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February 12, 2026

Jake Winship
Actuarial Manager
Oregon PERS

Re: GASB 75 Employer Reporting for June 30, 2025 Measurement Date

Dear Jake,

As requested, we prepared the attached exhibits to assist the Oregon Public Employees Retirement System (“PERS” or “the System”) in providing financial reporting information for Other Postemployment Benefits (OPEB) to participating employers using a June 30, 2025 Measurement Date. We understand PERS will provide employers the information needed to assist them in fulfilling Governmental Accounting Standards Board Statement No. 75 (GASB 75) reporting requirements. Under GASB 75, System financial reporting information using a June 30, 2025 Measurement Date can be used in employer ACFR disclosures for fiscal year-end dates up to June 30, 2026.

The attached exhibits also are intended to assist the System’s auditor in reviewing the development of financial reporting information.

Information is provided for GASB 75 reporting for both the Retiree Health Insurance Account (RHIA) and the Retiree Health Insurance Premium Account (RHIPA) programs. Based on discussions with PERS and the System’s auditors, we understand that RHIA is considered a cost-sharing multiple-employer OPEB plan under GASB standards, while RHIPA is considered a single-employer OPEB plan for the State. The information provided for the two programs varies according to the different requirements for cost-sharing multiple-employer versus single-employer plans under GASB 75.

The attached exhibits are:

- Exhibit A: RHIA Collective OPEB Expense
- Exhibit B: RHIA Schedule of Collective Deferred Outflows/(Inflows) of Resources
- Exhibit C: RHIA Proportionate Share and Net OPEB Liability/(Asset) by Employer
- Exhibit D: RHIA Schedule of OPEB Amounts by Employer
- Exhibit E: RHIA Deferred Outflows/(Inflows) for Employer-Specific Adjustments
- Exhibit F: RHIA Amortization Schedules for Employer-Specific Deferred Outflows/(Inflows)
- Exhibit G: RHIPA OPEB Expense
- Exhibit H: RHIPA Schedule of Deferred Outflows/(Inflows) of Resources



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Exhibit A shows the development of the RHIA “Collective OPEB Expense” for the Measurement Period from July 1, 2024 to June 30, 2025. Exhibit B summarizes the deferred amounts relevant to the calculation of the RHIA Collective OPEB Expense for the Measurement Period. Because RHIA is considered a cost-sharing multiple-employer OPEB plan under GASB 75, all contributing employers are required to recognize a proportionate share of the Collective OPEB Expense.

Exhibits G and H provide similar information for the RHIPA program, but these are not “collective” amounts and will not be recognized by all PERS employers. Instead, we understand the State will fully reflect the RHIPA OPEB expense and the relevant deferred amounts in its financial reporting.

The actuarial basis used to develop the RHIA Collective OPEB Expense and the RHIPA OPEB Expense is identical to that used in preparing System financial reporting information as of June 30, 2025 under GASB 74, as described in our November 13, 2025 letter.

Exhibit C develops each employer’s proportion of collective RHIA amounts at both the current and prior Measurement Date and lists each employer’s proportionate share of the RHIA Net OPEB Liability / (Asset) at each date. In this exhibit, an employer’s proportionate share for RHIA has been determined based on the employer’s valuation payroll for the December 31, 2023 Actuarial Valuation used to develop the GASB 74 financial reporting results. The collective RHIA Net OPEB Liability / (Asset) for the System is shown in the table below, which comes from our November 13, 2025 letter providing GASB 74 results for RHIA.

RHIA Net OPEB Liability (Asset)	Measurement Date	
	June 30, 2024	June 30, 2025
Total OPEB liability	\$ 334,915,872	\$ 319,562,787
Fiduciary net position	<u>738,824,378</u>	<u>766,666,727</u>
Net OPEB liability (asset)	(\$ 403,908,506)	(\$ 447,103,940)

Note that the sum of the Net OPEB Liability / (Asset) allocated to employers on Exhibit C differs slightly from the amounts in the table due to rounding.

