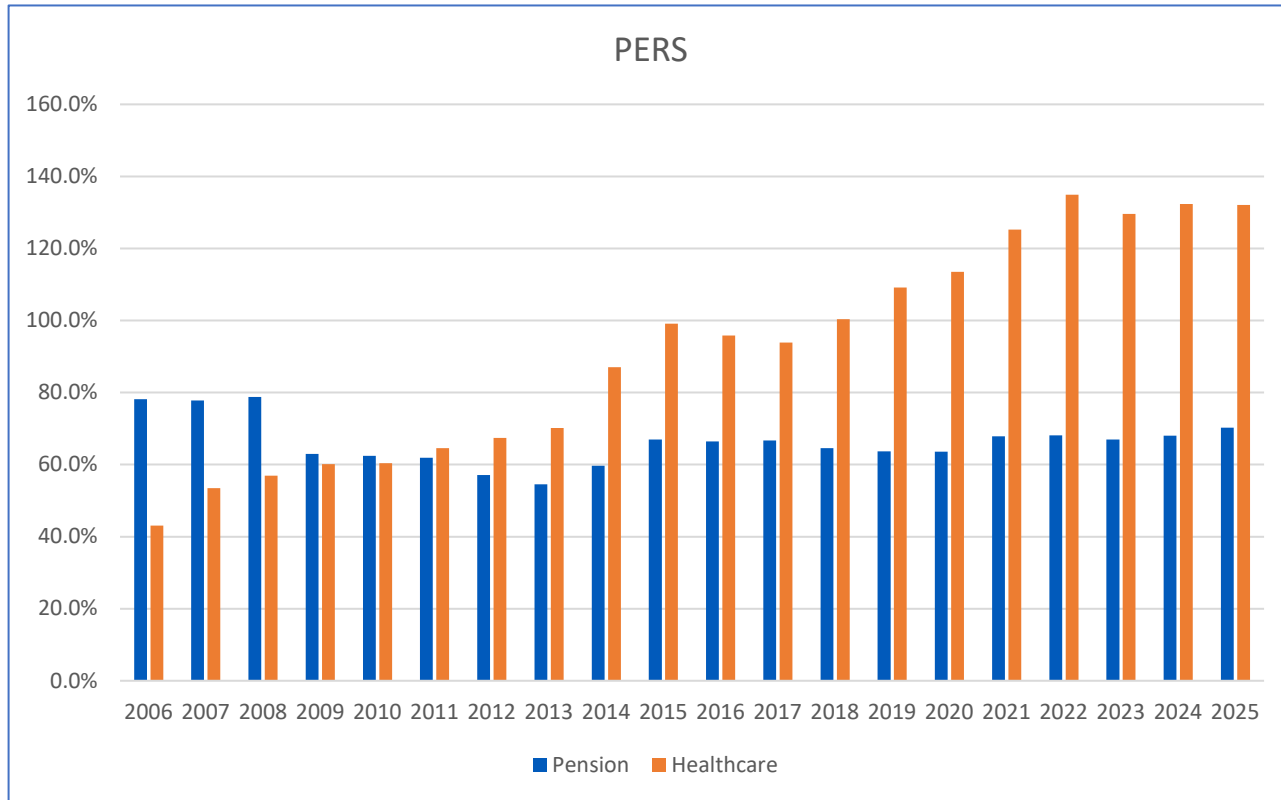
| Defined Benefit HealthCare                           | PERS          |               |               | TRS         |               |               |
|------------------------------------------------------|---------------|---------------|---------------|-------------|---------------|---------------|
|                                                      | 2023          | 2024          | 2025          | 2023        | 2024          | 2025          |
| a. Actuarial Accrued Liability                       | \$7,085,823   | \$7,129,523   | \$7,408,403   | \$2,617,821 | \$2,651,545   | \$2,735,920   |
| b. Actuarial Value of Assets (AVA)                   | \$9,180,231   | \$9,433,351   | \$9,785,277   | \$3,547,973 | \$3,677,415   | \$3,846,857   |
| c. Unfunded Actuarial Accrued Liability based on AVA | (\$2,094,408) | (\$2,303,828) | (\$2,376,874) | (\$930,152) | (\$1,025,870) | (\$1,110,937) |
| d. Funded Ratio based on AVA                         | 129.6%        | 132.3%        | 132.1%        | 135.5%      | 138.7%        | 140.6%        |
| e. Fair Value of Assets (FVA)                        | \$9,076,222   | \$9,400,625   | \$9,891,510   | \$3,506,595 | \$3,665,189   | \$3,891,081   |
| f. Unfunded Actuarial Accrued Liability based on FVA | (\$1,990,399) | (\$2,271,102) | (\$2,483,107) | (\$888,774) | (\$1,013,644) | (\$1,155,161) |
| g. Funded Ratio based on FVA                         | 128.1%        | 131.9%        | 133.5%        | 134.0%      | 138.2%        | 142.2%        |



Source: Gallagher, Actuarial Valuation Reports as of June 30, 2024, and 2025 draft results for PERS and TRS DB

