

Santa Barbara County Employees' Retirement System

Actuarial Valuation Report as of June 30, 2025

Produced by Cheiron

December 2025

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December 3, 2025

Board of Retirement
Santa Barbara County Employees' Retirement System
130 Robin Hill Road, Suite 100
Goleta, CA 93117

Dear Members of the Board,

The purpose of this report is to present the results of the June 30, 2025 actuarial valuation of Santa Barbara County Employees' Retirement System (SBCERS). The report includes:

- Development of SBCERS's contribution rates for fiscal year 2026-2027,
- Measures of funded status,
- Analysis of changes since the prior valuation,
- Historical and projected trends, and
- Assessment and disclosures of risks.

This report is for the use of the Retirement Board and its auditors in preparing financial reports in accordance with applicable law and accounting requirements.

If you have any questions about the report or would like additional information, please let us know.

Sincerely,
Cheiron



Anne D. Harper, FSA, EA, MAAA
Principal Consulting Actuary

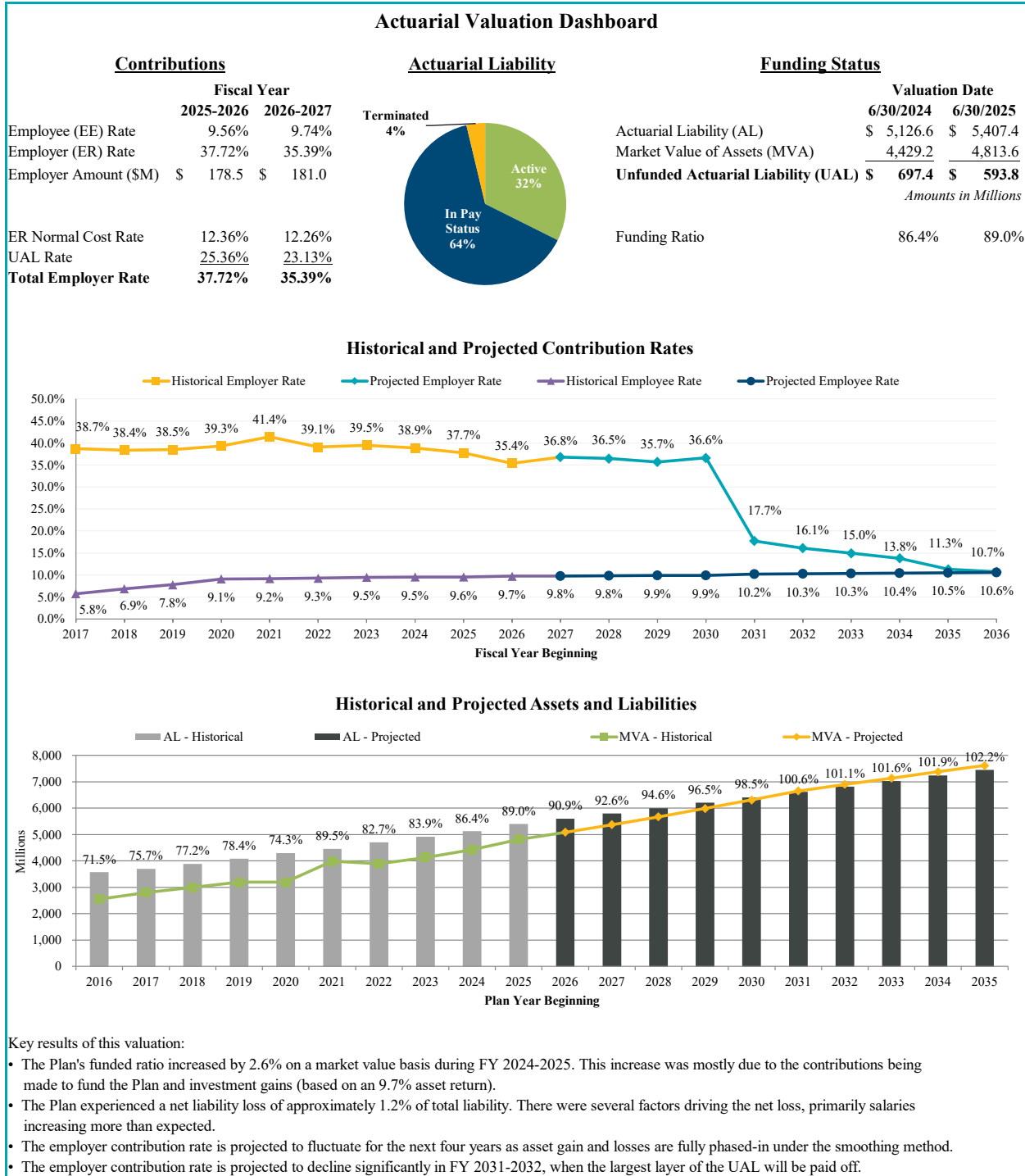


Graham A. Schmidt, FSA, EA, MAAA, FCA
Principal Consulting Actuary



**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

SECTION I – EXECUTIVE SUMMARY



**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
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The primary purpose of the actuarial valuation and this report is to measure, describe, and identify the following as of the valuation date:

- The funded status of the System,
- Past and expected trends in the funding progress of the System,
- Employer and employee contribution rates for Plan Year 2026-2027,
- Information required by the GFOA for the Annual Comprehensive Financial Report, and
- An assessment and disclosure of key risks.

In the balance of this Executive Summary, we present (A) the basis upon which this year's valuation was completed, (B) the key findings of this valuation including a summary of all key results, (C) an examination of the historical trends, and (D) the projected outlook for the System.

A. Valuation Basis

This valuation determines the employer contributions required for the employers' fiscal years beginning July 1, 2026. The System's funding policy is to collect contributions from the employers and employees equal to the sum of:

- The normal cost under the Entry Age Normal Cost Method,
- Amortization of the Unfunded Actuarial Liability, and
- The Fund's expected administrative expenses.

The Unfunded Actuarial Liability payment is determined as the amount needed to fund the outstanding Unfunded Actuarial Liability (UAL). Effective with the June 30, 2013 valuation, the UAL as of June 30, 2013 is amortized over a closed 17-year period (currently five years), except for the additional UAL attributable to the creation of Safety Plan 6, which is being amortized over a separate closed period (currently three years).

Effective with the June 30, 2014 valuation, any new sources of UAL due to actuarial gains and losses, assumption changes, or method changes are amortized over a closed 19-year period, with a five-year ramp up and four-year ramp down of the amortization payment at the beginning and end of the amortization period and 10 years of level payments as a percentage of payroll between the ramping periods. The Board also adopted a policy to replace the smoothed Actuarial Value of Assets with the Market Value of Assets for valuation purposes. These amortization and funding policies in conjunction are a type of policy known as direct rate smoothing.

