



**Golden Gate Transit-Amalgamated Retirement Plan
Pension Trust Meeting No. 202**

Thursday, November 7, 2024, 2:00 p.m.

Location:

185 North Redwood Drive

Muir Woods Conference Room (lower level)

San Rafael, CA

WebEx

<https://zah.webex.com/zah/j.php?MTID=m3f6b309fa9ace1a6d517f74b7394d8fa>

Dial-In Number: (415) 655-0003

Meeting ID Number (Access Code): 2343 670 2133

GOLDEN GATE TRANSIT AMALGAMATED RETIREMENT PLAN

BOARD OF TRUSTEES MEETING

TIME: 2:00 PM ~ FULL BOARD

DATE: THURSDAY, NOVEMBER 7, 2024

**PLACE: 185 NORTH REDWOOD DRIVE
SAN RAFAEL, CA
MUIR WOODS CONFERENCE ROOM (LOWER LEVEL)**

DIAL IN NUMBER: 1-415-655-0003

MEETING NUMBER (ACCESS CODE): 2343 670 2133

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PENSION MEETING NO. 202

I. CALL TO ORDER

**Page
No.**

II. ROLL CALL

- Management Trustees**
- Dennis Rodoni
 - Chris Snyder
 - James Mastin

- Union Trustees**
- Kimmiko Joseph
 - David Herrera
 - Shane Weinstein

III. CONSENT CALENDAR

- A. Approval of the Minutes of Meeting No. 201.....1-5
- B. Approval of the Q-3, 2024 Financial Statements..... 6-11
- C. Approval of the New Benefit Payments Issued Q-3, 202412

IV. PUBLIC COMMENT: *See Footnote**

Board of Trustees Meeting

November 7, 2024

V. REVIEW & ACCEPT REPORTS BY PLAN PROFESSIONALS

- A. Trust Administrator
 - a) Review & Approve Application for Disability Benefits
 - b) Review & Approve Revised QDRO Sample Letter & Procedures..... 13-26

- B. Trust Counsel
 - a) Review & Authorize Execution of Amendment No. 2 to Administrative Services Agreement with Zenith American Solutions 27-29

- C. Trust Actuary
 - a) Review & Accept Actuarial Valuation Results as of 1/1/24..... 30-80
 - b) Review & Accept GASB 67/68 Report as of 12/31/2381-105
 - c) PEPRAs Compensation Limits for 2025 106-108

- D. Trust Auditor
 - a) Review & Accept Reporting & Insights from 2023 Audit 109-126
 - b) Review & Accept Audited Financial Statements for 12/31/23 .. 127-152

- E. Trust Investment Consultant
 - a) Accept GGTARP Q-3, 2024 Investment Consultant Report Handout

VI. OTHER BUSINESS

- A. Review and Approve 2025 Meeting Schedule 153

VII. ADJOURNMENT

GOLDEN GATE TRANSIT-AMALGAMATED RETIREMENT PLAN

MINUTES OF THE BOARD OF TRUSTEES PENSION MEETING NO. 201

August 15, 2024

**185 North Redwood Drive
San Rafael, CA
Muir Woods Conference Room
Lower Level**

ITEM 1. Call to Order

The meeting of the Golden Gate Transit-Amalgamated Retirement Plan Board of Trustees was called to order by Chairperson Chris Snyder at 2:02 p.m. on Thursday, August 15, 2024.

ITEM 2. Roll Call

EMPLOYER TRUSTEES

Chris Snyder
Dennis Rodoni
James Mastin

EMPLOYEE TRUSTEES

Kimmiko Joseph
David Herrera

**Pension Fund Minutes
Meeting of August 15, 2024**

ITEM 3. CONSENT CALENDAR

Board Chairperson Chris Snyder announced the items for consideration under the Consent Calendar:

Item 3(A): Approval of the Minutes of Meeting No. 200.

Item 3(B): Approval of the Q-2, 2024 Financial Statements.

Item 3(C): Approval of the New Benefit Payments Issued in Q-2, 2024.

Board Chairperson Snyder called for a motion to Approve the Consent Calendar.

Trustee Rodoni made a motion to the approve the Consent Calendar.

Trustee Herrera seconded the motion.

There was no public comment.

The board voted unanimously 5-0 to approve the Consent Calendar.

ITEM 4. Public Comment

There was a public comment from Plan Participant Mr. John Holden regarding the availability of the independent auditor's report.

Trust Administrator Lauren Tham provided an update on the availability of the independent auditor's report, noting that the Trust Office has been working on fulfilling final data requests with the assistance of the Plan's Payroll Office.

ITEM 5. Reports by Plan Professionals:

A) Trust Administrator

Trust Administrator Lauren Tham provided an update on the Plan's cyber security insurance. Ms. Tham reported that the cyber security policy for the 2024-2025 Plan Year is \$10,831 plus fees, totaling \$11,626.63. This is well below the amount that the Board has previously authorized the Trust Administrator to purchase on behalf of the Plan and is also the same policy amount from the prior year. Ms. Tham requested authorization to purchase and bind the cyber security policy in the total amount of \$11,626.63 with a \$2M limit of liability.

Board Chairperson Snyder called for a motion to approve the 2024-2025 Cyber Liability Insurance Renewal in the amount of \$11,626.63 with a \$2M limit of liability, effective August 24, 2025.

Trustee Rodoni made a motion to approve the 2024-2025 Cyber Liability Insurance Renewal in the amount of \$11,626.63 with a \$2M limit of liability, effective August 24, 2025.

Trustee Herrera seconded the motion.

**Pension Fund Minutes
Meeting of August 15, 2024**

There was no public comment.

The board voted unanimously 5-0 to approve the 2024-2025 Cyber Liability Insurance Renewal in the amount of \$11,626.63 with a \$2M limit of liability, effective August 24, 2025.

Trust Administrator Lauren Tham presented an application for disability benefits received on May 31, 2024 for the Board's review and approval. The application was sent to the Board between meetings. The Board reviewed a summary of the application for disability benefits with supporting documentation. The application was reviewed and vetted by the Trust Administrator, determining that the participant is eligible for a disability benefit subject to the Board's approval. Since this participant applied for the disability benefit under Section 6, the application was taken at 25%. The participant could have qualified for 50% if they had applied under Section 7. If approved, the benefit would be effective February 1, 2024 for a retirement date with no retroactive payments.

Board Chairperson Snyder called for a motion to approve the application for disability benefits.

Trustee Rodoni made a motion to approve the application for disability benefits.

Trustee Mastin seconded the motion.

There was no public comment.

The board voted unanimously 5-0 to approve the disability application.

Trust Administrator Lauren Tham reminded the Board of Trustees of the 70th Annual Employee Benefits Conference that will be taking place in San Diego, California from Sunday, November 10th through Wednesday, November 13th.

B) Trust Counsel

There was nothing new to report from Trust Counsel.

C) Trust Investment Consultant

Trust Investment Consultant David Vas and Dave Silveira presented the Investment Performance Report for the second quarter of 2024.

Trust Investment Consultant David Vas presented the Market Update, noting favorable economic news supporting a continued rally in stocks in Q2 2024. The U.S. economy continued to show resilience, and corporate earnings were healthy. Investors' focus remained on the Fed as inflation continued to trend down, albeit slower than the Fed had hoped. Rates were held steady by the Fed with comments from the Chairman that bringing inflation under control remains its top priority. There were favorable returns for the broad stock market, noting that US stocks gained 3% while international stocks, which were hurt by a strong U.S. Dollar, gained 1 percent. The Fed's postponement of rate cuts resulted in flat bond prices with core bonds having gained 7 bps and long- U.S. Treasuries having lost 1.8 percent. The economy and corporate fundamentals appear sound, and inflation seems to be under control. However, uncertainty remains elevated, and there is little room for error. News about economic growth and interest rates will likely drive the capital markets.

Pension Fund Minutes
Meeting of August 15, 2024

Mr. Vas then presented the Plan Performance Report as of June 30, 2024 which showed that the Plan was up 1.1% YTD versus the benchmark of 0.7%. Ending Market Value for the quarter ending 06/30/2024 was \$87,110,601.

Trust Investment Consultant David Vas reviewed a summary of Trust Operations, including the asset allocations at June 30, 2024 and cash flow history. Overweight to U.S. stocks almost offset by underweight to international equities. Capital calls will likely be sourced from liquid asset classes which are overweight the Policy target. Yields across bond sectors are higher than they have been for many years. This, in combination with the prospect for Fed rate cuts may contribute positively to performance in the near term.

Trust Investment Consultant Dave Silveira presented a spotlight on infrastructure. As initial capital was recently invested into Blackstone Infrastructure Partners V, the investment consultants wanted to provide some education on Infrastructure and why it can be a positive addition to an investment. Infrastructure is the physical structures or facilities which provide essential services to the public or society portfolio, such as transportation and power. Infrastructure is the backbone of the global economy and increased investment stimulates economic growth in both the near and long term. The high correlation and strong link to inflation make the asset class an attractive protection against inflation. Given the low correlation to other asset classes, a modest allocation (e.g. 5%) to infrastructure could provide diversification benefits. On top of diversification, infrastructure provides high levels of current cash flow (~3-6%) and potential for equity-like total returns. Blackstone is the highest conviction Infrastructure manager, and the Plan's recent \$5M investment is anticipated to be additive to return while providing diversification and strong cash flows.

Board Chairperson Snyder called for a motion to accept the Q-2, 2024 Trust Investment Consultant Report.

Trustee Rodoni made a motion accept the Q-2, 2024 Trust Investment Consultant Report.

Trustee Mastin seconded the motion.

There was no public comment.

The board voted unanimously 5-0 to accept the Q-2, 2024 Trust Investment Consultant Report.

ITEM 6. Other Business

Ms. Tham recommended to the Board and Plan Professionals to move the Third Quarter meeting on November 14th to another date so as not to conflict with the 70th Annual Employee Benefits Conference. The Board agreed to re-schedule the Third Quarter Board meeting from November 14th to November 7th, pending the availability of the actuarial and audit reports.

Board Chairperson Snyder called for a motion to move the Third Quarter meeting of the Board of Trustees from November 14th to November 7th, pending the availability of the actuarial and audit reports.

**Pension Fund Minutes
Meeting of August 15, 2024**

Trustee Herrera made a motion to move the Third Quarter meeting of the Board of Trustees from November 14th to November 7th, pending the availability of the actuarial and audit reports.

Trustee Mastin seconded the motion.

There was no public comment.

The board voted unanimously 5-0 to move the Third Quarter meeting of the Board of Trustees from November 14th to November 7th, pending the availability of the actuarial and audit reports.

Ms. Tham reviewed proposed meeting dates for the 2025 Plan Year, which will be discussed and set at the next meeting.

ITEM 7. Adjournment

The meeting was adjourned at 3:11 p.m.

Respectfully Submitted: _____ Dated: _____, 2024

David Herrera, Board Secretary

**GOLDEN GATE TRANSIT-AMALGAMATED RETIREMENT BOARD
STATEMENT OF FIDUCIARY NET POSITION
AS OF JULY 31, 2024**

	July 31, 2024	July 31, 2023	% Change
<u>ASSETS</u>			
CHECKING/SAVINGS			
ADMIN - NORTHERN TRUST	\$ 2,109,806.46	\$ 8,495,264.20	(75.16)
CHECKING - NORTHERN TRUST	(67,312.91)	(64,536.65)	4.30
	2,042,493.55	8,430,727.55	(75.77)
OTHER CURRENT ASSETS			
ARB INVESTMENT ACCOUNTS	87,556,200.93	83,085,791.05	5.38
OTHER RECEIVABLES	(69,687.87)	(24,988.49)	178.88
DUE FROM BROKERS	(880,728.82)	(690,860.07)	27.48
	86,605,784.24	82,369,942.49	5.14
	\$ 88,648,277.79	\$ 90,800,670.04	(2.37)
<u>LIABILITIES AND FUND RESERVE</u>			
ACCOUNTS PAYABLE			
ACCRUED EXPENSES	\$ 70,000.00	\$ 70,000.00	0.00
	70,000.00	70,000.00	0.00
OTHER CURRENT LIABILITIES			
DUE TO BROKERS	(943,690.17)	(755,461.22)	24.92
PAYROLL LIABILITIES	42.07	42.07	0.00
LIABILITY FOR BENEFIT WH	13,889.25	0.00	0.00
	(929,758.85)	(755,419.15)	23.08
	\$ (859,758.85)	\$ (685,419.15)	25.44
FUND RESERVE			
FUND BALANCE	\$ 89,381,619.40	\$ 87,079,578.85	2.64
NET INCOME	126,417.24	4,406,510.34	(97.13)
	89,508,036.64	91,486,089.19	(2.16)
	\$ 88,648,277.79	\$ 90,800,670.04	(2.37)

**GOLDEN GATE TRANSIT-AMALGAMATED RETIREMENT BOARD
STATEMENT OF CHANGES IN FIDUCIARY NET POSITION
FOR THE SEVEN MONTHS ENDING JULY 31, 2024**

	Current Month This Year	Current Month Last Year	Year to Date This Year	Year to Date Last Year
CONTRIBUTION INCOME				
CONTRIBUTIONS - GGT	\$ 692,805.88	\$ 778,793.26	\$ 3,652,139.92	\$ 3,063,534.42
CONTRIBUTIONS - ATU	0.00	0.00	11,855.11	0.00
CONTRIBUTIONS - GGT LUMP SUM	0.00	0.00	0.00	5,200,000.00
CONTRIBUTIONS - EMPLOYEE	149,350.57	164,251.81	872,459.26	657,576.27
CONTRIBUTIONS - OTHER	0.00	0.00	0.00	0.00
TOTAL CONTRIBUTION INCOME	842,156.45	943,045.07	4,536,454.29	8,921,110.69
INVESTMENT INCOME				
DIVIDENDS	101,751.63	93,105.98	538,465.29	448,311.47
REALIZED GAIN / LOSS	141,057.15	41,766.92	(394,458.62)	(75,552.89)
UNREALIZED GAIN / LOSS	686,722.60	1,122,417.20	5,299,554.45	5,033,760.20
TOTAL INVESTMENT INCOME	929,531.38	1,257,290.10	5,443,561.12	5,406,518.78
OTHER INCOME	0.00	0.00	24.84	100.00
TOTAL INCOME	1,771,687.83	2,200,335.17	9,980,040.25	14,327,729.47
BENEFIT EXPENSES				
PENSION BENEFITS	1,139,812.65	381,030.22	8,074,810.71	7,300,794.14
BENEFIT WITHHOLDING TAXES	147,707.51	153,270.77	1,045,374.85	1,086,925.37
TERMINATION BENEFITS	0.00	780,136.07	52,968.53	881,891.31
SPECIAL PAYMENT PLAN BENEFITS	18,979.82	23,059.15	165,999.41	179,959.74
TOTAL BENEFITS PAID	1,306,499.98	1,337,496.21	9,339,153.50	9,449,570.56
OPERATING EXPENSES				
ADMINISTRATION FEES	23,507.00	23,507.00	164,998.75	164,549.00
SALARY EXPENSE	23,507.00	23,507.00	164,998.75	164,549.00
PAYROLL WITHHOLDINGS & EXPENSE	5,290.20	5,296.20	37,115.90	26,760.70
INSURANCE EXPENSE	6,969.60	0.00	5,024.92	7,195.34
OFFICE SUPPLIES & EXPENSES	0.00	0.00	(2,260.93)	5,432.00
BANK SERVICE CHARGES	684.30	642.13	4,848.87	4,543.51
POSTAGE	244.63	0.00	1,506.33	2,138.85
PRINTING AND STATIONERY	201.28	0.00	3,420.62	1,283.78
DUES & SUBSCRIPTIONS	0.00	0.00	(54.12)	125.31
MEETINGS & EDUCATION	1,277.96	0.00	6,530.15	8,380.36
MISC EXPENSE	0.00	0.00	185.00	0.00
AUDIT AND ACCOUNTING FEES	17,393.50	32,315.00	54,320.73	51,526.25
INVESTMENT CONSULTANT	0.00	31,593.53	34,184.21	66,255.49
COMPUTER SERVICES	0.00	0.00	5,634.99	1,234.99
CUSTODIAL FEES	196.05	571.99	111,928.88	71,875.67
INVESTMENT MANAGEMENT FEES	0.00	3,746.41	(9,290.79)	19,661.21
ATTORNEY FEES	3,590.42	15,413.61	96,376.00	40,686.11
TOTAL OPERATING EXPENSES	59,354.94	113,085.87	514,469.51	471,648.57
TOTAL EXPENSES	1,365,854.92	1,450,582.08	9,853,623.01	9,921,219.13
NET INCOME	\$ 405,832.91	\$ 749,753.09	\$ 126,417.24	\$ 4,406,510.34



Zenith American Solutions
 Attention: Accounting Department
 5655 Badura Ave., Suite 180
 Las Vegas, NV 89118

Re: Golden Gate Transit - Monthly Disbursements for July 2024

<u>Payee</u>	<u>Check#</u>	<u>Check Date</u>	<u>Expense Description</u>	<u>Amount</u>
Elan Financial Services	5402	7/26/24	Computer Services Expense	60.13
Best Best & Krieger LLP	5403	7/26/24	Legal June 2024	3,590.42
Baker Tilly, US LLP	5404	7/26/24	Audit Services through June 30, 2024	13,693.50
ATU Local 1575	5405	7/26/24	Contributions - Dues July 2024	3,536.94
ATU Local 1575	5406	7/26/24	Contributions - Cope July 2024	494.84
ATU Local 1575	5407	7/26/24	Contributions - Ins July 2024	1,258.42
Maher Accountancy	5408	7/26/24	Prep of Special District Financial Transaction Report to CA State Controller for 2023	3,700.00
Zenith American Solutions	5409	7/26/24	Administration July 2024	25,170.74
Total Checks Written:				\$ 51,504.99

**GOLDEN GATE TRANSIT-AMALGAMATED RETIREMENT BOARD
STATEMENT OF FIDUCIARY NET POSITION
AS OF AUGUST 31, 2024**

	August 31, 2024	August 31, 2023	% Change
<u>ASSETS</u>			
CHECKING/SAVINGS			
ADMIN - NORTHERN TRUST	\$ 870,121.76	\$ 8,107,326.32	(89.27)
CHECKING - NORTHERN TRUST	1,046,893.73	(50,928.16)	(2,155.63)
	1,917,015.49	8,056,398.16	(76.21)
OTHER CURRENT ASSETS			
ARB INVESTMENT ACCOUNTS	87,233,105.96	81,922,891.14	6.48
OTHER RECEIVABLES	(52,791.88)	(11,303.65)	367.03
DUE FROM BROKERS	(1,587,942.62)	(1,148,676.86)	38.24
	85,592,371.46	80,762,910.63	5.98
	\$ 87,509,386.95	\$ 88,819,308.79	(1.47)
<u>LIABILITIES AND FUND RESERVE</u>			
ACCOUNTS PAYABLE			
ACCRUED EXPENSES	\$ 70,000.00	\$ 70,000.00	0.00
	70,000.00	70,000.00	0.00
OTHER CURRENT LIABILITIES			
DUE TO BROKERS	(1,645,634.61)	(1,211,542.80)	35.83
PAYROLL LIABILITIES	42.07	42.07	0.00
LIABILITY FOR BENEFIT WH	18,606.33	0.00	0.00
	(1,626,986.21)	(1,211,500.73)	34.30
	\$ (1,556,986.21)	\$ (1,141,500.73)	36.40
FUND RESERVE			
FUND BALANCE	\$ 89,381,619.40	\$ 87,079,578.85	2.64
NET INCOME	(315,246.24)	2,881,230.67	(110.94)
	89,066,373.16	89,960,809.52	(0.99)
	\$ 87,509,386.95	\$ 88,819,308.79	(1.47)

**GOLDEN GATE TRANSIT-AMALGAMATED RETIREMENT BOARD
STATEMENT OF CHANGES IN FIDUCIARY NET POSITION
FOR THE EIGHT MONTHS ENDING AUGUST 31, 2024**

	Current Month This Year	Current Month Last Year	Year to Date This Year	Year to Date Last Year
CONTRIBUTION INCOME				
CONTRIBUTIONS - GGT	\$ 6,199,266.02	\$ 5,518,761.47	\$ 4,093,243.31	\$ 3,446,764.89
CONTRIBUTIONS - ATU	11,855.11	(14,809.00)	11,855.11	0.00
CONTRIBUTIONS - GGT LUMP SUM	0.00	5,200,000.00	0.00	5,200,000.00
CONTRIBUTIONS - EMPLOYEE	1,413,526.69	1,162,673.97	967,509.37	738,428.40
CONTRIBUTIONS - OTHER	0.00	8,558.12	0.00	0.00
TOTAL CONTRIBUTION INCOME	7,624,647.82	11,875,184.56	5,072,607.79	9,385,193.29
INVESTMENT INCOME				
DIVIDENDS	1,349,798.76	1,025,779.56	603,500.81	556,404.16
REALIZED GAIN / LOSS	(112,732.77)	(1,359,984.08)	(362,578.57)	(76,987.24)
UNREALIZED GAIN / LOSS	7,180,337.41	795,082.73	5,677,322.60	4,316,180.68
TOTAL INVESTMENT INCOME	8,417,403.40	460,878.21	5,918,244.84	4,795,597.60
OTHER INCOME	24.84	7,572.38	24.84	100.00
TOTAL INCOME	16,042,076.06	12,343,635.15	10,990,877.47	14,180,890.89
BENEFIT EXPENSES				
PENSION BENEFITS	13,465,839.78	13,452,342.11	9,245,696.41	7,693,569.23
BENEFIT WITHHOLDING TAXES	1,959,427.08	2,052,070.60	1,194,954.51	1,234,912.21
TERMINATION BENEFITS	1,618,643.94	1,844,837.58	52,968.53	1,646,487.22
SPECIAL PAYMENT PLAN BENEFITS	312,738.28	323,395.24	190,925.65	202,409.89
TOTAL BENEFITS PAID	17,356,649.08	17,672,645.53	10,684,545.10	10,777,378.55
OPERATING EXPENSES				
ADMINISTRATION FEES	306,916.18	309,113.34	188,505.75	188,931.43
SALARY EXPENSE	306,916.18	309,113.34	188,505.75	188,931.43
PAYROLL WITHHOLDINGS & EXPENSE	68,871.10	46,647.70	42,464.10	32,052.90
INSURANCE EXPENSE	88,156.81	18,830.21	5,024.92	7,195.34
OFFICE SUPPLIES & EXPENSES	524.83	5,432.00	(2,260.93)	5,432.00
BANK SERVICE CHARGES	9,112.68	8,651.41	5,533.71	5,548.26
POSTAGE	2,439.29	2,703.22	1,510.20	2,138.85
NOTARIZED EXPENSE	0.00	(96.00)	0.00	0.00
PRINTING AND STATIONERY	6,506.06	5,383.46	3,811.81	2,963.30
DUES & SUBSCRIPTIONS	1,240.88	2,370.31	(54.12)	125.31
MEETINGS & EDUCATION	18,193.27	21,767.04	8,825.15	13,630.36
MISC EXPENSE	185.00	185.00	185.00	0.00
AUDIT AND ACCOUNTING FEES	178,186.63	160,286.25	88,497.61	56,201.25
INVESTMENT CONSULTANT	155,538.76	18,723.89	66,850.69	66,255.49
COMPUTER SERVICES	6,834.99	1,234.99	5,634.99	1,234.99
CUSTODIAL FEES	104,392.56	188,005.61	117,632.02	72,890.99
INVESTMENT MANAGEMENT FEES	15,629.57	29,551.24	(9,290.79)	22,315.09
ATTORNEY FEES	142,414.40	94,573.61	98,708.50	45,366.11
TOTAL OPERATING EXPENSES	1,105,143.01	913,363.28	621,578.61	522,281.67
TOTAL EXPENSES	18,461,792.09	18,586,008.81	11,306,123.71	11,299,660.22
NET INCOME	\$ (2,419,716.03)	\$ (6,242,373.66)	\$ (315,246.24)	\$ 2,881,230.67



Zenith American Solutions
 Attention: Accounting Department
 5655 Badura Ave., Suite 180
 Las Vegas, NV 89118

Re: Golden Gate Transit - Monthly Disbursements for August 2024

<u>Payee</u>	<u>Check#</u>	<u>Check Date</u>	<u>Expense Description</u>	<u>Amount</u>
International Foundation	5410	8/7/24	08/06/2024 - IFEBP 2024 Conference Registration and Hotel Deposit	2,295.00
Acrisure Partners West Coast	5411	8/16/24	Inv 18131 - Cyber Liability and Cyber-TRIA 08/25/2024 - 08/25/2025	11,626.63
Alan D Biller & Associates, Inc.	5412	8/30/24	Inv 9148 - Investment Consulting 2Q2024	32,666.48
ATU Local 1575	5413	8/30/24	07/24/2024 - Contributions - Dues August 2024	3,594.94
ATU Local 1575	5414	8/30/24	07/24/2024 - Contributions - Cope August 2024	494.84
ATU Local 1575	5415	8/30/24	07/24/2024 - Contributions - Insurance August 2024	1,258.42
Baker Tilly, US LLP	5416	8/30/24	Inv BT2874058 - Audit Services through July 31, 2024, Inv BT2899319 - Audit Services through August 31, 2024	12,619.38
Best Best & Krieger LLP	5417	8/30/24	Inv 1004303 - Legal July 2024	2,332.50
Cheiron	5418	8/30/24	Inv 50446 - Retainer Actuarial Services, Inv 50446 - Actuarial Services	21,557.50
Copymat	5419	8/30/24	Inv 448427 - August 2024 Board Book	389.42
Zenith American Solutions	5420	8/30/24	0060578-IN - Printing Expense June 2024, Inv 0062362-IN - Administration August 2024	23,512.64

Total Checks Written:

\$ 112,347.75

**BOARD OF TRUSTEES MEETING
DEFINED BENEFIT APPLICATIONS FOR RATIFICATION
July 1, 2024 – September 30, 2024**

RETIREMENTS

NUMBER	EFF DATE	TYPE	OPTION	AGE/YRS SERVICE	HIGH YEAR	AVERAGE FINAL EARNINGS	GUARANTEED PERCENTAGE	GROSS BENEFIT
735	9/1/2024		SLA	68/10	\$101,883.84	\$8,490.32	25.50%	\$2,165.03
736	9/1/2024		100% J&S	81/18.5	\$105,312.75	\$8,776.06	45.9%	\$2,947.32
737	9/1/2024		SLA	56/24	\$153,613.12	\$12,801.09	50%	\$6,400.55
738	8/1/2024		SLA	65/16.25	\$168,781.59	\$14,065.13	40.8%	\$5,738.57
739	7/1/2024		50% J&S	64/22.25	\$141,518.01	\$11,793.17	55%	\$5,873.68
740	8/1/2024		100% J&S	52/26.5	\$182,746.50	\$15,228.88	52%	\$7,297.85
741	8/1/2024		100% J&S	64/10.5	\$115,753.36	\$9,646.11	25%	\$2,298.64

SPECIAL PAYMENT PLAN PAYMENTS

SPP NUMBER	SPP TOTAL	SPP ELECTION	SPP EFF DATE	GROSS BENEFIT
267	\$44,361.05	Lump Sum	9/1/2024	\$44,361.05
268	\$7,819.19	Lump Sum	8/1/2024	\$7,819.19
269	\$565.48	10 years	8/1/2024	\$67,857.60

TERMINATION BENEFIT PAYMENTS

TERMINATION NUMBER	SEPARATION DATE	PAYMENT DATE	PAYMENT AMOUNT
306	6/17/2024	8/7/2024	\$25,253.81

**STIPULATED QUALIFIED DOMESTIC
RELATIONS ORDER**

Golden Gate Transit – Amalgamated Retirement Plan

This document constitutes a sample domestic relations order that suffices for the disposition of the assets of the Golden Gate Transit – Amalgamated Retirement Plan (the “Plan” or the “Pension Plan”) maintained for bus operators employed by the Golden Gate Transit District (“District”).

RECITALS

A. The parties set forth below entered into a Marital Settlement Agreement on _____, whereby they stipulated to an uncontested dissolution of their marriage which was granted on _____.

B. Their Marital Settlement Agreement was incorporated into their Judgment of Dissolution which was filed with this Court on _____.

C. Respondent thereunder, _____, has earned certain Retirement Benefits as defined in Paragraph 4 below and SPP Benefits as defined in Paragraph 4 below under the Golden Gate Transit-Amalgamated Retirement Plan (hereinafter “Plan”) which are the community property of Petitioner, _____.

D. The Court awards Petitioner a percentage interest in the Plan benefits as set forth below.

E. As part of this Judgment, the parties agreed that the Court will reserve jurisdiction over the retirement benefits of Respondent to make such further orders as are appropriate to enforce or clarify the following provisions.

F. Petitioner’s counsel has agreed to prepare a qualified domestic relations order regarding these retirement benefits.

THEREFORE, IT IS ORDERED AS FOLLOWS:

The parties hereto desire to comply with the requirements of Section 414(p) of the Internal Revenue Code of 1986 as amended (“IRC”).

1. Parties. The following facts are relevant to the assignment of Retirement Benefits subject to this Order:

a. Participant: _____
Social Security Number, Address and Birth Date : Will be provided under separate cover.
Participant shall keep the Plan advised of his/her current address.

b. Alternate Payee: _____
Social Security Number, Address and Birth Date : Will be provided under separate cover.

c. **Period of Marriage.** It is agreed that the period of marriage was from the date of marriage specified below to the date of separation specified below:

(i) Date of Marriage _____

(ii) Date of Separation _____

2. **Plan Notification.** If Participant applies for Retirement Benefits, the Plan shall notify Alternate Payee by first class mail at Alternate Payee's last address on file with the Plan.

3. **Alternate Payee Notification.** Alternate Payee shall keep the Plan advised at all times of Alternate Payee's current mailing address by sending written notice thereof addressed to Golden Gate Transit-Amalgamated Retirement Board, c/o Zenith American Solutions, 1141 Harbor Bay Parkway, Suite 100, Alameda, CA 94502, or to such other address as the Plan may specify in a written notice to Alternate Payee. If Alternate Payee fails to keep the Plan advised of his/her current address, or if any correspondence or checks from the Plan are returned undeliverable from the last known address of Alternate Payee, then the Plan may, in its sole discretion, deposit any amounts owing Alternate Payee in an insured interest bearing account at a bank of the Plan's choice. Alternate Payee shall hold the Plan harmless from any liability, including reasonable attorneys' fees, that may result from the Alternate Payee's failure to keep the Plan informed of Alternate Payee's current address, or that may result from the Plan's deposit of any amounts owing Alternate Payee at a bank of Plan's choice.

4. **Benefits to Be Paid to Alternate Payee.** The term "Retirement Benefits" as used herein shall include the following benefits (other than SPP Benefits defined below) as described in the Plan: (a) vested retirement benefits computed without regard to optional contingent annuitant elections; and (b) termination benefits. Retirement Benefits shall not include any additional benefits payable on account of Participant's death or disability. The term "SPP Benefits" shall mean any payments that are to be made to the Participant from the Participant's "SPP Account" as defined under the terms of the Plan ("SPP Account").

5. **Payments.**

a. **Retirement Benefit Payments.** The Plan Administrator shall pay to Alternate Payee Retirement Benefit payments based upon a percentage of the Retirement Benefits when the Participant is to receive such Retirement Benefits. However, the Alternate Payee may request a distribution of his/her portion of the Retirement Benefits at any time after the Participant reaches the "earliest retirement age" under the Plan as that term is defined in IRC section 414(p)(4), but no later than at the time the Participant begins receiving his/her Retirement Benefits. If the Alternate Payee elects to begin receiving his/her portion of the Participant's Retirement Benefits at any time after the Participant has reached the earliest retirement age under the Plan, but before the Participant begins to receive his/her Retirement Benefits, the Alternate Payee shall give advance written notice of such election to the Participant. The Alternate Payee's portion shall be computed as if the Participant were to retire on the date on which benefit payments to the Alternate Payee begin. Such payment shall be determined by taking into account only benefits actually accrued at the time payments commence. The payments shall be computed as follows: Alternate Payee's fractional interest in Participant's Retirement Benefits, including any contributions made by or on behalf of Participant, shall be fifty percent (50%) of the following fraction: (i) the numerator of the fraction shall be _____ which represents the total months of service completed by the Participant

from the date of marriage to the date of marital separation during which the Participant was employed and accruing benefits under the Plan; and (ii) the denominator shall be the actual number of months worked by the Participant and during which the Participant accrued benefits under the Plan, prior to the date benefits first become payable to the Alternate Payee under this Order.

b. SPP Benefit Payments. The Plan Administrator shall pay to Alternate Payee SPP Benefit payments based upon a percentage of the SPP Benefits when the Participant is to receive such SPP Benefits. However, the Alternate Payee may request a distribution of the SPP Benefits at any time after the Participant reaches the “earliest retirement age” under the Plan as that term is defined in IRC section 414(p)(4), but no later than at the time the Participant begins receiving his/her SPP Benefits. If the Alternate Payee elects to begin receiving his/her portion of the Participant’s SPP Benefits at any time after the Participant has reached the earliest retirement age under the Plan, but before the Participant begins to receive his/her SPP Benefits, the Alternate Payee shall give advance written notice of such election to the Participant. The Alternate Payee’s portion shall be computed as if the Participant were to retire on the date on which benefit payments to the Alternate Payee begin. Such payment shall be determined by taking into account only benefits actually accrued at the time payments commence. The payments shall be computed as follows: Alternate Payee’s fractional interest in Participant’s SPP Benefits, including any contributions made by or on behalf of Participant, shall be fifty percent (50%) of the following fraction: (i) the numerator of the fraction shall be _____ which represents the total months of service completed by the Participant from the date of marriage to the date of marital separation during which the Participant was employed and accruing benefits under the Plan; and (ii) the denominator shall be the actual number of months during which the Participant received contributions into Participant’s SPP Account, prior to the date benefits first become payable to the Alternate Payee under this Order.

c. Form of Benefits. The Alternate Payee may elect to receive the Alternate Payee's share of Retirement Benefits or SPP Benefits in any form that would be available under the Plan to a terminated participant other than a joint and survivor annuity with respect to the Alternate Payee and the Alternate Payee's subsequent spouse.

d. Death Benefits. If the Alternate Payee dies before the Plan begins to pay benefits to the Alternate Payee pursuant to this Order, no benefit of any kind shall be payable by the Plan to Alternate Payee or his/her estate or Beneficiary. If the Alternate Payee dies after the Plan begins to pay benefits to the Alternate Payee pursuant to this Order but before all of the Alternate Payee's share has been distributed to the Alternate Payee, any benefits remaining payable shall be paid in such amounts and to such persons as are specified under the form of payment elected by the Alternate Payee in accordance with the terms of the Plan. If the Participant dies before the Participant’s commencement date, the Alternate Payee shall be treated as the surviving spouse of the Participant to the extent necessary to provide for payment of the benefits awarded to Alternate Payee by this Order. Benefits, if any, payable upon the Participant’s death that exceed the benefits awarded to the Alternate Payee by this Order shall be paid to the Participant’s then current surviving spouse, if any, or, to the Participant’s beneficiary(ies) in accordance with the terms of the Plan and any election(s) made by the Participant prior to death. If the Participant dies after the Plan begins to pay benefits to the Alternate Payee pursuant to this Order, the Plan shall continue paying benefits to the Alternate Payee in accordance with the form of payment elected by the Alternate Payee and the terms of the Plan, and such payments shall not be affected by the Participant's death unless the form of benefit itself is based on the Participant's life. Benefits, if any, payable upon the Participant's death that exceed the benefits awarded to the Alternate Payee by this Order shall be paid to the

Participant's then current surviving spouse, if any, or, if the Participant has no such surviving spouse, to the Participant's beneficiary(ies) in accordance with the terms of the Plan and any election(s) made by the Participant prior to death.