# Funded Ratio – PERS Pension and HealthCare

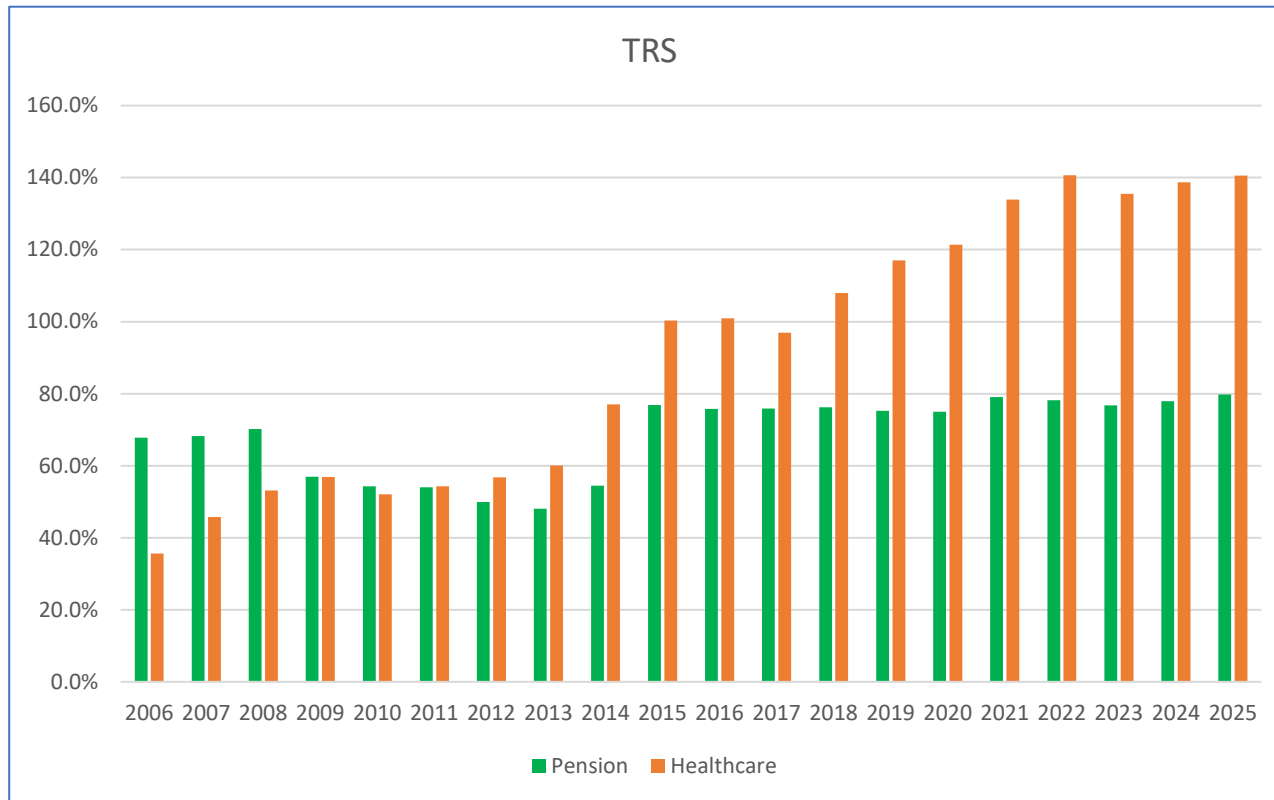
(Based on Actuarial Valuation Reports)



Source: Gallagher, Actuarial Valuation Reports as of June 30, 2024, and 2025 draft results for PERS DB and TRS DB

# Funded Ratio – TRS Pension and HealthCare

(Based on Actuarial Valuation Reports)



Source: Gallagher, Actuarial Valuation Reports as of June 30, 2024, and 2025 draft results for PERS DB and TRS DB



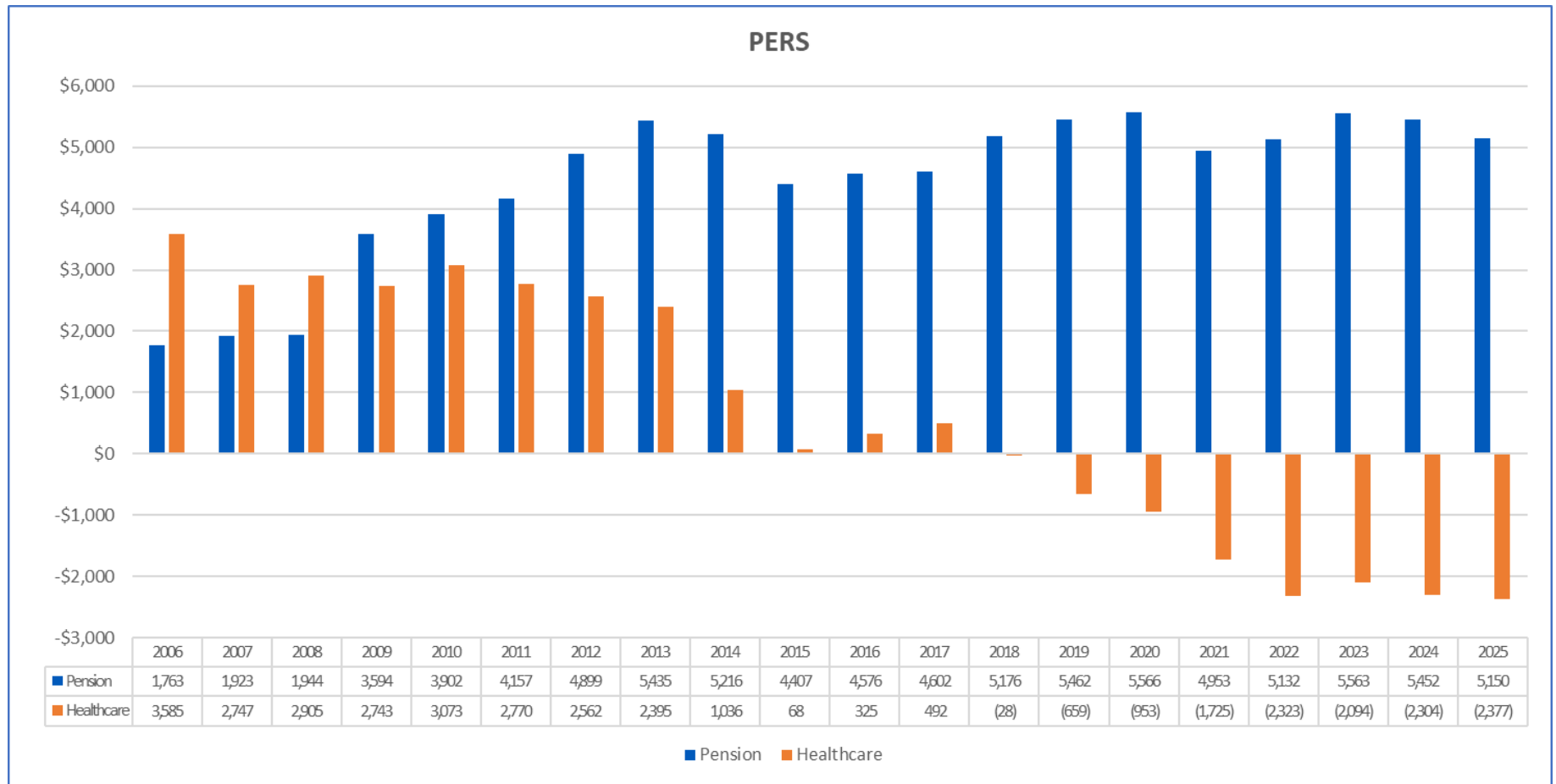
# Correlation between Actual Rate of Return and Funded Ratio – Pension only