Exhibit D summarizes key information needed for GASB 75 reporting by employer. There are 821 employers included on this listing. The exhibit includes each employer’s proportionate share of the RHIA Net OPEB Liability, Collective OPEB Expense, and Deferred Outflows and Inflows of Resources. In addition, the exhibit also shows expense and deferred amounts arising due to employer-specific adjustments described in Paragraphs 64 and 65 of GASB 75. These adjustments arise when an employer’s proportion (stated as a percentage) changes from one Measurement Date to another or when the employer’s contributions during the Measurement Period (as reported to us by PERS) differ from the employer’s proportionate share of all System contributions during the period. Amounts arising from these two sources of employer adjustments are shown separately on the exhibit.



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Note that, because all employer contributions received during the Measurement Period from July 1, 2024 to June 30, 2025 were attributable to subject salary earned prior to July 1, 2023 (when there last was a non-zero employer contribution for RHIA), as discussed with PERS, we have reflected \$0 contributions during the Measurement Period for purposes of developing GASB 75 results. As a result, the second potential source of employer-specific adjustment (Paragraph 65) is zero for all employers.

The information from Exhibit D will be provided in a separate one-page schedule for each listed employer. We understand PERS will distribute the additional schedules to employers.

Exhibit E shows the detailed development of the deferred amounts arising during the Measurement Period due to employer-specific adjustments under Paragraphs 64 and 65 of GASB 75.

Exhibit F lists all outstanding deferral bases associated with employer-specific adjustments. Each deferral base in this schedule is identified as attributable to a change in proportion (Paragraph 64). No bases are shown for a difference in employer's contributions (Paragraph 65) because, as noted above, contributions for the Measurement Period were considered to be \$0 for GASB 75 purposes. Therefore, there is no difference between actual contributions and the proportionate share of contributions for the measurement period. This exhibit provides the detail behind the summary amounts related to employer-specific adjustments shown on Exhibit D.

Measurement Date and Reporting Date Timing

The results contained in the attached exhibits were developed as of a June 30, 2025 Measurement Date, based on an Actuarial Valuation Date of December 31, 2023.

An employer's Reporting Date under GASB 75 is the employer's fiscal year-end. However, the information reported as of that date can be based on a Measurement Date up to 12 months earlier. There is an additional constraint that the Actuarial Valuation Date can be no more than 30 months prior to the Reporting Date.

For PERS employers with a June 30 fiscal year-end, the information contained in the attached exhibits can be used for a GASB 75 Reporting Date of June 30, 2026, because it satisfies both prongs of the timing requirements: the Measurement Date (June 30, 2025) is no more than 12 months prior to the Reporting Date and the Actuarial Valuation Date (December 31, 2023) is no more than 30 months prior to the Reporting Date.

PERS employers with other than a June 30 fiscal year-end will need to map these results to the appropriate Reporting Date to comply with GASB's timing requirements. For example, an employer with a December 31, 2025 Reporting Date should use the results developed at the June 30, 2025 Measurement Date for their GASB 75 reporting.



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Valuation

The December 31, 2023 Actuarial Valuation is used to develop the GASB 74 and GASB 75 financial reporting results for RHIA and RHIPA as of June 30, 2025. The formal December 31, 2023 Actuarial Valuation report should be referenced for full detail on the data and assumptions used, actuarial methods applied, provisions valued, and other important information regarding the use, applicability, and limitations of actuarial valuation results. Additional information on the actuarial assumptions is included in the 2022 Experience Study report, published July 24, 2023. There were no differences between the assumptions and plan provisions used for June 30, 2025 Measurement Date calculations compared to those shown in the aforementioned reports.

Changes Subsequent to the Measurement Date

As described above, GASB 74 and GASB 75 require the Total OPEB Liability to be determined based on the benefit terms in effect at the Measurement Date. Any changes to benefit terms that occur after that date are reflected in amounts reported for the subsequent Measurement Date. However, Paragraphs 56f and 96f of GASB 75 require employers to briefly describe any changes between the Measurement Date and the employer's reporting date that are expected to have a significant effect on the employer's Net OPEB Liability, along with an estimate of the resulting change, if available.

We are not aware of any changes subsequent to the June 30, 2025 Measurement Date that meet this requirement and thus would require a brief description under the GASB standard.

Actuarial Basis

Our analysis and conclusions are based on our understanding of the request and the data, methods, and assumptions described herein. Differences in the data, methods, assumptions, and interpretations of the plan provisions may produce different results.