This valuation was prepared based on the plan provisions shown in Appendix E.

This valuation was performed based on the economic and demographic assumptions and methods that were adopted by the Board of Retirement at their October 22, 2025 meeting, based on recommendations from the Actuarial Experience Study performed by Cheiron as of June 30, 2025. More details on the rationale for the demographic and economic assumptions can be found in the Actuarial Experience Study report which will be presented to the Board on December 10, 2025. A summary of the assumptions and methods used in the current valuation is shown in Appendix D.

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B. Key Findings of this Valuation

The key results of the June 30, 2025 actuarial valuation are as follows:

- The actuarially determined employer contribution rate, net of employee cost-sharing, decreased from 37.72% of payroll to 35.39% of payroll. The rate decreased primarily due to higher-than-expected payroll used to determine the Unfunded Actuarial Liability payment and the final phase-in of the actuarial asset gain from FYE 2021.
- The return on Plan assets for June 30, 2025 was 9.75% – net of investment expenses and assuming mid-year cash flows – as compared to the 7.00% assumption. This produced an actuarial asset gain of \$121 million.
- The System's funded ratio, the ratio of the Market Value of Assets over the Actuarial Liability, increased from 86.4% last year to 89.0% as of June 30, 2025.
- The UAL is the excess of the System's Actuarial Liability over the Market Value of Assets. The System experienced a decrease in the UAL from \$697 million to \$594 million, a decrease of \$104 million. Table I-3 details the changes in UAL.
- The Actuarial Liability of the System increased more than expected. The experience losses were primarily due to higher than expected salary increases. As a result, the System experienced an actuarial loss of \$66 million.
- The assumption changes adopted in the Actuarial Experience Study for the period ending June 30, 2025 increased the Actuarial Liability by \$26 million. These changes also increased the employer contribution rate by 0.38% of payroll for the June 30, 2025 valuation.

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Below and on the following pages, we present Tables I-1, I-2, and I-3 which summarize the key results of the valuation with respect to SBCERS assets, Actuarial Liabilities, Unfunded Actuarial Liability, funded ratios, contribution rates, and membership. The results are shown and compared for the current and prior plan year.

Table I-1			
Santa Barbara County Employees' Retirement System			
Summary of Key Valuation Results			
(in thousands)			
Valuation Date	June 30, 2024	June 30, 2025	
Fiscal Year End	2026	2027	Change
Actuarial Liability	\$ 5,126,577	\$ 5,407,445	5.5%
Market Value of Assets	<u>4,429,216</u>	<u>4,813,619</u>	8.7%
Unfunded Actuarial Liability (UAL)	\$ 697,361	\$ 593,826	-14.9%
Funding Ratio	86.4%	89.0%	2.6%
Contribution Rates			
Total Normal Cost	21.92%	22.00%	0.08%
Employee Rate	<u>9.56%</u>	<u>9.74%</u>	<u>0.18%</u>
Net Employer Normal Cost	12.36%	12.26%	-0.10%
UAL Amortization Payment	<u>25.36%</u>	<u>23.13%</u>	<u>-2.23%</u>
Employer Contribution Rate	37.72%	35.39%	-2.33%

The key results in Table I-1 show that the Actuarial Liability increased by 5.5% and the Market Value of Assets increased by 8.7%. As a result, the Unfunded Actuarial Liability (UAL) decreased by about \$104 million or 14.9% as of June 30, 2025. Additionally, the funding ratio increased from 86.4% to 89.0%, an increase of 2.6%.

The employer contribution rate decreased by 2.33% of payroll from 37.72% to 35.39%. The employee contribution rates include the legacy member cost-sharing amounts; as a result the employer contribution shown is after cost-sharing.

The employee contribution rate is a weighted-average of the active members' rates. The average employee contribution increases as new PEPRA members replace non-PEPRA members when they leave employment since the PEPRA member rates are generally higher than the non-PEPRA member rates. The assumption changes also increased the member rates by about 0.14% of pay.

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As shown in Table I-2 below, membership in SBCERS increased by 2.9%. Active membership increased by 3.1%, terminated/deferred members increased by 5.2%, and members receiving benefits increased by 1.9%. Total payroll increased by 8.1%, which is more than the assumed 3.0% increase. The average pay per active member also increased by 4.8%.

Table I-2 Membership Total			
	June 30, 2024	June 30, 2025	% Change
Actives	4,569	4,709	3.1%
Terminated Members	1,987	2,091	5.2%
Members Receiving Benefits	<u>5,322</u>	<u>5,422</u>	1.9%
Total Members	11,878	12,222	2.9%
Ratio of Inactives to Active Members	1.60	1.60	
Active Member Projected Payroll	\$ 459,504,607	\$ 496,529,115	8.1%
Average Pay per Active	\$ 100,570	\$ 105,443	4.8%

Projected payroll is based on valuation data projected for next fiscal year using a full year of salary increases.

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Table I-3 Change in Unfunded Actuarial Liability (in thousands)	
Unfunded Actuarial Liability, 6/30/2024	\$ 697,361
Expected change in Unfunded Actuarial Liability	\$ (67,976)
Decrease due to actuarial asset gain	(121,052)
Increase due to liability loss	65,781
Decrease due to contribution timing lag and payroll growth, and administrative expenses	(6,162)
Increase due to assumption changes	25,874
Total change in unfunded actuarial liability	\$ (103,535)
Unfunded Actuarial Liability, 6/30/2025	\$ 593,826

The Unfunded Actuarial Liability (UAL) for SBCERS decreased by \$104 million, from \$697 million to \$594 million. Table I-3 above presents the specific components of the change in the UAL.

The expected decrease in the UAL of \$68 million is the amount of expected employer and employee contributions in excess of benefits expected to accrue for active members, interest on the UAL, and administrative expenses.

There was an actuarial asset gain which reduced the UAL by \$121 million, plus an additional gain of \$6 million from the actual contributions being more than expected due to the large payroll increase and the contribution timing lag, offset by a small expense loss of \$1 million.

The liability experience increased the UAL by \$66 million, primarily due to member salary increases and retiree COLAs that were greater than expected.

The changes in assumptions adopted by the Board at its October 22, 2025 meeting resulted in an increase in the UAL of \$26 million.

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Employer Contributions Comparison

Thus far, the experience of the 2024-25 plan year has been presented in terms of the UAL and funded ratio. Table I-4 below compares the employer contribution rates from the prior year to the current year.