| Fiscal Year End<br>30-Jun      | Assumed Actuarial<br>Earnings Rate | Actual Rate of<br>Return | Actuarial<br>Funded Ratio | Actual Rate of<br>Return | Actuarial<br>Funded Ratio |
|--------------------------------|------------------------------------|--------------------------|---------------------------|--------------------------|---------------------------|
|                                |                                    | PERS                     |                           | TRS                      |                           |
| 2000                           | 8.25%                              | 10.16%                   | 101.1%                    | 10.25%                   | 99.6%                     |
| 2001                           | 8.25%                              | -5.37%                   | 100.9%                    | -5.44%                   | 95.0%                     |
| 2002                           | 8.25%                              | -5.48%                   | 75.2%                     | -5.49%                   | 68.2%                     |
| 2003                           | 8.25%                              | 3.67%                    | 72.8%                     | 3.68%                    | 64.3%                     |
| 2004                           | 8.25%                              | 15.08%                   | 70.2%                     | 15.09%                   | 62.8%                     |
| 2005                           | 8.25%                              | 8.95%                    | 65.7%                     | 9.01%                    | 60.9%                     |
| 2006                           | 8.25%                              | 11.74%                   | 78.2%                     | 11.78%                   | 67.8%                     |
| 2007                           | 8.25%                              | 18.93%                   | 77.8%                     | 18.97%                   | 68.2%                     |
| 2008                           | 8.25%                              | -3.13%                   | 78.8%                     | -3.12%                   | 70.2%                     |
| 2009                           | 8.25%                              | -20.53%                  | 63.0%                     | -20.67%                  | 57.0%                     |
| 2010                           | 8.25%                              | 11.39%                   | 62.4%                     | 11.58%                   | 54.3%                     |
| 2011                           | 8.00%                              | 21.18%                   | 61.9%                     | 21.36%                   | 54.0%                     |
| 2012                           | 8.00%                              | 0.46%                    | 57.1%                     | 0.51%                    | 49.9%                     |
| 2013                           | 8.00%                              | 12.50%                   | 54.5%                     | 12.59%                   | 48.1%                     |
| 2014                           | 8.00%                              | 18.56%                   | 59.7%                     | 18.56%                   | 54.5%                     |
| 2015                           | 8.00%                              | 3.29%                    | 67.0%                     | 3.30%                    | 76.9%                     |
| 2016                           | 8.00%                              | -0.36%                   | 66.4%                     | -0.36%                   | 75.8%                     |
| 2017                           | 8.00%                              | 13.35%                   | 66.7%                     | 13.36%                   | 75.9%                     |
| 2018                           | 7.38%                              | 9.61%                    | 64.6%                     | 9.62%                    | 76.2%                     |
| 2019                           | 7.38%                              | 6.40%                    | 63.7%                     | 6.39%                    | 75.3%                     |
| 2020                           | 7.38%                              | 3.83%                    | 63.6%                     | 3.82%                    | 75.0%                     |
| 2021                           | 7.38%                              | 27.62%                   | 67.9%                     | 27.65%                   | 79.1%                     |
| 2022                           | 7.25%                              | -4.08%                   | 68.1%                     | -4.10%                   | 78.2%                     |
| 2023                           | 7.25%                              | 7.03%                    | 67.0%                     | 7.02%                    | 76.8%                     |
| 2024                           | 7.25%                              | 9.22%                    | 68.0%                     | 9.23%                    | 77.9%                     |
| 2025                           | 7.25%                              | 10.10%                   | 70.3%                     | 10.12%                   | 79.8%                     |
| 30-year average rate of return |                                    | 7.60%                    |                           | 7.64%                    |                           |



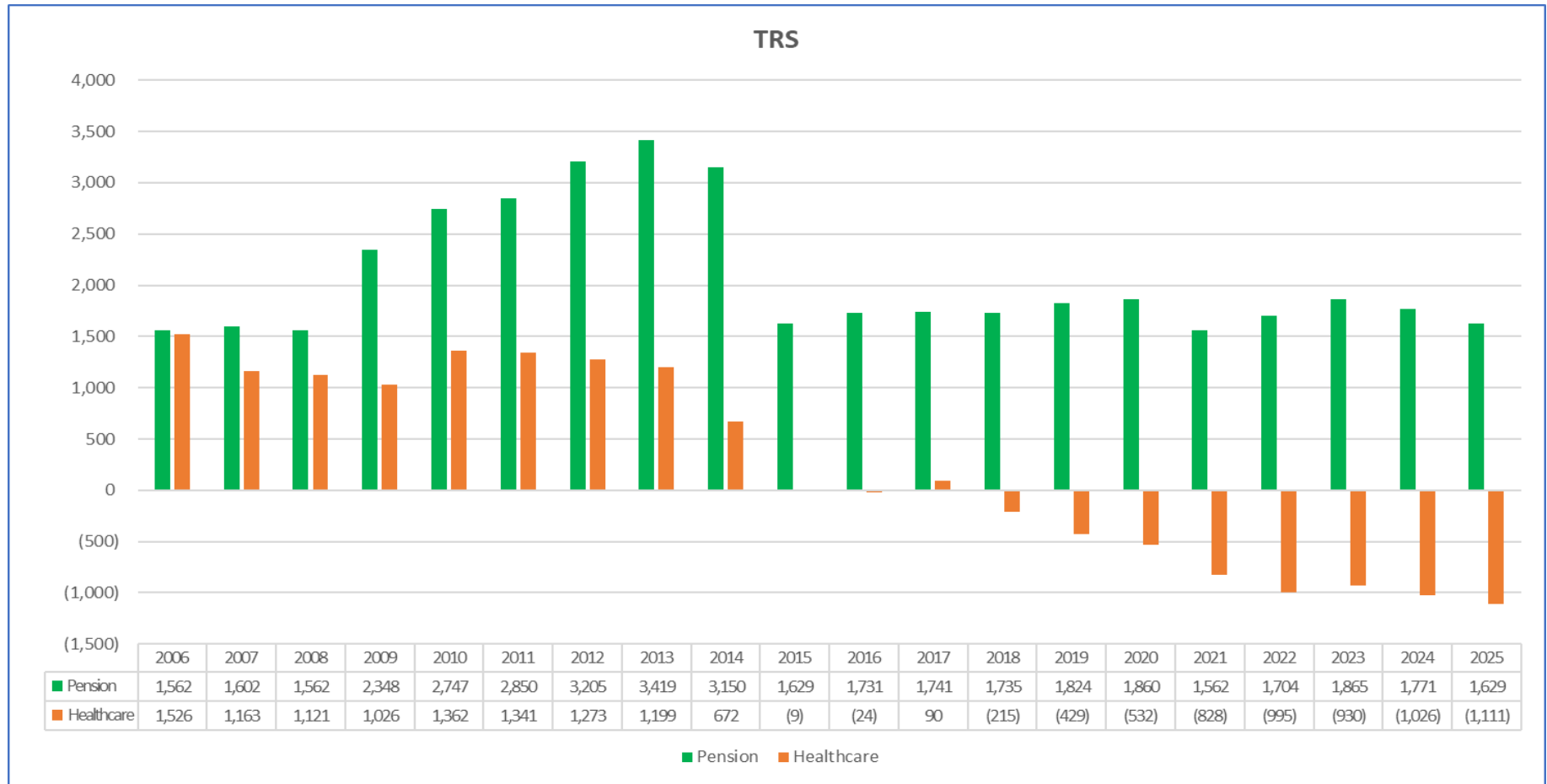
Source: Funded Ratio - Actuarial Reports; Actual Rate of Returns - Department of Revenue, Investment Performance