6. Plan Notice Obligations. Participant, in the Participant's sole discretion, may elect among the alternative retirement programs set forth in the Plan. To the extent permitted by law, the Plan shall have no responsibility to notify Alternate Payee upon Participant's selection of any option under the Plan. Any such notification of Alternate Payee shall be performed solely by Participant. The Plan's only obligation in regard to the Alternate Payee shall be to make payments of the sums provided for by the Plan's language and according to this Order, to Alternate Payee's current address as listed with the Plan, and to notify Alternate Payee of any application for benefits by Participant as set forth herein.

7. No Expansion of Benefits. Nothing in this Order shall in any way expand the benefits to which Participant and Alternate Payee may be entitled under the Plan. Nothing in this Order shall be construed as declaring that the Participant and Alternate Payee are necessarily entitled to any benefits now or in the future. Participant's and Alternate Payee's rights are determined solely by the Plan's language as it shall from time to time be constituted. Any benefits under the Plan not expressly awarded to Alternate Payee are confirmed as Participant's separate property.

8. Beneficiary Designated by Alternate Payee. From and after the date of this Order, and to the extent permitted by the Plan, the Alternate Payee shall have the right to designate in writing with the administrator of the Plan a beneficiary to receive, after the Alternate Payee's death, any amounts under the Plan which otherwise would have been payable to the Alternate Payee pursuant to this Order. The beneficiary so designated by the Alternate Payee shall be limited to the spouse, former spouse, child or other dependent of the Participant as required by IRC Section 414(p).

9. Acts of Participant Causing Losses. Participant shall not cause a loss of any Retirement Benefit to Alternate Payee by any act within Participant's power to avoid. The Court expressly retains jurisdiction to hear and determine any disputes which may arise under this Paragraph, including, but not limited to, disputes caused by the early retirement of Participant; Participant's death; premature or involuntary termination of employment; disability; or termination of the Plan.

a. Notice. Upon written request, either Participant or the Plan Administrator shall provide Alternate Payee with a copy of all Plan documents and all relevant financial information concerning the Retirement Benefits, including, but not limited to, copies of the annual audit report, and amendments to the Plan.

b. Reservation of Jurisdiction. The Court retains jurisdiction to amend this Order for the purpose of assuring that the Alternate Payee's right to a portion of the Retirement Benefits and SPP Benefits, set forth more particularly above, shall be recognized, protected and paid to the Alternate Payee as specified. No amendments of this Order shall, however, require the Plan to provide any type or form of benefit or any option not otherwise provided under the Plan.

c. Covenants Regarding Order Required by IRC Section 414(p). The Order contained here:

i) Does not require any plan to provide any type or form of benefit, or any option, not otherwise provided under the Plan;

ii) Does not require any plan to provide increased benefits determined on the basis of actuarial value; and

iii) Does not require the payment of benefits to an Alternate Payee which are required to be paid to another Alternate Payee under another Order previously determined to be a Qualified Domestic Relations Order.

d. Definitions of Domestic Relations Order. This Order qualifies as a “Qualified Domestic Relations Order” within the meaning of IRC Section 414(p) in that it:

i) Creates or recognizes the existence of the Alternate Payee’s right to, or assigns to the Alternate Payee the right to, receive all or a portion of the benefits payable with respect to the Participant under the Plan;

ii) Clearly specifies certain facts required by IRC Section 414(p);

iii) Does not alter the amount or form of benefits under the Plan;

iv) Identifies Participant with regard to name, mailing address, employee identification number, Social Security number, or other number, etc., which identifies the employee’s spouse as a participant in any retirement plan covered by the qualified domestic relations order; and

v) Identifies the Alternate Payee as to name, mailing address, and other required identification.

10. Additional Agreements and Acknowledgements. On behalf of themselves and their respective successors in interest agree to the following:

a. Deference to Administrative Decisions. The Plan Administrator has discretionary authority to determine all questions regarding the qualification, implementation and application of this Order in the same manner as if the provisions of this Order were provisions of the Plan document. Such discretionary authority shall extend to all issues of law, fact and interpretation under the Order and the Plan, including but not limited to issues involving the extinguishing or other disposition of Plan benefits in the event of the death of a Participant or Alternate Payee prior to the commencement of distributions to one or the other under the Plan.

b. Acknowledgements.

i) Nothing in this Order restricts the right, power and authority of the Trustees of the Plan to modify, suspend or terminate the Plan or Trust at any time and from time to time;

ii) Nothing in this Order restricts the right, power and authority of the Plan Administrator to modify, suspend or terminate any of its rules or regulations regarding the operation of the Plan;

iii) After the Plan Administrator approves and begins to implement this Order, notwithstanding changes in the documents governing the operation of the Plan or in the laws pertaining to the Plan, this Order shall remain qualified unless and until modified in a manner consistent with the rules then applicable to QDROs; and

iv) Except as required by law, none of the District, the Plan, the Plan Administrator or the Plan Trustees have provided the Petitioner or Respondent with advice concerning the tax or substantive rules pertaining to the Plan or to this Order.

So Stipulated:

Dated: _____

PARTICIPANT

Dated: _____

ATTORNEY FOR PARTICIPANT

Dated: _____

ALTERNATE PAYEE

Dated: _____

ATTORNEY FOR ALTERNATE PAYEE

ORDER

Based on the determination of the Plan Administrator that the foregoing meets the terms and conditions of a Qualified Domestic Relations Order, and good cause appearing therefore:

IT IS SO ORDERED.

Dated: _____

JUDGE OF THE SUPERIOR COURT

-Golden Gate Transit – Amalgamated Retirement Plan Procedures for Domestic Relations Orders

This document describes the procedures that apply to the review and implementation of a domestic relations order (“DRO”) that affects the disposition of the assets of the Golden Gate Transit – Amalgamated Retirement Plan (the “Plan” or the “Pension Plan”) maintained for bus operators employed by the Golden Gate Transit District (“District”). Upon receipt of a DRO, the Plan Administrator will act in accordance with these procedures to determine if the DRO is a qualified domestic relations order (“QDRO”) within the meaning of the Internal Revenue Code section 414(p) and to implement any QDRO in compliance with the terms of the Plan document and relevant laws.

Upon Receipt of a DRO (intended to be a QDRO) the Plan Administrator will:

- Confirm that the order is a domestic relations order and review the order to determine the prospective Alternate Payee’s interest in the Participant’s benefit as defined by the DRO:
 - A domestic relations order is any judgment, decree or order that: (1) relates to the provision of child support, alimony payments, or marital property rights to a spouse, former spouse, child or any other dependent of a Plan Participant; and (2) is made pursuant to a state domestic relations law (including a community property law).
- Restrict payment of a portion of Participant’s interest equal to the prospective Alternate Payee’s interest:
 - Once the Plan Administrator receives a DRO, Federal tax and California substantive laws ordinarily require that the Plan Administrator protect the prospective Alternate Payee’s interest by restricting the distribution or “freezing” a portion of the Participant’s benefits equal to the prospective Alternate Payee’s interest for the duration of the “freeze period.”
 - The “freeze period” begins on the date the Plan Administrator receives the DRO or other earlier notice that a prospective Alternative Payee has an interest in the Plan that is adverse to the Participant’s interest in the Plan. The freeze period continues to the start-date of the first payment that would be required to be made to the prospective Alternate Payee under the DRO and ends at the expiration of an eighteen (18)-month period beginning on that start-date. Subject to statutory time frames and the terms of the Plan document, the freeze on payments will be lifted if, at any time during the freeze period, the DRO is determined not to be a QDRO, and the prospective Alternate Payee fails to make diligent efforts to remedy the deficiencies in the DRO. The freeze will be lifted if, at any time during the freeze period, the DRO is determined to be a QDRO. At the end of the freeze period, if the DRO is a QDRO, benefits will be paid when and as required by the QDRO and the Plan. By

contrast, at the end of the freeze period, if the DRO is not a QDRO, benefits will be paid as if the DRO had never existed.

- Send written notice of receipt of such DRO to each party named in the DRO (including the Participant and any prospective Alternate Payee) at the address specified in the DRO, accompanied by the following:

A copy of the DRO;

A sample QDRO for the Pension Plan;

A Summary Plan Description for the Plan or the Plan document (and any amendments not included in the most recent restatement of the Plan document);

A copy of these QDRO procedures; and

A Designation of Representation Form by which a Participant and Alternate Payee may designate a representative for receipt of copies of Plan notices and other information that are sent to the Participant and prospective Alternate Payee with respect to the DRO.

Within 30 days of receipt of the DRO, the Plan Administrator will:

- Complete a review of the DRO to determine whether:
 - The DRO specifies the name and mailing address of the Participant and each prospective Alternate Payee or, if a mailing address is missing, the information is available from records of the Plan or District;
 - The DRO identifies the Plan affected;
 - The DRO is a judgment, decree, or order (including approval of a property settlement agreement) issued by a court or other governmental agency relating to the provision of child support, alimony payments or marital property rights to a spouse, former spouse, child, or other dependent of a Participant;
 - The DRO specifies the dollar amount or percentage of the ~~Participant's~~Participant's benefit payable to each prospective Alternate Payee, or the manner in which such amount or percentage is to be determined;
 - The DRO specifies the number of payments to be made to each prospective Alternate Payee or period during which those payments will occur;
 - Payment pursuant to the DRO generally would not require the Plan to:
 - Provide any type or form of benefit or option not provided under the Plan;

- Pay benefits greater than the ~~Participant's~~Participant's accrued, vested benefit under the Plan;
 - Pay benefits owed to another Alternate Payee as provided by a DRO previously determined to be a QDRO;
 - Pay benefits to the prospective Alternate Payee in the form of a Qualified Joint & Survivor Annuity for the lives of the Alternate Payee and his/her subsequent spouse.
- If the Plan Administrator is not able to complete the review within thirty (30) days, the Plan Administrator will advise each party named in the DRO and any Designated Representative (~~“(Interested Parties)”~~) of the delay and of the amount of additional time likely to be needed by the Plan Administrator ~~fortho~~ finish reviewing the DRO.

Upon determination of the status of the DRO, the Plan Administrator will:

- Send written notice of the determination to Interested Parties. The notice shall provide references to the Plan provisions upon which the determination was based and an explanation of any time limits that apply to rights available to the parties under the Plan. If the determination is that the DRO is not a QDRO, the notice shall state the reasons for the determination and a description of any additional material, information or modifications necessary for the order to be deemed a QDRO and an explanation of why such material, information or modifications are necessary. The parties (and/or their attorneys/representatives) may modify the DRO to cure the defect(s).
- Refer the matter to legal counsel for further advice if the Participant or prospective Alternate Payee disputes the determination.

The interested parties will have an opportunity to appeal the Plan ~~Administrator's~~Administrator's determination under the following review procedures:

- The Plan ~~Administrator's~~Administrator's determination may be appealed by filing with the Plan Administrator a written request for review within ~~30~~ thirty (30) days after notification of the determination. The request for review must set forth all grounds on which it is based, all facts in support of the request, and any other matters deemed pertinent by the party appealing the determination.
- The Plan Administrator shall act on any request for review within thirty (30) days of its receipt. If the Plan Administrator believes that special circumstances require a further extension of time for processing the request for review, an additional ~~30~~ (thirty) (30)-day period shall be added to the time for responding to the appeal. The Plan Administrator will give written notice of its decision to the Participant and each prospective Alternate Payee. The written notice will describe the reasons for the Plan ~~Administrator's~~Administrator's decision.

If the DRO is determined to be a QDRO, the Plan Administrator will:

- Follow the terms of the QDRO, lift the freeze previously placed on distributions, and allow the Alternate Payee to take a distribution when and as permitted under the QDRO and the Plan. Any payments made to the Participant under the Plan will take account of payments made to the Alternate Payee.
- ~~As a general rule, the~~The Alternate Payee's interest will not be segregated into a separate accountpayee may commence receiving benefits at any time after the Participant is eligible to retire after the earliest retirement age under the Plan.~~Similarly, even if the Participant has not yet retired, but~~ the Alternate Payee ~~ordinarily will not be allowed to take a distribution from~~must start benefit payments no later than the Plan beforetime the Participant ~~begins to receive benefits~~retires.

If the DRO is determined NOT to be a QDRO, the Plan Administrator will:

- Lift the freeze on distributions at the end of the freeze period.
- When the freeze is lifted, the Participant will be permitted to receive distributions under the terms of the Plan as if the DRO never existed. If after the end of the freeze period the Plan Administrator receives a DRO that is a QDRO, payments will be made to the Alternate Payee in accordance with the Plan and the QDRO, but prospectively only, and only with respect to amounts that become payable after the date upon which the DRO is determined to be a QDRO.

Effect of QDRO on Beneficiary Designations

~~In cases involving spouses or former spouses, the Plan Administrator will not treat a marital separation or dissolution as automatically cancelling a valid beneficiary designation that existed before the separation or dissolution. Similarly, the Plan Administrator may determine that an agency or court order or a property settlement agreement that indicates that a party waives his or her rights under the Plan does not in itself nullify a valid beneficiary designation. If a Participant wishes to change a beneficiary designation, the~~The Plan provides that to the extent permitted by law (California law so provides) and subject to the provisions of the Plan, any designation of Participant's Souse as a primary or secondary Beneficiary shall be automatically revoked upon the dissolution of the Participant's marriage to the Spouse so designated. The Participant should complete new beneficiary designation forms and obtain any necessary consents for the change. Similarly, the Plan Administrator will rely on the QDRO itself and on valid beneficiary designations to determine -what should occur if the Participant, the Alternate Payee or both die before the complete distribution of Plan benefits.

Adequacy of Administrative Instructions

The Plan Administrator cannot supply missing provisions in a DRO or resolve ambiguities in favor of the Participant or the prospective Alternate Payee. If the Plan Administrator concludes that the terms of the DRO are vague or confusing, the Plan Administrator may take one or more

of the following measures: 1) ~~send~~ send the parties a letter summarizing the Plan Administrator's understanding of the DRO and the way in which the DRO will dispose of Plan benefits; 2) request clarification of uncertain or ambiguous terms in the DRO; or 3) reject the DRO as failing to satisfy the criteria for a QDRO.

Expenses Attributable to DROs and QDROs

As a general rule, the Plan Administrator will not require a fee from the Participant or from any Alternate Payee to conduct an initial review of a DRO. The Plan Administrator reserves the right, however, to recover attorneys' fees and other costs from a Participant or from an Alternate Payee or from both if the Plan incurs such fees or costs in a dispute over a DRO or QDRO.

California Statutory Procedures

A. If A Plan Receives A Summons (Joinder)

1. California Family Code section 2060(b) provides that an order or judgment in a marital dissolution proceeding "is not enforceable against an employee benefit plan unless the plan has been joined as a party to the proceeding." In addition, section 2337(d) of the California Family Code requires that prior to, or simultaneously with, entry of judgment granting dissolution of the status of marriage, the party's retirement plan or pension plan shall be joined as a party to the proceeding for dissolution, unless joinder is precluded or made unnecessary by Title 1 of the Employee Retirement Income Security Act of 1974 (ERISA) or any other applicable law. A governmental plan is not subject to the provisions of ERISA and should therefore be joined as a party to the proceeding for dissolution unless made unnecessary by any other applicable law.
2. If a Plan is served with a summons (joinder), then:
 - a. The summons (joinder) should be treated as written notice of intent to obtain a QDRO and the Plan Administrator should take no action other than to (i) begin keeping a record of this and all further communications in the matter, and (ii) respond in writing to the individual that no further action will be taken absent receipt of either a written notice of intent to obtain and serve a DRO or a QDRO,
 - b. The joinder papers should be referred to legal counsel to file the legal response (normally a mere formality). Legal counsel may file a Notice Of Appearance And Response Of Employee Benefit Plan (a California Judicial Council form) on behalf of the Plan. Filing this form makes unnecessary the filing of an acknowledgement of receipt of summons because it constitutes acknowledgement of the jurisdiction of the court to enter a domestic relations order intended to be a QDRO.
 - c. If an attorney or a party asks whether service of a summons (joinder) is necessary, the Plan Administrator should respond that, because the Plan is not subject to ERISA, the parties must comply with California law on joinder, including the applicable service requirements. A brief letter to this effect may be prepared and sent to the parties.

B. California Family Code Section 2337(d) Interim Order

1. If a California court orders a dissolution of a marriage, California Family Code section 2337(d) requires that the court must either (i) enter a final QDRO, (ii) enter an interim QDRO, or (iii) attach the following to the judgment:

EACH PARTY (insert names and addresses) IS PROVISIONALLY AWARDED WITHOUT PREJUDICE AND SUBJECT TO ADJUSTMENT BY A SUBSEQUENT

DOMESTIC RELATIONS ORDER, A SEPARATE INTEREST EQUAL TO ONE-HALF OF ALL BENEFITS ACCRUED OR TO BE ACCRUED UNDER THE PLAN (name of each plan individually) AS A RESULT OF EMPLOYMENT OF THE OTHER PARTY DURING THE MARRIAGE OR DOMESTIC PARTNERSHIP AND PRIOR TO THE DATE OF SEPARATION. IN ADDITION, PENDING FURTHER NOTICE, THE PLAN SHALL, AS ALLOWED BY LAW, OR IN THE CASE OF A GOVERNMENTAL PLAN, AS ALLOWED BY THE TERMS OF THE PLAN, CONTINUE TO TREAT THE PARTIES AS MARRIED OR DOMESTIC PARTNERS FOR PURPOSES OF ANY SURVIVOR RIGHTS OR BENEFITS AVAILABLE UNDER THE PLAN TO THE EXTENT NECESSARY TO PROVIDE FOR PAYMENT OF AN AMOUNT EQUAL TO THAT SEPARATE INTEREST OR FOR ALL OF THE SURVIVOR BENEFIT IF AT THE TIME OF THE DEATH OF THE PARTICIPANT, THERE IS NO OTHER ELIGIBLE RECIPIENT OF THE SURVIVOR BENEFIT.

2. If a Plan receives an Order with such statutory language, the Plan Administrator shall treat the Order as set forth under the "Upon Receipt of a DRO (intended to be a QDRO)" provision above, noting the following special considerations:
 - a. If the Participant's benefits are not in pay status, the statutory language together with the information regarding the names of the parties, the dates of marriage and separation, and the name(s) of the Plan(s) contained in the Order may be sufficient to serve as a QDRO, at least with respect to a survivorship or death benefit. Additional information or clarification may be required as to the division of the payment of benefits during the Participant's life.
 - b. If the Participant's benefits are in pay status, the Alternate Payee likely is limited in how his or her community property share may be distributed and unable to change how the Participant's benefits are already being paid. It may be possible to resolve how the Alternate Payee's share will be paid without resort to a further Order by obtaining the Alternate Payee's written consent to the terms of payment or option to which he or she is limited. Such written consent, however, should expressly include agreement with the way the community property share is calculated. If any more complicated issues remain or are disputed, the Plan Administrator should insist on receipt of an amended Order.

November 7, 2024

TO: BOARD OF TRUSTEES
FROM: LAUREN THAM ~ ZENITH AMERICAN
RE: ADMINISTRATIVE FEE RENEWAL

Zenith's current administrative fee agreement with the Golden Gate Transit Amalgamated Retirement Plan has been in place since August 31, 2022, and our original agreement was effective September 1, 2019.

A review of our administrative fees as compared to the hours worked on this fund, in addition to a rise in collectively bargained salaries and operating expenses indicate a fee increase is necessary

We are proposing a two-year agreement as outlined below:

	Current Rate	Proposed 1/1/25 – 12/31/25 (4% increase)	Proposed 1/1/26 – 12/31/26 (3.5% increase)
Monthly Administrative Fee	\$23,507	\$24,447	\$25,303

We value our partnership with the Golden Gate Transit Amalgamated Retirement Plan and its staff and will continue to make the Plan's needs our primary responsibility. We appreciate your consideration of this request.

I agree to the above renewal effective 1/1/2025:

Name

Name

Date

Date

**Amendment No. 2
to the
Administrative Services Agreement**

This Amendment No. 2 (the “*Second Amendment*”) is effective January 1, 2025 (the “*Effective Date*”) and amends that certain Administrative Services Agreement, dated as of September 1, 2019 (the “*Agreement*”), by and between the Golden Gate Transit-Amalgamated Retirement Plan (the “*Fund*”) and Zenith American Solutions, Inc. (“*Zenith*”). The Fund and Zenith may sometimes hereinafter be referred to individually as “Party” and collectively as the “Parties”.

WHEREAS, on September 1, 2019, the Fund and Zenith executed an Agreement to provide certain administration services on behalf of the Fund (“*Agreement*”); and

WHEREAS, the Fund has requested that Zenith hire the Fund’s previous administrator as a full-time Zenith employee and Zenith has agreed to such hire; and

WHEREAS, the Fund has agreed to reimburse Zenith for the full salary and benefits associated with hiring its former administrator; and

WHEREAS, the Parties executed Amendment No. 1 to the Agreement on January 1, 2021 as a result of Zenith hiring the Fund’s former administrator and updated the fee schedule.

WHEREAS, the Parties desire to further amend the Agreement to reflect an updated fee schedule.

NOW, THEREFORE, in consideration of the foregoing premises and the agreements set forth below, and intending to be legally bound, the Parties hereby agree as follows:

1. **Administration Fee.** Section 2 of Exhibit A to the Agreement is amended in its entirety as follows to add the following replacement monthly fee schedule:

“2. **Administration Fee.** The Fund will pay the TPA a monthly Administration Fee in accordance with the following fee schedule:

	<u>January 1, 2025 – December, 2025</u>	<u>January 1, 2026 – December 31, 2026</u>
Monthly Administration Fee	\$24,447	\$25,303

This Administration Fee represents payment for the Services performed under this Agreement.”

2. **Miscellaneous.** Except to the extent otherwise expressly set forth in this Second Amendment, this Second Amendment is governed by the terms and conditions of the Agreement and First Amendment. Any capitalized terms used herein shall have the meaning given in the Agreement unless otherwise indicated herein. If any term in this Second Amendment conflicts with the Agreement, then the terms of this Second Amendment shall govern, but only to the extent required to resolve such conflict. The Parties acknowledge having read this Second Amendment and agree to be bound by its terms. This Second Amendment shall be attached to, and made a part of, the Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Second Amendment to the Administrative Services Agreement to be signed and executed by their duly authorized representatives as of the Effective Date set forth above.

**GOLDEN GATE TRANSIT-
AMALGAMATED RETIREMENT PLAN**

ZENITH AMERICAN SOLUTIONS, INC.

Trustee

Name: _____

Date: _____

By: _____

Name: _____

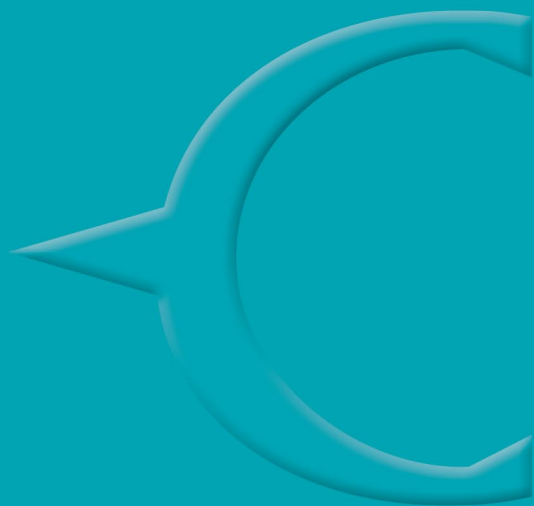
Title: _____

Date: _____

Trustee

Name: _____

Date: _____



Golden Gate Transit – Amalgamated Retirement Plan

**Actuarial Valuation Report
as of January 1, 2024**

Produced by Cheiron

September 2024

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Via Electronic Mail

September 30, 2024

Board of Trustees
Golden Gate Transit – Amalgamated Retirement Plan
Zenith American Solutions
1600 Harbor Bay Parkway, Suite 200
Alameda, California 94502

Dear Members of the Board:

At your request, we have conducted an actuarial valuation of the Golden Gate Transit – Amalgamated Retirement Plan as of January 1, 2024. The valuation is organized as follows:

- In Section I – **Board Summary**, we describe the purpose of an actuarial valuation and summarize the key results found in this valuation.
- In Section II – **Assessment and Disclosure of Risk**, we review the primary risks facing the Plan, and quantify these using various risk and maturity measures.
- The **Main Body** of the report presents details on the Plan’s:
 - Section III – Assets
 - Section IV – Liabilities
 - Section V – Contributions
- In the **Appendices**, we conclude our report with detailed information describing the Plan’s membership (Appendix A), actuarial assumptions and methods employed (Appendix B), a summary of pertinent plan provisions (Appendix C), and a glossary of key actuarial terms (Appendix D).

In preparing our report, we relied on information (some oral and some written) supplied by the Golden Gate Transit – Amalgamated Retirement Plan staff. This information includes, but is not limited to the plan provisions, employee data, and financial information. We performed an informal examination of the obvious characteristics of the data for reasonableness and consistency in accordance with Actuarial Standard of Practice No. 23.

Future results may differ significantly from the current results presented in this report due to such factors as the following: plan experience differing from that anticipated by the assumptions; changes in assumptions; and changes in plan provisions or applicable law.

Cheiron utilizes ProVal actuarial valuation software leased from Winklevoss Technologies (WinTech) to calculate liabilities and project benefit payments. We have relied on WinTech as the developer of ProVal. We have a basic understanding of ProVal and have used ProVal in

accordance with its original intended purpose. We have not identified any material inconsistencies in assumptions or output of ProVal that would affect this valuation.

Deterministic and stochastic projections in this valuation report were developed using R-scan, a proprietary tool used to illustrate the impact of changes in assumptions, methods, plan provisions, or actual experience (particularly investment experience) on the future financial status of the Plan. R-scan uses standard roll-forward techniques that implicitly assume a stable active population. Because R-scan does not automatically capture how changes in one variable affect all other variables, some scenarios may not be consistent.

This report and its contents have been prepared in accordance with generally recognized and accepted actuarial principles and practices which are consistent with our understanding of the Code of Professional Conduct and applicable Actuarial Standards of Practice as set out by the Actuarial Standards Board as well as applicable laws and regulations. Furthermore, as credentialed actuaries, we meet the Qualification Standards of the American Academy of Actuaries to render the opinion contained in this report. This report does not address any contractual or legal issues. We are not attorneys and our firm does not provide any legal services or advice.

This report was prepared exclusively for the Golden Gate Transit – Amalgamated Retirement Plan for the purposes described herein and for the use by the plan auditor in completing an audit related to the matters herein. Other users of this report are not intended users as defined in the Actuarial Standards of Practice, and Cheiron assumes no duty or liability to such other users.

Sincerely,
Cheiron



Graham A. Schmidt, FSA, FCA, MAAA, EA
Principal Consulting Actuary



Patrick T. Nelson, FSA, EA, MAAA
Consulting Actuary

SECTION I – BOARD SUMMARY

The primary purpose of the actuarial valuation and this report is to measure, describe, and identify as of the valuation date:

- The Assets and Actuarial Liabilities of the Plan,
- Past and expected trends in the actuarial funding progress of the Plan,
- The employer’s Actuarially Determined Contribution (ADC), and
- The primary risks facing the Plan.

In the balance of this Board Summary, we present the basis upon which this year’s valuation was completed, and the key findings of this valuation including a summary of all key financial results.

A. Valuation Basis

This valuation determines the actuarially determined contributions for the Fiscal Year 2024-25. The last valuation was performed as of January 1, 2023.

There was an assumption change since the last valuation to remove the 415 limit for benefits payable as well as other minor assumption methodology updates. There were no other changes to the actuarial assumptions used in the valuation compared to the prior year. More details on the assumptions can be found in Appendix B.

A summary of the actuarial methods used in the current valuation is also shown in Appendix B. There were no changes in the actuarial methods since the prior valuation. At the January 22, 2020 Board meeting, the Board made a change to the funding policy, choosing to close the amortization period for the current unfunded liability at 20 years. Any future changes in the UAL will be amortized over new closed 20-year layers. Prior to this change, all UAL was being amortized over a rolling 20-year period as a level percentage of member payroll.

The Plan was amended to remove the subsidized Joint & Survivor benefit payable to new retirees; Participants are now assumed to elect a Single Life Annuity. There were no other changes to the plan provisions used in the valuation. More details on the plan provisions can be found in Appendix C.

Payroll increased during 2023 compared to prior years as the hours reductions due to COVID-19 subsided. Projected payroll for 2024 is based on annualized first quarter 2024 salaries.

SECTION I – BOARD SUMMARY

B. Key Findings of this Valuation

The key results of the January 1, 2024 actuarial valuation for the Golden Gate Transit – Amalgamated Retirement Plan are as follows:

- The total actuarial cost of the Plan – including the employer contribution and the employee contribution – decreased from 70.00% of projected active member payroll as of January 1, 2023 to 67.96% of pay as of January 1, 2024.
- The actuarial cost is significantly higher than the current contributions to the Plan, based on the current negotiated rates being paid by the District (34.50% effective March 2022) and members. The current shortfall between the actuarial cost and the expected contributions (employer plus employee) is 26.33% of pay, or \$4.6 million. If all assumptions are met and the contributions continue at their current negotiated rates, a continued decline in the funded status is expected.
- Non-PEPRA employees currently contribute 7.00% of pay, as specified in a Memorandum of Understanding (MOU) between the District and the Union.
- The employee contribution rate for PEPRA members is required to be 50% of the normal cost of their benefits (rounded to the nearest 0.25%), but the rate does not change unless the normal costs changes by at least 1% of pay. For the January 1, 2024 actuarial valuation, the normal cost for PEPRA employees is 14.99% under the updated valuation assumptions and plan provisions (including an allocation of a portion of the administrative expenses), and thus the contribution rate for PEPRA employees will be reduced from 8.25% of pay to 7.50% of pay, unless otherwise negotiated, since the total normal cost rate decreased by more than 1% from when it was most recently set (16.32% in the January 1, 2022 actuarial valuation).
- The employer’s Actuarially Determined Contribution rate (ADC) under the actuarial funding policy for the fiscal year beginning July 1, 2024 decreased from 62.68% of pay to 60.83% of pay, primarily due to the plan amendment removing the subsidized Joint & Survivor benefit and the growth in projected payroll. However, in dollar terms the ADC increased from \$10.2 million for FY 2023-2024 to \$10.7 million for FY 2024-2025, due to increased payroll and actuarial losses on liabilities and the smoothed value of assets.
- The “Tread Water Rate” – or the rate of employer contributions expected to hold the unfunded liability at its current dollar amount, net of the member contributions and assuming all assumptions are met – is 52.57% of pay, or approximately \$9.3 million for FY 2024-2025. The expected contributions based on the bargained rate of 34.50% are only \$6.1 million. Since the actual contributions are lower than the trend water level, the UAL will continue to grow, even if all actuarial assumptions are met.
- The Unfunded Actuarial Liability (UAL), which is the excess of the Plan’s Actuarial Liability over its Actuarial Value of Assets, increased from \$103.2 million on January 1, 2023 to \$105.2 million on January 1, 2024. The Plan’s funded ratio, which is

SECTION I – BOARD SUMMARY

the Actuarial Value of Assets over the Actuarial Liability, decreased from 48.0% as of January 1, 2023 to 47.2% as of January 1, 2024. On a Market Value of Assets (fair value) basis, the funded ratio increased from 43.8% as of January 1, 2023 to 45.3% as of January 1, 2024.