Table I-4 Employer Contribution Rate Reconciliation (After Cost-Sharing)				
	Normal Cost	UAL Payment	Total	Dollars
FYE 2026 Employer Contribution Rate	12.36%	25.36%	37.72%	\$178.5 M
DRS amortization phase-in	0.00%	-0.99%	-0.99%	
PEPRA new hires	-0.21%	0.00%	-0.21%	
Effect of payroll on UAL payments	0.00%	-1.09%	-1.09%	
Change due to asset experience	0.00%	-0.51%	-0.51%	
Change due to demographic experience	-0.16%	0.26%	0.10%	
Change due to assumption changes	<u>0.27%</u>	<u>0.10%</u>	<u>0.37%</u>	
Total Change	-0.10%	-2.23%	-2.33%	
FYE 2027 Employer Contribution Rate	12.26%	23.13%	35.39%	\$181.0 M

Numbers may not add due to rounding

The employer contribution rate decreased by 2.33% of payroll from the prior valuation. The components of the contribution rate change are as follows:

- The expected direct rate smoothing (DRS) amortization phase-in from prior years decreased the contribution rate by 0.99%. The decrease is primarily due to the final phase-in of the actuarial gains from the 2021 valuation. Please refer to Table VI-2 for details of the UAL amortization payments and Appendix D – Contribution Allocation Procedure (page 84), which describes the amortization policy in detail.
- PEPRA members now make up 60% of active member payroll. The average employee contribution rate continues to increase since most PEPRA members have higher employee contribution rates than the retiring or terminating legacy members they replace. PEPRA benefits are also lower than the legacy members' benefits. The impact of the increasing number of PEPRA members was a 0.21% of pay decrease in the employer contribution rate.
- Payroll used to amortize unfunded liabilities was higher than expected by about \$22.7 million. As a result, the UAL payments are spread over a larger payroll base than expected, decreasing the employer contribution rate by 1.09% as a percentage of payroll.
- Asset experience produced an investment gain that decreased the contribution rate by 0.51% of pay. The assets of the Plan returned 9.7% (net of investment expenses), which is higher than the assumed rate of 7.00%. The impact of the current year gain will

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continue to be phased-in to the employer contribution rates over the next four years, as provided for under the Plan's funding policy. See Table VI-2 Development of Amortization Payment for more details.

- Other demographic experience produced a net increase in cost of about 0.09% of pay. The Actuarial Liability loss of \$66 million increased the UAL contribution rate by 0.25% for this valuation (and will continue to be phased-in over the next four years), while other changes in demographics reduced the employers' normal cost rate by 0.16%.
- The assumption changes increased the employer contribution rate by 0.37% of payroll. As with the asset gain and liability loss, the amortized portion of the UAL increase from assumption changes will continue to be phased-in to the employer contribution rates over the next four years, as provided for under the Plan's funding policy.

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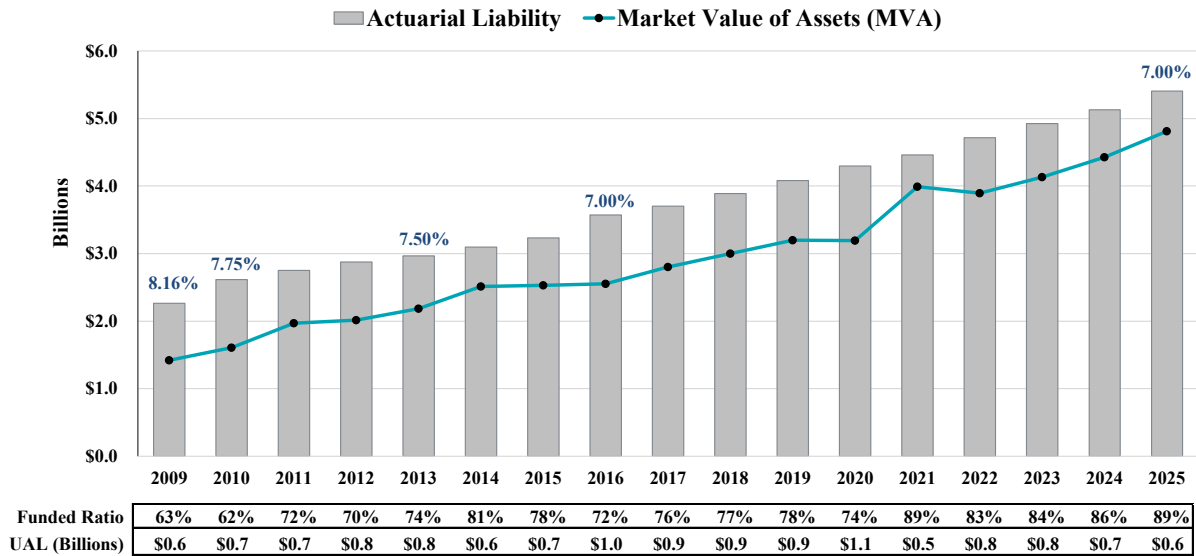
C. Historical Trends

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 contribution. However, it is important to remember that each valuation is merely a snapshot in the long-term progress of a pension fund. The current year's valuation should be judged relative to historical trends, as well as trends expected into the future.

Assets and Liabilities

The chart below compares the Market Value of Assets (MVA) to the Actuarial Liabilities. The percentage shown in the table below the graph is the ratio of the Market Value of Assets to the Actuarial Liability (the funded ratio). Changes in the discount rate are indicated above the bars in the years in which they occurred. The funded ratio increased from 63% in 2009 to 72% in 2016, even though the discount rate was lowered from 8.16% to 7.00% over that same period.

The gradual increase in the funded ratio from 2016 to 2019, reaching 78%, was primarily due to asset gains during the period as well as significant contributions. The investment experience was the cause of the significant fluctuations in the funded ratio from 2019 to 2022. Finally, the increases since 2022 are due to the contribution levels, greater than the normal cost and interest on the UAL, that are paying down principal on the UAL, as well as favorable asset experience.