# Unfunded Actuarial Liability – PERS (in \$millions)



Source: Gallagher, Actuarial Valuation Reports as of June 30, 2024, and 2025 draft results for PERS DB and TRS DB

# Unfunded Actuarial Liability – TRS (in \$millions)



Source: Gallagher, Actuarial Valuation Reports as of June 30, 2024, and 2025 draft results for PERS DB and TRS DB

# Additional State Contributions - History

| FY   | Legislation                                    | PERS             | TRS              | Total            |
|------|------------------------------------------------|------------------|------------------|------------------|
| 2006 | Chapter 3, FSSLA 05 (SB 46), Sec 59(b)         | \$ 18,426,923    | \$ -             | \$ 18,426,923    |
| 2007 | Chapter 82, SLA 06 (SB 231), Sec 60(b)         | 18,581,921       | -                | 18,581,921       |
| 2008 | Chapter 30, SLA 07 (SB 53), Sec 55(e)          | 185,000,000      | 269,992,300      | 454,992,300      |
|      | Chapter 28, SLA 07 (HB95), Sec 15(a)           |                  |                  |                  |
| 2009 | Chapter 27, SLA 08 (HB 310), Sec 13(b) & (a)   | 241,600,000      | 206,300,000      | 447,900,000      |
| 2010 | Chapter 12, SLA 09 (HB 81), Sec 23(b) & (a)    | 107,953,000      | 173,462,000      | 281,415,000      |
| 2011 | Chapter 41, SLA 10 (HB 300), Sec 29(b) & (a)   | 165,841,171      | 190,850,258      | 356,691,429      |
| 2012 | Chapter 3, FSSLA 11 (HB 108), Sec 29(b) & (a)  | 242,609,397      | 234,517,333      | 477,126,730      |
| 2013 | Chapter 15, SLA 12 (HB 284), Sec 27(a) & (b)   | 307,302,392      | 302,777,153      | 610,079,545      |
| 2014 | Chapter 14, SLA 13 (HB 65), Sec 29(a) & (b)    | 312,472,952      | 316,847,291      | 629,320,243      |
| 2015 | Chapter 18, SLA 14 (HB 119), Sec 48(a) & (b)   | 1,000,000,000    | 2,000,000,000    | 3,000,000,000    |
| 2016 | Chapter 1, SSSLA 15 (HB 2001), Sec 10(a) & (b) | 126,520,764      | 130,108,327      | 256,629,091      |
| 2017 | Chapter 3, 4SSLA 16 (HB 256), Sec 28(a) & (b)  | 99,166,576       | 116,699,959      | 215,866,535      |
| 2018 | Chapter 1, SSSLA 17 (HB 57), Sec 41(a) & (b)   | 72,719,000       | 111,757,000      | 184,476,000      |
|      | Chapter 17, SLA 18 (HB 286), Sec 25(a)         |                  |                  |                  |
| 2019 | Chapter 17, SLA 18 (HB 286), Sec 25(b) & (c)   | 135,219,000      | 128,174,000      | 263,393,000      |
| 2020 | Chapter 1, FSSLA 19 (HB 39), Sec 35(a) & (b)   | 159,055,000      | 141,129,000      | 300,184,000      |
| 2021 | Chapter 8, SLA 20 (HB 205), Sec 41(a) & (b)    | 203,585,000      | 134,976,000      | 338,561,000      |
| 2022 | Chapter 1, SSSLA 21 (HB 69), Sec 73(b) & (c)   | 97,699,500       | 142,665,000      | 240,364,500      |
| 2023 | Chapter 11, SLA 22 (HB 281), Sec 80(a) & (b)   | 33,933,000       | 91,029,000       | 124,962,000      |
| 2024 | Chapter 1, FSSLA 23 (HB 39), Sec 74(a) & (b)   | 37,942,000       | 98,766,000       | 136,708,000      |
| 2025 | Chapter 7, SLA 24 (HB 268), Sec 51(a) & (b)    | 59,149,000       | 123,358,000      | 182,507,000      |
| 2026 | Chapter 10, SLA 25 (HB 53), Sec 45(a) & (b)    | 79,807,000       | 138,982,000      | 218,789,000      |
|      | Total:                                         | \$ 3,704,583,596 | \$ 5,052,390,621 | \$ 8,756,974,217 |

Source: Legislative Bills for the respective year



# Additional State Contributions – Projected

| Fiscal Year | PERS           | TRS              | Total            |
|-------------|----------------|------------------|------------------|
| 2027        | 75,283,000     | 157,201,000      | 232,484,000      |
| 2028        | 93,282,000     | 159,411,000      | 252,693,000      |
| 2029        | 91,969,000     | 154,892,000      | 246,861,000      |
| 2030        | 91,705,000     | 152,279,000      | 243,984,000      |
| 2031        | 95,885,000     | 154,280,000      | 250,165,000      |
| 2032        | 99,235,000     | 156,144,000      | 255,379,000      |
| 2033        | 102,955,000    | 157,925,000      | 260,880,000      |
| 2034        | 59,582,000     | 157,472,000      | 217,054,000      |
| 2035        | 38,540,000     | 144,885,000      | 183,425,000      |
| 2036        | 30,944,000     | 140,184,000      | 171,128,000      |
| 2037        | 73,407,000     | 180,515,000      | 253,922,000      |
| 2038        | 59,315,000     | 161,570,000      | 220,885,000      |
| 2039        | 0              | 81,039,000       | 81,039,000       |
|             | \$ 912,102,000 | \$ 1,957,797,000 | \$ 2,869,899,000 |