Some of the actuarial computations presented in the valuation report are for purposes of determining contribution rates for System employers. The actuarial computations presented in this letter under GASB Statement No. 75 are for purposes of assisting the System in providing information to participating employers to fulfill financial reporting requirements. The computations prepared for these two purposes may differ as disclosed in our reports. The calculations in the report have been made on a basis consistent with our understanding of the System's funding policy and goals. The calculations have been made on a basis consistent with our understanding of the System benefit provisions as summarized in the report, and of GASB Statements No. 75. Determinations for purposes other than meeting these requirements may be significantly different from the results contained in this report. Accordingly, additional determinations may be needed for other purposes.



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Actuarial assumptions, including discount rates, mortality tables, and others identified in this report, and actuarial cost methods are adopted by the Board. That entity is responsible for selecting the System's funding policy, actuarial valuation methods, asset valuation methods, and assumptions. The policies, methods, and assumptions used in the valuation are those that have been so adopted and are described in this report. All costs, liabilities, rates of interest, and other factors for the System have been determined on the basis of actuarial assumptions and methods which, in our professional opinion, are individually reasonable (taking into account the experience of the System and reasonable expectations); and which, in combination, offer a reasonable estimate of anticipated future experience affecting the System and are expected to have no significant bias.

A valuation report is only an estimate of the System's financial condition as of a single date. It can neither predict the System's future condition nor guarantee future financial soundness. Actuarial valuations do not affect the ultimate cost of System benefits, only the timing of System contributions. While the valuation is based on an array of individually reasonable assumptions, other assumption sets may also be reasonable and valuation results based on those assumptions would be different. No one set of assumptions is uniquely correct.

Future actuarial measurements may differ significantly from the current measurements presented in these reports due to factors such as, but not limited to, the following: System experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or modifications to contribution calculations based on the System's funded status); and changes in System benefit provisions or applicable law. Due to the limited scope of this assignment, we did not perform an analysis of the potential range of future measurements. The Board has the final decision regarding the selection of the assumptions and actuarial cost methods and adopted them as indicated herein at the September 2023 Board Meeting.

In preparing these results, we relied, without audit, on information (some oral and some in writing) supplied by the System's staff. This information includes, but is not limited to, System benefit provisions as defined by statute, member census data, and financial information. We found this information to be reasonably consistent and comparable with information used for other purposes. The valuation results depend on the integrity of this information. If any of this information is inaccurate or incomplete our results may be different, and our calculations may need to be revised.

Milliman's work has been prepared solely for the use and benefit of the Oregon Public Employees Retirement System for a specific and limited purpose. Milliman does not intend to benefit or create a legal duty to any third-party recipient of this work. It is a complex, technical analysis that assumes a high level of knowledge concerning the System's operations, and uses the System's data, which Milliman has not audited. No third-party recipient of Milliman's work product should rely upon this report. Such recipients should engage qualified professionals for advice appropriate to their own specific needs.



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The December 31, 2023 valuation results were developed using models intended for valuations and estimating trend used in this analysis using standard actuarial techniques. We have reviewed the models, including their inputs, calculations, and outputs for consistency, reasonableness, and appropriateness to the intended purpose and in compliance with generally accepted actuarial practice and relevant actuarial standards of practice (ASOPs). The models, including all input, calculations, and output may not be appropriate for any other purpose. Results were rolled forward from the valuation date to the measurement date using the assumptions and methods described in this letter.

The consultants who worked on this assignment are actuaries. Milliman's advice is not intended to be a substitute for qualified legal or accounting counsel.

The signing actuaries are independent of the plan sponsor. We are not aware of any relationship that would impair the objectivity of our work.

On the basis of the foregoing, we hereby certify that, to the best of our knowledge and belief, this report is complete and accurate and has been prepared in accordance with generally recognized and accepted actuarial principles and practices which are consistent with the principles prescribed by the Actuarial Standards Board and the *Code of Professional Conduct and Qualification Standards for Actuaries Issuing Statements of Actuarial Opinion in the United States* published by the American Academy of Actuaries. We are members of the American Academy of Actuaries and meet the Qualification Standards to render the actuarial opinion contained herein. Assumptions related to the healthcare trend (cost inflation) rates for the RHIPA program discussed in this report were determined by Milliman actuaries qualified in such matters.

Sincerely,



Matt Larrabee, FSA, EA, MAAA
Principal and Consulting Actuary



Scott D. Preppernau, FSA, EA, MAAA
Principal and Consulting Actuary

cc: Matthew Graves
Jason Stanley



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