- During the one-year period from January 1, 2023 to January 1, 2024, the Plan experienced a total loss of \$3.2 million, as follows:
 - The Plan experienced a net loss on assets of approximately \$2.0 million.
 - The Plan’s assets gained 9.8% on a market value basis during 2023. However, as a result of the Plan’s asset smoothing method, the return on an actuarial value basis was only 4.1% in 2023. Based on the assumed return of 6.75%, this produced an actuarial asset loss of \$2.5 million. There are now \$3.8 million in deferred asset losses which have not yet been recognized in the actuarial value of assets.
 - The contributions actually made to the Plan – based on a 34.50% rate by the employer and a 7.00% / 8.25% contribution rate by the employees (pre/post PEPPRA) – were greater than the actuarial cost of the Plan, due to a lump sum contribution of \$5.2 million made by the District, in addition to the scheduled negotiated contribution rates. The dollar amount of the surplus in the contributions was \$0.5 million, which decreased the unfunded liability.
 - Expenses more than expected resulted in a \$0.1 million loss. The Board adopted an updated administrative expense assumption of 3.5% of payroll beginning with the January 1, 2022 valuation, which was an increase from the prior 2.0% of payroll assumption.
 - On the liability side, the Plan experienced a total loss of \$1.2 million.
 - There was a \$3.0 million decrease in liabilities based on plan amendments.
 - There was a \$0.03 million increase in liabilities based on assumption changes.
 - Other liability losses of \$4.2 million were primarily from salaries being significantly higher than expected. The liability loss also includes actives decrementing at rates different than expected partially offset by inactive mortality being higher than expected.

GOLDEN GATE TRANSIT – AMALGAMATED RETIREMENT PLAN
ACTUARIAL VALUATION REPORT AS OF JANUARY 1, 2024

SECTION I – BOARD SUMMARY

Table I-1 summarizes all the key results of the valuation with respect to the Plan’s membership, assets and liabilities, and contributions. The results are presented and compared for both the current and prior valuation.

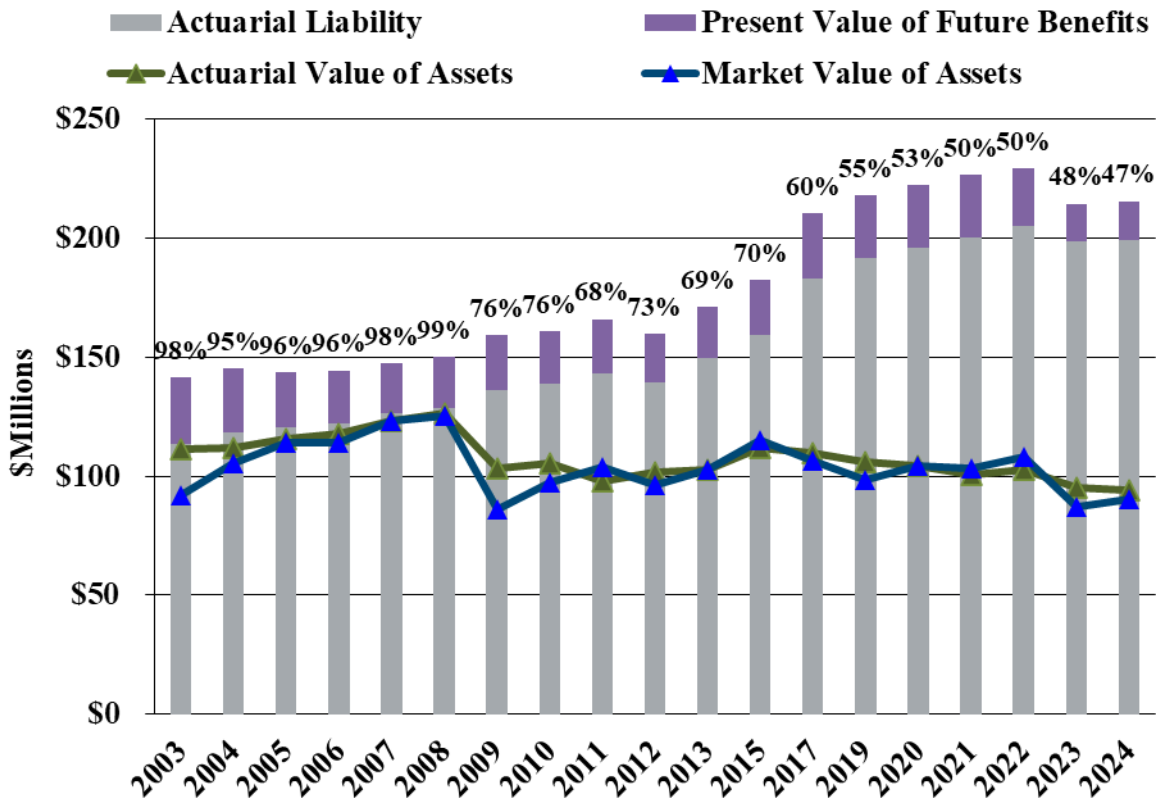
Table I-1			
Golden Gate Transit - Amalgamated Retirement Plan			
Summary of Principal Results			
Valuation as of:	January 1, 2023	January 1, 2024	% change
Participant Counts			
Active Participants	167	156	(6.6%)
Terminated Vested Participants	15	15	0.0%
Participants Receiving Benefits	<u>435</u>	<u>435</u>	0.0%
Total Participants	617	606	(1.8%)
Active Payroll			
Valuation Payroll	\$ 16,014,194	\$ 18,295,281	14.2%
Average Pay	95,893	117,277	22.3%
Projected Payroll for the Fiscal Year	\$ 16,272,344	\$ 17,638,070	8.4%
Assets and Liabilities			
Market Value of Assets (MVA)	\$ 87,079,579	\$ 90,079,559	3.4%
Actuarial Value of Assets (AVA)	95,384,216	93,864,090	(1.6%)
Actuarial Liability (AL)	<u>198,631,893</u>	<u>199,054,856</u>	0.2%
Unfunded Actuarial Liability (UAL) = AL - AVA	\$ 103,247,677	\$ 105,190,766	1.9%
Actuarial Value Funded Ratio = AVA / AL	48.0%	47.2%	
Market Value Funded Ratio = MVA / AL	43.8%	45.3%	
Actuarially Determined Contribution (ADC)			
Total Contribution Rate	69.99%	67.96%	
Average Employee Contribution Rate	<u>7.32%</u>	<u>7.14%</u>	
ADC Rate (Total - Employee Rate)	62.67%	60.82%	
ADC for the Fiscal Year	10,198,466	10,728,315	5.2%
Total Expected Employer Rate	34.50%	34.50%	
Shortfall (ADC - Expected Employer Rate)	28.17%	26.32%	
Shortfall (\$)	\$ 4,584,507	\$ 4,643,181	1.3%
Tread Water Rate (ER Normal Cost + Interest on UAL + Expense)	56.00%	52.57%	
Tread Water Shortfall (Tread Water Rate - Expected Employer Rate)	21.50%	18.07%	
Tread Water Shortfall (\$)	\$ 3,498,413	\$ 3,187,326	(8.9%)

SECTION I – BOARD SUMMARY

C. Historical Trends

Despite the fact that for most retirement plans, the greatest attention is given to the current valuation results and in particular the size of the current unfunded actuarial liability and the employer’s contribution, it is important to remember that each valuation is merely a snapshot in the long-term progress of a pension fund. It is more important to judge a current year’s valuation result relative to historical trends, as well as trends expected into the future.

Assets and Liabilities

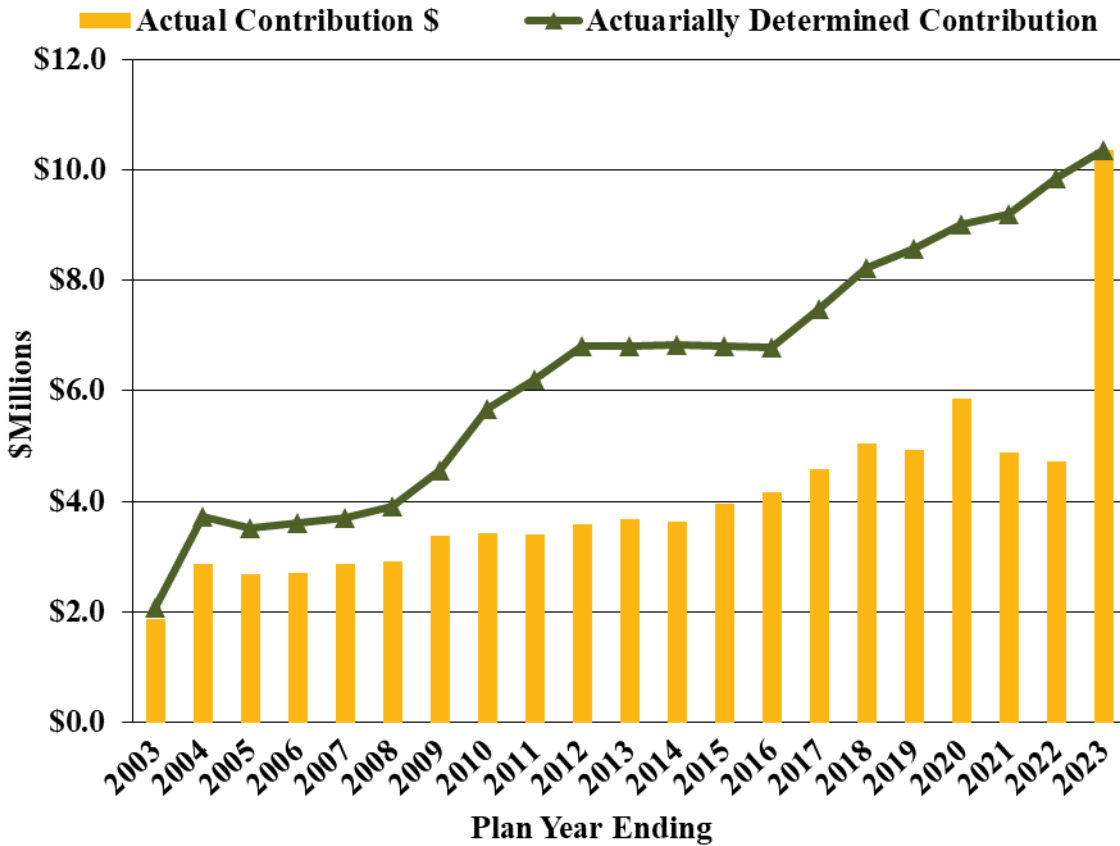


The above chart compares the Actuarial (smoothed) Value of Assets to the actuarial liabilities and shows the funded ratio (numbers above each bar), which is the ratio of assets to liabilities (represented by the gray bars). The very top of the bars represents the Present Value of Future Benefits (PVFB), which represents the total present value of all future benefits expected to be paid to current participants, including those expected to be earned based on future service.

This chart shows that the funded ratio has declined significantly since 2008, primarily due to investment losses, changes in the assumptions, and continued underfunding. In 2023, the District contributed the full ADC; continuing to do so will help preserve and increase the funded ratio and long-term health of the Plan.

SECTION I – BOARD SUMMARY

Contribution Rates



The yellow bars in this graph show the dollar amount of employer contributions made to the Plan since the Plan Year Ending 2003. The green line shows the Actuarially Determined Contribution (ADC) under the actuarial funding policy, based on the Entry Age Normal Actuarial Cost Method. Prior to January 1, 2020, the funding policy used a 20-year rolling amortization of the Unfunded Actuarial Liability (UAL) as a level percentage of pay. Effective with the January 1, 2020 valuation, the Board decided to close the amortization period for the current unfunded liability at 20 years. Any future changes in the UAL will be amortized over new closed 20-year layers as a level percentage of pay.

The ADC spiked noticeably following the 2008 market losses and again in 2017 after lowering the discount rate. The actual employer contribution amounts have increased less quickly, although they increased through 2020 as payroll grew and the negotiated rates were increased. Actual contributions decreased in 2021 and 2022 as payroll declined significantly. In 2023, the District contributed the full ADC, as a result of a lump sum contribution of \$5.2 million, in addition to the scheduled contributions.

SECTION I – BOARD SUMMARY

Future Expected Financial Trends

The analysis of projected financial trends is perhaps the most important component of this valuation. In this Section, we present the implications of the January 1, 2024 valuation results in terms of (1) the projected contributions, and (2) projected Plan’s funded status (ratio of assets over liabilities).

For the projections, we assume a baseline return of 6.75%. The projections also assume there will be no future gains or losses on the actuarial liabilities. If the Plan assets earn less than 6.75%, or other substantial losses occur, the projected funded ratios will be lower, and the contribution rates higher under the ADC. The opposite will be true if returns exceed 6.75%, or other gains occur.

The projections below reflect an assumption that as the current active members retire or otherwise terminate employment, they will be replaced by members hired under the PEPRA provisions. These provisions include a lower benefit amount for PEPRA members and a requirement that employees contribute an amount equal to at least 50% of the normal cost of their benefits.

1. Contribution Projections: Actual vs. Actuarially Determined Contributions

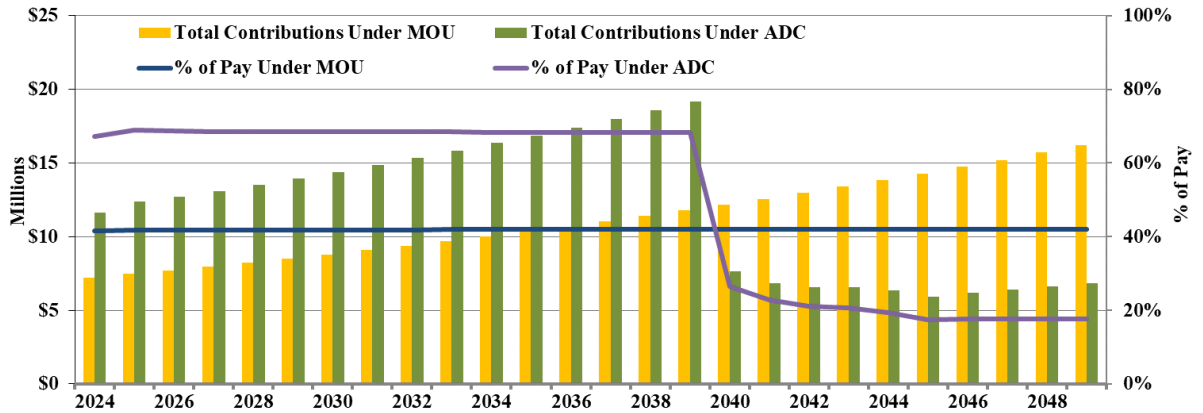
The first chart shows a comparison of the Plan’s projected total contributions (employer and employee) based on the funding policy required under the most recent MOU (34.5% by the employer, and 7.0% by the non-PEPRA employees; and 7.50% by the PEPRA employees, based on the updated PEPRA normal cost rates), compared to the total contributions assuming full actuarial funding policy contributions are made in all years beginning in 2024.

For these projections, we have used closed 20-year layered periods with level percentage of payroll amortization to determine the contributions, reflecting the current funding policy of the Plan.

The years shown in the charts are plan years beginning January 1, 2024. Projected contributions in dollar amounts are shown in the bars (yellow for those required under the current MOU, green for the ADC), while contributions as a percentage of payroll are shown in the lines (blue for those required under the current MOU, purple for the ADC).

The contribution rate graphs show that the Plan’s ADC rate is expected to increase for FY 2025 as the deferred investment loss from 2022 is recognized, and then remain relatively stable through 2039. The projections assume total payroll will increase 3.25% per year. A significant reduction in ADC rate and amount is projected in 2040 as the bulk of the current unfunded liability is expected to be fully amortized at that point. There is also a small decline in projected employer normal cost rates, primarily due to PEPRA numbers becoming a larger portion of the active population over time.

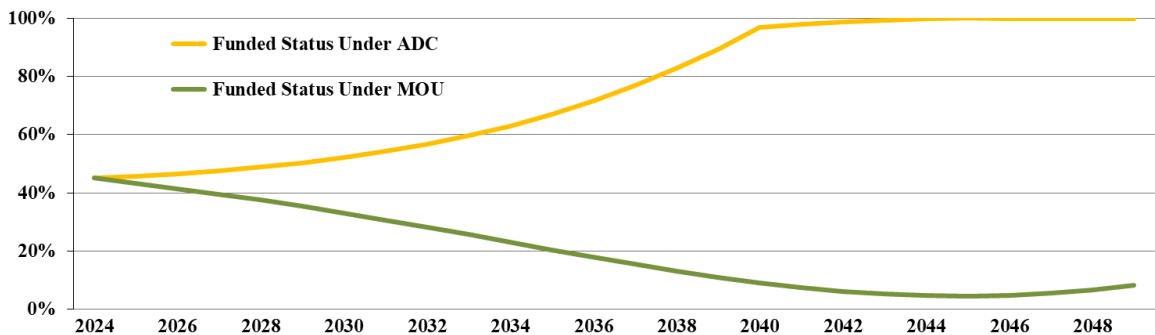
SECTION I – BOARD SUMMARY



2. Funded Ratio Projections

This next projection chart compares the Plan’s market funded ratio (ratio of Market Value of Assets to Actuarial Liability), projected using both the current actuarially-based contribution policy (yellow line), and the current MOU-based contribution policy (green line). The projections assume that the contributions are made each year as shown in the previous chart.

As can be seen, the expected impact of the current actual contribution policy, which is well below the actuarially-determined contribution rate, results in a funded ratio that is expected to continuously decline until it falls to almost 0% in 2044, even if all assumptions are met. These projections are based on the same assumptions as mentioned above regarding future payroll increases **and** that investments will return 6.75% annually, including in 2024.



SECTION II – ASSESSMENT AND DISCLOSURE OF RISK

Actuarial valuations are based on a set of assumptions about future economic and demographic experience. These assumptions represent a reasonable estimate of future experience, but actual future experience will undoubtedly be different and may be significantly different. This section of the report is intended to identify the primary risks to the plan, provide some background information about those risks, and provide an assessment of those risks.

Identification of Risks

The fundamental risk to a pension plan is that the contributions needed to pay the benefits become unaffordable. While there are a number of factors that could lead to contribution amounts becoming unaffordable, we believe the primary sources are:

- Contribution risk,
- Investment risk,
- Longevity and other demographic risks, and
- Assumption change risk.

Other risks that we have not identified, may also turn out to be important.

Contribution risk is the potential for actual future contributions to deviate from expected future contributions. There are different sources of contribution risk ranging from the sponsor(s) choosing to not make contributions in accordance with the funding policy to material changes in the contribution base (e.g., covered employees, covered payroll, sponsor revenue) that affect the amount of contributions the Plan can collect.

The Plan's funding policy is to determine an Actuarially Determined Contribution (ADC) equal to the sum of the normal cost, amortization of the UAL, and the Plan's expected administrative expenses. The UAL is amortized as a level percent of pay over closed 20-year period layers effective with the January 1, 2020 actuarial valuation. Prior to that valuation, the UAL was amortized as a level percent of pay over a rolling 20-year period. This change in policy is expected to return the Plan to full funding if the contributions are close to the level of the ADC.

However, the Collective Bargaining Agreement (CBA), as amended by a Memorandum of Understanding (MOU) between the District and the Union has set the actual employer and employee contribution rates. Whenever this agreement results in a contribution rate significantly less than the ADC the projected funding status will decrease, and future actuarially determined contribution amounts will increase, potentially to levels that may become unaffordable.

In addition, the contributions are expected to be made as a fixed percentage of payroll. When payroll does not grow as assumed (currently at 3.25% per year), the Plan will not collect the full dollar amount necessary to pay off the UAL. A significant reduction in payroll below the assumed level will therefore widen the difference between the actuarially determined and negotiated contribution rates.

SECTION II – ASSESSMENT AND DISCLOSURE OF RISK

Investment Risk is the potential for investment returns to be different than expected. Lower investment returns than anticipated will increase the unfunded actuarial liability necessitating higher contributions in the future unless there are other gains that offset these investment losses. The potential volatility of future investment returns is determined by the Plan's asset allocation and the affordability of the investment risk is determined by the amount of assets invested relative to the size of the plan sponsor or other contribution base.

Longevity and other demographic risks are the potential for mortality or other demographic experience to be different than expected. Generally, longevity and other demographic risks emerge slowly over time and are often dwarfed by other changes, particularly those due to investment returns.

Assumption change risk is the potential for the environment to change such that future valuation assumptions are different than the current assumptions. For example, declines in interest rates over the last three decades (which have recently reversed) resulted in higher investment returns for fixed income investments, but lower expected future returns necessitating either a change in investment policy, a reduction in discount rate, or some combination of the two. Assumption change risk is an extension of the other risks identified, but rather than capturing the risk as it is experienced, it captures the cost of recognizing a change in environment when the current assumption is no longer reasonable.

Plan Maturity Measures

The future financial condition of a mature pension plan is more sensitive to each of the risks identified above than a less mature plan. Before assessing each of these risks, it is important to understand the maturity of the plan.

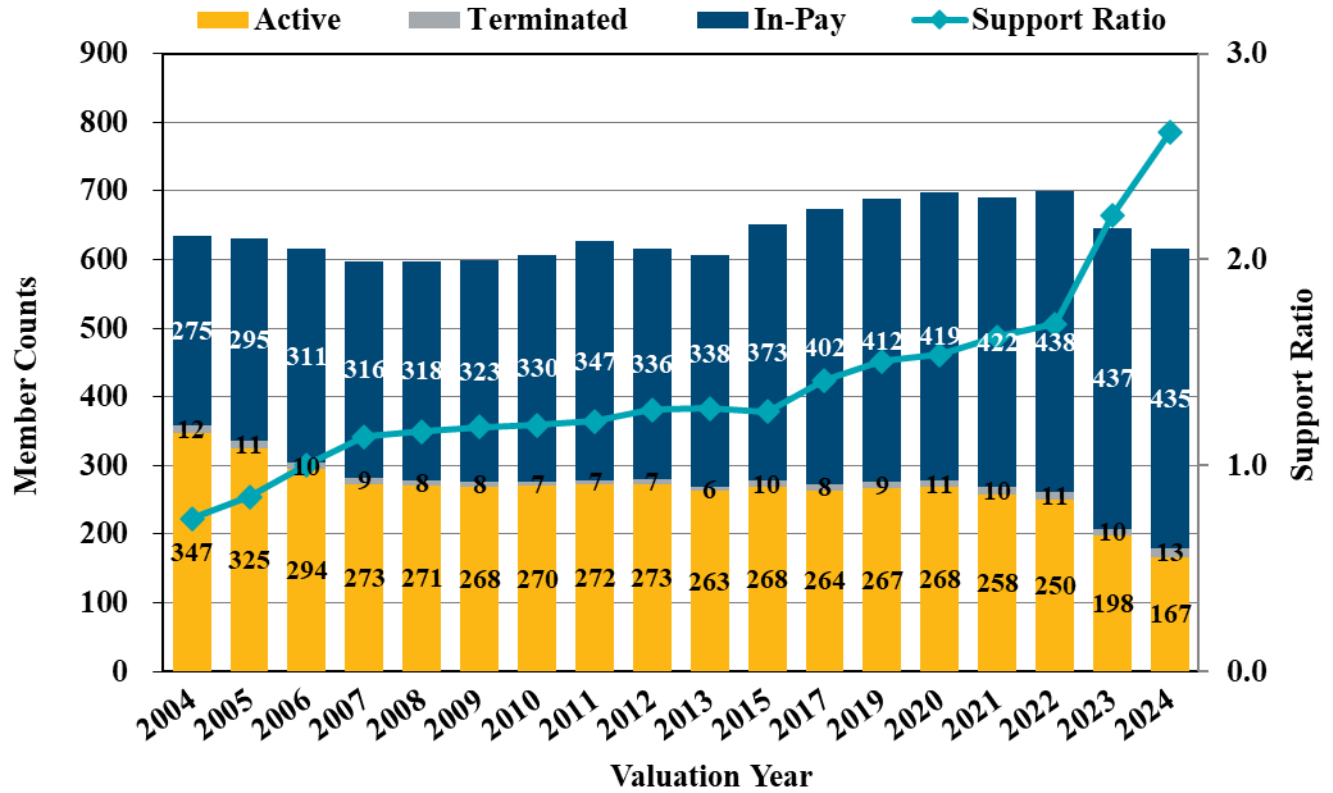
Plan maturity can be measured in a variety of ways, but they all get at one basic dynamic – the larger the plan is compared to the contribution or revenue base that supports it; the more sensitive the plan will be to risk. Maturity measures of the Plan show a dramatic increase in some maturity measures, while others fluctuated due to dramatic swings in the size of the assets.

Support Ratio (Inactives per Active)

One simple measure of plan maturity is the ratio of the number of inactive members (those receiving benefits or entitled to a deferred benefit) to the number of active members. The Support Ratio is expected to increase gradually as a Plan matures. The chart on the following page shows the large growth in the Support Ratio for the Plan over the past 20 years, tripling during this time. There was a large spike in the ratio this year, as the active population declined significantly.

SECTION II – ASSESSMENT AND DISCLOSURE OF RISK

Support Ratio (Inactives per Active)



Leverage Ratios

Leverage or volatility ratios measure the size of the plan compared to its revenue base more directly. For Golden Gate Transit, we have calculated the historical asset leverage ratio and actuarial liability leverage ratio as a multiple of the Plan’s payroll. An asset leverage ratio of 5.0, for example, means that if the Plan experiences a 10% loss on assets compared to the expected return, the loss would be equivalent to 50% of the Plan’s payroll. An additional payment of 3.5% of payroll would be required to amortize this asset loss over a 20-year period as a level percentage of pay. If the Plan were to become 100% funded, the asset leverage ratio would equal the Actuarial Liability (AL) leverage ratio.

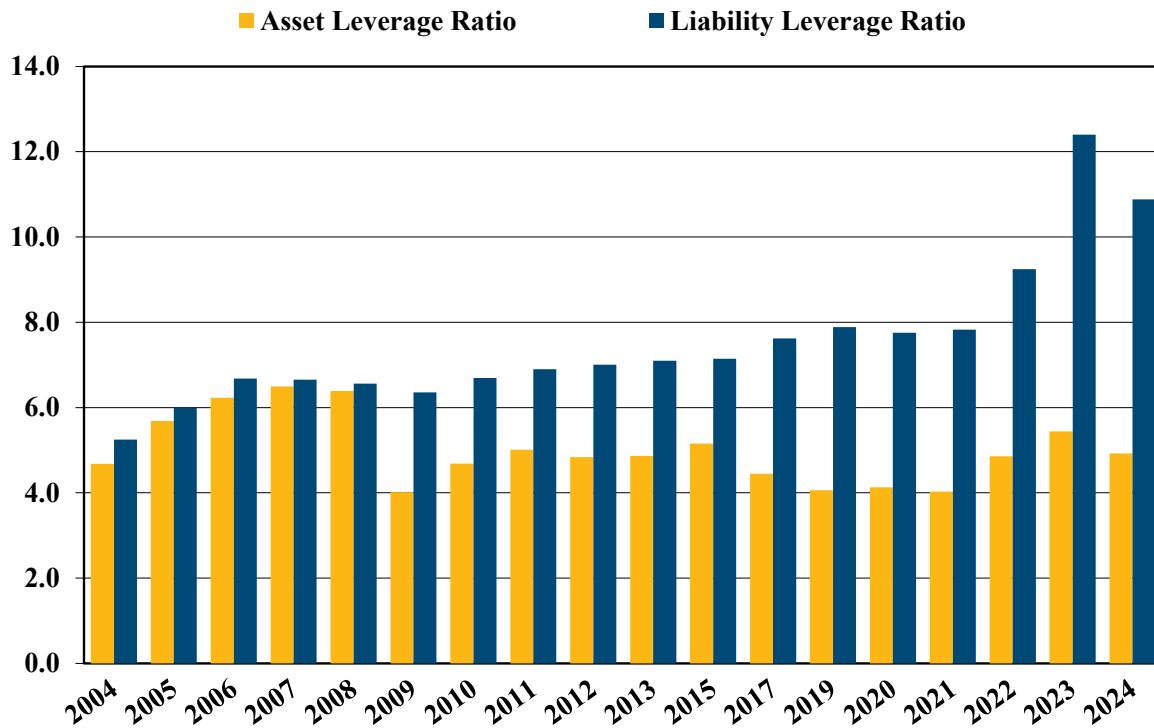
The AL leverage ratio also indicates how sensitive the Plan is to experience gains and losses or assumption changes. For example, an assumption change that increases the AL by 5% would add a liability equivalent to about 60% of the Plan’s payroll if the AL leverage ratio is 12.0. An additional payment of 8.4% of payroll would be required to amortize this liability loss over a 20-year period.

The chart on the next page shows the historical leverage ratios of the Plan. The liability leverage ratios have been steadily increasing, with a large jump in 2023 due to the lower than expected payroll, while the asset ratios have fluctuated due to changes in the size of the assets compared to payroll. The payroll used for 2021 and 2022 was adjusted payroll assuming a return to historic

SECTION II – ASSESSMENT AND DISCLOSURE OF RISK

service levels while 2023 and 2024 use actual payroll, the same payroll used to calculate the 2024 ADC rate. This was also the payroll used to determine active liabilities.

**Leverage Ratios
 (Ratio to Payroll)**



Assessing Costs and Risks

Assessing the fundamental risk to the Plan – i.e., the contributions needed to pay benefits becoming unaffordable – is complex because there is no bright line of what is unaffordable and the contribution amounts themselves are affected not just by the experience of the Plan, but also by the interaction of that experience and decisions by the Board related to assumptions, asset smoothing methods, and amortization periods, as well as the levels of contributions negotiated by the employer and employees.

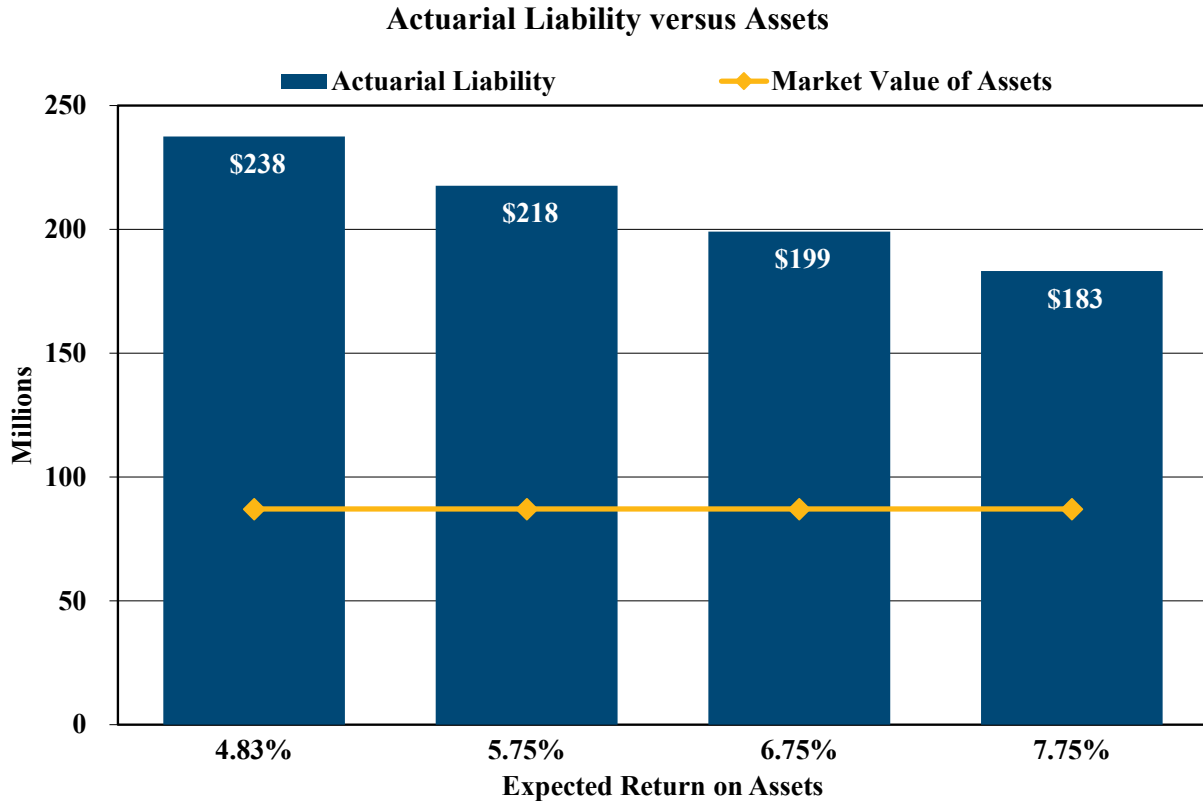
One of the primary risks to the Plan – the impact of negotiated contributions continuing to be less than the Actuarially Determined Contribution – has already been explored in the previous section on the projection of future trends. The projections in that section have shown that the current contribution level, which is less than ADC, is expected to result in a continued decline in the funded ratio for at least the next ten years, even if all assumptions are met.

In the sections that follow, we explore the impact of another primary risk – investment returns – on the Plan.

SECTION II – ASSESSMENT AND DISCLOSURE OF RISK

Sensitivity to Investment Returns

The chart below compares Market Value of Assets (line) to the Actuarial Liabilities (bars) discounted at the current expected rate of return and at investment return 100 basis points above and below the expected rate of return. In addition, we have added a new measurement, the Low-Default Risk Obligation Measure (LDROM), which is the Actuarial Liability using a discount rate derived from low-default risk fixed income securities that approximately match the benefit payments of the plan.



If investments return 6.75% annually, the Plan would need approximately \$199 million in assets today to pay benefits associated with service earned to date, compared to current assets of \$90 million. If investment returns are only 5.75%, the Plan would need approximately \$218 million in assets today, and if investment returns are 7.75%, the Plan would need approximately \$183 million in assets today.