**Without HealthCare Normal Cost Contributions**



Source: Gallagher

# FY2027 Contribution Rates

## Health Plan – Zero Normal Cost Impact on Contribution Rates

| PERS                                       |               |                    |               |                    | TRS                                   |                    |               |                    |
|--------------------------------------------|---------------|--------------------|---------------|--------------------|---------------------------------------|--------------------|---------------|--------------------|
| FY27 PERS Total Payroll * \$ 2,801,225,000 |               |                    |               |                    | FY27 TRS Total Payroll \$ 791,148,000 |                    |               |                    |
|                                            | With HCC      | Contribution       | Without HCC   | Contribution       | With HCC                              | Contribution       | Without HCC   | Contribution       |
| DB Pension Plan - Normal Cost              | 1.89%         | 52,943,000         | 1.89%         | 52,943,000         | 1.98%                                 | 15,665,000         | 1.98%         | 15,665,000         |
| DB Pension Plan - Past Service Cost        | 18.57%        | 520,188,000        | 18.57%        | 520,188,000        | 23.14%                                | 183,072,000        | 23.14%        | 183,072,000        |
| DB Health Plan - Normal Cost               | 1.78%         | 49,862,000         | 0.00%         | -                  | 1.93%                                 | 15,269,000         | 0.00%         | -                  |
| DCR Plan                                   | 7.09%         | 198,606,000        | 7.09%         | 198,606,000        | 8.02%                                 | 63,450,000         | 8.02%         | 63,450,000         |
|                                            | <b>29.33%</b> | <b>821,599,000</b> | <b>27.55%</b> | <b>771,737,000</b> | <b>35.07%</b>                         | <b>277,456,000</b> | <b>33.14%</b> | <b>262,186,000</b> |
| State Of Alaska Contributions              | 29.33%        | 409,649,000        | 27.55%        | 384,788,000        |                                       |                    |               |                    |
| Non-State Employer Contributions           | <b>22.00%</b> | <b>308,997,000</b> | <b>22.00%</b> | <b>308,997,000</b> | <b>12.56%</b>                         | <b>99,368,000</b>  | <b>12.56%</b> | <b>99,368,000</b>  |
| <b>Additional State Contributions</b>      | <b>7.08%</b>  | <b>99,441,000</b>  | <b>5.36%</b>  | <b>75,283,000</b>  | <b>21.74%</b>                         | <b>171,995,000</b> | <b>19.87%</b> | <b>157,201,000</b> |

|                                           |                      |
|-------------------------------------------|----------------------|
| * PERS Non-State Employers Total Payroll: | \$ 1,404,534,000     |
| PERS State as an Employer Total Payroll:  | <u>1,396,691,000</u> |
| FY27 (projected) PERS Total Payroll:      | \$ 2,801,225,000     |

Total Savings : **\$49,019,000 (PERS) + \$14,794,000 (TRS) = \$63,813,000**

(NOTE: some totals may not add due to rounding)



Source: Gallagher, September 2025

# HealthCare Trusts Funded Level

| Fiscal Year | with NC Contributed | Without NC Contributed | with NC Contributed | Without NC Contributed |
|-------------|---------------------|------------------------|---------------------|------------------------|
|             | <b>PERS</b>         |                        | <b>TRS</b>          |                        |
| 2026        | 131%                | 131%                   | 140%                | 140%                   |
| 2027        | 134%                | 134%                   | 144%                | 144%                   |
| 2028        | 137%                | 137%                   | 148%                | 147%                   |
| 2029        | 141%                | 140%                   | 152%                | 151%                   |
| 2030        | 144%                | 142%                   | 156%                | 154%                   |
| 2031        | 147%                | 145%                   | 160%                | 158%                   |
| 2032        | 151%                | 148%                   | 164%                | 162%                   |
| 2033        | 155%                | 151%                   | 170%                | 167%                   |
| 2034        | 159%                | 155%                   | 176%                | 173%                   |
| 2035        | 165%                | 160%                   | 183%                | 179%                   |
| 2036        | 171%                | 165%                   | 190%                | 186%                   |
| 2037        | 177%                | 171%                   | 199%                | 194%                   |
| 2038        | 185%                | 178%                   | 209%                | 203%                   |
| 2039        | 194%                | 186%                   | 220%                | 214%                   |

NC = Normal Cost (*the annual cost of current year benefit accruals and administrative expenses assigned under an actuarial cost method.*)



Source: Gallagher

# FY2027 Contribution Rates – Defined Benefit Plans

| Defined Benefit Plans                                   | PERS          | TRS           |
|---------------------------------------------------------|---------------|---------------|
| Employee                                                |               |               |
| • All Other Employees                                   | 6.75%         | 8.65%         |
| • Peace Officer/Firefighter                             | 7.50%         |               |
| • School District Alternate Option                      | 9.60%         |               |
| Employer (Rates capped by Alaska statute)               | 22.00%        | 12.56%        |
| Additional State Contribution (for non-State employers) | 5.55%         | 20.58%        |
| Total Required Contributions for the Fiscal Year *      | <b>27.55%</b> | <b>33.14%</b> |

\* The total contribution rates for PERS and TRS include the DCR contribution rates.