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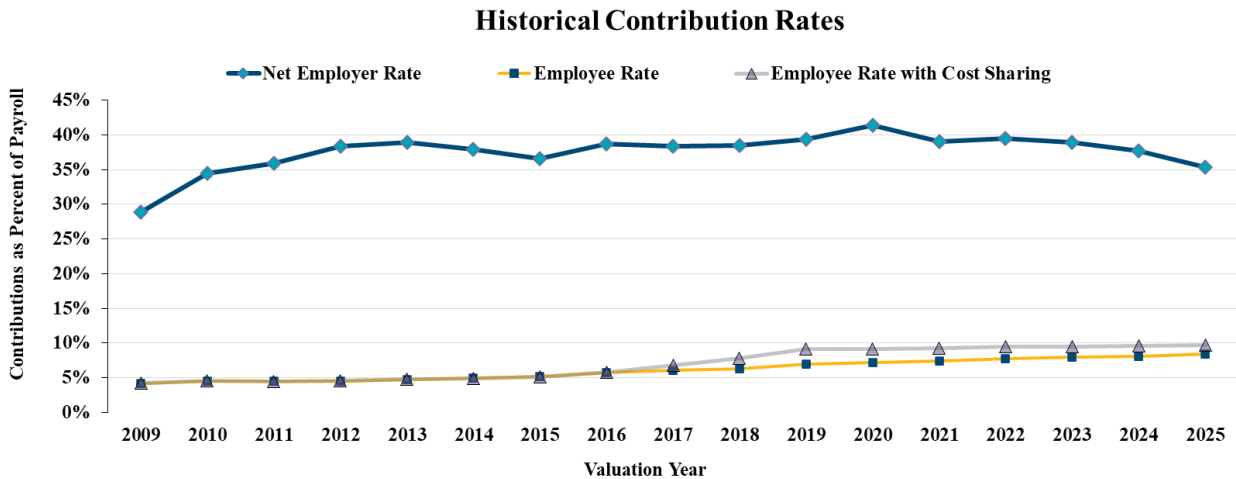
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Contribution Trends

In the chart below, we present the historical trends for the SBCERS contribution rates. The employer contribution rates increased significantly between 2009 and 2013, as the investment losses from 2008-2009 were recognized over the period under the previous asset smoothing method. The employer rates have been more stable since 2013, ranging from 35% to 41%. The contribution stability is largely due to the Plan's amortization policy, which phases in the funding of all unexpected changes in the UAL over a five-year period.

In 2014, the employer rate decreased due to an asset method change that eliminated the actuarial asset smoothing and recognized deferred asset gains immediately, and favorable asset experience, which continued to be phased-in over the next four years. In 2016, assumption changes, most notably the decrease in the assumed rate of return to 7.00%, increased the employer contribution rate. Subsequently, employer rates have been relatively stable with some volatility in 2020 and 2021 due to asset performance and the final year of the 2016 assumption change being phased-in 2020. The decreases in contribution rates in 2023-2025 are driven primarily by higher-than-expected payroll used to determine the Unfunded Actuarial Liability payment and higher-than-expected asset returns.

The average employee contribution rates were stable from 2009 to 2015, remaining around 5%. Starting in 2016, they have been increasing gradually with an decrease to the assumed rate of return and as more PEPRAs members are hired with higher member rates. The grey line shows the average employee rate including the cost-sharing contributions for legacy members.



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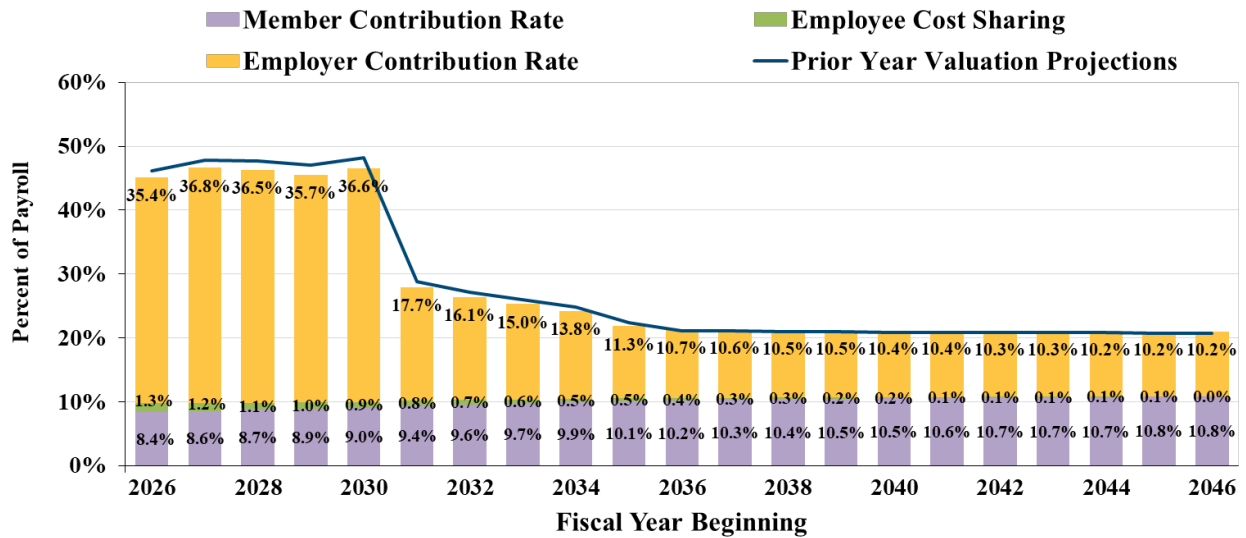
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D. Future Expected Financial Trends

The analysis of projected financial trends is an important component of this valuation. All the projections in this section are based on the current investment return assumption of 7.00%. We have assumed future payroll increases of 3.00% per year. The projections also assume that all other actuarial assumptions are met each year.

Projection of Contributions

The following graph shows the expected employer contribution rate – including the impact of expected offsets for additional employee cost-sharing contributions – based on achieving the 7.00% assumption **each year** for the next 20 years. This scenario is highly unlikely; even if the Plan does achieve an **average** return of 7.00% over this period, the returns in each given year will certainly vary.



The employer contribution rate after cost-sharing is approximately 35.4% of member payroll for the June 30, 2025 valuation, payable in the fiscal year beginning July 1, 2026. The actuarial assumption changes slightly increased contribution rates but the overall experience during the FYE 2025 plan year was better than expectations. As a result, the 2025 valuation projections are similar to the projections from the prior plan year valuation but with lower contribution rates for all years. The employer rate is expected to increase to 36.8% for the fiscal year beginning July 1, 2027, when the UAL amortization layer for the 2022 asset loss will be fully phased-in.

After 2030 the total contribution rate is expected to drop significantly, when the remaining UAL as of June 30, 2013 is fully paid off. From 2031 to 2036, the expected contribution rate continues to decrease as amortization bases are phased-out. After that point, employer contribution rates are expected to stabilize around 10.5%, the estimated employer normal cost rate. PEPPA mandates that employers must continue to contribute at least the normal cost rate unless the plan is 120% funded and has met certain other requirements.