The Plan invests in a diversified portfolio to achieve the best possible returns at an acceptable level of risk. The low-risk portfolio for a pension plan would be comprised entirely of low-default-risk fixed income securities whose cash flows approximately match the benefit cash flows of the plan. However, such a portfolio would have a lower expected rate of return (4.83% as of December 31, 2023¹) than the diversified portfolio (6.75%). The LDROM represents what

¹ Assumes a 4.83% discount rate, which is based on the December 31, 2023 FTSE Pension Liability Index and all other assumptions and methods as used to calculate the Actuarial Liability.

SECTION II – ASSESSMENT AND DISCLOSURE OF RISK

the Actuarial Liability would be if the Plan's assets were invested in such a portfolio. As of December 31, 2023, the LDROM is \$238 million compared to the Actuarial Liability of \$199 million for the Plan. The \$39 million difference can be viewed as the expected savings from taking on the investment risk of the diversified portfolio. Alternatively, it can be viewed as the potential cost of minimizing the investment risk.

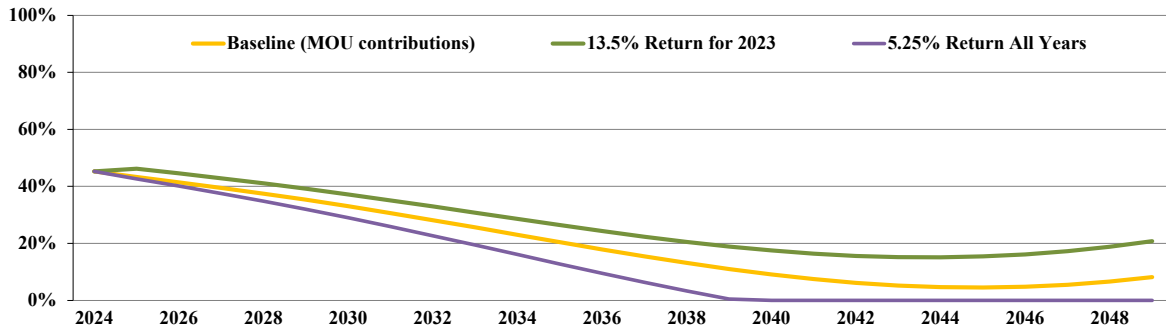
If the Plan were to invest in the LDROM portfolio and not a diversified portfolio, the funded status would be lower, and the expected contribution requirements would increase. The security of the Plan's pension benefits relies on current assets, future investment earnings, and the ability and willingness of the employer to make future contributions. If the Plan were to invest in the LDROM portfolio, it would not change current asset value, but it could potentially reduce future investment earnings, potentially changing the level of reliance on future employer contributions. However, investing in an LDROM portfolio would generate more predictable future investment earnings and future contributions.

SECTION II – ASSESSMENT AND DISCLOSURE OF RISK

Deterministic Projections

Deterministic projections serve to show the expected outcome under a specified set of scenarios. In the chart below, we show the impact on the expected funded status of the Plan given three sets of investment return outlooks. In addition to the baseline scenario, we have also shown two alternative scenarios:

- Baseline scenario (yellow line, wherein the investment returns are 6.75% every year, and payroll is in line with the original estimates):
- A scenario (green line) in which the return for 2024 is 13.5% for the year, significantly exceeding expectations, while all other assumptions are met, including 6.75% investment returns for all years after 2024, and
- A scenario (purple line) in which the return for all future years is 5.25%, 1.50% below the assumed return.



Under the optimistic scenario returning 13.5% for 2024, the solvency of the Plan is extended past 2040, dropping to a low of 15% funded in 2044, and then beginning to slowly recover. Under the pessimistic scenario of returns 1.5% below expectations ever year, the funded ratio is expected to decline precipitously in future years and reach a precarious position, including the Plan running out of assets in 2040. We strongly emphasize that additional actions are needed in order to stabilize the funding of the Plan.

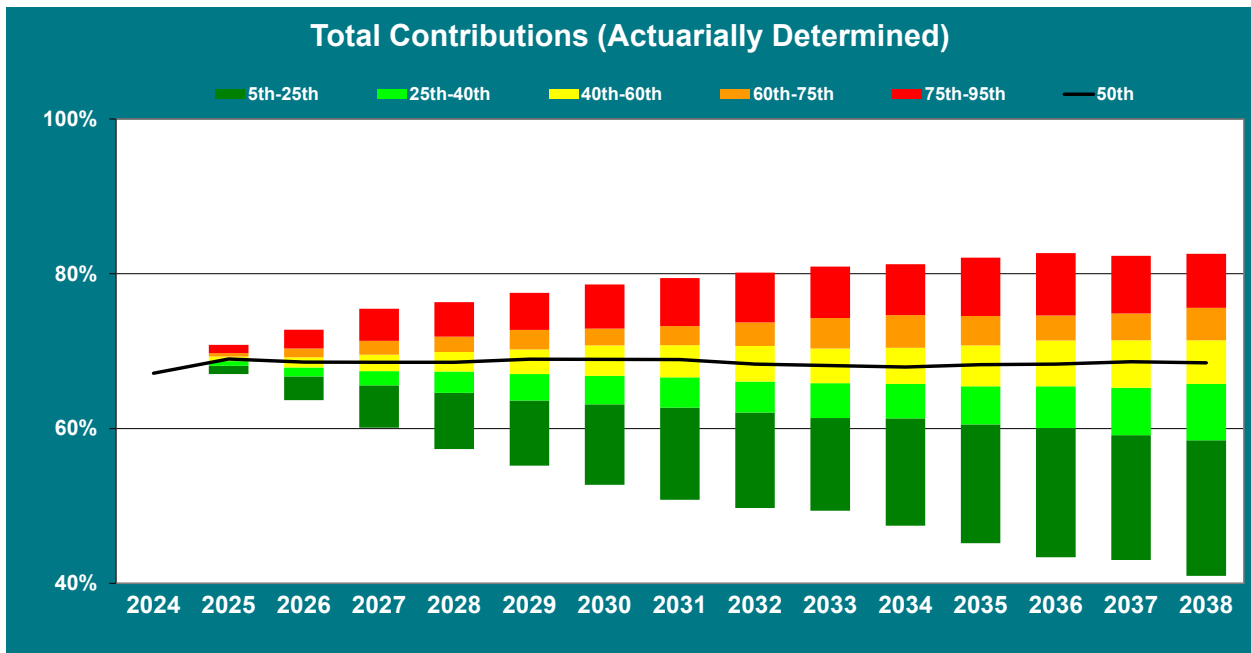
SECTION II – ASSESSMENT AND DISCLOSURE OF RISK

Stochastic Projections

Stochastic projections serve to show the *range* of probable outcomes of various measurements. The charts on the following pages show the projected range of the total contribution rate (employee plus employer) and of the funded ratio on a market value of assets basis. The range in both scenarios is driven by the expected return for the portfolio (using a 6.75% average compounded return expectation) and the volatility of investment returns (assuming an 10.7% standard deviation of annual returns, based on information provided by the Plan’s investment consultant).

In these projections, we have assumed that contributions will be made at the level of the *actuarially determined cost*, based on the Plan’s current funding policy (i.e., with a 20-year closed layers, level percentage of pay amortization policy).

Stochastic Projection of Total Contributions as a Percent of Pay

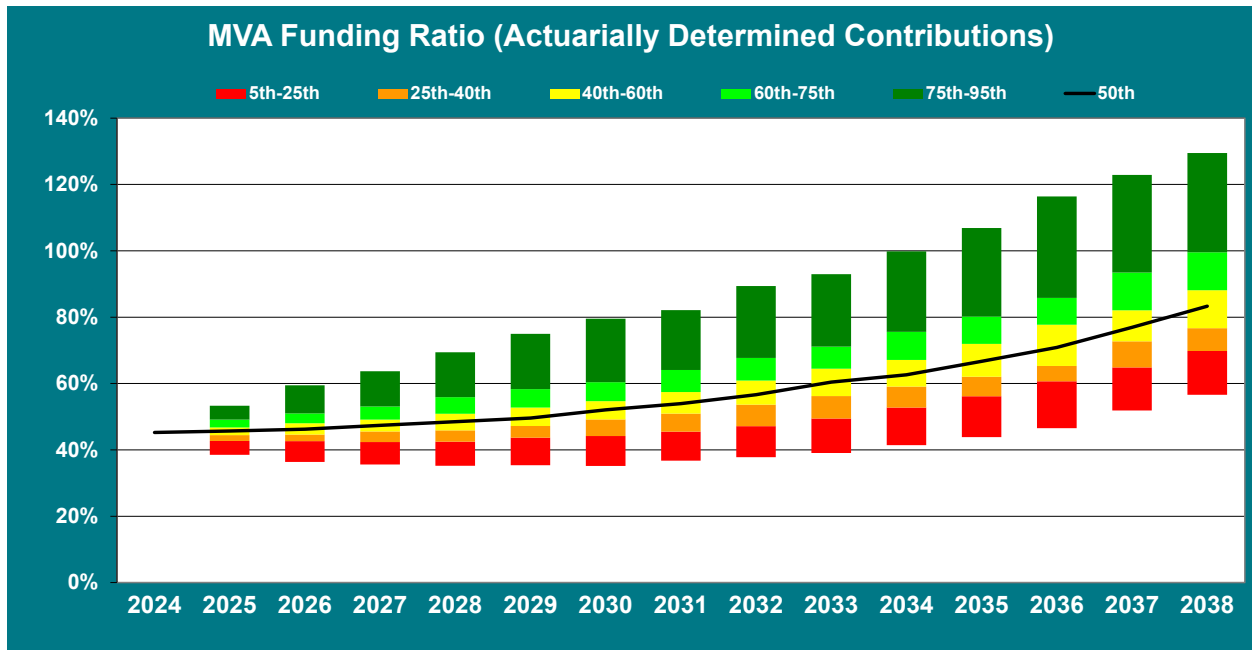


The stochastic projection of total contributions as a percent of pay shows the probable range of future contribution rates. The baseline contribution rate (black line), which is based on the median of the simulations using an average return of 6.75%, aligns closely with the projections discussed in subsection D. of the Board Summary of this report. In the most pessimistic scenario shown, the 95th percentile, the projected total contribution rate exceeds 80% of pay. As a reminder, the total contribution rate to the Plan is currently just under 42% of pay (approximately 7.1% for the employees, 34.5% for the employer).

SECTION II – ASSESSMENT AND DISCLOSURE OF RISK

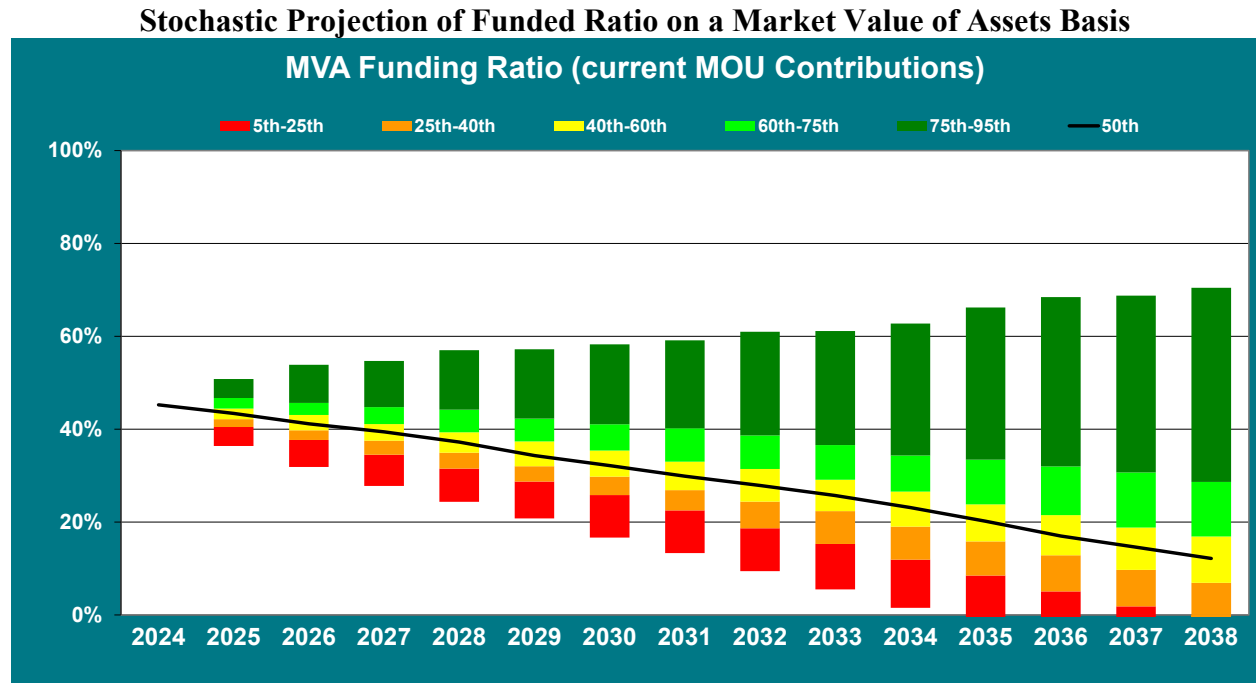
The chart below shows that while the baseline funded ratio (black line) is projected to be nearly 80% at the end of the 15-year period shown here, there is a wide range of potential outcomes. Good investment returns have only a small likelihood of bringing the Plan back to full funding within this time frame, even if contributions are increased significantly to the actuarially determined rate (no matter how high the level reaches). In scenarios with unfavorable investment returns the funded ratio is expected to drop as low as 35% funded on a market value of assets basis.

Stochastic Projection of Funded Ratio on a Market Value of Assets Basis



SECTION II – ASSESSMENT AND DISCLOSURE OF RISK

However, if we remove the assumption that contributions will be made according to the actuarial funding policy, and instead assume that they will continue to be made at the current negotiated rates of pay, the Plan’s funding is projected to drop below 10% in the baseline scenario and become insolvent by 2035 in the most pessimistic scenarios shown (i.e., the 5th percentile). Nearly 35% of the modeled scenarios project the Plan to become insolvent by 2038. This projection assumes that payroll will grow from the current levels at 3.25% per year.



SECTION III – ASSETS

Plan assets play a key role in the financial operation of the Plan and in the decisions the Trustees may make with respect to future deployment of those assets. The level of assets, the allocation of assets among asset classes, and the methodology used to measure assets will likely impact benefit levels, contributions, and the ultimate security of participants’ benefits.

In this section, we present detailed information on the Plan assets including:

- **Disclosure** of the Plan assets as of December 31, 2022 and December 31, 2023,
- Statement of the **changes** in market values during each year,
- Development of the **Actuarial Value of Assets**, and
- An estimate of **investment return**.

Disclosure

There are two types of asset values disclosed in this valuation, the market value of assets and the actuarial value of assets. The market value represents a “snapshot” or “cash out” value that provides the principal basis for measuring financial performance from one year to the next. Market values, however, can fluctuate widely with corresponding swings in the marketplace. As a result, market values are usually not as suitable for determining relatively stable contribution rates as are the actuarial value of assets that reflect smoothing of annual investment returns.

Table III-1 below discloses and compares each asset value as of December 31, 2022 and 2023.

Table III-1			
Statement of Net Assets as of December 31,			
	2022	2023	% change
Investments at Fair Value	\$ 82,926,310	\$ 90,733,604	9.4%
Cash and Short-Term Investments	3,056,162	2,810,130	(8.1%)
Receivables and Prepaid Expenses/Benefits	<u>154,325</u>	<u>(116,286)</u>	(175.4%)
Total Assets	86,136,797	93,427,448	8.5%
Total Liabilities	<u>942,782</u>	<u>(3,347,889)</u>	(455.1%)
Net Assets	\$ 87,079,579	\$ 90,079,559	3.4%

SECTION III – ASSETS

Changes in Market Value

Table III-2 below shows the components of change between the market value of assets as of December 31, 2022 and December 31, 2023.

Table III-2				
Changes in Market Values				
	2022		2023	
Value of Assets - Beginning of Year	\$	107,880,965	\$	87,079,579
<u>Additions</u>				
Payments from Members	\$	995,319	\$	1,103,594
Employer Contributions		4,724,406		10,369,557
Interest and Dividends		881,342		1,194,609
Capital Gain/(Loss)		(10,236,287)		7,337,098
Total Additions	\$	(3,635,221)	\$	20,004,858
<u>Deductions</u>				
Adjustment	\$	0	\$	0
Investment Expenses		273,816		236,523
Benefit Payments		16,233,777		16,121,675
Administrative Expenses		658,572		646,680
Total Deductions	\$	17,166,165	\$	17,004,878
Value of Assets - End of Year	\$	87,079,579	\$	90,079,559

SECTION III – ASSETS

Actuarial Value of Assets

The next table, Table III-3, shows how the actuarial value of assets is developed.

The actuarial value of assets represents a “smoothed” value developed by the actuary to reduce, or eliminate, volatile results which could develop from short-term fluctuations in the market value of assets. For this Plan, the actuarial value has been calculated by taking the market value of assets less two-thirds of the investment gain (loss) during the preceding year, less one-third of the investment gain (loss) during the second preceding year. If the Actuarial Value of Assets is less than 80% or more than 120% of the market value, an adjustment is made to the actuarial value to bring the value within this corridor.

Table III-3 Development of Actuarial Value of Assets		
1. Market Value of Assets on January 1, 2024	\$	90,079,559
2. Development of 2022 Gain/(Loss)		
a. Market Value of Assets on January 1, 2022	\$	107,880,965
b. 2022 Employee Contributions		995,319
c. 2022 Employer Contributions		4,724,406
d. 2022 Benefit Payments		(16,233,777)
e. 2022 Administrative Expenses		(658,572)
f. 2022 Expected Earnings on 2a. - 2e. at 6.75% (full year on a., 1/2 year on b.-e.)		6,911,046
g. 2022 Actual Earnings		(9,628,762)
h. 2022 Gain/(Loss) [2g. - 2f.]	\$	(16,539,808)
3. Development of 2023 Gain/(Loss)		
a. Market Value of Assets on January 1, 2023	\$	87,079,579
b. 2023 Employee Contributions		1,103,594
c. 2023 Employer Contributions		10,369,557
d. 2023 Benefit Payments		(16,121,675)
e. 2023 Administrative Expenses		(646,680)
f. 2023 Expected Earnings on 3a. - 3e. at 6.75% (full year on a., 1/2 year on b.-e.)		5,702,077
g. 2023 Actual Earnings		8,295,184
h. 2023 Gain/(Loss) [3g. - 3f.]	\$	2,593,107
4. Unrecognized Gain/(Loss)		
(2/3) of 2023 Gain/(Loss)	\$	2,593,107
(1/3) of 2022 Gain/(Loss)		(16,539,808)
Total	\$	(13,946,701)
5. Preliminary Actuarial Value of Assets (1) - (4)	\$	93,864,090
6. 80% of Market Value of Assets on January 1, 2024		72,063,648
7. 120% of Market Value of Assets on January 1, 2024		108,095,471
8. Actuarial Value of Assets on January 1, 2024 Lesser of (5) and (7), not less than (6)	\$	93,864,090
9. Actuarial Value as a Percentage of Market Value (8)/(1)		104.20%

SECTION III – ASSETS

Investment Performance

The Market Value of Assets (MVA) returned 9.8% during the plan year ending December 31, 2023, which is greater than the assumed 6.75% return. However, the return on the Actuarial Value of Assets (AVA) was 4.1%, resulting in an actuarial loss for 2023.

Below we show additional historical returns.

Table III-4 Historical Returns		
	<u>MVA</u>	<u>AVA</u>
2003	20.3%	4.9%
2004	12.4%	7.2%
2005	4.6%	6.3%
2006	12.9%	8.4%
2007	6.1%	7.4%
2008	-27.6%	-14.6%
2009	19.2%	7.1%
2010	12.5%	-2.3%
2011	-2.0%	9.8%
2012	13.3%	7.3%
2013	17.4%	9.1%
2014	7.5%	12.9%
2015	-0.7%	7.9%
2016	7.1%	4.1%
2017	13.1%	5.5%
2018	-6.0%	4.8%
2019	14.8%	6.3%
2020	6.8%	4.7%
2021	15.3%	12.5%
2022	-9.4%	4.2%
2023	9.8%	4.1%

SECTION IV – LIABILITIES

In this section, we present detailed information on the Plan liabilities including:

- **Disclosure** of the Plan liabilities as of January 1, 2023 and January 1, 2024, and
- Statement of **changes** in these liabilities between these dates.

Disclosure

Several types of measures of liability are calculated and presented in this report. Each type is distinguished by the purpose for which the measure is used. Note that these liabilities are not applicable for settlement purposes, including the purchase of annuities and the payment of lump sums.

- **Present Value of All Future Benefits:** This measure represents the amount of money needed today to fully pay for all benefits of the Plan both earned as of the valuation date and those expected to be earned in the future by current plan participants, under the current plan provisions if all assumptions are met.
- **Entry Age Normal Actuarial Liability:** Calculated as of valuation date as the present value of benefits allocated to service prior to that date.

Table IV-1 below discloses each of these measures of liability for the current and prior valuations.

Table IV-1 Liabilities		
	January 1, 2023	January 1, 2024
<u>Present Value of Future Benefits</u>		
Active Participants	\$ 58,751,307	\$ 61,659,011
Vested Terminated Participants	1,971,930	1,848,439
Participants Receiving Benefits	<u>153,694,950</u>	<u>151,940,627</u>
Present Value of Future Benefits (PVB)	\$ 214,418,186	\$ 215,448,077
<u>Entry Age Normal Actuarial Liability</u>		
Active Participants	\$ 42,965,014	\$ 45,265,790
Vested Terminated Participants	1,971,930	1,848,439
Participants Receiving Benefits	<u>153,694,950</u>	<u>151,940,627</u>
Entry Age Normal Actuarial Liability (EAN AL)	\$ 198,631,893	\$ 199,054,856

SECTION IV – LIABILITIES

Changes in Entry Age Normal (EAN) Actuarial Liability

Each of the measures of liability disclosed in the prior table is expected to change at each valuation. The components of that change, depending upon which liability is analyzed, can include:

- New hires since the last valuation
- Benefits accrued since the last valuation
- Plan amendments increasing benefits
- Passage of time which adds interest to the prior liability
- Benefits paid to retirees since the last valuation
- Participants retiring, terminating, or dying at rates different than expected
- A change in actuarial or investment assumptions
- A change in the actuarial funding method

The Unfunded EAN actuarial liability will change because of all of the above, and also due to changes in plan assets resulting from:

- Employer contributions
- Investment earnings
- A change in the method used to measure plan assets

In each valuation, we report on those elements of change that are of particular significance, potentially affecting the long-term financial outlook of the Plan. Below, we present key changes in liabilities since the last valuation.

In the table below, we show the components of change in the actuarial liability between January 1, 2023 and January 1, 2024.

Table IV-2	
Changes in Liabilities	
Actuarial Liability as of January 1, 2023	198,631,893
Actuarial Liability as of January 1, 2024	199,054,856
Liability Increase (Decrease)	422,963
Change due to:	
Plan Amendments	(2,973,209)
Assumption Changes	34,247
Experience (Gain)/Loss	4,174,559
Benefits Accumulated and other sources	(812,634)

SECTION IV – LIABILITIES

Development of Actuarial Gain/(Loss)

The following table details the change in unfunded liabilities between January 1, 2023 and January 1, 2024.

Table IV-3 Development of Actuarial Gain / (Loss)	
1. Unfunded Actuarial Liability at January 1, 2023 (not less than zero)	\$ 103,247,677
2. Employer Normal Cost plus Expenses at January 1, 2023	2,843,035
3. Expected Contributions January 1, 2023 through December 31, 2023	(10,941,565)
4. Interest to January 1, 2024	6,778,649
5. Change in Unfunded Actuarial Liability Due to Changes in Assumptions	34,247
6. Change in Unfunded Actuarial Liability Due to Changes in Plan Design	(2,973,209)
7. Expected Unfunded Actuarial Liability at End of Year [1. + 2. + 3. + 4. + 5. + 6.]	\$ 98,988,835
8. Actual Unfunded Actuarial Liability at End of Year (not less than zero)	105,190,766
9. Actuarial Gain / (Loss) [7. – 8.]	\$ (6,201,931)
Actuarial (Loss) from Actuarial Asset return lower than expected	(2,487,562)
Actuarial Gain from Contributions higher than ADC	549,234
Actuarial (Loss) from Expenses higher than expected	(89,045)
Actuarial Gain from Other Asset Experience	0
Actuarial (Loss) from New Entrants	(36,303)
Actuarial Gain from Inactive Mortality	1,252,576
Actuarial (Loss) from Salaries higher than expected	(5,128,705)
Actuarial (Loss) from Retirements	(191,696)
Actuarial (Loss) from Terminations	(41,332)
Actuarial (Loss) from Other Liability Experience	(29,099)

SECTION V – CONTRIBUTIONS

In the process of evaluating the financial condition of any pension plan, the actuary analyzes the assets and liabilities to determine what level (if any) of contributions is needed to properly maintain the funding status of the Plan. Typically, the actuarial process will use a funding technique that will result in a pattern of contributions that are both stable and predictable.

For this Plan, the funding method employed is the **Entry Age Actuarial (EAN) Cost Method**.

Under EAN, there are two components to the total contribution: the normal cost and an amortization payment on the unfunded actuarial liability. The normal cost for an individual employee is the ratio of their present value of future benefits to present value of future salaries at entry age, multiplied by their current salary.

The EAN Actuarial Liability is the plan’s total present value of future benefits minus the total present value of future normal costs. The difference between the EAN actuarial liability and the actuarial value of assets is the unfunded actuarial liability (UAL). The UAL Amortization rate is determined by computing the dollar contribution necessary to amortize the UAL over 20-year closed layers as a level percentage of payroll, and then dividing this amount by the projected payroll for the current year.

Table V-1 below presents and compares the employer’s Actuarially Determined Contribution rates for the Plan for this valuation and the prior one, with the caveat that the prior year results have been recalculated to use the dollar amount of the Normal Cost based on the projected payroll estimate for the Fiscal Year.

Table V-1		
Determination of the Actuarially Determined Contribution		
	January 1, 2023	January 1, 2024
1. Unfunded Actuarial Liability (UAL)	\$ 103,247,677	\$ 105,190,766
2. Amortization of the Unfunded Actuarial Liability with Interest to Middle of Fiscal Year	8,289,099	8,793,186
3. Projected Payroll Beginning July 1 ¹	16,272,344	17,638,070
4. UAL Amortization Rate	50.94%	49.85%
5. Normal Cost Rate	15.57%	14.61%
6. Administrative Expenses	<u>3.50%</u>	<u>3.50%</u>
7. Total Contribution Rate	70.01%	67.96%
8. Avg Employee Contribution Rate (July 1 - June 30 Fiscal Year) ¹	7.32%	7.14%
9. ADC Rate as a Percent of Estimated Payroll [(7) - (8)]	62.69%	60.82%
10. Actuarially Determined Contribution (ADC) for the Fiscal Year [(9) x (3)]	10,201,720	10,728,315
11. PEPRAs Member Rate	8.25%	7.50%
12. Tread Water Rate (ER Normal Cost + Interest on UAL + Expense)	56.00%	52.57%

¹Average for the Fiscal Year of the employee rate for members not covered by PEPRAs (7.00%) and the PEPRAs members (8.25%).

GOLDEN GATE TRANSIT – AMALGAMATED RETIREMENT PLAN
ACTUARIAL VALUATION REPORT AS OF JANUARY 1, 2024

SECTION V – CONTRIBUTIONS

Table V-2 below presents the amortization schedule under the 20-year layered amortization method adopted by the Board in 2020.

Table V-2 Development of Amortization Payment for Fiscal Year 2022						
<u>Type of Base</u>	<u>Date Established</u>	<u>Initial Amount</u>	<u>Initial Amortization Years</u>	<u>1/1/2024 Outstanding Balance</u>	<u>Remaining Amortization Years</u>	<u>Middle of Year Amortization Amount</u>
Remaining UAL	1/1/2020	91,822,572	20	88,812,473	16	7,277,894
2020 Experience (Gain)/Loss	1/1/2021	7,941,250	20	7,778,079	17	609,051
2021 Experience (Gain)/Loss	1/1/2022	(618,138)	20	(611,037)	18	(45,874)
2022 Assumption Change	1/1/2022	4,559,784	20	4,507,404	18	338,395
2022 Experience (Gain)/Loss	1/1/2023	2,346,227	20	2,335,844	19	168,639
2023 Assumption Change	1/1/2023	(898,944)	20	(894,966)	19	(64,613)
2023 Experience (Gain)/Loss	1/1/2024	6,201,931	20	6,201,931	20	431,744
2024 Assumption Change	1/1/2024	34,247	20	34,247	20	2,384
2024 Plan Change	1/1/2024	(2,973,209)	20	(2,973,209)	20	(206,978)
Total Unfunded Actuarial Liability (UAL)				\$ 105,190,766		\$ 8,510,642
Payment adjusted with interest to the middle of the Fiscal Year						8,793,186

The Plan's single equivalent amortization period is 16.3 years. In other words, if the Plan paid the same UAL payment (increasing annually at the payroll growth rate of 3.25%), it would take approximately 16.3 years to fully pay the existing UAL.

SECTION V – CONTRIBUTIONS

The following table shows the development of the Employee Contribution Rate for PEPRA members.

Table V-3 Development of PEPRA Employee Contribution Rate as of January 1, 2024			
	Non-PEPRA	PEPRA	Total
Allocation of Administrative Expense			
1. Normal Cost Rate (Excluding Admin. Expenses)	14.77%	14.20%	14.61%
2. UAL Amortization Rate			49.85%
3. Avg Employee Contribution Rate (July 1 - June 30 Fiscal Year)			7.14%
4. Total Administrative Expense Rate			3.50%
5. Administrative Allocated to Normal Cost $[(4) \times (1) / ((1) + (2))]$			0.79%
6. Administrative Allocated to UAL $[(4) - (5)]$			2.71%
PEPRA Employee Contribution Rate			
7. PEPRA Normal Cost Rate (with EE Share of Admin. Expenses) $[(1) + (5)]$		14.99%	
8. PEPRA Normal Cost Rate as of January 1, 2022 ¹		<u>16.32%</u>	
9. Change in PEPRA Normal Cost Rate		-1.33%	
10. PEPRA Employee Contribution Rate as of January 1, 2023 valuation		8.25%	
11. PEPRA Employee Contribution Rate as of January 1, 2024 valuation ²		7.50%	

¹The PEPRA employee contribution rate as of the previous valuation was determined based on the January 1, 2022 normal cost.

²The PEPRA employee contribution rate only changes if the current PEPRA normal cost and the PEPRA normal cost used to set the previous rate differ by at least 1.00%. If so, the new rate will be 50% of PEPRA Normal Cost (with EE share of administrative expenses), rounded to the nearest 0.25%.

APPENDIX A – MEMBERSHIP INFORMATION

Statistics for Active Participants:

	Count	Active Average		
		Age	Service	Compensation ¹
As of January 1, 2024	156	52.4	11.0	\$117,277
As of January 1, 2023	167	52.1	10.8	\$95,893

¹For the 2023 and 2024 valuations, we based the member's current compensation on annualized first quarter earnings for that year.

Statistics for Inactive Participants:

	Count	Total Monthly Benefits	Average Monthly Benefits
As of January 1, 2024			
Retirees and Beneficiaries	435	\$1,283,014	\$2,949
Terminated Vested Participants	15	\$17,252	\$1,150
Total Inactives	450	\$1,300,265	\$2,889
As of January 1, 2023			
Retirees and Beneficiaries	437	\$1,284,973	\$2,940
Terminated Vested Participants	13	\$14,135	\$1,087
Total Inactives	450	\$1,299,108	\$2,887

GOLDEN GATE TRANSIT – AMALGAMATED RETIREMENT PLAN
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APPENDIX A – MEMBERSHIP INFORMATION

Active Counts and Salary by Age and Service

Age	Years of Service							Total	
	0 - 4	5 - 9	10 - 14	15 - 19	20 - 24	25-29	30 - 34		35 +
Under 20									0
20 - 24									1
25 - 29	2								81,645
	81,101								2
30 - 34	7	3							81,101
	76,563	107,093							10
35 - 39	5	8	3						85,722
	53,806	104,448	113,190						16
40 - 44	5	3	4						90,261
	77,364	91,080	133,948						12
45 - 49	3	8	3		2				99,654
	94,585	98,091	156,369		144,920				16
50 - 54	5	6	8	2	11				114,215
	89,869	101,801	153,279	172,918	144,551				32
55 - 59	3	3	7	2	4	2			131,946
	86,186	109,080	116,424	113,621	142,944	145,821			21
60 - 64	3	7	10	3	5				118,639
	70,065	120,107	125,081	138,183	159,633				29
65 +	1	6	7	1			1	1	126,028
	93,222	138,936	147,361	126,103			140,936	132,822	17
Total	35	44	42	8	22	3	1	1	138,719
	78,021	109,710	134,953	139,216	147,720	143,998	140,936	132,822	156
									117,277

GOLDEN GATE TRANSIT – AMALGAMATED RETIREMENT PLAN
ACTUARIAL VALUATION REPORT AS OF JANUARY 1, 2024

APPENDIX A – MEMBERSHIP INFORMATION

	Changes in Plan Membership						Beneficiaries	Total Participants
	Actives	Mgmt Transfers	Vested Terminations	Disabled	Retired	QDRO		
January 1, 2023	167	12	1	32	311	14	80	617
New Entrants	12							12
Rehires								
Disabilities	(1)			1				
Retirements	(5)		(1)		6			
Vested Terminations	(3)		3					
Died, With Beneficiaries' Benefit Payable, QDRO Transfers					(5)		5	
Died, Without Beneficiary, and Other Terminations					(7)	(1)	(4)	(12)
Transfer Retirement								
Beneficiary Deaths								
Refund of Contributions	(14)							(14)
Benefits Ceased								
Data Corrections				1	1		1	3
January 1, 2024	156	12	3	34	306	13	82	606

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

A. Actuarial Assumptions

The assumptions used in this report - with the exception of the discount rate, the administrative expense rate, and the assumption regarding future service accruals - reflect the results of an experience study performed by Cheiron covering the period January 1, 2011 through December 31, 2016 and adopted by the Board. The discount rate was adopted by the Board as part of the 2022 actuarial valuation, based on information provided by the Plan’s investment consultant. The administrative expense assumption was also adopted by the Board with the 2022 valuation, based on information and a recommendation provided by Cheiron at the August 24, 2022 Board meeting. The assumption regarding future accruals was adopted as part of the 2023 actuarial valuation, based on an analysis of active service accruals during 2022, as presented by Cheiron. The combined effect of the assumptions in aggregate is expected to have no significant bias.