Source: Gallagher



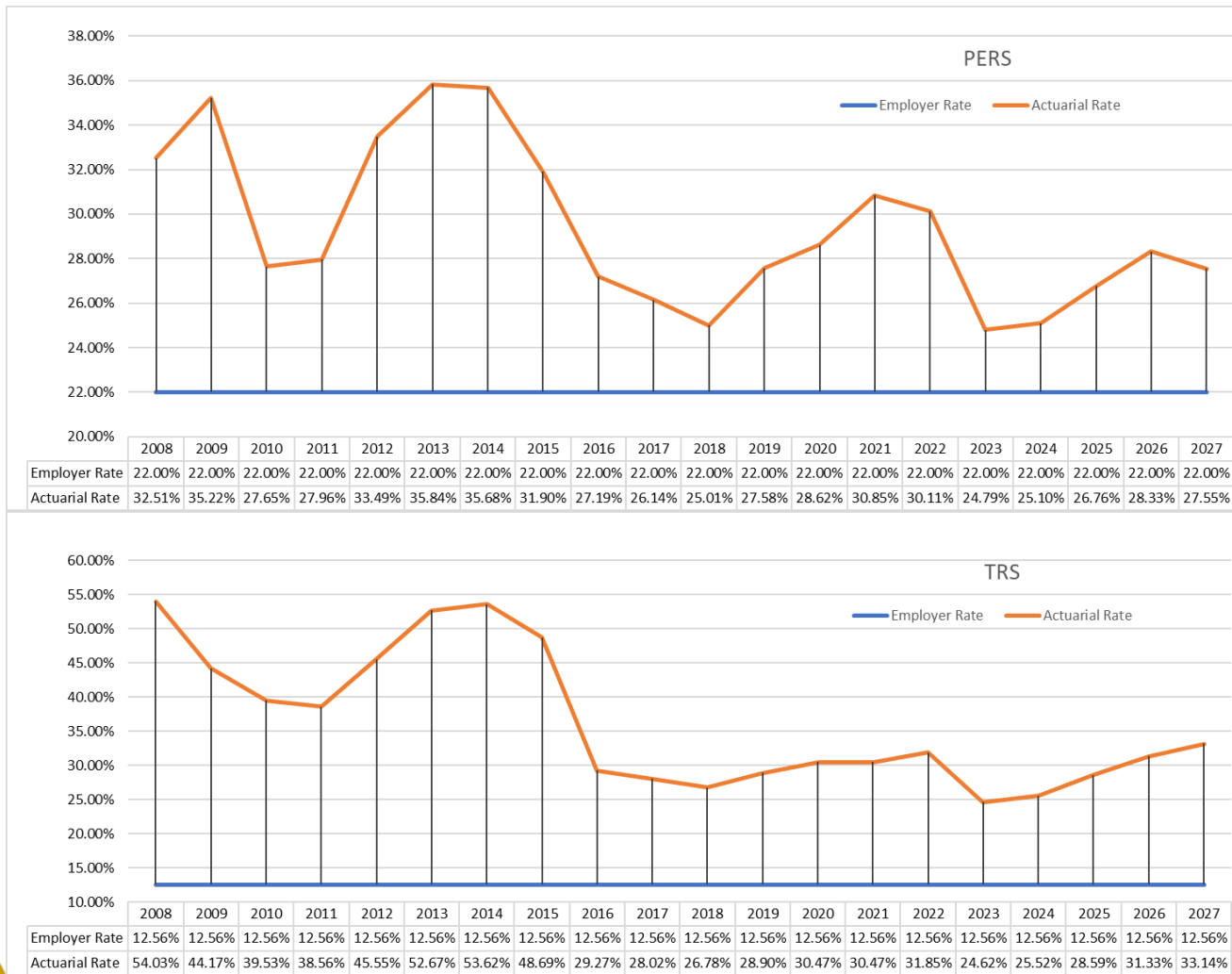
# FY2027 Contribution Rates – Defined Contribution Plans

| Defined Contribution Plans                                                             | PERS                                    | TRS                                     |
|----------------------------------------------------------------------------------------|-----------------------------------------|-----------------------------------------|
| Employee (to Investment Account)                                                       | 8.00%                                   | 8.00%                                   |
| Employer                                                                               |                                         |                                         |
| Investment Account                                                                     | 5.00%                                   | 7.00%                                   |
| Health Care (Retiree Major Medical Plan)                                               | 0.82%                                   | 0.75%                                   |
| Occupational Death & Disability                                                        |                                         |                                         |
| • All Others                                                                           | 0.24%                                   | 0.08%                                   |
| • Peace Officer/Firefighter                                                            | 0.69%                                   | N/A                                     |
| Health Reimbursement Account (HRA)<br>(3% of all PERS/TRS average annual compensation) | Flat dollar amount<br>computed annually | Flat dollar amount<br>computed annually |
| Excess from Employers' Contributions (22% / 12.56%)                                    | To DB Plans – Unfunded Liability        |                                         |