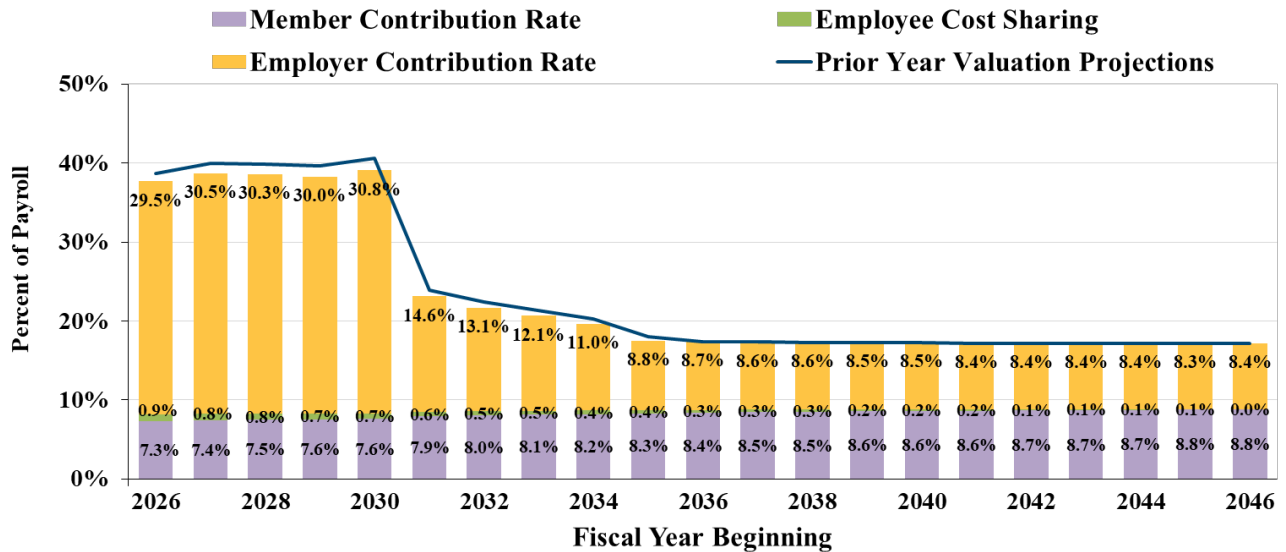
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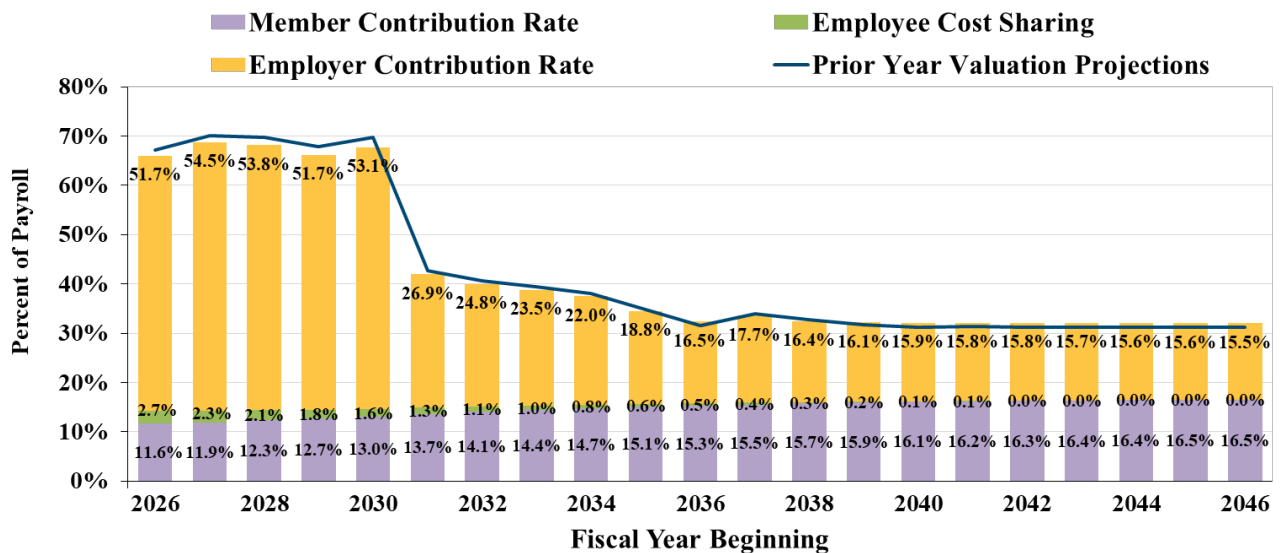
Employee contribution rates are projected to gradually increase as the PEPRA members become a larger proportion of the active member population over time. PEPRA employee contribution rates are 50% of the normal cost rate and are greater on average than for the legacy plans. However, the employee cost-sharing contributions – bargained for the legacy members only – are projected to decrease as legacy plan members retire.

The employer contribution rate projections are shown below and on the next page for each group: General, Safety, and Air Pollution Control District (APCD). All have similar patterns, since the primary driver is the investment returns and the UAL amortization schedules, while the magnitude of contribution increases and decreases varies by group.