1. Mortality Rates

- Active Employee: Sex distinct RP-2014 Employee Table with Blue Collar adjustment and fully generational improvements from base year 2014 using Projection Scale MP-2016; see table of sample rates projected to 2024
- Healthy Annuitant: Sex distinct RP-2014 Healthy Annuitant Table with Blue Collar adjustment and fully generational improvements from base year 2014 using Projection Scale MP-2016; see table of sample rates projected to 2024
- Disabled: Sex distinct RP-2014 Disabled Retiree Table with fully generational improvements from base year 2014 using Projection Scale MP-2016; see table of sample rates projected to 2024

Age	Active Employee (%)		Healthy Annuitant (%)		Disabled Mortality (%)	
	Male	Female	Male	Female	Male	Female
20	0.04	0.02	0.04	0.02	0.58	0.19
30	0.05	0.02	0.05	0.02	0.71	0.28
40	0.08	0.04	0.08	0.04	1.05	0.53
50	0.19	0.11	0.19	0.11	1.80	1.09
60	0.57	0.26	0.57	0.26	2.48	1.63
70	1.61	0.64	1.61	0.64	3.76	2.57
80	4.03	1.78	4.03	1.78	6.86	5.50
90	13.32	10.32	13.32	10.32	15.74	12.24

2. Disability

Disability rates are assumed to be 20% of the rates developed by the Social Security Administration’s Actuarial Study No. 114. These rates are used prior to eligibility for retirement. No disabilities are assumed after eligibility for retirement. It is assumed that all expected disabilities will not occur in the line of duty. See table of sample rates.

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

Disability (%)		
Age	Male	Female
30	0.10	0.10
35	0.15	0.15
40	0.26	0.24
45	0.35	0.28
50	0.42	0.28
55	0.42	0.28

3. Withdrawal Rates before Retirement

Years of Service	Withdrawal (%)
Less than 15	2.0
15 - 24	1.5
25+	0.0

4. Retirement Rates

Age and Service	Retirement (%)	
	Eligible	Ineligible
Under Age 60, <20 Yrs of Service	20	10
Under Age 60, 20+ Yrs of Service	20	25
Age 60-69, <20 Yrs of Service	30	10
Age 60-69, 20+ Yrs of Service	30	25
Age 70+, All Years of Service	100	100

¹Member qualifies for Rule of 80 if combined age and service is at least 80.

No members are assumed to retire before age 50, all non-PEPRA members are assumed to retire by age 70, and all PEPRA members with at least five years of service are assumed to retire by age 70. PEPRA members are not eligible to retire until age 52.

Terminated vested members, who are eligible for reciprocity with another public employer, are assumed to retire at age 60. Terminated vested members, who are not eligible for reciprocity with another public employer, are assumed to retire at age 65.

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

5. Marriage

70% of non-retired male and 30% of non-retired female members are assumed married or have domestic partners. Spouses or domestic partners are assumed to be of the opposite sex. The male spouse is assumed to be three years older than the female.

6. Net Investment Return

6.75% compounded annually, net of investment expenses.

7. Form of Payment

Upon retirement, all members are assumed to elect a single life annuity. If a member terminates prior to retirement eligibility, they are assumed to take a deferred annuity payable at Normal Retirement Age or a return of member contributions with interest, based on the most valuable option at the date of termination.

All members with a SPP benefit are assumed to receive this benefit in a lump sum. However, the lump sums have been loaded by 4.0%, to account for that fact that a large percentage (80%) of members are actually receiving these benefits based on a multi-year fixed-payment plan, and the interest rate used to determine the installment payments (8.0%) exceeds the Plan's assumed earnings rate (6.75%), thereby increasing the expected value of the installment contract (by approximately 5% on average.)

8. Salary Inflation

Assumed pay increases for active Participants consist of increases due to cost of living adjustments and those due to merit/longevity. Based on an analysis of pay levels and service for the Participants, we assume that pay increases due to merit will be 7.5% per year for the first two years, 2.5% for the next two years, 1% for the following year, and 0% thereafter. Members are assumed to earn an additional 6% in the year prior to retirement, e.g., by working additional shifts.

In addition, annual adjustments in pay due to the cost of living will equal CPI, for an additional increase of 3.25%.

9. Total Wage Inflation

Total wage inflation used in amortization of the UAL is assumed to be 3.25% per year.

10. Administrative Expenses

3.50% of payroll.

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

11. Future Service Accruals

Active members are assumed to earn 0.90 service credits per year in future years, based on an analysis of active service accruals during 2022.

12. Changes in Assumptions

The 415 limit cap on benefits was removed and the form of payment election for current active members was changed from a 50% Joint & Survivor to Single Life Annuity coincident with the removal of the J&S subsidy plan amendment. For terminations prior to retirement, the assumed form of payment was changed to reflect the more valuable option of a deferred life annuity or a refund of contributions; previously, all members eligible for a monthly annuity were assumed to elect a deferred benefit.

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

B. Actuarial Methods

1. Contribution Allocation Procedure

The contribution allocation procedure primarily consists of an actuarial cost method, an asset valuation method, and an amortization method as described below. This contribution allocation procedure, combined with reasonable assumptions, produces a Reasonable Actuarially Determined Contribution as defined in Actuarial Standard of Practice No. 4. The contribution allocation procedure was selected to balance benefit security, intergenerational equity, and the stability of actuarially determined contributions. The selection also considered the demographics of plan members, the funding goals and objectives of the Board, and the need to accumulate assets to make benefit payments when due.

2. Actuarial Value of Assets

The market value of assets less unrecognized returns in each of the last two years. Initial unrecognized return is equal to the difference between the actual market return and expected return on the actuarial value of assets and is recognized over a three-year period. The actuarial value is further adjusted, if necessary, to be within 20% of the market value.

3. Actuarial Cost Method

The Entry Age Normal actuarial funding method is used for active employees, whereby the normal cost is computed as the level annual percentage of pay required to fund the retirement benefits between each member's date of hire and assumed retirement. The actuarial liability is the difference between the present value of future benefits and the present value of future normal cost. The unfunded actuarial liability (UAL) is the difference between the actuarial liability and the actuarial value of assets. For determining the Actuarially Determined Contribution, the UAL is calculated as a level percentage of active payroll and is based on a closed 20-year amortization of the UAL as of January 1, 2020, and 20-year amortization layers of any new sources of UAL starting with the January 1, 2021 valuation.

4. Changes in Actuarial Methods since Last Valuation

None.

APPENDIX C – SUMMARY OF PLAN PROVISIONS

1. Participation

All full-time bus operators for Golden Gate Transit District who have completed their period of probationary status.

PEPRA: A New Member is a Member joining the Plan for the first time on or after January 1, 2016, or who was a member of the Plan previously but withdrew Plan contributions and did not redeposit them with interest upon reentry. Employees who transfer from and are eligible for reciprocity with another public employer will not be New Members if their service in the reciprocal plan was under a pre-PEPRA tier.

2. Service

Before July 31, 2020 Members earn one Service Credit for every 12 months of full-time employment, which do not need to be consecutive.

On or after July 31, 2020 Members earn Service Credits pursuant to the following schedule:

Days as a Full Time Employee during a Plan Year	Service Credit
Less than 54 days	0.00
54 to 107 days	0.25
108 to 161 days	0.50
162 to 214 days	0.75
215 days or more	1.00

Cashed out vacation and sick time does not count towards Service Credits.

3. Contributions

Non-PEPRA: 41.50% of salary, with 34.50% paid by the Transit District and 7.00% paid by employees.

PEPRA: New Members must contribute half of the normal cost of the Plan, rounded to the nearest 0.25%. Contributions for these Members will be based on the Normal Cost associated with their benefits, including a share of the expected administrative expenses of the Plan. As of the January 1, 2024 valuation, the PEPRA member rate is 7.50%, combined with 34.5% paid by the Transit District for a total of 42.00%.

APPENDIX C – SUMMARY OF PLAN PROVISIONS

4. Average Final Earnings (AFE)

Greater of the average monthly earnings for the year before retirement and the average monthly earnings for the highest single calendar year. Accumulated vacation or sick leave are excluded.

PEPRA: For all New Members, AFE will be based on the highest thirty-six consecutive months. Only base compensation or normal monthly rate of pay, as defined, up to 100% of the PEPRA wage cap for members participating in Social Security (\$146,042 for 2023 and \$151,446 for 2024) and 120% of the PEPRA wage cap for members not participating in Social Security (\$175,250 for 2023 and \$181,734 for 2024) will count for computing Plan benefits and employee contributions and employer contributions. In addition, some sources of compensation, such as leave cash outs, allowances, and some types of special pays, will be excluded from benefit and contribution computations for New Members.

5. Normal Retirement Eligibility

Age 65.

PEPRA: Age 62 and 5 years of service.

6. Early Retirement Eligibility

Members are eligible for early retirement if one of the following below conditions is met:

- Age 50 with at least 25 years of service
- Age 55 with at least 15 years of service
- Rule of 80 with at least 20 years of service

PEPRA: New Members are eligible to retire upon attaining age 52 and completing five or more years of service. New Members must reach PEPRA-specified ages, regardless of their years of service, to retire for service.

7. Normal Retirement Benefit Form

The benefit is automatically paid in the form of a single life annuity.

APPENDIX C – SUMMARY OF PLAN PROVISIONS

8. Retirement Benefit

For members at least age 65 and with at least 20 years of service, the greatest of the following, capped at 70% of Average Final Earnings (AFE):

- Percentage of AFE shown in Table C – 1 (page 35)
- 50% of AFE
- For members with 20 years of service, \$1,200 per month

For members with at least 20 but less than 25 years of service and with less than 80 points (age + service), percentage of AFE less than 50%, as shown in table C-1.

For members with at least 15 but less than 20 years of service, the benefit percentage is reduced proportionately based on completed years of service.

PEPRA: For New Members, the benefit multiplier will be 1% at age 52, increasing by 0.1% for each year of age to 2.5% at 67. In between exact ages, the multiplier will increase by 0.025% for each quarter year increase in age. The Retirement Benefit is equal to the benefit multiplier times AFE for all years of service.

New Members are subject to PEPRA caps and other restrictions on pensionable compensation described in other parts of the valuation.

APPENDIX C – SUMMARY OF PLAN PROVISIONS

9. Vesting

Members terminating employment before retirement eligibility may choose to receive a return of member contributions, accumulated with 6% interest, in lieu of the benefits described below.

Members who terminate employment after accruing 15 years of service are fully vested. He or she will receive a monthly benefit equal to 1.5% of earnings for each year of service beginning at age 65.

If a member has less than 15 years of service but has at least one year of service, he or she will receive a lump sum benefit of 4% of earnings for each year of service, accumulated at 5% interest.

PEPRA:

A New Member terminating employment before retirement eligibility may choose to receive a return of member contributions, accumulated with 6% interest, in lieu of the benefits described below.

If a New Member terminates employment with less than five years of service but has at least one year of service, he or she will receive a lump sum benefit of 4% of earnings for each year of service, accumulated at 5% interest.

If a New Member terminates employment before age 52, with less than 15 years of service but has at least five years of service, he or she is entitled to the greater of:

- A lump sum benefit of 4% of earnings for each year of service, accumulated at 5% interest
- The PEPRA Retirement Benefit, which may be elected at age 52 (or later if the member defers retirement).

If a New Member terminates employment before age 52, with at least 15 years of service, he, or she is entitled to the greatest of:

- A lump sum benefit of 4% of earnings for each year of service, accumulated at 5% interest,
- A monthly benefit equal to 1.5% of earnings for each year of service beginning at age 65, and
- The PEPRA Retirement Benefit, which may be elected at age 52 (or later if the member defers retirement).

APPENDIX C – SUMMARY OF PLAN PROVISIONS

10. Death Benefit

Prior to Retirement

The surviving spouse is eligible to receive 50% of the retirement benefit the member would have received, if the member had retired the day before death, assuming one of the three conditions below was met:

- The member was eligible for normal retirement.
- The member was eligible for early retirement.
- The member died in the line of duty (spouse cannot remarry).

This benefit is reduced if the surviving spouse is more than 60 months younger than the member.

If the member was not eligible for early retirement, but had 15 years of service, the surviving spouse will receive a monthly benefit of 25% of AFE.

If the member did not have 15 years of service, but had at least one year of service, or no other spouse benefit is payable, the beneficiary will receive a lump sum benefit of 4% of earnings for each year of service accumulated at 5% of interest.

If the member had less than one year of service, the beneficiary will receive a return of member contributions, accumulated with 6% interest.

PEPRA: If the New Member had less than one year of service, the beneficiary will receive a return of member contributions, accumulated with 6% interest.

If the New Member did not have five years of service, but had at least one year of service, or if the member was not married, then the beneficiary will receive a lump sum benefit of 4% of earnings for each year of service accumulated at 5% interest.

If the New Member did not have 15 years of service, but had at least five years of service, the surviving spouse is entitled to 50% of the New Member's PEPRA Retirement Benefit payable no earlier than the date the New Member would have attained age 52.

If the New Member had at least 15 years of service and died before age 52, then the surviving spouse is entitled to the greater of:

- 50% of the New Member's PEPRA Retirement Benefit payable no earlier than the date the New Member would have attained age 52, and
- A monthly benefit of 25% of AFE payable immediately.

APPENDIX C – SUMMARY OF PLAN PROVISIONS

11. Disability Benefit

A disabled member with at least 10 years of service is entitled to a monthly benefit equal to 25% of AFE (last 12 calendar months) plus ½% for each year in excess of 10 to a maximum of 35% of AFE.

If the member is disabled in the line of duty, the benefit will be 50% of AFE subject to reduction by insurance, SSA, but not less than non-occupational disability.

PEPRA: A disabled member with less than five years of service, but at least one year of service, will receive a lump sum benefit of 4% of earnings for each year of service accumulated at 5% of interest.

A disabled member with less than 10 years of service, but at least five years of service, is entitled to receive the PEPRA Retirement Benefit, which may be elected at age 52 (or later if the member defers receipt).

A disabled member with at least 10 years of service and age 52 is entitled to the greater of:

- A monthly benefit equals to 25% of AFE plus ½% for each year in excess of 10 to a maximum of 35% of AFE payable immediately, and
- The PEPRA Retirement Benefit, which may be elected at age 52 (or later if the member defers receipt).

12. Optional Benefit Forms

Optional forms of payment are:

- 25%, 50%, 100% joint and survivor options
- 5, 10, 15, and 20 certain and continuous annuity options

APPENDIX C – SUMMARY OF PLAN PROVISIONS

13. Special Payment Plan

Effective January 1, 2000, the Plan was amended to provide a Special Payment Plan benefit, whereby each full-time employee is entitled to an allocation of \$2,000 per year for the period between January 1, 1999 through December 31, 2004. Eligible employees are allocated one-twelfth of \$2,000 at the end of each month during the term of the Special Payment Plan. The term for allocations was extended to February 28, 2005.

Due to the reinstatement of employer contributions, the annual payments to the Special Payment Plan (SPP) have been suspended. However, SPP accounts accrue interest at a rate of 8% per year.

This benefit is payable immediately on retirement, death, or disability. The participant may receive SPP benefits either as a lump sum or as a monthly annuity.

PEPRA: New Members are not eligible for the SPP benefits.

14. Changes Since Last Valuation

The subsidized 50% Joint & Survivor benefit for married participants was removed for future retirees, and the normal form was changed from a 50% Joint and Survivor annuity to a Straight Life Annuity. The valuation also included the required updates to the PEPRA wage caps.

GOLDEN GATE TRANSIT – AMALGAMATED RETIREMENT PLAN
ACTUARIAL VALUATION REPORT AS OF JANUARY 1, 2024

APPENDIX C – SUMMARY OF PLAN PROVISIONS

Table C - 1																
Benefit Multipliers, Based on Age and Service at Retirement, non-PEPRA Members																
Years of Service	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65+
20	N/A	N/A	N/A	N/A	N/A	36%	37%	38%	39%	40%	51%	51%	51%	51%	51%	51%
21	N/A	N/A	N/A	N/A	N/A	37%	38%	39%	40%	50%	51%	53%	53%	53%	53%	53%
22	N/A	N/A	N/A	N/A	N/A	38%	39%	40%	50%	50%	52%	53%	55%	55%	55%	55%
23	N/A	N/A	N/A	N/A	N/A	39%	40%	50%	50%	52%	52%	54%	55%	57%	57%	57%
24	N/A	N/A	N/A	N/A	N/A	41%	50%	50%	52%	52%	54%	54%	56%	57%	59%	59%
25	50%	50%	50%	50%	50%	50%	50%	52%	52%	54%	54%	54%	56%	58%	59%	61%
26	52%	52%	52%	52%	52%	52%	52%	52%	54%	54%	56%	56%	58%	58%	60%	61%
27	54%	54%	54%	54%	54%	54%	54%	54%	54%	56%	56%	58%	60%	60%	62%	62%
28	56%	56%	56%	56%	56%	56%	56%	56%	56%	56%	58%	58%	60%	60%	62%	62%
29	58%	58%	58%	58%	58%	58%	58%	58%	58%	58%	58%	60%	60%	62%	62%	64%
30	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	62%	62%	64%	64%
31	N/A	62%	62%	62%	62%	62%	62%	62%	62%	62%	62%	62%	64%	64%	64%	66%
32	N/A	N/A	64%	64%	64%	64%	64%	64%	64%	64%	64%	64%	64%	64%	66%	66%
33	N/A	N/A	N/A	66%	66%	66%	66%	66%	66%	66%	66%	66%	66%	66%	66%	68%
34	N/A	N/A	N/A	N/A	68%	68%	68%	68%	68%	68%	68%	68%	68%	68%	68%	68%
35+	N/A	N/A	N/A	N/A	N/A	70%	70%	70%	70%	70%	70%	70%	70%	70%	70%	70%

APPENDIX D – GLOSSARY

1. Actuarial Assumptions

Assumptions as to the occurrence of future events affecting pension costs such as mortality, withdrawal, disability, retirement, changes in compensation, and rates of investment return.

2. Actuarial Cost Method

A procedure for determining the Actuarial Present Value of pension plan benefits and expenses and for developing an allocation of such value to each year of service, usually in the form of a Normal Cost and an Actuarial Liability.

3. Actuarial Determined Contribution

A target or recommended contribution to a defined benefit pension plan for the reporting period, determined in conformity with Actuarial Standards of Practice. Under GASB accounting standards, the Actuarially Determined Contribution must be disclosed for employer or nonemployer contributing entities if such a rate is calculated and is net of any employee contributions.

4. Actuarial Gain (Loss)

The difference between actual experience and that expected based upon a set of Actuarial Assumptions during the period between two Actuarial Valuation dates, as determined in accordance with a particular Actuarial Cost Method.

5. Actuarial Liability

The portion of the Actuarial Present Value of Projected Benefits that will not be paid by future Normal Costs. It represents the value of the past Normal Costs with interest to the valuation date.

6. Actuarial Present Value (Present Value)

The value as of a given date of a future amount or series of payments. The Actuarial Present Value discounts the payments to the given date at the assumed investment return and includes the probability of the payment being made.

7. Actuarial Valuation

The determination, as of a specified date, of the Normal Cost, Actuarial Liability, Actuarial Value of Assets, and related Actuarial Present Values for a pension plan.

APPENDIX D – GLOSSARY

8. Actuarial Value of Assets

The value of cash, investments, and other property belonging to a pension plan as used by the actuary for the purpose of an Actuarial Valuation. The purpose of an Actuarial Value of Assets is to smooth out fluctuations in market values.

9. Actuarially Equivalent

Of equal Actuarial Present Value, determined as of a given date, with each value based on the same set of actuarial assumptions.

10. Amortization Payment

The portion of the pension plan contribution, which is designed to pay interest and principal on the Unfunded Actuarial Liability in order to pay for that liability in a given number of years.

11. Entry Age Normal Actuarial Cost Method

A method under which the Actuarial Present Value of the Projected Benefits of each individual included in an Actuarial Valuation is allocated on a level basis over the earnings of the individual between entry age and assumed exit ages.

12. Funded Ratio

The ratio of the Actuarial Value of Assets to the Actuarial Liabilities.

13. Normal Cost

That portion of the Actuarial Present Value of pension plan benefits and expenses that is allocated to a valuation year by the Actuarial Cost Method.

14. Projected Benefits

Those pension plan benefit amounts which are expected to be paid in the future under a particular set of Actuarial Assumptions, taking into account such items as increases in future compensation and service credits.

15. Unfunded Actuarial Liability

The excess of the Actuarial Liability over the Actuarial Value of Assets. The Unfunded Actuarial Liability is not appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the Plan's benefit obligation in the event of a plan termination or other similar action. However, it is an appropriate measure for assessing the need for or the amount of future contributions.



Classic Values, Innovative Advice

Golden Gate Transit Amalgamated Retirement Plan

GASB 67/68 Report as of December 31, 2023

Produced by Cheiron

September 2024

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SECTION I – BOARD SUMMARY

The purpose of this report is to provide accounting and financial disclosure information under the Governmental Accounting Standards Board Statements 67 and 68 for the Golden Gate Transit Amalgamated Retirement Plan (the Plan) and the Golden Gate Transit District (the District). This information includes:

- Changes in the Net Pension Liability,
- Calculation of the Net Pension Liability at the discount rate as well as discount rates 1% higher and lower than the discount rate,
- Schedule of Employer Contributions,
- Disclosure of Deferred Inflows and Outflows, and
- Calculation of the Annual Pension Expense for the District.

Highlights

The measurement date for the Plan is December 31, 2023 under GASB 67. Measurements as of the reporting date are based on the fair value of assets as of December 31, 2023, and the Total Pension Liability (TPL) as of the same date, taken from the preliminary January 1, 2024 actuarial funding valuation. No time passed between the valuation date and the measurement date, so no roll-forward of liabilities was necessary.

Beginning of year liability measurements are based on the fair value of assets as of December 31, 2022, and the Total Pension Liability (TPL) as of the same date, taken from the January 1, 2023 actuarial funding valuation.

The beginning and ending TPL values are based on the different actuarial valuations; therefore, liability changes due to experience between the valuations are reported.

The table on the following page provides a summary of the key results during this measurement period.

SECTION I – BOARD SUMMARY

Summary of Results			
Measurement Date			
		12/31/2023	12/31/2022
Net Pension Liability	\$	167,150	\$ 163,114
Deferred Outflows		(30,378)	(44,235)
Deferred Inflows		1,606	3,213
Net Impact on Statement of Net Position	\$	138,378	\$ 122,092
Pension Expense (\$ Amount)	\$	26,656	\$ 21,324
Pension Expense (% of Payroll)		177.15%	162.12%

Amounts in Thousands

The Net Pension Liability (NPL) increased approximately \$4.0 million since the prior measurement date, primarily due to a change in discount rate and an experience loss on liabilities. There was a plan amendment that decreased liabilities as well as a gain on assets which partially offset the increase in the NPL.

Investment gains and losses are recognized over five years, while the actuarial gains and assumption changes are recognized over the average remaining service life, which is two years. Unrecognized amounts are reported as deferred inflows and deferred outflows. As of the end of the reporting year, the District would report a Net Pension Liability of \$167,150,000, Deferred Inflows of \$1,606,000, and Deferred Outflows of \$30,378,000. Consequently, the net impact on the District’s Statement of Net Position due to the Plan would be \$138,378,000 at the end of the reporting year.

For the measurement year ending December 31, 2023, the annual pension expense is \$26,656,000 or 177.15% of covered-employee payroll. This amount is not related to the District’s contribution to the Plan (\$10,370,000), but instead represents the change in the net impact on the District’s Statement of Net Position plus employer contributions (\$138,378,000 – \$122,092,000 + \$10,370,000). The pension expense increased compared to the expense for the prior year. Volatility in pension expense from year to year is to be expected. It will largely be driven by investment gains or losses, but other changes such as assumption changes can also have a significant impact. A breakdown of the components of the net pension expense is shown in Section VI of the report.

SECTION II – CERTIFICATION

The financial reports in accordance with applicable law and accounting requirements. This report is not appropriate for other purposes, including the measurement of funding requirements for the Plan.

In preparing our report, we relied on information (some oral and some written) supplied by the Plan. This information includes, but is not limited to, the plan provisions, employee data, and financial information. We performed an informal examination of the obvious characteristics of the data for reasonableness and consistency in accordance with Actuarial Standard of Practice No. 23.

With the exception of the discount rate, the assumptions used in this report reflect the results of an experience study performed in 2017 by Cheiron and approved by the Board. The assumptions used in this report are intended to produce results that, in the aggregate, reasonably approximate the anticipated future experience of the Plan. Future actuarial measurements may differ significantly from the current measurements due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; and, changes in plan provisions or applicable law.

Cheiron utilizes ProVal, an actuarial valuation software leased from Winklevoss Technologies (WinTech) to calculate liabilities and project benefit payments. We have relied on WinTech as the developer of ProVal. We have reviewed ProVal and have a basic understanding of it and have used ProVal in accordance with its original intended purpose. We have not identified any material inconsistencies in assumptions or output of ProVal that would affect this report.

This report and its contents have been prepared in accordance with generally recognized and accepted actuarial principles and practices and our understanding of the Code of Professional Conduct and applicable Actuarial Standards of Practice set out by the Actuarial Standards Board as well as applicable laws and regulations. Furthermore, as credentialed actuaries, we meet the Qualification Standards of the American Academy of Actuaries to render the opinion contained in this report. This report does not address any contractual or legal issues. We are not attorneys, and our firm does not provide any legal services or advice.

This report was prepared for the Plan for the purposes described herein and for the use by the Plan auditor in completing an audit related to the matters herein. Other users of this report are not intended users as defined in the Actuarial Standards of Practice, and Cheiron assumes no duty or liability to any other user.



Graham A. Schmidt, FSA, EA, FCA, MAAA
Principal Consulting Actuary



Patrick T. Nelson, FSA, EA, MAAA
Consulting Actuary

SECTION III – DETERMINATION OF DISCOUNT RATE

The discount rate used to measure the Total Pension Liability was 4.08%. This discount rate is intended to be used for accounting and financial reporting but is not appropriate for estimating the price to settle the Plan's liability.

The projection of cash flows used to determine the discount rate assumed that the District would contribute to the Plan according to the rates agreed to in the most recent bargaining agreement. Pursuant to that policy, the employer contribution rate increased from 32.50% to 34.50% of pay effective March 2022. The contribution rate for employees not covered by PEPRA is 7.00% as of January 1, 2018 with no further increases scheduled. The employee contribution rate for PEPRA members is required to be 50% of the normal cost of their benefits (rounded to the nearest 0.25%), but the rate does not change unless the normal costs changes by at least 1% of pay. For the preliminary January 1, 2024 actuarial valuation, the normal cost for PEPRA employees, including the employee share of administrative expenses, is 14.99% under current valuation assumptions, and thus the contribution rate for PEPRA employees will be lowered to 7.50% of pay as of January 1, 2024, since the total normal cost rate decreased by more than 1% since it was last set (16.32% as of the January 1, 2022 actuarial valuation).

The total contribution rate for employees not covered by PEPRA (41.50% of pay), exceeds the annual normal cost plus the expected administrative expenses of the Plan for current members (15.56%) by nearly 26% of payroll. Similarly, the total contribution rate for employees covered by PEPRA (42.00%) exceeds the annual normal cost plus the expected administrative expenses of the Plan for current and new members (14.99%) by 27% of payroll. However, due to the significant negative net cash flow projected for each year, these contributions are not expected to be sufficient to maintain a positive Fiduciary Net Position using the cash flow projections required by GASB 67.

Based on these assumptions, the Plan's Fiduciary Net Position was projected to be available to make future benefit payments for current members through FYE 2037, at which point only a portion of the benefit payments can be made from the projected Fiduciary Net Position. Therefore, projected benefit payments through FYE 2037 are discounted at the long-term expected return on assets of 6.75% to the extent the Fiduciary Net Position is available to make payments, and at the municipal bond rate of 3.26% for the portion of benefits not covered by the projected Fiduciary Net Position in FYE 2037 and later.

Consequently, the single equivalent rate used to determine the Total Pension Liability as of December 31, 2023 is 4.08%.

Appendix A shows the details of the projection of cash flows.

SECTION IV – NOTE DISCLOSURES

The table below shows the changes in the Total Pension Liability, the Plan Fiduciary Net Position (i.e., fair value of District assets), and the Net Pension Liability during the Measurement Year.

Change in Net Pension Liability			
	Increase (Decrease)		
	Total Pension Liability (a)	Plan Fiduciary Net Position (b)	Net Pension Liability (a) - (b)
Balances at 12/31/2022	\$ 250,194	\$ 87,080	\$ 163,114
Changes for the year:			
Service cost	3,511		3,511
Interest	10,588		10,588
Changes of benefits	(5,441)		(5,441)
Differences between expected and actual experience	7,277		7,277
Changes of assumptions	7,223		7,223
Contributions - employer		10,370	(10,370)
Contributions - member		1,104	(1,104)
Net investment income		8,295	(8,295)
Benefit payments	(16,122)	(16,122)	0
Administrative expense		(647)	647
Net changes	\$ 7,036	\$ 3,000	\$ 4,036
Balances at 12/31/2023	\$ 257,230	\$ 90,080	\$ 167,150

Amounts in Thousands

Liability losses along with service cost, interest cost, and liability increase due to the change in assumptions increased the NPL but were partially offset by a plan amendment, contributions and an investment gain. The net impact is an increase in the Net Pension Liability (NPL) of approximately \$4.0 million. The NPL as of December 31, 2023 is approximately \$167 million.

The TPL as of December 31, 2023 is based on the same data, actuarial methods and assumptions, and plan provisions as are being used in the preliminary actuarial valuation as of January 1, 2024 with the exception of the discount rate, which is 4.08% for GASB reporting purposes. There have been minor updates to the actuarial methods and assumptions since the prior year; the actuarial valuation report as of January 1, 2024 can be referenced for a summary of all actuarial assumptions used. Please refer to Appendix A of this report for a summary of the member data.

The TPL as of December 31, 2022 was based on the same data, actuarial methods and assumptions, and plan provisions as were used in the actuarial valuation as of January 1, 2023 with the exception of the discount rate, which was 4.34%. Please refer to the actuarial valuation report as of January 1, 2023 for a summary.

SECTION IV – NOTE DISCLOSURES

A summary of the key valuation assumptions is as follows:

- Inflation: 2.75%
- Amortization growth rate: 3.25%
- Salary increases: 3.25% plus merit component based on years of service, and an additional 6% in final year before retirement
- COLA increases: 0.00%
- Investment rate of return: 6.75%, net of investment expense
- Post-Retirement Mortality: Sex distinct RP-2014 Healthy Annuitant Table with Blue Collar Mortality adjustment and generational improvements from a base year of 2014 using Scale MP-2016
- Pre-Retirement Mortality: Sex distinct RP-2014 Employee Table with Blue Collar adjustment and generational improvements from a base year of 2014 using Scale MP-2016
- Disabled Mortality: Sex distinct RP-2014 Disabled Retiree Table with generational improvements from a base year of 2014 using Scale MP-2016
- For 2024, projected benefits and Service Cost calculations for calendar year 2024 have been based on actual payroll amounts for the first three months of the calendar year annualized

In addition to the assumptions included in the actuarial valuation, the following municipal bond rates were used in the calculation of the blended discount rate for GASB reporting purposes:

- Municipal Bond Yield: 3.26% (Bond Buyer 20-Bond GO Index, December 28, 2023)

SECTION IV – NOTE DISCLOSURES

Changes in the discount rate affect the measurement of the TPL. Lower discount rates produce a higher TPL and higher discount rates produce a lower TPL. Because the discount rate does not affect the measurement of assets, the percentage change in the NPL can be very significant for a relatively small change in the discount rate. The table below shows the sensitivity of the NPL to the discount rate.

Sensitivity of Net Pension Liability to Changes in Discount Rate			
	1% Decrease 3.08%	Discount Rate 4.08%	1% Increase 5.08%
Total Pension Liability	\$ 286,551	\$ 257,230	\$ 232,665
Plan Fiduciary Net Position	<u>90,080</u>	<u>90,080</u>	<u>90,080</u>
Net Pension Liability	<u>\$ 196,471</u>	<u>\$ 167,150</u>	<u>\$ 142,585</u>
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	31.4%	35.0%	38.7%

Amounts in Thousands

A 1% decrease in the discount rate increases the TPL by approximately 11% and increases the NPL by approximately 18%. Similarly, a 1% increase in the discount rate decreases the TPL by approximately 10% and decreases the NPL by approximately 15%.