Source: Gallagher

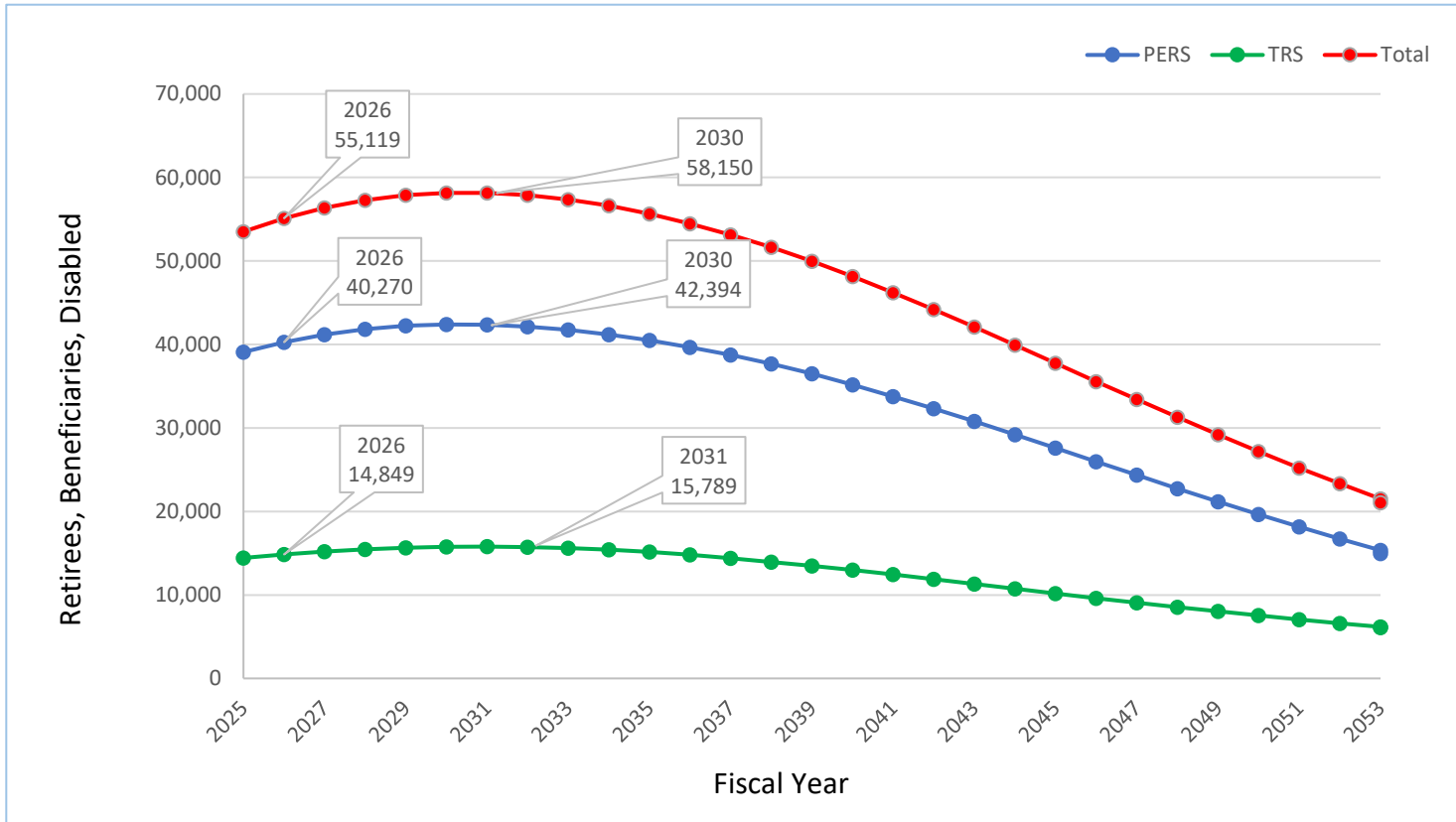
# Contribution Rates – History



Source: Gallagher, [Rates by Fiscal Year shown include both DB and DCR Plan rates]

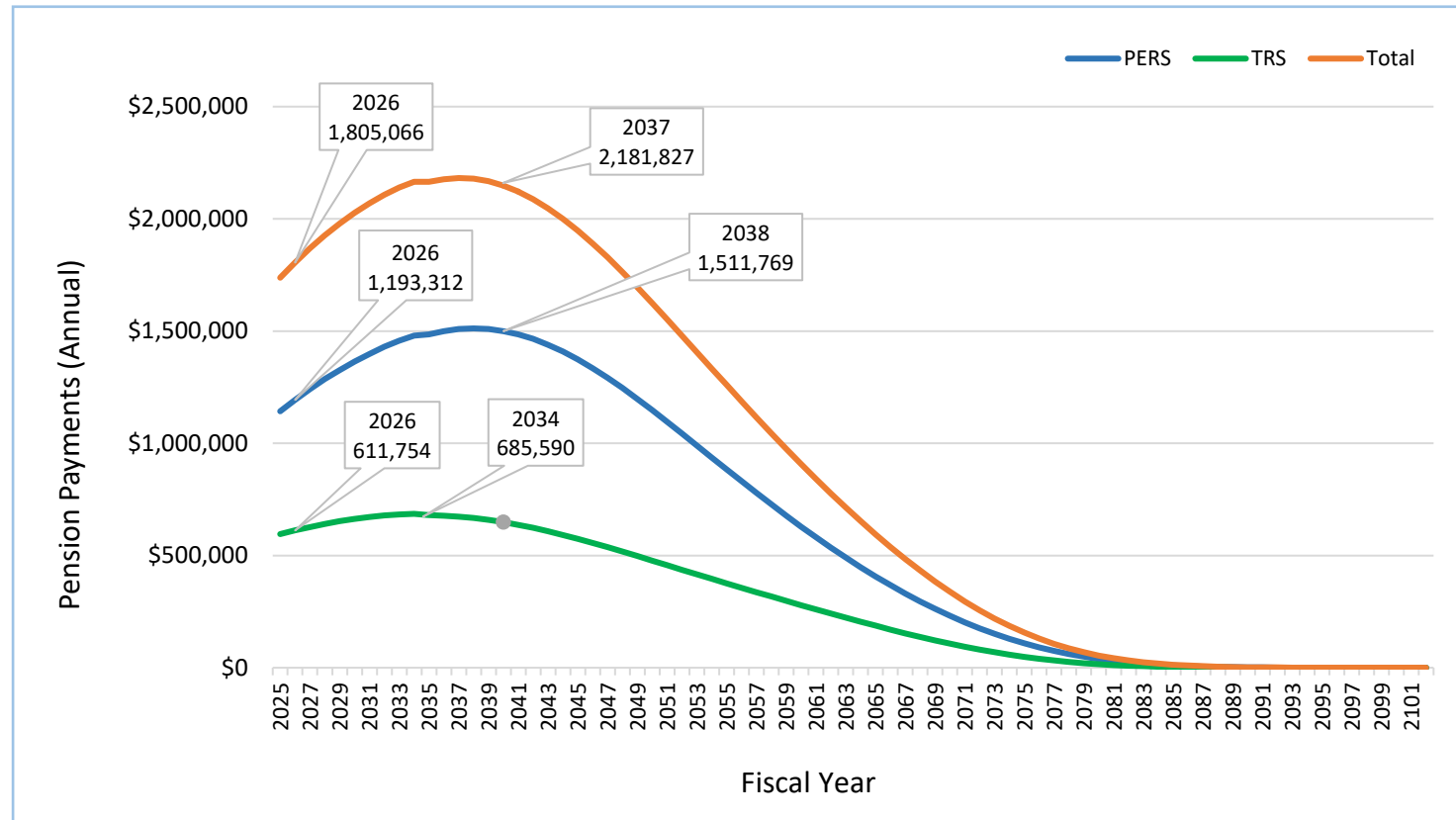


# Projected Pension Benefit Recipients



Source: Gallagher, Actuarial Valuation Reports as of June 30, 2024 for PERS and TRS DB - Section 3.7

# Projected Pension Benefits Payment (\$ thousands)



Source: Gallagher, Actuarial Valuation Reports as of June 30, 2024 for PERS and TRS DB - Section 3.7

# AlaskaCare Employer Group Waiver Plan

- An Employer Group Waiver Plan (EGWP) is a group Medicare Part D prescription drug plan option.
- EGWP provides a direct subsidy which allows it to be considered when calculating the Other Post-Employment Benefits (OPEB) liability under both Governmental Accounting Standards Board (GASB) & Financial Accounting Standards Board (FASB) accounting frameworks.
- The implementation of EGWP reduced 6/30/18 healthcare liabilities by **\$959M**, which resulted in lower projected liabilities, lower projected contribution rates, and lower projected Additional State Contributions (\$711 million for PERS, \$248 million for TRS).