General Member Group



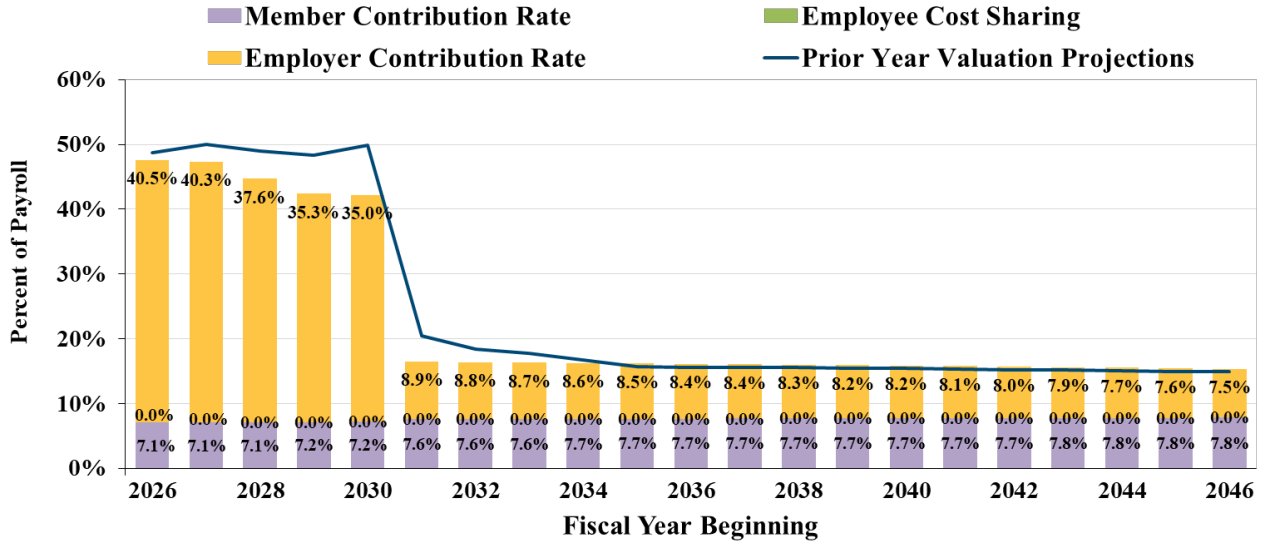
Safety Member Group



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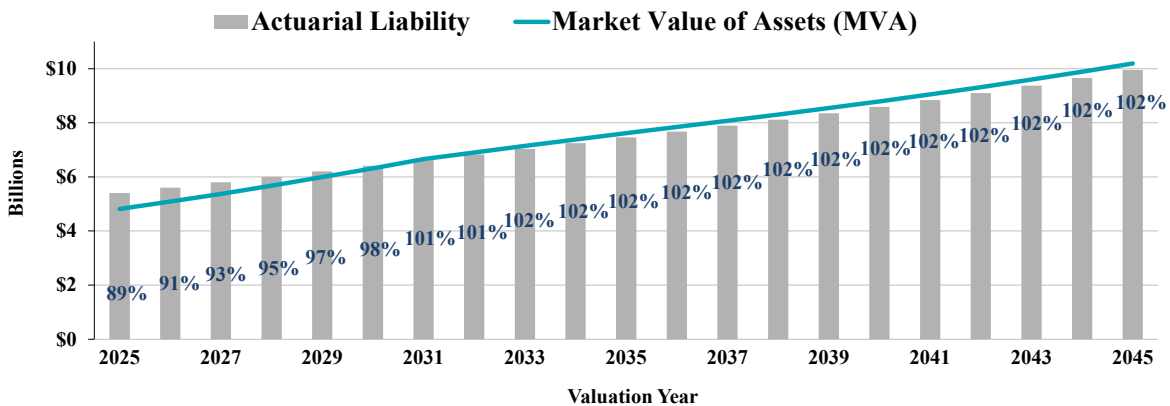
APCD Member Group



Please note that there is no employee cost-sharing for the APCD legacy members.

Asset and Liability Projections:

In this section, we present our assessment of the implications of the June 30, 2025 valuation results in terms of benefit security (assets over liabilities). The following graph shows the projection of assets and liabilities assuming that assets will earn the 7.00% assumption each year during the projection period. The percentages along the graph represent the funded ratio or status of the System.



The projected funded ratio increases each year during the projection period, reaching 100% in 2031, assuming that all actuarial assumptions are achieved each year and employer and employee contributions are made based on actuarially determined rates.

However, as above, it is the **actual** return on System assets that will determine the future funding status and contribution rate to the Fund.

SECTION II – DISCLOSURES RELATED TO 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 vary significantly. 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. This is most likely to occur when the contributions needed to support the plan differ significantly from expectations. While there are a number of factors that could lead to contribution amounts deviating from expectations, we believe the primary risks are:

- Investment risk,
- Assumption change risk,
- Wage growth risk, and
- Contribution risk.

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

Investment Risk is the potential for investment returns to be different from 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.

Assumption change risk is the potential for the environment to change such that future valuation assumptions are different from the current assumptions. For example, declines in interest rates over the last three decades 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. However, interest rates over the last several years have increased, potentially mitigating the need to lower discount rates even further. 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.

Wage growth risk could cause the dollar amount of benefits (and therefore contributions) to increase above the level expected, particularly in high inflation environments. Public pension systems have recently experienced higher bargained wage increases to keep pace with higher inflation which has impacted future liabilities. Continued higher wage inflation would increase expected future pension benefits for active members and thus their liabilities, though the impact on the contribution *rates* may be offset by a commensurate increase in the payroll over which contributions are spread.

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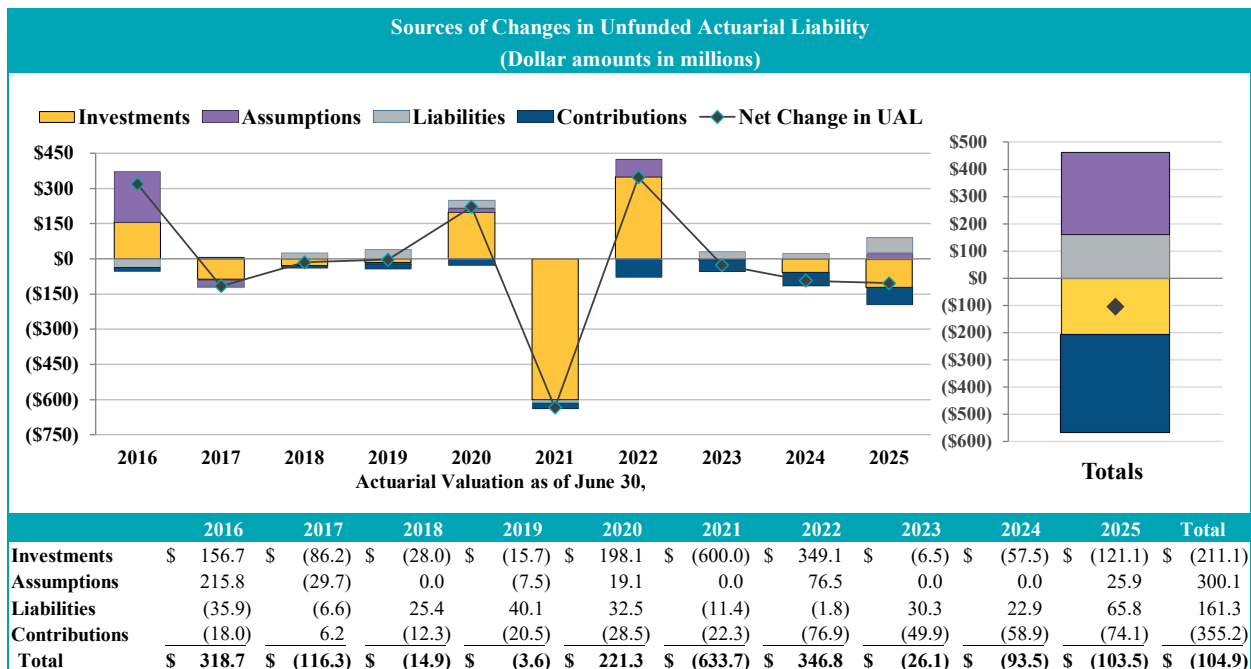
SECTION II – DISCLOSURES RELATED TO RISK

Contribution risk is the potential for actual future contributions to deviate from expected future contributions. There are different sources of contribution risk such as the sponsor failing to make contributions in accordance with the funding policy. As another example, the contribution requirement might become a financial strain on the sponsor because of material changes in the contribution base (e.g., covered employees, covered payroll) that affects the amount of contributions the Plan can collect.