SECTION V – REQUIRED SUPPLEMENTARY INFORMATION

The schedules of Required Supplementary Information start with information as of the implementation of GASB 67 and include 10 years of information as required. The schedule below shows the changes in NPL and related ratios required by GASB for the past 10 years.

Schedule of Changes in Net Pension Liability and Related Ratios					
	FYE 2023	FYE 2022	FYE 2021	FYE 2020	FYE 2019
<u>Total Pension Liability (TPL)</u>					
Service cost (MOY)	\$ 3,511	\$ 1,996	\$ 2,288	\$ 3,855	\$ 5,188
Interest	10,588	13,561	13,562	13,353	11,863
Changes of benefit terms	(5,441)	0	0	0	(1,453)
Differences between expected and actual experience	7,277	(4,820)	139	1,560	3,433
Changes of assumptions	7,223	54,959	0	0	(31,465)
Benefit payments, including refunds	(16,122)	(16,234)	(15,488)	(14,542)	(13,972)
Net change in TPL	\$ 7,036	\$ 49,462	\$ 501	\$ 4,226	\$ (26,405)
TPL - beginning	250,194	200,732	200,231	196,005	222,411
TPL - ending	\$ 257,230	\$ 250,194	\$ 200,732	\$ 200,231	\$ 196,005
<u>Plan fiduciary net position</u>					
Contributions - employer	\$ 10,370	\$ 4,724	\$ 4,892	\$ 5,863	\$ 4,927
Contributions - member	1,104	995	1,027	1,385	1,594
Net investment income	8,295	(9,629)	15,032	6,831	14,010
Benefit payments, including refunds	(16,122)	(16,234)	(15,488)	(14,542)	(13,972)
Administrative expense	(647)	(659)	(703)	(797)	(751)
Net change in plan fiduciary net position	\$ 3,000	\$ (20,801)	\$ 4,759	\$ (1,260)	\$ 5,808
Plan fiduciary net position - beginning	87,080	107,881	103,123	104,382	98,574
Plan fiduciary net position - ending	\$ 90,080	\$ 87,080	\$ 107,881	\$ 103,123	\$ 104,382
Net pension liability - ending	\$ 167,150	\$ 163,115	\$ 92,851	\$ 97,109	\$ 91,623
Plan fiduciary net position as a percentage of the TPL	35.0%	34.8%	53.7%	51.5%	53.3%
Covered payroll	\$ 15,047	\$ 13,153	\$ 15,085	\$ 19,332	\$ 22,248
Net pension liability as a percentage of covered payroll	1110.8%	1240.1%	615.5%	502.3%	411.8%

Amounts in Thousands

GOLDEN GATE TRANSIT – AMALGAMATED RETIREMENT PLAN
GASB 67 AND 68 REPORTING FOR DECEMBER 31, 2023 MEASUREMENT DATE

SECTION V – REQUIRED SUPPLEMENTARY INFORMATION

Schedule of Changes in Net Pension Liability and Related Ratios					
	FYE 2018	FYE 2017	FYE 2016	FYE 2015	FYE 2014
<u>Total Pension Liability (TPL)</u>					
Service cost (MOY)	\$ 5,070	\$ 5,169	\$ 3,573	\$ 3,509	\$ 3,174
Interest	11,478	11,152	10,687	11,661	11,278
Changes of benefit terms	0	0	0	0	0
Differences between expected and actual experience	2,941	0	5,746	0	1,395
Changes of assumptions	(1,589)	(3,552)	16,918	29,833	0
Benefit payments, including refunds	(13,292)	(12,763)	(12,184)	(11,202)	(10,613)
Net change in TPL	\$ 4,608	\$ 5	\$ 24,740	\$ 33,801	\$ 5,233
TPL - beginning	217,802	217,797	193,058	159,256	154,023
TPL - ending	\$ 222,411	\$ 217,802	\$ 217,797	\$ 193,058	\$ 159,256
<u>Plan fiduciary net position</u>					
Contributions - employer	\$ 5,046	\$ 4,583	\$ 4,174	\$ 3,967	\$ 3,635
Contributions - member	1,636	1,115	804	622	420
Net investment income	(6,643)	13,452	7,220	(835)	8,263
Benefit payments, including refunds	(13,292)	(12,763)	(12,184)	(11,202)	(10,613)
Administrative expense	(616)	(517)	(410)	(494)	(439)
Net change in plan fiduciary net position	\$ (13,869)	\$ 5,870	\$ (396)	\$ (7,942)	\$ 1,266
Plan fiduciary net position - beginning	112,443	106,574	106,970	114,912	113,646
Plan fiduciary net position - ending	\$ 98,574	\$ 112,443	\$ 106,574	\$ 106,970	\$ 114,912
Net pension liability - ending	\$ 123,836	\$ 105,359	\$ 111,223	\$ 86,087	\$ 44,344
Plan fiduciary net position as a percentage of the TPL	44.3%	51.6%	48.9%	55.4%	72.2%
Covered payroll	\$ 23,393	\$ 22,875	\$ 22,713	\$ 22,327	\$ 21,278
Net pension liability as a percentage of covered payroll	529.4%	460.6%	489.7%	385.6%	208.4%

Amounts in Thousands

SECTION V – REQUIRED SUPPLEMENTARY INFORMATION

Schedule of Employer Contributions					
	FYE 2023	FYE 2022	FYE 2021	FYE 2020	FYE 2019
Actuarially Determined Contribution	\$ 9,791	\$ 9,263	\$ 8,825	\$ 6,961	\$ 7,925
Contributions in Relation to the Actuarially Determined Contribution	<u>10,370</u>	<u>4,724</u>	<u>4,892</u>	<u>5,863</u>	<u>4,927</u>
Contribution Deficiency/(Excess)	<u>\$ (579)</u>	<u>\$ 4,538</u>	<u>\$ 3,932</u>	<u>\$ 1,098</u>	<u>\$ 2,997</u>
Covered Payroll	\$ 15,047	\$ 13,153	\$ 15,085	\$ 19,332	\$ 22,248
Contributions as a Percentage of Covered Payroll	68.91%	35.92%	32.43%	30.33%	22.15%
	FYE 2018	FYE 2017	FYE 2016	FYE 2015	FYE 2014
Actuarially Determined Contribution	\$ 7,771	\$ 8,095	\$ 6,666	\$ 6,666	\$ 6,351
Contributions in Relation to the Actuarially Determined Contribution	<u>5,046</u>	<u>4,583</u>	<u>4,174</u>	<u>3,967</u>	<u>3,635</u>
Contribution Deficiency/(Excess)	<u>\$ 2,725</u>	<u>\$ 3,513</u>	<u>\$ 2,492</u>	<u>\$ 2,699</u>	<u>\$ 2,716</u>
Covered Payroll	\$ 23,393	\$ 22,875	\$ 22,713	\$ 22,327	\$ 21,278
Contributions as a Percentage of Covered Payroll	21.57%	20.03%	18.38%	17.77%	17.08%

Amounts in Thousands

Actual contributions to the Plan have been based on negotiated contribution rates. For FYE 2023, an additional one time lump sum contribution was made by the District.

Payroll amounts prior to 2015 are based on total pay for the covered population. Payroll for 2015-2023 are based on the payroll used to determine the employer contribution amount, and is provided by the Plan. This complies with the guidance issued by GASB under Statement No. 82.

SECTION V – REQUIRED SUPPLEMENTARY INFORMATION

The notes below summarize the key methods and assumptions used to determine the ADC for FYE 2023.

Notes to Schedule	
Valuation Date	1/1/2023
Timing	Actuarially determined contribution rates are calculated based on annual actuarial valuations
Actuarial cost method	Entry Age
Asset valuation method	3-year smoothed market, subject to 80%/120% corridor
Amortization method	Closed 20-year amortization of the UAL as of January 1, 2020 and 20-year amortization layers of new sources of UAL starting January 1, 2021
Discount rate	6.75%
Amortization growth rate	3.25%
Price inflation	2.75%
Salary increases	3.25% plus merit component based on years of service, and an additional 6% in final year before retirement
Healthy Mortality	Sex distinct RP-2014 Employee Table with Blue Collar adjustment and generational improvements from a base year of 2014 using Scale MP-2016 for active members. Sex distinct RP-2014 Healthy Annuitant Table with Blue Collar Mortality adjustment and generational improvements from a base year of 2014 using Scale MP-2016 for retired members and their beneficiaries.
Disabled Mortality	Sex distinct RP-2014 Disabled Retiree Table with generational improvements from a base year of 2014 using Scale MP-2016
A complete description of the methods and assumptions used to determine contribution rates for the year ending December 31, 2023 can be found in the January 1, 2023 actuarial valuation report.	

GOLDEN GATE TRANSIT – AMALGAMATED RETIREMENT PLAN
GASB 67 AND 68 REPORTING FOR DECEMBER 31, 2023 MEASUREMENT DATE

SECTION VI – EMPLOYER REPORTING AMOUNTS

The District was required to implement GASB 68 for their reporting date of June 30, 2015. The amounts reported as of June 30, 2023 were based on the December 31, 2022 measurement date. The schedules in this section will be used by the District for its 2024 reporting.

The table below summarizes the current balances of deferred outflows and deferred inflows of resources along with the net recognition over the next five years and the total amount recognized thereafter. The District will need to record cash contributions made between the December 31, 2023 measurement date and the June 30, 2024 reporting date as a deferred outflow.

Schedule of Deferred Inflows and Outflows of Resources		
	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ 3,672	\$ 1,606
Changes in assumptions	21,930	0
Net difference between projected and actual earnings on pension plan investments	4,776	0
Total	<u>\$ 30,378</u>	<u>\$ 1,606</u>
Amounts reported as deferred outflows and deferred inflows of resources will be recognized in pension expense as follows:		
Measurement year ended December 31:		
2024	\$ 25,243	
2025	1,207	
2026	2,839	
2027	(517)	
2028	0	
Thereafter	\$ 0	

Amounts in Thousands

GOLDEN GATE TRANSIT – AMALGAMATED RETIREMENT PLAN
GASB 67 AND 68 REPORTING FOR DECEMBER 31, 2023 MEASUREMENT DATE

SECTION VI – EMPLOYER REPORTING AMOUNTS

The tables on the following pages provide details on the current balances of deferred inflows and outflows of resources along with the recognition of each base for each of the current and following five years, as well as the total for any years thereafter.

Recognition of Experience (Gains) and Losses											
Experience Year	Recognition Period	Total Amount	Beginning	Ending	Recognition Year						
			Remaining Amount	Remaining Amount	2023	2024	2025	2026	2027	Thereafter	
2023	2.0	\$ 7,277	\$ 7,277	\$ 3,638	\$ 3,639	\$ 3,638	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
2022	3.0	(4,820)	(3,213)	(1,606)	(1,607)	(1,606)	0	0	0	0	0
2021	4.0	139	69	34	35	34	0	0	0	0	0
2020	4.0	1,560	390	0	390	0	0	0	0	0	0
Deferred Outflows			7,736	3,672	4,064	3,672	0	0	0	0	0
Deferred (Inflows)			(3,213)	(1,606)	(1,607)	(1,606)	0	0	0	0	0
Net Change in Pension Expense			\$ 4,523	\$ 2,066	\$ 2,457	\$ 2,066	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

Amounts in Thousands

GOLDEN GATE TRANSIT – AMALGAMATED RETIREMENT PLAN
GASB 67 AND 68 REPORTING FOR DECEMBER 31, 2023 MEASUREMENT DATE

SECTION VI – EMPLOYER REPORTING AMOUNTS

Recognition of Assumption Changes										
Change Year	Recognition Period	Total Amount	Beginning	Ending	Recognition Year					
			Remaining Amount	Remaining Amount	2023	2024	2025	2026	2027	Thereafter
2023	2.0	\$ 7,223	\$ 7,223	\$ 3,611	\$ 3,612	\$ 3,611	\$ 0	\$ 0	\$ 0	\$ 0
2022	3.0	54,959	36,639	18,319	18,320	18,319	0	0	0	0
2021	4.0	0	0	0	0	0	0	0	0	0
2020	4.0	0	0	0	0	0	0	0	0	0
Deferred Outflows			43,862	21,930	21,932	21,930	0	0	0	0
Deferred (Inflows)			0	0	0	0	0	0	0	0
Net Change in Pension Expense			\$ 43,862	\$ 21,930	\$ 21,932	\$ 21,930	\$ 0	\$ 0	\$ 0	\$ 0

Amounts in Thousands

Recognition of Investment (Gains) and Losses										
Experience Year	Recognition Period	Total Amount	Beginning	Ending	Recognition Year					
			Remaining Amount	Remaining Amount	2023	2024	2025	2026	2027	Thereafter
2023	5.0	\$ (2,593)	\$ (2,593)	\$ (2,074)	\$ (519)	\$ (519)	\$ (519)	\$ (519)	\$ (517)	\$ 0
2022	5.0	16,794	13,435	10,076	3,359	3,359	3,359	3,358	0	0
2021	5.0	(8,165)	(4,899)	(3,266)	(1,633)	(1,633)	(1,633)	0	0	0
2020	5.0	196	79	40	39	40	0	0	0	0
2019	5.0	(7,392)	(1,478)	0	(1,478)	0	0	0	0	0
Net Change in Pension Expense			\$ 4,544	\$ 4,776	\$ (232)	\$ 1,247	\$ 1,207	\$ 2,839	\$ (517)	\$ 0

Amounts in Thousands

SECTION VI – EMPLOYER REPORTING AMOUNTS

The annual pension expense recognized by the District can be calculated two different ways. First, it is the change in the amounts reported in the District’s Statement of Net Position that relate to the Plan and are not attributable to employer contributions. That is, it is the change in NPL plus the changes in deferred outflows and inflows plus employer contributions.

Alternatively, annual pension expense can be calculated by its individual components. While GASB does not require or suggest the organization of the individual components shown in the table on the following page, we believe it helps to understand the level and volatility of pension expense.

Calculation of Pension Expense		
	Measurement Year Ending	
	2023	2022
Change in Net Pension Liability	\$ 4,036	\$ 70,263
Change in Deferred Outflows	13,857	(42,493)
Change in Deferred Inflows	(1,607)	(11,170)
Employer Contributions	10,370	4,724
Pension Expense	\$ 26,656	\$ 21,324
Operating Expenses		
Service cost	\$ 3,511	\$ 1,996
Employee contributions	(1,104)	(995)
Administrative expenses	647	659
Total	\$ 3,054	\$ 1,660
Financing Expenses		
Interest cost	\$ 10,588	\$ 13,561
Expected return on assets	(5,702)	(7,167)
Total	\$ 4,886	\$ 6,394
Changes		
Benefit changes	\$ (5,441)	\$ 0
Recognition of assumption changes	21,932	10,454
Recognition of liability gains and losses	2,457	(324)
Recognition of investment gains and losses	(232)	3,140
Total	\$ 18,716	\$ 13,270
Pension Expense	\$ 26,656	\$ 21,324

Amounts in Thousands

SECTION VI – EMPLOYER REPORTING AMOUNTS

Operating expenses are items directly attributable to the operation of the plan during the measurement year. Service cost less employee contributions represents the increase in employer-provided benefits attributable to the year, and administrative expenses are the cost of operating the Plan for the year.

Financing expenses equal the interest on the Total Pension Liability less the expected return on assets.

The recognition of changes will drive most of the volatility in pension expense from year to year. Changes include any changes in benefits made during the year and the recognized amounts due to assumption changes, gains or losses on the TPL, and investment gains or losses.

The total pension expense increased about 25% from the prior year, or about \$5.3 million, primarily due to the change in assumptions for the year ending December 31, 2023.

APPENDIX A – MEMBERSHIP INFORMATION

Summary of Active Membership

	Count	Active Average		
		Age	Service	Compensation *
As of January 1, 2024	156	52.4	11.0	\$117,277
As of January 1, 2023	167	52.1	10.8	\$95,893

*For the 2023 and 2024 valuations, we based the member's current compensation on annualized first quarter earnings for that year.

Summary of Inactive Membership

	Count	Total Monthly Benefits	Average Monthly Benefits
As of January 1, 2024			
Retirees and Beneficiaries	435	\$1,283,014	\$2,949
Terminated Vested Participants	15	\$17,252	\$1,150
Total Inactives	450	\$1,300,265	\$2,889
As of January 1, 2023			
Retirees and Beneficiaries	437	\$1,284,973	\$2,940
Terminated Vested Participants	13	\$14,135	\$1,087
Total Inactives	450	\$1,299,108	\$2,887

GOLDEN GATE TRANSIT – AMALGAMATED RETIREMENT PLAN
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APPENDIX B – PROJECTION OF FIDUCIARY NET POSITION (\$ IN THOUSANDS)

FYE	Projected Beginning Fiduciary Net Position	Contributions from Current Employees	Employer Contributions for Current Employees	Contributions Related to Payroll of Future Employees*	Projected Benefit Payments	Projected Admin Expenses	Projected Investment Earnings	Projected Ending Fiduciary Net Position **
2024	\$ 90,080	\$ 1,239	\$ 5,989	\$ 0	\$ 16,823	\$ 666	\$ 5,740	\$ 85,557
2025	85,557	1,157	5,588	480	16,359	667	5,450	81,206
2026	81,206	1,081	5,212	944	16,463	692	5,152	76,441
2027	76,441	1,034	4,981	1,298	16,575	717	4,828	71,291
2028	71,291	974	4,685	1,709	16,811	749	4,474	65,572
2029	65,572	890	4,273	2,219	17,033	772	4,080	59,229
2030	59,229	802	3,846	2,747	17,159	795	3,647	52,318
2031	52,318	727	3,480	3,232	17,167	819	3,181	44,952
2032	44,952	664	3,175	3,674	17,124	844	2,687	37,184
2033	37,184	601	2,872	4,121	17,030	869	2,168	29,047
2034	29,047	551	2,626	4,528	16,921	895	1,625	20,561
2035	20,561	499	2,376	4,945	16,674	914	1,064	11,858
2036	11,858	463	2,201	5,309	16,397	926	0	2,999
2037	2,999	426	2,018	5,687	16,082	935	0	0
2038	0	391	1,855	6,056	15,754	944	0	0
2039	0	363	1,717	6,412	15,357	947	0	0
2040	0	330	1,561	6,792	15,014	954	0	0
2041	0	287	1,354	7,220	14,687	961	0	0
2042	0	246	1,158	7,648	14,236	960	0	0
2043	0	218	1,022	8,037	13,779	957	0	0
2044	0	187	878	8,441	13,340	954	0	0
2045	0	153	715	8,869	12,910	951	0	0
2046	0	125	584	9,282	12,456	945	0	0
2047	0	101	474	9,687	11,965	935	0	0
2048	0	78	366	10,101	11,494	925	0	0
2049	0	58	268	10,518	10,959	908	0	0
2050	0	46	214	10,911	10,417	890	0	0
2051	0	37	174	11,304	9,876	869	0	0
2052	0	30	140	11,703	9,324	845	0	0
2053	0	25	117	12,105	8,793	820	0	0

* Contributions related to future employees that are above service cost and can be allocated to payment of benefits of current employees.

** All benefit payments made subsequent to the date of the initial cross-over point are assumed to be discounted at the municipal bond index rate.

GOLDEN GATE TRANSIT – AMALGAMATED RETIREMENT PLAN
GASB 67 AND 68 REPORTING FOR DECEMBER 31, 2023 MEASUREMENT DATE

APPENDIX B – PROJECTION OF FIDUCIARY NET POSITION (\$ IN THOUSANDS)

FYE	Projected Beginning Fiduciary Net Position	Contributions from Current Employees	Employer Contributions for Current Employees	Contributions Related to Payroll of Future Employees*	Projected Benefit Payments	Projected Admin Expenses	Projected Investment Earnings	Projected Ending Fiduciary Net Position **
2054	\$ 0	\$ 19	\$ 87	\$ 12,526	\$ 8,291	\$ 797	\$ 0	\$ 0
2055		13	62	12,955	7,783	770		
2056		10	46	13,391	7,286	743		
2057		7	34	13,837	6,806	715		
2058		6	26	14,294	6,345	686		
2059		4	19	14,765	5,902	658		
2060		3	15	15,249	5,482	629		
2061		2	10	15,748	5,082	601		
2062		1	7	16,263	4,701	572		
2063		1	5	16,794	4,339	544		
2064		1	4	17,340	3,999	516		
2065		1	3	17,905	3,681	490		
2066		0	2	18,488	3,381	463		
2067		0	1	19,089	3,101	438		
2068		0	1	19,710	2,840	413		
2069		0	1	20,350	2,596	389		
2070		0	1	21,012	2,370	365		
2071		0	0	21,695	2,159	343		
2072		0	0	22,400	1,963	321		
2073		0	0	23,128	1,779	300		
2074		0	0	23,880	1,609	279		
2075		0	0	24,656	1,451	259		
2076		0	0	25,457	1,304	240		
2077		0	0	26,285	1,168	222		
2078		0	0	27,139	1,042	204		
2079		0	0	28,021	926	186		
2080		0	0	28,932	819	170		
2081		0	0	29,872	721	154		
2082		0	0	30,843	632	139		
2083		0	0	31,845	550	125		

* Contributions related to future employees that are above service cost and can be allocated to payment of benefits of current employees.

** All benefit payments made subsequent to the date of the initial cross-over point are assumed to be discounted at the municipal bond index rate.



GOLDEN GATE TRANSIT – AMALGAMATED RETIREMENT PLAN
GASB 67 AND 68 REPORTING FOR DECEMBER 31, 2023 MEASUREMENT DATE

APPENDIX B – PROJECTION OF FIDUCIARY NET POSITION (\$ IN THOUSANDS)

FYE	Projected Beginning Fiduciary Net Position	Contributions from Current Employees	Employer Contributions for Current Employees	Contributions Related to Payroll of Future Employees*	Projected Benefit Payments	Projected Admin Expenses	Projected Investment Earnings	Projected Ending Fiduciary Net Position**
2084	\$ 0	\$ 0	\$ 0	\$ 32,880	\$ 476	\$ 111	\$ 0	\$ 0
2085		0	0	33,949	409	98		
2086		0	0	35,052	349	86		
2087		0	0	36,191	296	76		
2088		0	0	37,368	249	65		
2089		0	0	38,582	208	56		
2090		0	0	39,836	173	48		
2091		0	0	41,131	142	41		
2092		0	0	42,467	116	34		
2093		0	0	43,848	94	29		
2094		0	0	45,273	76	24		
2095		0	0	46,744	60	20		
2096		0	0	48,263	48	16		
2097		0	0	49,832	38	13		
2098		0	0	51,451	30	10		
2099		0	0	53,123	23	8		
2100		0	0	54,850	18	7		
2101		0	0	56,633	14	5		
2102		0	0	58,473	10	4		
2103		0	0	60,373	8	3		
2104		0	0	62,336	6	2		
2105		0	0	64,362	4	2		
2106		0	0	66,453	3	1		
2107		0	0	68,613	2	1		
2108		0	0	70,843	1	1		
2109		0	0	73,145	1	0		
2110		0	0	75,523	1	0		
2111		0	0	77,977	0	0		
2112		0	0	80,511	0	0		
2113		0	0	83,128	0	0		

* Contributions related to future employees that are above service cost and can be allocated to payment of benefits of current employees.

** All benefit payments made subsequent to the date of the initial cross-over point are assumed to be discounted at the municipal bond index rate.

APPENDIX C – GLOSSARY OF TERMS

1. Actuarially Determined Contribution

A target or recommended contribution for the reporting period, determined in conformity with Actuarial Standards of Practice based on the most recent measurement available when the contribution for the reporting period was adopted.

2. Actuarial Valuation Date

The date as of which an actuarial valuation is performed. This date may be up to 24 months prior to the measurement date and up to 30 months prior to the employer's reporting date.

3. Deferred Inflow of Resources

An acquisition of net assets by a government employer that is applicable to a future reporting period. In the context of GASB 68, these are experience gains on the Total Pension Liability, assumption changes reducing the Total Pension Liability, or investment gains that are recognized in future reporting periods.

4. Deferred Outflow of Resources

A consumption of net assets by a government employer that is applicable to a future reporting period. In the context of GASB 68, these are experience losses on the Total Pension Liability, assumption changes increasing the Total Pension Liability, or investment losses that are recognized in future reporting periods.

5. Entry Age Actuarial Cost Method

The actuarial cost method required for GASB 67 and 68 calculations. Under this method, the actuarial present value of the projected benefits of each individual included in an actuarial valuation is allocated on a level basis over the earnings of the individual between entry age and assumed exit ages. The portion of this actuarial present value allocated to a valuation year is called the service cost. The portion of this actuarial present value not provided for at a valuation date by the actuarial present value of future service costs is called the Total Pension Liability.

APPENDIX C – GLOSSARY OF TERMS

6. Measurement Date

The date as of which the Total Pension Liability and Plan Fiduciary Net Position are measured. The Total Pension Liability may be projected from the actuarial valuation date to the measurement date. The measurement date for Plan must be the same as the reporting date under GASB 67.

7. Net Pension Liability

The liability of employers and non-employer contributing entities for employees for benefits provided through a defined benefit pension plan. It is calculated as the Total Pension Liability less the Plan Fiduciary Net Position.

8. Plan Fiduciary Net Position

The fair or Market Value of Assets.

9. Reporting Date

The last day of the Plan or employer's fiscal year.

10. Service Cost

The portion of the actuarial present value of projected benefit payments that is attributed to the current period of employee service in conformity with the requirements of GASB 67 and 68. The service cost is the normal cost calculated under the Entry Age Actuarial Cost Method.

11. Total Pension Liability

The portion of the actuarial present value of projected benefit payments that is attributed to past periods of employee service in conformity with the requirements of GASB 67 and 68. The Total Pension Liability is the Actuarial Liability calculated under the entry age actuarial cost method. This measurement generally is not appropriate for estimating the cost to settle the Plan's liabilities.



Classic Values, Innovative Advice

California Actuarial Advisory Panel



Paul Angelo
Retired
Chairperson

John Bartel
Retired
Vice Chairperson

David Driscoll
Principal and Consulting
Actuary
Buck Consultants, LLC

Anne Harper
Principal Consulting
Actuary
Cheiron, Inc.

David Lamoureux
Deputy System Actuary
California State Teachers'
Retirement System

Graham Schmidt
Principal Consulting
Actuary
Cheiron, Inc.

Todd Tauzer
Senior Vice President
and Actuary
Segal

Scott Terando
Chief Actuary
CalPERS

October 24, 2024

**SUBJECT: PEPRA Compensation Limit for 2025
(Code Section 7522.10)**

To Whom It May Concern:

Pursuant to a request from a Public Agency, the California Actuarial Advisory Panel (the Panel) is publishing this letter to provide a calculation of the Pension Compensation Limits for the Calendar Year 2025.

Background

Pursuant to Government Code section 7507.2(b), the responsibilities of the Panel include “Replying to policy questions from public retirement systems in California” and “Providing comment upon request by public agencies.” In 2013, members of the Panel received a request from a public retirement system (the San Joaquin County Employees’ Retirement Association) to compute and publish the annual compensation limit prescribed by the California Public Employees’ Pension Reform Act of 2013 (PEPRA), as amended by Senate Bill No. 13 (SB 13). This request was made to address a concern that minor calculation or rounding differences could result in different systems calculating slightly different pension compensation limits.

The Panel agreed to calculate the dollar amounts of the pension compensation limits for 2014 and future years, as we believe that the use of a uniform compensation limit will provide administrative benefits to California’s public retirement systems. However, as the Panel is an advisory body only (Government Code section 7507.2(e) states that “The opinions of the California Actuarial Advisory Panel are nonbinding and advisory only”), the Panel encourages each system to independently review the calculation of the pension compensation limits contained in this letter.

Analysis

Section 7522.10 of the Government Code is as follows:

7522.10. (a) On and after January 1, 2013, each public retirement system shall modify its plan or plans to comply with the requirements of this section for each public employer that participates in the system.

(b) Whenever pensionable compensation, as defined in Section 7522.34, is used in the calculation of a benefit, the pensionable compensation shall be subject to the limitations set forth in subdivision (c).

(c) The pensionable compensation used to calculate the defined benefit paid to a new member who retires from the system shall not exceed the following applicable percentage of the contribution and benefit base specified in Section 430(b) of Title 42 of the United States Code on January 1, 2013:

(1) One hundred percent for a member whose service is included in the federal system.

(2) One hundred twenty percent for a member whose service is not included in the federal system.

(d) (1) The retirement system shall adjust the pensionable compensation described in subdivision (c) based on the annual changes to the Consumer Price Index for All Urban Consumers: U.S. City Average, calculated by dividing the Consumer Price Index for All Urban Consumers: U.S. City Average, for the month of September in the calendar year preceding the adjustment by the Consumer Price Index for All Urban Consumers: U.S. City Average, for the month of September of the previous year rounded to the nearest thousandth. The adjustment shall be effective annually on January 1, beginning in 2014.

The annual pensionable compensation limit computed by the Panel for 2024 was \$151,446 for those included in the federal Social Security system and \$181,734 for those not included.

The Consumer Price Indices for All Urban Consumers (CPI-U) U.S. City Average for the months of September 2023 and 2024 are as follows¹:

- September, 2024: 315.301
- September, 2023: 307.789

The annual change, computed by dividing the 2024 Index by the 2023 Index, rounded to the nearest thousandth is as follows:

- $315.301 \div 307.789 = 1.024$

¹ <http://data.bls.gov/timeseries/CUUR0000SA0>

To Whom It May Concern

October 24, 2024

Page 3

Applying this annual adjustment to the 2024 limits yields the following limits for calendar year 2025:

- $\$151,446 \times 1.024 = \$155,081$ (included in federal system)
- $\$181,734 \times 1.024 = \$186,096$ (not included in federal system)

The indexation of the maximum compensation to be used by CalSTRS using the February CPI-U, based on AB 1381 passed by the legislature in 2013, is not addressed in this letter.

Conclusion

The calculations described above indicate the compensation limit for PEPRA members for Calendar Year 2025 will increase to \$155,081 for members participating in the federal system (7522.10(c)(1) limit) and \$186,096 for members not participating in the federal system (7522.10(c)(2) limit). The Panel intends to provide similar calculations in future years. The contents of this letter are nonbinding and advisory only, and we encourage each public retirement system to independently evaluate these calculations.

Sincerely,



Paul Angelo
Chair, California Actuarial Advisory Panel

cc: Panel members
John Bartel, Vice Chair
David Driscoll
Anne Harper
David Lamoureux
Graham Schmidt
Todd Tauzer
Scott Terando

Reporting and insights from 2023 audit:

Golden Gate Transit – Amalgamated Retirement Plan

December 31, 2023

Executive summary

October 7, 2024

Board of Trustees
Golden Gate Transit – Amalgamated Retirement Plan
1141 Harbor Bay Parkway, Suite 100
Alameda, CA 94502

We have completed our audit of the financial statements of the Golden Gate Transit – Amalgamated Retirement Plan (the "Plan") for the year ended December 31, 2023, and have issued our report thereon dated October 7, 2024. This letter presents communications required by our professional standards.

Your audit should provide you with confidence in your financial statements. The audit was performed based on information obtained from meetings with management, data from your systems, knowledge of your Plan's operating environment and our risk assessment procedures. We strive to provide you clear, concise communication throughout the audit process and of the final results of our audit.

Additionally, we have included information on key risk areas the Plan should be aware of in your strategic planning. We are available to discuss these risks as they relate to your Plan's financial stability and future planning.

We kindly request that you terminate all access granted for Baker Tilly engagement team members to third party provider sites upon receipt of this letter.

If you have questions at any point, please connect with us:

- Bethany Ryers, Principal: Bethany.Ryers@bakertilly.com or +1 (608) 240 2382

Sincerely,

Baker Tilly US, LLP



Bethany Ryers, CPA, Principal

THIS COMMUNICATION IS INTENDED SOLELY FOR THE INFORMATION AND USE OF THOSE CHARGED WITH GOVERNANCE, AND, IF APPROPRIATE, MANAGEMENT, AND IS NOT INTENDED TO BE AND SHOULD NOT BE USED BY ANYONE OTHER THAN THESE SPECIFIED PARTIES.

BAKER TILLY ADVISORY GROUP, LP AND BAKER TILLY US, LLP, TRADING AS BAKER TILLY, ARE MEMBERS OF THE GLOBAL NETWORK OF BAKER TILLY INTERNATIONAL LTD., THE MEMBERS OF WHICH ARE SEPARATE AND INDEPENDENT LEGAL ENTITIES. BAKER TILLY US, LLP IS A LICENSED CPA FIRM THAT PROVIDES ASSURANCE SERVICES TO ITS CLIENTS. BAKER TILLY ADVISORY GROUP, LP AND ITS SUBSIDIARY ENTITIES PROVIDE TAX AND CONSULTING SERVICES TO THEIR CLIENTS AND ARE NOT LICENSED CPA FIRMS.

Responsibilities

Our responsibilities

As your independent auditor, our responsibilities include:

- Planning and performing the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement. Reasonable assurance is a high level of assurance.
- Assessing the risks of material misstatement of the financial statements, whether due to fraud or error. Included in that assessment is a consideration of the Plan's internal control over financial reporting.
- Performing appropriate procedures based upon our risk assessment.
- Evaluating the appropriateness of the accounting policies used and the reasonableness of significant accounting estimates made by management.
- Express an opinion on the financial statements of the Plan.
- Our audit does not relieve management the Board of Trustees of their responsibilities.

We are also required to communicate significant matters related to our audit that are relevant to the responsibilities of the Board of Trustees, including:

- Internal control matters
- Qualitative aspects of the Plan's accounting practice including policies, accounting estimates and financial statement disclosures
- Significant unusual transactions
- Significant difficulties encountered
- Disagreements with management
- Circumstances that affect the form and content of the auditors' report
- Audit consultations outside the engagement team
- Corrected and uncorrected misstatements
- Other audit findings or issues

Audit status

Significant changes to the audit plan

There were no significant changes made to either our planned audit strategy or to the significant risks and other areas of emphasis identified during the performance of our risk assessment procedures.