GASB = Governmental Accounting Standards Board  
FASB = Financial Accounting Standards Board

# An Employer Group Waiver Plan (EGWP) Subsidy

| Types of Funding                 | \$ (Millions)   |                 |                 |                  |                  |
|----------------------------------|-----------------|-----------------|-----------------|------------------|------------------|
|                                  | 2021            | 2022            | 2023            | 2024             | 2025             |
| Direct Subsidy                   | \$ (2.64)       | \$ (5.23)       | \$ (5.91)       | \$ 4.11          | \$ 45.22         |
| Catastrophic Reinsurance*        | 25.98           | 35.57           | 38.36           | 40.37            | 15.71            |
| Low Income Premiums Subsidy      | 0.22            | 0.22            | 0.23            | 0.25             | 0.14             |
| Low Income Cost Sharing Subsidy* | 1.10            | 1.12            | 1.28            | 1.21             | 0.48             |
| Coverage Gap Discount*           | 39.75           | 44.02           | 52.27           | 56.55            | \$ 46.03         |
| <b>TOTAL</b>                     | <b>\$ 64.41</b> | <b>\$ 75.70</b> | <b>\$ 86.23</b> | <b>\$ 102.49</b> | <b>\$ 107.57</b> |

\* 2025 amounts described above are estimates due to the dynamic nature of claims. The actual subsidy is subject to minor adjustments due to true-up.



Source: OptumRx

# HealthCare Cost Trend Rates

| Fiscal Year | Medical Pre-65 | Medical Post-65 | Rx / EGWP |
|-------------|----------------|-----------------|-----------|
| 2026        | 6.20%          | 5.40%           | 8.50%     |
| 2027        | 6.05%          | 5.35%           | 8.20%     |
| 2028        | 5.85%          | 5.35%           | 7.90%     |
| 2029        | 5.65%          | 5.30%           | 7.45%     |
| 2030        | 5.45%          | 5.30%           | 7.05%     |
| 2031        | 5.30%          | 5.30%           | 6.60%     |
| 2032        | 5.30%          | 5.30%           | 6.15%     |
| 2033        | 5.30%          | 5.30%           | 5.70%     |
| 2034-2038   | 5.30%          | 5.30%           | 5.30%     |
| 2039        | 5.25%          | 5.25%           | 5.30%     |
| 2050+       | 4.50%          | 4.50%           | 4.50%     |

Trend rates were updated with the June 30, 2024, draft actuarial valuation reports by adopting the ARM Board of the most recent experience study. Beginning in the Fiscal Year 2039, trend rates were revised to reach an ultimate rate of 4.5% in Fiscal Year 2050.

Source: Gallagher - June 30, 2024 valuation reports.



# Employers and Additional State Contributions

## Process Timeline

Allocation of projected employer and Additional State Contribution rates with liabilities “rolled forward” for two years, assets “rolled forward” for one year, and smoothed.





# eReporting Outage – Key Dates and Events

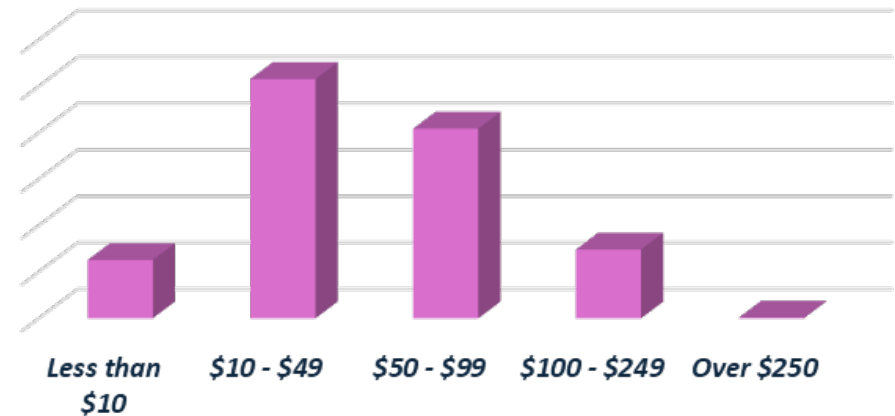
- **November 4, 2024 – February 6, 2025**
  - eReporting system offline.
  - Approximately 1,600 payrolls unreported
- **February 6 – April 9, 2025**
  - eReporting back online.
  - Three phased approach to prevent the system being overwhelmed
- **April 30, 2025**
  - Deadline given for employer to report all outstanding payrolls
  - Mar 27: Notice provided of deadline to all employers by letter and on the DRB webpage
  - Apr 29: Notice provided to all employers to notify their staff regarding allocation of imminent compensation for lost earnings:
    - May 15: Extension applied as a margin for error and/or reports that were submitted timely but not processed
    - May 30: Reports received after this date would only be entitled to any remaining balance of the make whole appropriation, on a first-come basis
- **June 5, 2025**
  - Make whole appropriation (within HB 53) made available for disbursement
- **June 17 to July 21, 2025**
  - Make Whole Payments were posted to members accounts



# Make Whole Appropriation

- **Amount Appropriated:**
  - \$2,679,460
- **Loss assumptions:**
  - Lost earnings calculation based on US Dept of Labor Voluntary Fiduciary Correction Program (VFCP) online calculator
- **Total amount paid out: \$1,309,635 (49%)**
  - PERS \$692,324, TRS \$552,345, SBS \$64,967
  - Remaining balance: \$1,369,825
- **Total Participants Paid: 23,996**
  - Highest amount paid: \$368.90
  - Lowest amount paid: \$0.0024 (quarter of a cent)
  - Average (mean/median) amount paid: \$54.58 / \$46.98

**Make Whole Payments by Amount**



Source: Empower Retirement Services

# Collaboration and Communication

- DRB Staff
  - Active Payroll Team
  - Counseling Resource
  - Communications Team
    - Frequent updates on the DRB Webpage: [drb.alaska.gov/news/#employer](http://drb.alaska.gov/news/#employer)
    - Letters to employers and employees
- Empower
  - Resources provided to ensure amounts were posted to accounts ahead of schedule
- Employers
  - 99% of Employers were fully caught up by the deadlines



# **Department of Administration**

Championing improvement in the State's performance and results.



For more information, please contact [Christopher.Novell@alaska.gov](mailto:Christopher.Novell@alaska.gov)