To help understand the risks facing the Plan, it is helpful to review the sources that have contributed to the existing Unfunded Actuarial Liability (UAL). The right hand side of Chart II-1 below shows the total of the components contributing to the UAL from June 30, 2015 through June 30, 2025. Over the last 10 years, the UAL has decreased by approximately \$105 million, as shown by the black diamond. Contributions in excess of the “tread water” level (dark blue bar) of \$355 million and investment gains (gold bar) of \$211 million on the Market Value of Assets have decreased the UAL since June 30, 2015 by \$566. Assumption changes (purple bar) of \$300 million and net liability losses (gray bar) of \$161 million have resulted in a total UAL increase of \$461 million.

The left side of Chart II-1 below details the annual sources of the UAL changes on a similar basis for each of the plan years ending June 30. The net UAL change for each year is represented by the black line.

Chart II-1



Each year, the UAL is expected to increase for active benefits earned in the current year (the normal cost) and interest on the UAL. This expected increase is referred to as the tread water level.

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SECTION II – DISCLOSURES RELATED TO RISK

If contributions are greater than the tread water level, the UAL is expected to decrease. Conversely, if contributions are less than the tread water level, the UAL is expected to increase. The amortization policy (as well as the contribution-timing lag) can affect whether or not the contributions exceed the tread water level. For example, the Board changed the amortization policy in 2013 to amortize the UAL over a closed 17-year period instead of a rolling period. Prior to this amortization policy change, contributions were slightly more than tread water level. However, contributions after the policy change have paid down the UAL substantially, by about \$388 million during the 12-year period after the policy change.

The average annual geometric market return over the 10-year period is 7.5%, resulting in net asset gains greater than the losses over the period. Conversely, actuarial liabilities exceeded expectations in six of 10 years, with liability losses in recent years largely driven by pay increases and COLA losses from inflation.

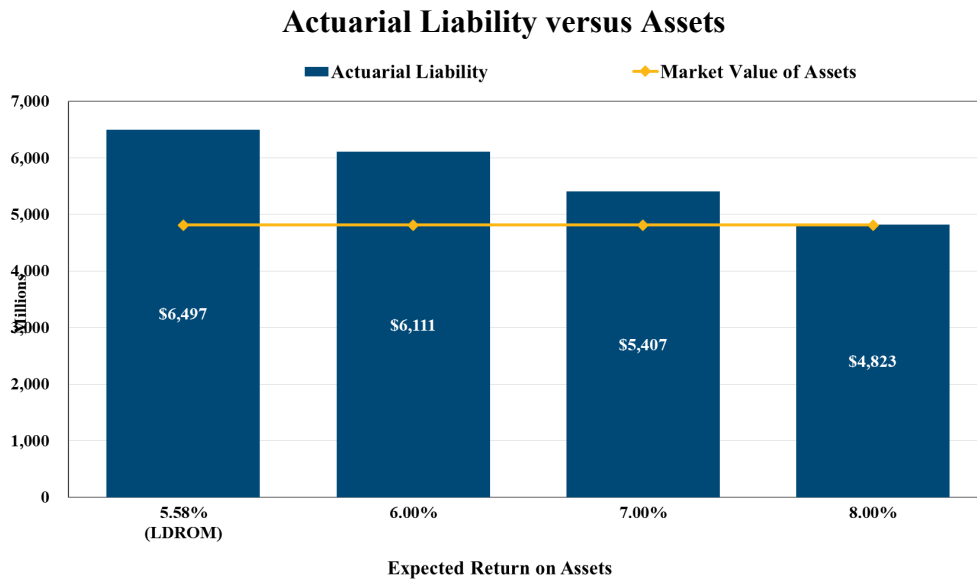
The impact of all assumption changes is represented by the purple bars. The assumed rate of return was lowered from 7.50% to 7.00% beginning with the June 30, 2016 valuation. The assumption changes effective with the 2017, 2019, and 2020 valuations were demographic changes. Assumption changes effective with the 2022 and 2025 valuations included demographic and economic changes, specifically changes in the post-retirement COLA assumptions.

SECTION II – DISCLOSURES RELATED TO RISK

Assessing Costs and Risks

Sensitivity to Investment Returns

The chart below compares the Market Value of Assets (line) to the Actuarial Liabilities (bars) discounted at the current expected rate of return (7.00%) and at discount rates 100 basis points above and below the expected rate of return. In addition, we show an additional 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 7.00% annually, the Plan will need approximately \$5.4 billion in assets today to pay the benefits associated with service earned to date, compared to current assets of \$4.8 billion. If investment returns are only 6.00%, the Plan would need approximately \$6.1 billion in assets today, and if investment returns are 8.00%, the Plan would need approximately \$4.8 billion in assets.

SBCERS invests in a diversified portfolio to achieve the best possible returns at an acceptable level of risk. SBCERS’ average return over the last 20 years is 6.50%. Please refer to Table IV-4 for the asset returns by year since 2006.

The lowest risk portfolio for a pension plan would be composed entirely of low-default-risk fixed income securities whose cash flows match the benefit cash flows of the plan. However, such a portfolio would have a lower expected rate of return (5.58% as of June 30, 2025) than the diversified portfolio (7.00%). The Low-Default-Risk Obligation Measure (LDROM) represents what the Actuarial Liability would be if SBCERS’ assets were invested in such a portfolio. As of

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June 30, 2025, the LDROM is \$6.5 billion¹ compared to the Actuarial Liability of \$5.4 billion for SBCERS in total (General, Safety, and APCD employers). The \$1.1 billion 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 SBCERS were to invest in the LDROM portfolio and not a diversified portfolio, the funded status would be lower and expected contribution requirements would increase. The security of SBCERS' pension benefits relies on the current assets, future investment earnings, and the ability and willingness of employers to make future contributions. If SBCERS were to invest in the LDROM portfolio, it would not change current assets, 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.

¹ Based on a discount rate equal to the June 30, 2025 FTSE Pension Liability Index of 5.58%, and all other assumptions and methods as used to calculate the Actuarial Liability.