Audit approach and results

Planned scope and timing

Audit focus

Based on our understanding of the Plan and environment in which you operate, we focused our audit on the following key areas:

- Internal control over financial reporting and related tests of controls, including the risk of management override of controls.
- Participant data processing.
- Fair value measurements and disclosures.
- Revenue recognition related to contributions and investment income at the plan and participant level, where applicable.
- Benefit payment testing, including the appropriateness of the payment to eligible participants and compliance with plan documents.
- Other areas/risks based on discussion with management .

Our areas of audit focus were informed by, among other things, our assessment of materiality. Materiality in the context of our audit was determined based on specific qualitative and quantitative factors combined with our expectations about the Plan's current year results.

Key areas of focus and significant findings

Significant risks of material misstatement

A significant risk is an identified and assessed risk of material misstatement that, in the auditor's professional judgment, requires special audit consideration. Within our audit, we focused on the following areas below.

Significant risk areas	Testing approach	Conclusion
Management override of controls	Incorporate unpredictability into audit procedures, emphasize professional skepticism and utilize audit team with industry expertise	Procedures identified provided sufficient evidence for our audit opinion
Improper revenue recognition due to fraud	Confirmation or validation of certain revenues supplemented with detailed predictive analytics based on non-financial data	Procedures identified provided sufficient evidence for our audit opinion
Financial statement preparation	Baker Tilly will prepare the financial statements based on information provided by the Plan and the Plan management will review statements in detail and provide feedback for proposed changes.	Procedures identified provided sufficient evidence for our audit opinion

Other areas of emphasis

We also focused on other areas that did not meet the definition of a significant risk, but were determined to require specific awareness and a unique audit response.

Other areas of emphasis	Testing approach	Conclusion
Cash and investments	Confirmation or validation of certain investments	Procedures identified provided sufficient evidence for our audit opinion
Benefit payments	Substantive testing of related benefit payments	Procedures identified provided sufficient evidence for our audit opinion
Revenue recognition related to contributions and investment income	Confirmation or validation of certain revenues supplemented with detailed predictive analytics based on non-financial data	Procedures identified provided sufficient evidence for our audit opinion

Internal control matters

In planning and performing our audit of the financial statements, we considered the Plan's internal control over financial reporting as a basis for designing our audit procedures for the purpose of expressing an opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, we do not express an opinion on the effectiveness of the Plan's internal control.

Our consideration of internal control was for the limited purpose described in the preceding paragraph and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies and, therefore, material weaknesses or significant deficiencies may exist that were not identified.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct misstatements on a timely basis.

A material weakness is a deficiency or combination of deficiencies in internal control such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis. We did not identify any deficiencies in internal control that we consider to be material weaknesses.

Required communications

Qualitative aspect of accounting practices

- Accounting policies: Management is responsible for the selection and use of appropriate accounting policies. In accordance with the terms of our engagement letter, we have advised management about the appropriateness of accounting policies and their application. The significant accounting policies used by the Plan are described in Note 2 to the financial statements. No new accounting policies were adopted and the application of existing accounting policies was not changed during 2023. We noted no transactions entered into by the Plan during the year for which accounting policies are controversial or for which there is a lack of authoritative guidance or consensus or diversity in practice.
- Accounting estimates: Accounting estimates are an integral part of the financial statements prepared by management and are based on management's knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements, the degree of subjectivity involved in their development and because of the possibility that future events affecting them may differ significantly from those expected. The following estimates are of most significance to the financial statements:

Estimate	Management's process to determine	Baker Tilly's conclusions regarding reasonableness
Fair Value of Investments	Evaluation is based on the valuation inputs used to measure the fair value of the asset. Level 1 inputs are quoted prices in active markets for identical assets; Level 2 inputs are significant other observable inputs; Level 3 inputs are significant unobservable inputs.	Reasonable in relation to the financial statements as a whole
Actuarial Present Value of Accumulated Plan Benefits	Based on actuarial reports completed by a third party actuary	Reasonable in relation to the financial statements as a whole

There have been no significant changes made by management to either the processes used to develop the particularly sensitive accounting estimates, or to the significant assumptions used to develop the estimates, noted above.

- Financial statement disclosures: The disclosures in the financial statements are neutral, consistent and clear.

Significant unusual transactions

There have been no significant transactions that are outside the normal course of business for the Plan or that otherwise appear to be unusual due to their timing, size or nature.

Significant difficulties encountered during the audit

We encountered no significant difficulties in dealing with management and completing our audit.

Disagreements with management

Professional standards define a disagreement with management as a matter, whether or not resolved to our satisfaction, concerning a financial accounting, reporting, or auditing matter that could be significant to the financial statements or the auditors' report. We are pleased to report that no such disagreements arose during the course of our audit.

Audit report

There have been no departures from the auditors' standard report.

Audit consultations outside the engagement team

We encountered no difficult or contentious matters for which we consulted outside of the engagement team.

Uncorrected misstatements and corrected misstatements

Professional standards require us to accumulate misstatements identified during the audit, other than those that are clearly trivial, and to communicate accumulated misstatements to management. The uncorrected financial statement misstatements include an adjustment to correct the timing difference between when contributions revenue has been received and recorded and the timing difference between when the Plan's expenses have been incurred and when they were recorded. The impact of the uncorrected financial statement entries resulted in the following as reported in the December 31, 2023 audited financial statements:

- Contributions receivable being understated by \$306,447,
- Total contributions being understated by \$83,420,
- Plan's expenses and liabilities being understated by \$70,862

The cumulative effect of uncorrected audit differences is understatement in change in net position by \$12,558. In addition, you have recommended adjusting journal entries, and we are in agreement with those adjustments. In our judgment, the uncorrected misstatement, either individually or in the aggregate, do not indicate matters that could have had a significant effect on the Company's financial reporting process.

Management has determined that the effects of the uncorrected misstatements are immaterial, both individually and in the aggregate, to the financial statements as a whole. The uncorrected misstatements or the matters underlying them could potentially cause future period financial statements to be materially misstated, even though, in our judgment, such uncorrected misstatements are immaterial to the financial statements under audit.

Other audit findings or issues

We encountered no other audit findings or issues that require communication at this time. We generally discuss a variety of matters, including the application of accounting principles and auditing standards, with management each year prior to retention as the Plan's auditors. However, these discussions occurred in the normal course of our professional relationship and our responses were not a condition to our retention.

Management's consultations with other accountants

In some cases, management may decide to consult with other accountants about auditing and accounting matters. Management informed us that, and to our knowledge, there were no consultations with other accountants regarding auditing or accounting matters.

Written communications between management and Baker Tilly

The Appendix includes copies of other material written communications, including a copy of the engagement letter.

Compliance with laws and regulations

We did not identify any non-compliance with laws and regulations during our audit.

Fraud

We did not identify any known or suspected fraud during our audit.

Going concern

Pursuant to professional standards, we are required to communicate to you, when applicable, certain matters relating to our evaluation of the Plan's ability to continue as a going concern for a reasonable period of time but no less than 12 months from the date the financial statements are issued or available to be issued, including the effects on the financial statements and the adequacy of the related disclosures, and the effects on the auditor's report. No such matters or conditions have come to our attention during our engagement.

Independence

We are not aware of any relationships between Baker Tilly and the Plan that, in our professional judgment, may reasonably be thought to bear on our independence.

Related parties

We did not have any significant findings or issues arise during the audit in connection with the Plan's related parties.

Other matters

We applied certain limited procedures to the required supplementary information (RSI) that supplements the basic financial statements. Our procedures consisted of inquiries of management regarding the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the financial statements, and other knowledge we obtained during our audit of the financial statements. We did not audit the RSI and do not express an opinion or provide any assurance on the RSI.

Nonattest services

The following nonattest services were provided by Baker Tilly:

- Preparation of the Plan's financial statements and footnotes
- Preparation of adjusting journal entries, as necessary

Audit committee resources

Visit our resource page for regulatory updates, trending challenges and opportunities in your industry and other timely updates.

Visit the resource page at <https://www.bakertilly.com/page/audit-committee-resource-center>.

Management representation letter

GOLDEN GATE TRANSIT-AMALGAMATED RETIREMENT PLAN
1141 Harbor Bay Parkway Suite 100
Alameda, CA 94502
Ph: (866) 584-7087
Email: ZA-ALA-GGTARPPENSION@Zenith-American.com

October 7, 2024

Baker Tilly US, LLP

4807 Innovate Ln
P.O. Box 7398
Madison, WI 53707 7398

Dear Baker Tilly US, LLP:

We are providing this letter in connection with your audit of the financial statements of the Golden Gate Transit - Amalgamated Retirement Plan (the Plan) as of December 31, 2023 and 2022 and for the years then ended for the purpose of expressing an opinion as to whether the financial statements present fairly, in all material respects, the financial position of the Golden Gate Transit - Amalgamated Retirement Plan and the results of operations in conformity with accounting principles generally accepted in the United States of America (GAAP). We confirm that we are responsible for the fair presentation of the previously mentioned financial statements in conformity with accounting principles generally accepted in the United States of America. We are also responsible for adopting sound accounting policies, establishing and maintaining internal control over financial reporting, and preventing and detecting fraud.

Certain representations in this letter are described as being limited to matters that are material. Items are considered material, regardless of size, if they involve an omission or misstatement of accounting information that, in the light of surrounding circumstances, makes it probable that the judgment of a reasonable person relying on the information would be changed or influenced by the omission or misstatement. An omission or misstatement that is monetarily small in amount could be considered material as a result of qualitative factors.

We confirm, to the best of our knowledge and belief, the following representations made to you during your audit.

Financial Statements

- 1) We have fulfilled our responsibilities, as set out in the terms of the audit engagement letter dated February 16, 2024.

- 2) The financial statements referred to above are fairly presented in conformity with accounting principles generally accepted in the United States of America. We have engaged you to advise us in fulfilling that responsibility. The financial statements include all properly classified funds of the primary government and all component units required by accounting principles generally accepted in the United States of America to be included in the financial reporting entity.
 - 3) We acknowledge our responsibility for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.
 - 4) We acknowledge our responsibility for the design, implementation, and maintenance of internal control to prevent and detect fraud.
 - 5) Significant assumptions we used in making accounting estimates, including those measured at fair value, if any, are reasonable.
 - 6) Related party relationships and transactions, including revenues, expenditures/expenses, loans, transfers, leasing arrangements, and guarantees, and amounts receivable from or payable to related parties have been appropriately accounted for and disclosed in accordance with the requirements of accounting principles generally accepted in the United States of America.
 - 7) All events subsequent to the date of the financial statements and for which accounting principles generally accepted in the United States of America require adjustment or disclosure have been adjusted or disclosed. No other events, including instances of noncompliance, have occurred subsequent to the financial statement date and through the date of this letter that would require adjustment to or disclosure in the aforementioned financial statements.
 - 8) All material transactions have been recorded in the accounting records and are reflected in the financial statements.
 - 9) We believe the effects of the uncorrected financial statement misstatements are immaterial, both individually and in the aggregate, to the basic financial statements as a whole. The uncorrected financial statement misstatements include an adjustment to correct the timing difference between when contributions revenue has been received and recorded and the timing difference between when the Plan's expenses have been incurred and when they were recorded. The impact of the uncorrected financial statement entries resulted in the following as reported in the December 31, 2023 audited financial statements:
 - Contributions receivable being understated by \$306,447,
 - Total contributions being understated by \$83,420,
 - Plan's expenses and liabilities being understated by \$70,862
- The cumulative effect of uncorrected audit differences is understatement in change in net position by \$12,558. In addition, you have recommended adjusting journal entries, and we are in agreement with those adjustments.
- 10) All known audit and bookkeeping adjustments have been included in our financial statements, and we are in agreement with those adjustments.
 - 11) We are in agreement with the adjusting journal entries you have proposed, and they have been posted to the appropriate accounts.

- 12) There are no known or possible litigation, claims, and assessments whose effects should be considered when preparing the financial statements. There are no unasserted claims or assessments that our lawyer has advised us are probable of assertion and must be disclosed in accordance with accounting principles generally accepted in the United States of America.

Information Provided

- 13) We have provided you with:
 - a) Access to all information, of which we are aware, that is relevant to the preparation and fair presentation of the financial statements, such as financial records and related data, documentation, and other matters.
 - b) Additional information that you have requested from us for the purpose of the audit.
 - c) Unrestricted access to persons within the entity from whom you determined it necessary to obtain audit evidence.
 - d) Minutes of the meetings of the Board of Trustees or summaries of actions of recent meetings for which minutes have not yet been prepared.
- 14) We have disclosed to you results of our assessment of the risk that the financial statements may be materially misstated as a result of fraud.
- 15) We have no knowledge of any fraud or suspected fraud that affects the entity and involves:
 - a) Management,
 - b) Employees who have significant roles in internal control, or
 - c) Others where the fraud could have a material effect on the financial statements.
- 16) We have no knowledge of any allegations of fraud or suspected fraud affecting the entity received in communications from employees, former employees, regulators, or others.
- 17) We have no knowledge of known instances of noncompliance or suspected noncompliance with provisions of laws, regulations, contracts, or grant agreements, or abuse, whose effects should be considered when preparing financial statements.
- 18) We have disclosed to you the names of our related parties and all the related party relationships and transactions, including side agreements, of which we are aware.

Other

- 19) There have been no communications from regulatory agencies concerning noncompliance with, or deficiencies in, financial reporting practices.
- 20) We have a process to track the status of audit findings and recommendations.
- 21) We have identified to you any previous financial audits, attestation engagements, and other studies related to the audit objectives and whether related recommendations have been implemented.
- 22) The Plan has no plans or intentions that may materially affect the carrying value or classification of assets, liabilities, or fund balance.

- 23) We are responsible for compliance with federal, state, and local laws, regulations, and provisions of contracts and grant agreements applicable to us, including tax or debt limits, debt contracts, and IRS arbitrage regulations; and we have identified and disclosed to you all federal, state, and local laws, regulations and provisions of contracts and grant agreements that we believe have a direct and material effect on the determination of financial statement amounts or other financial data significant to the audit objectives, including legal and contractual provisions for reporting specific activities in separate funds.
- 24) There are no:
- a) Violations or possible violations of budget ordinances, federal, state, and local laws or regulations (including those pertaining to adopting, approving and amending budgets), provisions of contracts and grant agreements, tax or debt limits, and any related debt covenants whose effects should be considered for disclosure in the financial statements or as a basis for recording a loss contingency, or for reporting on noncompliance, except those already disclosed in the financial statement, if any.
 - b) Other liabilities or gain or loss contingencies that are required to be accrued or disclosed by accounting principles generally accepted in the United States of America.
- 25) In regards to the nonattest services performed by you listed below, we acknowledge our responsibility related to these nonattest services and have 1) accepted all management responsibility; 2) designated an individual with suitable skill, knowledge, or experience to oversee the services; 3) evaluated the adequacy and results of the services performed, and 4) accepted responsibility for the results of the services.
- a) Financial statement preparation
 - b) Adjusting journal entries
- None of these nonattest services constitute an audit under generally accepted auditing standards, including *Government Auditing Standards*.
- 26) The Plan has satisfactory title to all owned assets, and there are no liens or encumbrances on such assets nor has any asset been pledged as collateral.
- 27) The Plan has complied with all aspects of contractual agreements that would have a material effect on the financial statement in the event of noncompliance.
- 28) The Plan has no derivative financial instruments such as contracts that could be assigned to someone else or net settled, interest rate swaps, collars or caps.
- 29) Deposits and investments are properly classified, valued, and disclosed (including risk disclosures, collateralization agreements, valuation methods, and key inputs, as applicable).
- 30) We acknowledge our responsibility for the required supplementary information (RSI). The RSI is measured and presented within prescribed guidelines and the methods of measurement and presentation have not changed from those used in the prior period. We have disclosed to you any significant assumptions and interpretations underlying the measurement and presentation of the RSI.
- 31) We assume responsibility for, and agree with, the findings of specialists in evaluating the net pension liability (asset) and have adequately considered the qualifications of the specialists in determining the amounts and disclosures used in the financial statements and underlying accounting records. We did not give or cause any instructions to be given to specialists with respect to the values or amounts derived in an attempt to bias their work, and we are not otherwise aware of any matters that have had impact on the independence or objectivity of the specialists.

- 32) We are responsible for the estimation methods and assumptions used in measuring assets and liabilities reported or disclosed at fair value, including information obtained from brokers, pricing services or third parties. Our valuation methodologies have been consistently applied from period to period. The fair value measurements reported or disclosed represent our best estimate of fair value as the measurement date in accordance with the requirements of GASB 72 – *Fair Value Measurement*. In addition our disclosures related to fair value measurements are consistent with the objectives outlined in GASB 72. We have evaluated the fair value information provided to us by brokers, pricing services or other parties that has been used in the financial statements and believe this information to be reliable and consistent with the requirements.
- 33) The auditing standards define an annual report as “a document, or combination of documents, typically prepared on an annual basis by management or those charged with governance in accordance with law, regulation, or custom, the purpose of which is to provide owners (or similar stakeholders) with information on the entity’s operations and the financial results and financial position as set out in the financial statements.” Among other items, an annual report contains, accompanies, or incorporates by reference the financial statements and the auditors’ report thereon. We confirm that we do not prepare and have no plans to prepare an annual report.

Sincerely,

Golden Gate Transit - Amalgamated Retirement Plan

Signed: _____

Signed: _____

Signed: _____

Two-way audit communications

As part of our audit of your financial statements, we are providing communications to you throughout the audit process. Auditing requirements provide for two-way communication and are important in assisting the auditor and you with more information relevant to the audit.

As this past audit is concluded, we use what we have learned to begin the planning process for next year's audit. It is important that you understand the following points about the scope and timing of our next audit:

- a. We address the significant risks of material misstatement, whether due to fraud or error, through our detailed audit procedures.
- b. We will obtain an understanding of the five components of internal control sufficient to assess the risk of material misstatement of the financial statements whether due to error or fraud, and to design the nature, timing and extent of further audit procedures. We will obtain a sufficient understanding by performing risk assessment procedures to evaluate the design of controls relevant to an audit of financial statements and to determine whether they have been implemented. We will use such knowledge to:
 - Identify types of potential misstatements.
 - Consider factors that affect the risks of material misstatement.
 - Design tests of controls, when applicable, and substantive procedures.
- c. We will not express an opinion on the effectiveness of internal control over financial reporting or compliance with laws, regulations and provisions of contracts or grant programs.
- d. The concept of materiality recognizes that some matters, either individually or in the aggregate, are important for fair presentation of financial statements in conformity with generally accepted accounting principles while other matters are not important. In performing the audit, we are concerned with matters that, either individually or in the aggregate, could be material to the financial statements. Our responsibility is to plan and perform the audit to obtain reasonable assurance that material misstatements, whether caused by errors or fraud, are detected.

Our audit will be performed in accordance with auditing standards generally accepted in the United States of America.

We are very interested in your views regarding certain matters. Those matters are listed here:

- a. We typically will communicate with your top level of management unless you tell us otherwise.
- b. We understand that the governing board has the responsibility to oversee the strategic direction of your organization, as well as the overall accountability of the entity. Management has the responsibility for achieving the objectives of the entity.
- c. We need to know your views about your organization's objectives and strategies, and the related business risks that may result in material misstatements.
- d. We anticipate that the Plan will receive an unmodified opinion on its financial statements.
- e. Which matters do you consider warrant particular attention during the audit, and are there any areas where you request additional procedures to be undertaken?
- f. Have you had any significant communications with regulators or grantor agencies?
- g. Are there other matters that you believe are relevant to the audit of the financial statements?

Also, is there anything that we need to know about the attitudes, awareness and actions of the governing body concerning:

- a. The entity's internal control and its importance in the entity, including how those charged with governance oversee the effectiveness of internal control?
- b. The detection or the possibility of fraud?

We also need to know if you have taken actions in response to developments in financial reporting, laws, accounting standards, governance practices, or other related matters, or in response to previous communications with us.

With regard to the timing of our audit, here is some general information. If necessary, we may do preliminary financial audit work during the months of May -June, and sometimes early in July. Our final financial fieldwork is scheduled during the summer to best coincide with your readiness and report deadlines. After fieldwork, we wrap up our financial audit procedures at our office and may issue drafts of our report for your review. Final copies of our report and other communications are issued after approval by your staff. This is typically 6-12 weeks after final fieldwork, but may vary depending on a number of factors.

Keep in mind that while this communication may assist us with planning the scope and timing of the audit, it does not change the auditor's sole responsibility to determine the overall audit strategy and the audit plan, including the nature, timing and extent of procedures necessary to obtain sufficient appropriate audit evidence.

We realize that you may have questions on what this all means, or wish to provide other feedback. We welcome the opportunity to hear from you.

Golden Gate Transit Amalgamated Retirement Plan

Financial Statements and
Required Supplementary Information

December 31, 2023 and 2022

Golden Gate Transit Amalgamated Retirement Plan

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December 31, 2023 and 2022

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Independent Auditors' Report

To the Board of Trustees of
Golden Gate Transit - Amalgamated Retirement Plan

Opinion

We have audited the accompanying financial statements of the Golden Gate Transit - Amalgamated Retirement Plan (the Plan), as of and for the years ended December 31, 2023 and 2022, and the related notes to the financial statements, which collectively comprise the Plan's basic financial statements as listed in the table of contents.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the fiduciary net position of the Plan as of December 31, 2023 and 2022, and the changes in the Plan's fiduciary net position for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America; and for the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings and certain internal control-related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the required supplementary information, as listed in the table of contents be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Baker Tilly US, LLP

Madison, Wisconsin
October 7, 2024

Golden Gate Transit Amalgamated Retirement Plan

Management's Discussion and Analysis (Unaudited)
December 31, 2023 and 2022

I am pleased to provide this overview and analysis of the financial activities of the Golden Gate Transit – Amalgamated Retirement Plan (the Plan) for the years ended December 31, 2023 and 2022. The Plan is the public employee retirement system established by the Golden Gate Bridge, Highway and Transportation District on January 1, 1973, and is administered by the Retirement Board to provide retirement, disability, death and survivor benefits for its employees.

Financial Highlights

The Plan's fiduciary net position as of December 31, 2023, was approximately \$89,644,000. The fiduciary net position is restricted for pension benefits to participants and their beneficiaries. All of the net position is available to meet the Plan's ongoing obligations.

Fiduciary net position has increased from 2022 by \$3,262,000 as benefit payments and administrative expenses were lower than net investment income and employer/employee contributions.

The Plan's funding objective is to meet long-term benefit obligations through contributions and investment income. Based on the most recent GASB 67/68 Report by Cheiron, Inc., the Plan's fiduciary net position as a percentage of the total pension liability was 34.5% as of December 31, 2023. In general, this indicates that for every dollar of benefits owed (related to services already rendered) we had approximately 34.5 cents of assets available for payment.

Additions to fiduciary net position in 2023 were approximately \$20,088,000 which includes pension contributions of \$11,473,000 and net investment income of \$8,615,000. A comparison of additions for the last few years is summarized on the following pages.

Deductions in fiduciary net position were approximately \$16,826,000. Benefit payments for 2023 decreased by approximately \$112,000 over 2022, primarily due to a decrease in retirees receiving benefits. Administrative expenses decreased \$133,000 in 2023 as compared to 2022.

Overview of the Financial Statements

The following discussion and analysis is intended to serve as an introduction to the Plan's basic financial statements, which are comprised of these components:

1. Statements of Fiduciary Net Position
2. Statements of Changes in Fiduciary Net Position
3. Notes to the Basic Financial Statements

The Statements of Fiduciary Net Position is a snapshot of account balances at year-end. It indicates the assets currently available for future payments to retirees and any current liabilities that are owed as of the balance sheet date.

The Statement of Changes in Fiduciary Net Position, on the other hand, provides a view of the current year additions to and deductions from the Plan Net Position.

These statements include all assets and liabilities using the full accrual basis of accounting as practiced by most private-sector companies. All of the current year's revenues and expenses are taken into account regardless of when cash is received or paid. Investment gains and losses are reported on a trade-date basis and both realized and unrealized gains and losses on investments are shown.

Golden Gate Transit Amalgamated Retirement Plan

Management's Discussion and Analysis (Unaudited)
December 31, 2023 and 2022

The changes in the Plan's fiduciary net position, over time, is one indicator of whether the Plan's financial health is improving or deteriorating. Other factors, such as market conditions, should also be considered in measuring the Plans overall health.

Notes to the Basic Financial Statements provide additional information that is essential to a full understanding of the data provided in the basic financial statements.

In addition to the basic financial statements and accompanying notes, this report presents certain required supplemental information concerning the Plan's progress in funding its obligations to provide pension benefits to members.

Assets and Liabilities

The reserves needed to finance retirement benefits are accumulated through the collection of pension contributions and through earnings from investments (net of investment expense). Below is a comparison balances for the current and previous two years:

	<u>2023</u>	<u>2022</u>	<u>2021</u>
Investments	\$ 86,728,080	\$ 83,062,344	\$ 103,559,035
Cash and cash equivalents	2,810,144	3,301,624	3,427,620
Receivables	5,074,066	173,452	80,451
Other assets	-	-	1,131,153
Total assets	<u>94,612,290</u>	<u>86,537,420</u>	<u>108,198,259</u>
Total liabilities	<u>4,968,715</u>	<u>155,780</u>	<u>317,294</u>
Net position restricted for pension benefits	<u>\$ 89,643,575</u>	<u>\$ 86,381,640</u>	<u>\$ 107,880,965</u>

Revenues (Additions to Plan Net Position)

There are two primary sources of funding for the Plan retirement benefits: Earnings from the investment of assets and pension contributions. Below is a comparison of sources of revenue for the current and two previous years.

	<u>2023</u>	<u>2022</u>	<u>2021</u>
Pension contributions	\$ 11,473,151	\$ 5,719,725	\$ 5,919,024
Net investment income (loss)	<u>8,615,138</u>	<u>(10,147,195)</u>	<u>15,030,835</u>
Total additions	<u>\$ 20,088,289</u>	<u>\$ (4,427,470)</u>	<u>\$ 20,949,859</u>

Golden Gate Transit Amalgamated Retirement Plan

Management's Discussion and Analysis (Unaudited)

December 31, 2023 and 2022

Expenses (Deductions From Plan Net Position)

The Plan was created to provide lifetime retirement annuities, survivor benefits and permanent disability benefits to qualified members and their beneficiaries. The cost of such programs includes recurring benefit payments, as designated by the plan and the cost of administering the system. Below is a comparison of selected current and prior year deductions:

	<u>2023</u>	<u>2022</u>	<u>2021</u>
Benefits	\$ 16,121,675	\$ 16,233,777	\$ 15,488,407
Administrative expenses	704,679	838,078	703,142
Total deductions	<u>\$ 16,826,354</u>	<u>\$ 17,071,855</u>	<u>\$ 16,191,549</u>

The Retirement Fund as a Whole

Our fiduciary net position increased for the year ended December 31, 2023, as a result of investment income and contributions exceeding benefits and operating costs. Investment returns were 10.9% for 2023 compared to (13.0)% return in 2022, as estimated by the Plan's investment managers. The Plan maintains a diversified investment portfolio and asset allocation that is structured to meet the long-term funding requirements of the Plan. Reflective of variations in the stock market, the three and five-year returns are 3.6% and 6.4%, respectively. This illustrates the importance of a long-term investment strategy incorporating structured diversification and a balanced investment portfolio. Our investment managers and advisors are closely monitoring our investment portfolio to minimize loss and provide sufficient investment earnings over the long term to meet or exceed actuarially assumed investment returns.

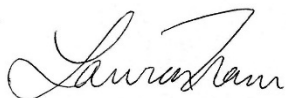
Requests for Information

This financial report is designed to provide the Retirement Board, our participants, the public, investment managers and creditors with a general overview of the Plan's finances and to demonstrate the plan's accountability for the funds under its stewardship.

Please address any questions about this report or requests for additional financial information to:

Golden Gate Transit – Amalgamated Retirement Plan
1600 Harbor Bay Parkway, Suite 200
Alameda, CA 94502

Respectfully submitted,



Retirement Administrator

Golden Gate Transit Amalgamated Retirement Plan

Statements of Fiduciary Net Position
December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
Assets		
Cash and cash equivalents	\$ 2,810,144	\$ 3,301,624
Investments, at fair value:		
Equities	33,612,268	31,719,890
Fixed income securities	18,344,142	25,361,219
Venture capital and partnerships	22,353,532	17,403,104
Real estate funds	12,418,138	8,578,131
Total investments	<u>86,728,080</u>	<u>83,062,344</u>
Receivables:		
Investment income	79,581	166,257
Securities sold	4,979,324	-
Other	15,161	7,195
Total receivables	<u>5,074,066</u>	<u>173,452</u>
Total assets	<u>94,612,290</u>	<u>86,537,420</u>
Liabilities		
Accounts payable and accrued expenses	39	120,465
Security purchases payable	4,968,676	35,315
Total liabilities	<u>4,968,715</u>	<u>155,780</u>
Net Position, Restricted for Pension Benefits	<u>\$ 89,643,575</u>	<u>\$ 86,381,640</u>

See notes to basic financial statements

Golden Gate Transit Amalgamated Retirement Plan

Statements of Changes in Fiduciary Net Position
Years Ended December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
Additions		
Employer contributions:		
Golden Gate Bridge, Highway & Transportation District	\$ 10,369,557	\$ 4,707,378
Amalgamated Transit Union Local 1575	-	17,028
Member contributions	<u>1,103,594</u>	<u>995,319</u>
Total contributions	<u>11,473,151</u>	<u>5,719,725</u>
Investment income:		
Net increase (decrease) in fair value of investments	7,457,042	(10,862,218)
Investment income	<u>1,194,609</u>	<u>881,342</u>
Total investment income (loss)	8,651,651	(9,980,876)
Less investment expenses:		
Bank custodial fees	(23,636)	(111,465)
Investment manager fees	<u>(12,877)</u>	<u>(54,854)</u>
Net investment income (loss)	<u>8,615,138</u>	<u>(10,147,195)</u>
Total additions (deductions)	<u>20,088,289</u>	<u>(4,427,470)</u>
Deductions		
Benefits paid to participants	16,121,675	16,233,777
Administrative expenses:		
Administrator	336,125	320,088
Professional services	285,135	438,049
Other expenses	<u>83,419</u>	<u>79,941</u>
Total administrative expenses	<u>704,679</u>	<u>838,078</u>
Total deductions	<u>16,826,354</u>	<u>17,071,855</u>
Net increase (or decrease) in net position	3,261,935	(21,499,325)
Net Position, Restricted for Pension Benefits, Beginning	<u>86,381,640</u>	<u>107,880,965</u>
Net Position, Restricted for Pension Benefits, Ending	<u>\$ 89,643,575</u>	<u>\$ 86,381,640</u>

See notes to basic financial statements

Golden Gate Transit Amalgamated Retirement Plan

Notes to Basic Financial Statements
December 31, 2023 and 2022

1. Description of the Plan

The following brief description of the Golden Gate Transit - Amalgamated Retirement Plan (the Plan) is provided for general information purposes only. Participants should refer to the plan agreement for more complete information.

General

The Plan was established January 1, 1973. A Board of Trustees (the Board) with three Trustees appointed by the Golden Gate Bridge, Highway and Transportation District and three Trustees appointed by a local division of the Amalgamated Transit Union (the Union) administers and is empowered to make amendments to the Plan. The Board has appointed a plan administrator who oversees the day-to-day operations of the Plan. It is a single-employer pension plan designed to provide retirement and certain other benefits to all non-probationary, full-time bus operator employees of the District, who are represented for collective bargaining purposes by the Union. Contributions to the Plan are made by the District and employees. There were approximately 606 (156 active and 450 inactive) and 617 (167 active and 450 inactive) members covered by the Plan on December 31, 2023 and 2022, respectively.

Pension Benefits

The amount of a member's retirement benefit is computed as a percentage (depending on length of service) of average final earnings. The Plan provides for retirement with reduced benefits for participants aged 50 to 65 if they have satisfied specified length of service requirements. Participants whose employment is terminated before retirement are entitled to termination benefits based upon the greater of (a) a percentage of covered earnings plus 5% interest or (b) cumulative contributions plus 6% interest.

A Special Payment Plan (SPP) provided that assets were set-aside for each active, full-time participant in annual amounts of \$2,000 plus accrued interest at 8% from 1999 through 2002. The amounts accumulated are fully vested after the participant's probationary period is completed (generally 90 days). The benefit is payable immediately on retirement, death or disability. A participant may elect to receive SPP benefits as a lump sum or as a monthly annuity.

Death and Disability Benefits

The spouse of a member who dies while actively employed will receive a 50% joint and survivor benefit if the member was eligible to retire or died in the line of duty. If the member was ineligible to retire but had 15 years of service, the spouse will receive a benefit of 25% of average final earnings. Beneficiaries of members with between 1 and 15 years of service receive a death benefit of 4% of total gross earnings while employed as a full-time bus operator, with interest at 5% compounded annually. Active full-time members with at least 10 years of service who become physically disqualified from their jobs are entitled to disability retirement benefits. The benefits are between 25% and 35% of average final earnings, depending on the length of service. If a member is disabled in the line of duty, the benefit will be 50% of average final earnings.

Golden Gate Transit Amalgamated Retirement Plan

Notes to Basic Financial Statements
December 31, 2023 and 2022

2. Summary of Significant Accounting Policies

The Plan follows the accounting principles and reporting guidelines as set forth by the Government Accounting Standards Board (GASB). The basic financial statements are prepared using the accrual basis of accounting. Plan member contributions are recognized in the period in which the contributions are due. Employer contributions are recognized when due and the employer has made a formal commitment to provide the contributions. Benefits and refunds are recognized when due and payable in accordance with the terms of the plan.

Use of Estimates in the Preparation of Financial Statements

The preparation of financial statements in conformity with accepted accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

Administrative Expenses

Administrative costs of the plan are paid from Plan assets.

3. Investments

The Board has entered into a custodial agreement with Northern Trust Corporation to hold, sell and purchase securities and to collect investment income for the Plan. The Board has established a policy for investing, specifying the following target allocations with a minimum and maximum range for each of these asset classes.

<u>Asset Class</u>	<u>Target</u>	<u>Minimum</u>	<u>Maximum</u>
Public US Equity	27.0 %	22.0 %	32.0 %
Public International Equity	13.0	8.0	18.0
Fixed Income	33.5	-	-
Core Fixed Income	14.5	9.5	19.5
Multi-Sector Bond	19.0	14.0	24.0
Private Debt	5.0	0.0	10.0
Real Estate	7.5	2.5	12.5
Private Equity	9.0	4.0	14.0
Infrastructure	5.0	0.0	10.0

The asset allocation is incorporated into the Plan's Board-adopted Investment Policy Statement effective May 16, 2024, which helps guide the manner in which the Plan invests. The Board has adopted a long-term investment horizon such that the chances and durations of investment losses are carefully weighed against the long-term potential for appreciation of assets. The assets of the Plan will be invested in a manner that provides the safeguards and diversity to which a prudent investor would adhere.

Golden Gate Transit Amalgamated Retirement Plan

Notes to Basic Financial Statements
December 31, 2023 and 2022

Credit Risk

Credit risk is the risk that an issuer or other counterparty to an investment will not fulfill its obligations. The Plan seeks to maintain a diversified portfolio of fixed income instruments in order to obtain the highest total return for the fund at an acceptable level of risk within this asset class. To control Credit Risk, the Board has established an investment policy specifying the target allocations with a minimum and maximum range for each asset class. At least quarterly, the Investment Consultant assesses the need to bring actual Plan asset allocations towards compliance with the targeted asset allocation ranges, considering the feasibility of such rebalancing.

The Plan had investments in mutual funds, bond funds classified as fixed income securities rated as follows:

	<u>2023</u>	<u>2022</u>
Average Credit Rating:		
AA & AA-	\$ 5,505,444	\$ 6,216,585
A & A-	6,310,778	12,541,749
BBB+	6,527,920	6,567,591

Custodial Credit Risk

Custodial credit risk for deposits is the risk that in the event of a financial institution's failure, the Plan would not be able to recover its deposits. Deposits are exposed to custodial credit risk if they are not insured or not collateralized. The Plan's deposits are not exposed to custodial credit risk as its deposits are eligible for and covered by *pass-through insurance* in accordance with applicable law and FDIC rules and regulations.

Custodial credit risk for investments is the risk that, in the event of the failure of the counterparty to a transaction, the Plan would not be able to recover the value of the investment or collateral securities that are in the possession of an outside party. Investment securities are exposed to custodial credit risk if the securities are uninsured, are not registered in the Plan's name and held by the counterparty. The Plan's investment securities are not exposed to custodial credit risk because all securities are held by the Plan's custodial bank in the Plan's name.

Concentration of Credit Risk

Concentration of credit risk is the risk of loss attributed to the magnitude of a government's investment in a single issuer. As of December 31, 2023 and 2022, the Plan did not hold any investments in any one issuer that represented more than 5% of the net position. The Plan's investment policy addresses this risk by placing limits on the amounts invested in specific types of investments, excluding investments issued or explicitly guaranteed by the U.S. government and pooled investments.

Golden Gate Transit Amalgamated Retirement Plan

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Interest Rate Risk

Interest rate risk is the risk that changes in interest rates will adversely affect the fair value of an investment. Duration is a measure of the price sensitivity of a fixed income portfolio to changes in interest rates. It is calculated as the weighted average time to receive a bond's coupon and principal payments. The longer the duration of a portfolio, the greater its price sensitivity to changes in interest rates. The Plan manages interest rate risk by investing in commingled pools with diversified portfolios. At December 31, 2023, \$20,053,501 was exposed to interest rate risk, all with maturities less than one year. At December 31, 2022, \$27,249,074 was exposed to interest rate risk, all with maturities less than one year.

Fair Value of Investments

As of December 31, 2023, the Plan had the following fair value of investments:

	<u>Total</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
Equities	\$ 3,881,096	\$ 3,881,096	\$ -	\$ -
Fixed income	6,310,778	6,310,778	-	-
Venture capital and partnerships	22,353,532	-	-	22,353,532
Total	<u>\$ 32,545,406</u>	<u>\$ 10,191,874</u>	<u>\$ -</u>	<u>\$ 22,353,532</u>

As of December 31, 2022, the Plan had the following fair value of investments:

	<u>Total</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
Equities	\$ 3,693,368	\$ 3,693,368	\$ -	\$ -
Fixed income	6,735,156	6,735,156	-	-
Venture capital and partnerships	17,403,104	-	-	17,403,104
Total	<u>\$ 27,831,628</u>	<u>\$ 10,428,524</u>	<u>\$ -</u>	<u>\$ 17,403,104</u>

The Plan categorizes its fair value measurements within the fair value hierarchy established by generally accepted accounting principles. The hierarchy is based on the valuation inputs used to measure the fair value of the asset. Level 1 inputs are quoted prices in active markets for identical assets; Level 2 inputs are significant other observable inputs; Level 3 inputs are significant unobservable inputs.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observables and minimize the use of unobservable inputs.

- Equity and debt securities classified in Level 1 are valued using prices quoted in active markets for those securities.
- Investments classified as Level 2 valued using prices based upon identical or similar assets that are observable either directly or indirectly.

Golden Gate Transit Amalgamated Retirement Plan

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- The level 3 investments are valued based on a manual method using pricing provided by various sources such as the issuer, investment manager, fund accountant, etc.
- Mutual funds, money market funds and exchange traded funds are valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price.

Following is a description of investments objectives for investments valued at Net Asset Value by investment category:

Investments Presented at Net Asset Value

Investee Investment Strategy / Objective	2023	2022	Liquidity	Notice
Equities				
Seeks to match the performance and overall characteristics of the MSCI ACWI ex-U.S. index in a risk-controlled, cost-effective manner.	\$ 4,283,638	\$ 3,694,271	Daily	2 days
Seeks to invest in foreign companies with above-average returns on equity, strong balance sheets and consistent, above-average earnings growth, resulting in a focused portfolio of leading companies.	4,225,800	3,235,103	Daily	1 day
Seeks to achieve the returns of the Russell 3000 index with the dual objectives of preserving value and managing risk.	21,221,734	21,097,148	Daily	1 day
Subtotal	29,731,172	28,026,522		
Fixed Income				
Seeks current income with a secondary objective of long-term capital appreciation.	6,527,920	6,567,591	Daily	1 day
Invests primarily in a diversified portfolio of intermediate term, high-quality bonds.	5,505,444	6,216,585	Daily	same day
Invests in hedged positions primarily constructed out of convertible bonds and US stocks, along with asset class exposure generated by futures positions. It seeks to add consistent alpha above its benchmark, BBG US Aggregate Bond Index.	-	5,841,887	Monthly	5 days prior if <5% of capital, 60 days prior if >50% of capital
Subtotal	12,033,364	18,626,063		

Golden Gate Transit Amalgamated Retirement Plan

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Investee Investment Strategy / Objective	2023	2022	Liquidity	Notice
Real Estate				
Perpetual, open-ended, commingled fund having as its primary investment objective the making of control and control-oriented infrastructure investments, as well as investments in public-private partnership infrastructure projects, in each case within the "Core+" or "Core" space and principally in North America.	\$ 5,000,000	\$ -	Lock up period following the later of: the three-year anniversary of the date on which a Limited Partner acquires Units; and the six-year anniversary of the date of the Initial Closing; then Quarterly	Post lock up period: 90 days
Invests in in core, well-leased, operating properties with a focus on income generation.	2,020,197	2,337,935	Quarterly	90 days
Invests in Core+ real estate fund targeting high-quality real estate assets in major cities across the U.S. and Canada.	<u>5,397,941</u>	<u>6,240,196</u>	Quarterly	90 days
Subtotal	<u>12,418,138</u>	<u>8,578,131</u>		
Total	<u>\$ 54,182,674</u>	<u>\$ 55,230,716</u>		

4. Cash and Equivalents

In addition to cash maintained in a checking account for operating expenses, the Plan has an arrangement with Northern Trust that all uninvested assets in the Trustee's custody be transferred daily to a money market fund. As of December 31, 2023 and 2022, total money market assets were \$2,810,000 and \$3,302,000, respectively. Substantially all balances exceed FDIC insurance.

5. Contributions

Contribution Rates

The District's contributions to the Plan are derived as a result of collective bargaining with Amalgamated Transit Union Local No. 1575. The memorandum of understanding (MOU) effective March 30, 2021 as amended by the tentative agreement effective February 19, 2022 provided an increase in the District's contribution from 32.5% to 34.5% of the gross earnings of each full-time bus operator's. Bus operators hired before January 1, 2016, will pay 7% of wages as a contribution to the Plan. Bus operators hired on or after January 1, 2016 (PEPRA employees), will pay 8.25% of wages as a contribution to the Plan.

Golden Gate Transit Amalgamated Retirement Plan

Notes to Basic Financial Statements
December 31, 2023 and 2022

Funding Status and Method

The Plan's actuarial funded ratio as of January 1, 2024, was 62.68%. The Plan's actuary uses three-year smoothing of market gains and losses to derive the actuarial value of assets. The actuarial value of assets as of January 1, 2024, was \$93.864 million.

Actuarial valuations of an ongoing plan involve estimates of the value of reported amounts and assumptions about the probability of occurrence of events far into the future. Examples include assumptions about future employment, mortality, inflation and investment returns. Amounts determined regarding the funded status of the plan and the annual required contributions of the employer are subject to continual revisions as actual results are compared with past expectations and new estimates are made about the future.

6. Net Pension Liability

The net pension liability is measured as the total pension liability less the amount of the pension plan's fiduciary net position. The net pension liability is an accounting measurement for financial statement reporting purposes. The components of net pension liability as of December 31, 2023 and 2022 are as follows:

	<u>2023</u>	<u>2022</u>
Total pension liability	\$ 257,230,000	\$ 250,194,000
Plan fiduciary net position	<u>89,644,000</u>	<u>86,382,000</u>
Net pension liability	<u>\$ 167,586,000</u>	<u>\$ 163,812,000</u>
Fiduciary net position as a percentage of total pension liability	34.85%	34.53%

The total pension liability for 2023 is measured as of a valuation date of January 1, 2024. The total pension liability for 2022 is measured as of a valuation date of January 1, 2023.

Actuarial Assumptions

In preparing an actuarial valuation, the actuary employs generally accepted actuarial methods and assumptions to evaluate the Plan's assets, liabilities and future contribution requirements. The actuary utilizes member data and financial information provided by the Plan with economic and demographic assumptions made about the future to estimate the Plan's financial status as of a specified point in time. Examples of estimates include assumptions about future employment, mortality, future investment returns, future salary increases, expected retirements and other relevant factors. Actuarial determined amounts are subject to continual review or modification.

The actuarial assumptions used in the actuarial value reports as of January 1, 2023 and 2024 were based on an actuarial experience study performed covering the period January 1, 2011 through December 31, 2016, with the exception of the discount rate and the administrative expense rate. Key methods and assumptions used in the latest actuarial valuation and the total pension liability are as follows:

Golden Gate Transit Amalgamated Retirement Plan

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Key Assumptions Used in Annual Actuarial Valuation and Total Pension Liability

Measurement Date	December 31, 2022	December 31, 2023
Discount Rate	4.34%	4.08%
Inflation	2.75%	2.75%
Amortization Growth Rate	3.25%	3.25%
Salary Increases	3.25% plus additional 6% in final year before retirement	3.25% plus additional 6% in final year before retirement
COLA Increases	0%	0%
Investment Rate of Return	6.25%, net of investment expenses	6.25%, net of investment expenses
Postretirement Mortality	Sex distinct RP-2014 Healthy Annuitant Table with Blue Collar adjustment and generational improvements from a base year of 2014 using Scale MP-2016	Sex distinct RP-2014 Healthy Annuitant Table with Blue Collar adjustment and generational improvements from a base year of 2014 using Scale MP-2016
Preretirement Mortality	Sex distinct RP-2014 Employee Table with Blue Collar adjustment and generational improvements from a base year of 2014 using Scale MP-2016	Sex distinct RP-2014 Employee Table with Blue Collar adjustment and generational improvements from a base year of 2014 using Scale MP-2016
Disabled Mortality	Sex distinct RP-2014 Disabled Retiree Table with generational improvements from a base year of 2014 using Scale MP-2016	Sex distinct RP-2014 Disabled Retiree Table with generational improvements from a base year of 2014 using Scale MP-2016
Expectation	For 2023, payroll is expected to continue to be lower than usual as a result of COVID-19 related schedule changes. Projected benefits and Service Cost calculations for calendar year 2023 have been based on actual payroll amounts for the first three months of the calendar year.	For 2024, projected benefits and Service Cost calculations for calendar year 2024 have been based on actual payroll amounts for the first three months of the calendar year annualized

Golden Gate Transit Amalgamated Retirement Plan

Notes to Basic Financial Statements
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Sensitivity Analysis

The following is a sensitivity analysis of the net pension liability (asset) to changes in the discount rate. The following presents the pension liability of the Plan calculated using the current discount rate as well as what the net pension liability would be if it were to be calculated using a discount rate that is 1-percentage point lower or 1-percentage point higher than the current rate.

The sensitivity analysis for the years ended December 31, 2023 and 2022 follows:

	1% Decrease 3.08%	Discount Rate 4.08%	1% Increase 5.08%
Total pension liability	\$ 286,551,000	\$ 257,230,000	\$ 232,665,000
Plan fiduciary plan position	89,644,000	89,644,000	89,644,000
Net pension liability - 2023	\$ 196,907,000	\$ 167,586,000	\$ 143,021,000
Plan fiduciary net position as a percentage of total pension liability	31.3%	34.8%	38.5%
	1% Decrease 3.34%	Discount Rate 4.34%	1% Increase 5.34%
Total pension liability	\$ 277,718,000	\$ 250,194,000	\$ 225,268,000
Plan fiduciary plan position	86,382,000	86,382,000	86,382,000
Net pension liability - 2022	\$ 191,336,000	\$ 163,812,000	\$ 138,886,000
Plan fiduciary net position as a percentage of total pension liability	31.1%	34.5%	38.3.6%

Money Weighted Rate of Return

The annual money-weighted rate of return achieved on pension plan investments, net of investment expense, was 10.9% and (13.0)% for the years ended December 31, 2023 and 2022, respectively. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts invested.

Long-Term Expected Real Rate of Return

The long-term expected rate of return on pension plan investments was calculated using an asset managers survey conducted by Allan Biller and Associates Investment Consultants, which collected input from over 30 organizations. A robust statistical process was used to aggregate the data and reduce sensitivity to outlier views. The survey captured expectations for specific asset classes like stocks and bonds and extracted a consensus on relative asset class performance, such as large cap versus small cap. Projected volatilities were based on 25 years of historical returns, and the returns for private asset classes were unsmoothed to eliminate the impact of appraisal-based prices on volatility.

These assumptions were converted into nominal assumptions by adding inflation and then combined by weighing them by the target asset allocation percentages. Finally, the portfolio expected return is converted into a geometric expected return using assumed asset class standard deviations and correlations.

Golden Gate Transit Amalgamated Retirement Plan

Notes to Basic Financial Statements

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The expected investment arithmetic rate of return assumption for each major asset class are summarized in the table below:

<u>Asset Class</u>	<u>Target Allocation</u>	<u>Long-Term Expected Real Rate of Return</u>
U.S. Equity	25.00 %	4.24 %
International Equity	12.50	4.61
Core Fixed Income	12.50	2.08
Multi-Sector Bond	15.00	2.83
Private debt	8.50	5.90
Real Estate	7.50	4.06
Private Equity	9.00	6.25
Infrastructure	5.00	4.43
Multi-Asset (Risk Parity)	<u>5.00</u>	3.87
Total	<u><u>100 %</u></u>	

The aggregate long-term expected arithmetic real rate of return is 4.42%. The nominal long-term geometric rate of return is 6.82%

Discount Rate

The discount rate used to measure the Total Pension Liability was 4.08%. This discount rate is intended to be used for accounting and financial reporting but is not appropriate for estimating the price to settle the Plan's liability.

The projection of cash flows used to determine the discount rate assumed that the District would contribute to the Plan according to the rates agreed to in the most recent bargaining agreement. Pursuant to that policy, the employer contribution rate increased from 32.50% to 34.50% of pay effective March 2022. The contribution rate for employees not covered by PEPRA is 7.00% as of January 1, 2018 with no further increases scheduled. The employee contribution rate for PEPRA members is required to be 50% of the normal cost of their benefits (rounded to the nearest 0.25%), but the rate does not change unless the normal costs changes by at least 1% of pay. For the preliminary January 1, 2024 actuarial valuation, the normal cost for PEPRA employees is 14.99% under current valuation assumptions, and thus the contribution rate for PEPRA employees will be lowered to 7.50% of pay as of January 1, 2024, since the total normal cost rate decreased by more than 1% since it was last set (16.32% as of the January 1, 2022 actuarial valuation).

The total contribution rate for employees not covered by PEPRA (41.50% of pay), exceeds the annual normal cost plus the expected administrative expenses of the Plan for current members (15.56%) by nearly 26% of payroll. Similarly, the total contribution rate for employees covered by PEPRA (42.00%) exceeds the annual normal cost plus the expected administrative expenses of the Plan for current and new members (14.99%) by 27% of payroll. However, due to the significant negative net cash flow projected for each year, these contributions are not expected to be sufficient to maintain a positive Fiduciary Net Position using the cash flow projections required by GASB 67.

Based on these assumptions, the Plan's Fiduciary Net Position was projected to be available to make future benefit payments for current members through fiscal year end 2037, at which point only a portion of the benefit payments can be made from the projected Fiduciary Net Position. Therefore, projected benefit payments through FYE 2037 are discounted at the long-term expected return on assets of 6.75% to the extent the Fiduciary Net Position is available to make payments, and at the municipal bond rate of 3.26% for the portion of benefits not covered by the projected Fiduciary Net Position in fiscal year end 2037 and later.

Golden Gate Transit Amalgamated Retirement Plan

Notes to Basic Financial Statements
December 31, 2023 and 2022

Consequently, the single equivalent rate used to determine the Total Pension Liability as of December 31, 2023 is 4.08%.

The discount rate of 4.34% was used to measure the total pension liability as of December 31, 2022. The projection of cash flows used to determine the discount rate assumes the employer and employee contributions will be made at the rates agreed-upon in the latest bargaining agreement. Based on these assumptions, the Plan's fiduciary net position was projected to be available to make projected future benefit payments for current members through 2035, at which point only a portion of the benefit payments can be made from the projected fiduciary net position. Therefore, projected benefit payments through 2035 are discounted at the long-term expected return on assets of 6.75% to the extent the fiduciary net position is available to make payments, and at the municipal bond rate of 3.72% for the portion of benefits not covered by the projected fiduciary net position in 2035 and later. Consequently, the single equivalent rate used to determine the total pension liability as of December 31, 2022 is 4.34%.

7. Priorities Upon Termination of the Plan

In the event of termination of the Plan, its net assets are to be allocated according to the following priorities:

- To provide retirement benefits to those who have retired in order of their dates of retirement.
- To provide retirement benefits to those that have not retired, but have vested retirement benefits, in order of age.
- All other participants whose benefits have not vested. The basis for proration shall be the number of years-credited service under the Plan.

8. Tax Status

The Internal Revenue Service issued a favorable determination letter on November 18, 2016, in which they stated that the plan, as designed, is in compliance with the applicable requirements of the Internal Revenue Code.

9. Special Payment Plan

Accumulated benefits computed to be set aside as of December 31, 2023 and 2022, were approximately \$748,102 and \$748,102, respectively. The last contribution was made on December 31, 2002. The accounts of the employees who participated in the Special Payment Plan during the life of the 1999 MOU will have their balances increase each year at a rate established by the Plan's trustees.

10. Risk Management

The Plan is exposed to various risks of loss related to torts, theft of, and damage to, and destruction of assets, injuries to employees and errors and omissions.

The Plan has purchased the following insurance policies from commercial carriers. A trustee fiduciary liability policy with a limit of \$5,000,000; an employee dishonesty policy with a \$500,000 limit; a cyber insurance policy with a limit of \$2,000,000 and a business liability policy with a limit of \$1,000,000.

REQUIRED SUPPLEMENTARY INFORMATION

Golden Gate Transit Amalgamated Retirement Plan

Schedule of Changes in Net Pension Liability and Related Ratios (Dollars in Thousands) (Unaudited)

December 31, 2023 and 2022

	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
Total Pension Liability										
Service cost	\$ 3,511	\$ 1,996	\$ 2,288	\$ 3,855	\$ 5,188	\$ 5,070	\$ 5,169	\$ 3,573	\$ 3,509	\$ 3,174
Interest on the total pension liability	10,588	13,561	13,562	13,353	11,863	11,479	11,151	10,686	11,662	11,277
Change of benefit terms	(5,441)	-	-	-	(1,453)	-	-	-	-	-
Difference between expected and actual experience	7,277	(4,820)	139	1,560	3,433	2,941	-	5,746	-	1,395
Change of assumptions	7,223	54,959	-	-	(31,465)	(1,589)	(3,552)	16,918	29,833	-
Benefit payments, including refunds of member contributions	(16,122)	(16,234)	(15,488)	(14,542)	(13,972)	(13,292)	(12,763)	(12,184)	(11,202)	(10,613)
Net change in total pension liability	7,036	49,462	501	4,226	(26,406)	4,609	5	24,739	33,802	5,233
Total pension liability, beginning of year	250,194	200,732	200,231	196,005	222,411	217,802	217,797	193,058	159,256	154,023
Total pension liability, end of year (a)	<u>\$ 257,230</u>	<u>\$ 250,194</u>	<u>\$ 200,732</u>	<u>\$ 200,231</u>	<u>\$ 196,005</u>	<u>\$ 222,411</u>	<u>\$ 217,802</u>	<u>\$ 217,797</u>	<u>\$ 193,058</u>	<u>\$ 159,256</u>
Plan Fiduciary Net Position										
Contributions, employer	\$ 10,370	\$ 4,724	\$ 4,892	\$ 5,863	\$ 4,927	\$ 5,046	\$ 4,584	\$ 4,174	\$ 3,967	\$ 3,635
Contributions, member	1,104	995	1,027	1,385	1,594	1,636	1,115	804	622	420
Net investment income	8,615	(10,146)	15,030	6,832	14,010	(6,568)	13,452	7,220	(835)	8,263
Benefit payments, including refunds of member contributions	(16,122)	(16,234)	(15,488)	(14,542)	(13,972)	(13,292)	(12,840)	(12,184)	(11,202)	(10,613)
Administrative expenses	(705)	(838)	(703)	(797)	(751)	(616)	(517)	(410)	(494)	(439)
Net change in fiduciary net position	3,262	(21,499)	4,758	(1,259)	5,808	(13,794)	5,794	(396)	(7,942)	1,266
Plan fiduciary net position, beginning of year	86,382	107,881	103,123	104,382	98,574	112,368	106,574	106,970	114,912	113,646
Plan fiduciary net position, end of year (b)	<u>\$ 89,644</u>	<u>\$ 86,382</u>	<u>\$ 107,881</u>	<u>\$ 103,123</u>	<u>\$ 104,382</u>	<u>\$ 98,574</u>	<u>\$ 112,368</u>	<u>\$ 106,574</u>	<u>\$ 106,970</u>	<u>\$ 114,912</u>
Net pension liability, ending (a) - (b)	<u>\$ 167,586</u>	<u>\$ 163,812</u>	<u>\$ 92,851</u>	<u>\$ 97,108</u>	<u>\$ 91,623</u>	<u>\$ 123,837</u>	<u>\$ 105,434</u>	<u>\$ 111,223</u>	<u>\$ 86,088</u>	<u>\$ 44,344</u>
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	34.85%	34.53%	53.74%	51.50%	53.25%	44.32%	51.59%	48.93%	55.41%	72.16%
Covered Member Payroll	15,047	13,153	15,085	19,332	22,248	23,393	22,875	22,713	22,327	21,278
Plan Net Pension Liability as a Percentage of Covered Member Payroll	1113.75%	1245.43%	615.52%	502.32%	411.83%	529.38%	460.91%	489.69%	385.58%	208.40%

See notes to required supplementary information

Golden Gate Transit Amalgamated Retirement Plan

Schedule of Employer Contributions (Dollars in Thousands) (Unaudited)
Years Ended December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>
Actuarially determined contribution	\$ 9,791	\$ 9,263	\$ 8,825	\$ 6,961	\$ 7,925
Employer contributions recognized	<u>10,370</u>	<u>4,724</u>	<u>4,892</u>	<u>5,863</u>	<u>4,927</u>
Contribution deficiency (excess)	<u>\$ (579)</u>	<u>\$ 4,539</u>	<u>\$ 3,933</u>	<u>\$ 1,098</u>	<u>\$ 2,998</u>
Covered-member payroll	\$ 15,047	\$ 13,153	\$ 15,085	\$ 19,332	\$ 22,248
Contributions as a percentage of covered-member payroll	68.92%	35.92%	32.43%	30.33%	22.15%
	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>	<u>2014</u>
Actuarially determined contribution	\$ 7,771	\$ 8,095	\$ 6,666	\$ 6,666	\$ 6,351
Employer contributions recognized	<u>5,046</u>	<u>4,583</u>	<u>4,174</u>	<u>3,967</u>	<u>3,635</u>
Contribution deficiency (excess)	<u>\$ 2,725</u>	<u>\$ 3,512</u>	<u>\$ 2,492</u>	<u>\$ 2,699</u>	<u>\$ 2,716</u>
Covered-member payroll	\$ 23,393	\$ 22,875	\$ 22,713	\$ 22,327	\$ 21,278
Contributions as a percentage of covered-member payroll	21.57%	20.03%	18.38%	17.77%	17.08%

See notes to required supplementary information

Golden Gate Transit Amalgamated Retirement Plan

Notes to Required Supplementary Information (Unaudited)

December 31, 2023 and 2022

The Schedule of Investment Returns at December 31 is as follows:

<u>December 31,</u>	<u>Annual Money-Weighted Rate of Return, Net of Investment Expenses</u>
2023	10.90 %
2022	(13.00)
2021	14.00
2020	6.70
2019	14.60
2018	(6.50)
2017	13.50
2016	7.40
2015	(0.77)
2014	7.50
2013	17.40

A. Schedule of Change in Net Pension Liability and Related Ratios

The total pension liability contained in this schedule was obtained from the Plan's actuary, Cheiron. Changes in the assumed discount rates resulted in an increase in the total pension liability by \$7,223,000 and \$54,959,000 for 2023 and 2024, respectively.

B. Schedule of Investment Returns

The money-weighted return expresses investment performance, net of investment expense, adjusted for the changing amounts invested.

C. Actuarial Methods and Assumptions

The information presented in the required supplementary schedules was determined as part of the actuarial valuation at the date indicated.

Golden Gate Transit Amalgamated Retirement Plan

Notes to Required Supplementary Information (Unaudited)

Years Ended December 31, 2023 and 2022

Key Methods and Assumptions Used to Compute Actuarially Determined Contribution Rates:

	2014	2015	2016	2017
Valuation Date	January 1, 2013 and January 1, 2015	January 1, 2015 updated to December 31, 2015	January 1, 2017	January 1, 2017
Timing	Actuarially determined contribution rates are calculated based on annual actuarial valuations	Actuarially determined contribution rates are calculated based on annual actuarial valuations	Actuarially determined contribution rates are calculated based on annual actuarial valuations	Actuarially determined contribution rates are calculated based on annual actuarial valuations
Actuarial Cost Method	Entry age	Entry age	Entry age	Entry age
Asset Valuation Method	3-year smoothed market, subject to 80%/120% corridor	3-year smoothed market, subject to 80%/120% corridor	3-year smoothed market, subject to 80%/120% corridor	3-year smoothed market, subject to 80%/120% corridor
Amortization Method	All unfunded liability charges are amortized over a rolling 20-year period as a level percentage of payroll	All unfunded liability charges are amortized over a rolling 20-year period as a level percentage of payroll	All unfunded liability charges are amortized over a rolling 20-year period as a level percentage of payroll	All unfunded liability charges are amortized over a rolling 20-year period as a level percentage of payroll
Discount Rate	7.50%	5.66%	7.00%	7.00%
Administrative Expenses			2.00% of payroll	
Amortization Growth Rate	3.75%	3.75%	3.25%	3.25%
Price Inflation	3.75%	3.75%	2.75%	3.25%
Salary Increases	4.5% per year, with an additional 6% increase in the year of retirement	4.5% per year, with an additional 6% increase in the year of retirement	7.5% per year for first two years, 2.5% for next two years 1% for following year and 0% thereafter. Members are assumed to earn an additional 6% increase in the year of retirement. In addition, annual adjustments in pay due to the cost of living will equal CPI, for an additional increase of	3.25% plus merit component based on years of service, and an additional 6% in final year before retirement
Total Wage Inflation			Wages inflation for amortization of unfunded actuarial liability assumed to be 3.25% per year	
Healthy Mortality				Sex distinct RP-2014 Employee Table with Blue Collar adjustment and generational improvements from a base year of 2014 using Scale MP-2016 for active members. Sex distinct RP-2014 Healthy Annuitant Table with Blue Collar Mortality adjustment and generational improvements from a base year of 2014 using Scale MP-2016 for retired members and their beneficiaries.
Disabled Mortality				Sex distinct RP-2014 Disabled Retiree Table generational improvements from a base year of 2014 using Scale MP-2016.
Mortality	Sex distinct RP-2000 Consumer Blue Collar Mortality projected to 2020 using Scale AA	Sex distinct RP-2000 Consumer Blue Collar Mortality projected to 2020 using Scale AA	Sex distinct RP-2014 Disabled Retiree Table generational improvements from a base year of 2014 using Scale MP-2016.	

Golden Gate Transit Amalgamated Retirement

Notes to Required Supplementary Information (Unaudited)
Years Ended December 31, 2023 and 2022

Key Methods and Assumptions Used to Compute Actuari

	2018-2021	2022	2023
Valuation Date	January 1, 2018, 2019, 2020 and 2021	January 1, 2022	January 1, 2023
Timing	Actuarially determined contribution rates are calculated based on annual actuarial valuations	Actuarially determined contribution rates are calculated based on annual actuarial valuations	Actuarially determined contribution rates are calculated based on annual actuarial valuations
Actuarial Cost Method	Entry age	Entry age	Entry age
Asset Valuation Method	3-year smoothed market, subject to 80%/120% corridor	3-year smoothed market, subject to 80%/120% corridor	3-year smoothed market, subject to 80%/120% corridor
Amortization Method	All unfunded liability charges are amortized over a rolling 20-year period as a level percentage of payroll	All unfunded liability charges are amortized over a rolling 20-year period as a level percentage of payroll	Closed 20-year amortization of the UAL as of January 1, 2020 and 20-year amortization layers of new sources of UAL starting January 1, 2021.
Discount Rate	7.00%	4.34%	4.08%
Administrative Expenses			
Amortization Growth Rate	3.25%	3.25%	3.25%
Price Inflation	2.75%	2.75%	2.75%
Salary Increases	3.25% plus merit component based on years of service, and an additional 6% in final year before retirement	3.25% plus merit component based on years of service, and an additional 6% in final year before retirement	3.25% plus merit component based on years of service, and an additional 6% in final year before retirement
Total Wage Inflation			
Healthy Mortality	Sex distinct RP-2014 Employee Table with Blue Collar adjustment and generational improvements from a base year of 2014 using Scale MP-2016 for active members.	Sex distinct RP-2014 Employee Table with Blue Collar adjustment and generational improvements from a base year of 2014 using Scale MP-2016 for active members.	Sex distinct RP-2014 Employee Table with Blue Collar adjustment and generational improvements from a base year of 2014 using Scale MP-2016 for active members.
	Sex distinct RP-2014 Healthy Annuitant Table with Blue Collar Mortality adjustment and generational improvements from a base year of 2014 using Scale MP-2016 for retired members and their beneficiaries.	Sex distinct RP-2014 Healthy Annuitant Table with Blue Collar Mortality adjustment and generational improvements from a base year of 2014 using Scale MP-2016 for retired members and their beneficiaries.	Sex distinct RP-2014 Healthy Annuitant Table with Blue Collar Mortality adjustment and generational improvements from a base year of 2014 using Scale MP-2016 for retired members and their beneficiaries.
Disabled Mortality	Sex distinct RP-2014 Disabled Retiree Table generational improvements from a base year of 2014 using Scale MP-2016.	Sex distinct RP-2014 Disabled Retiree Table generational improvements from a base year of 2014 using Scale MP-2016.	Sex distinct RP-2014 Disabled Retiree Table generational improvements from a base year of 2014 using Scale MP-2016.
Mortality			



2025 PROPOSED PENSION MEETING SCHEDULE

Q-1, 2025

Thursday, February 13th beginning at 2pm

Q-2, 2025

Thursday, May 15th beginning at 2pm

Q-3, 2025

Thursday, August 14th beginning at 2pm

Q-4, 2025

Thursday, November 13th beginning at 11am