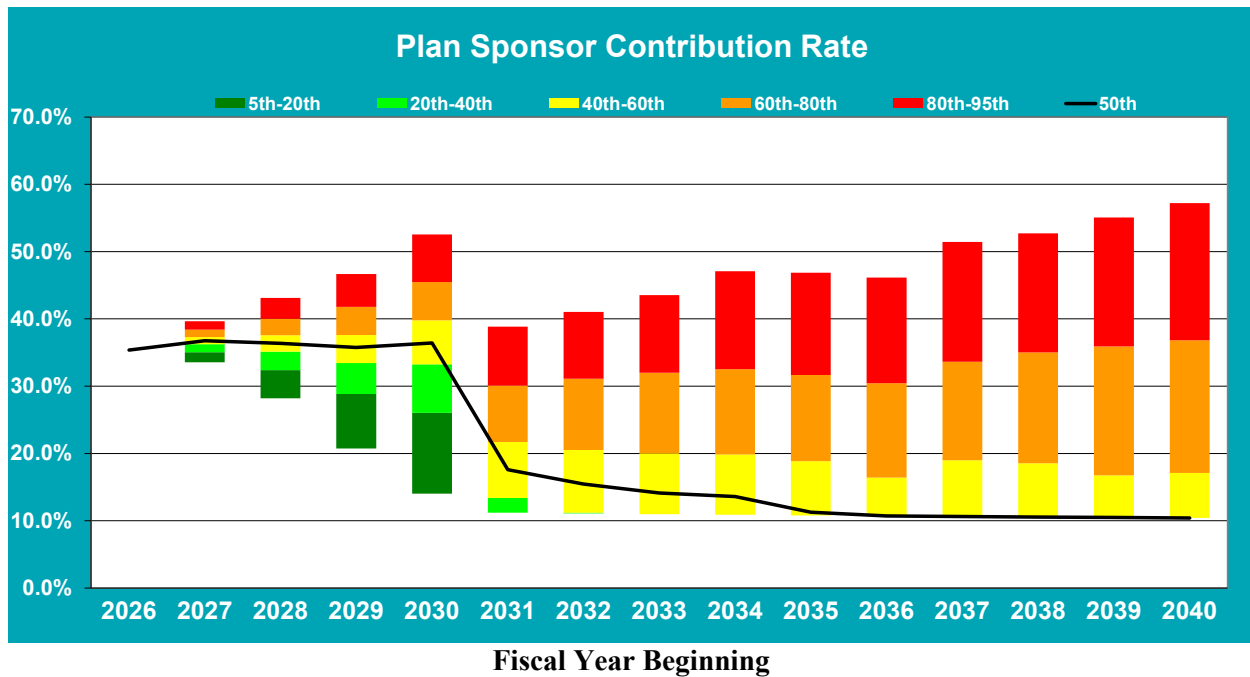
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SECTION II – DISCLOSURES RELATED TO RISK

Sensitivity to Investment Returns – Stochastic Projections

Stochastic projections serve to show the range of probable outcomes of various measurements. The graph below and on the following page show the projected range of the employer contribution rate and of the funded ratio (i.e., the market assets divided by liabilities). The range in both scenarios is driven by the volatility of investment returns (assumed to be based on a 10.7% standard deviation of annual returns, as provided by the Plan’s investment consultant). The stochastic projections of investment returns are based on an assumption that each future year’s investment return is independent from all other years and is identically distributed according to a lognormal distribution. This assumption may result in an unrealistically wide range of compound investment returns over longer periods of time.

Stochastic Projection of Employer Contributions as a Percent of Pay

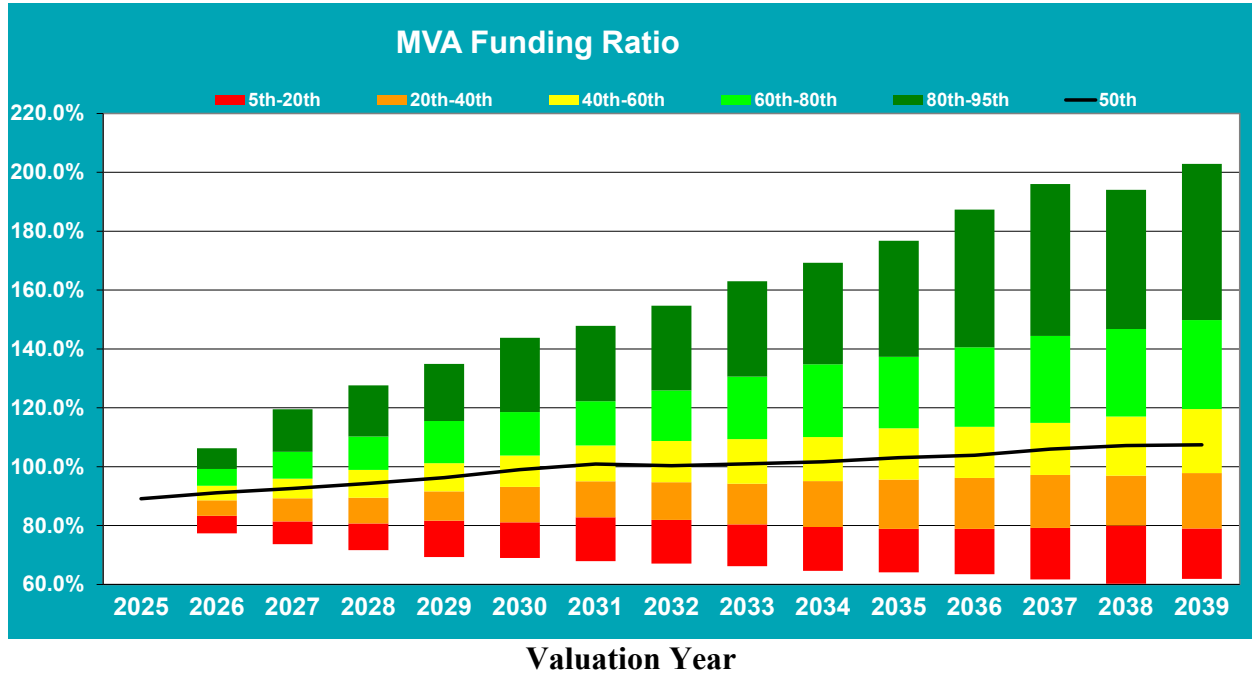


The stochastic projection of employer contributions as a percent of pay shows the probable range of future contribution rates. The baseline contribution rate (black line), which represents the median of the simulations using an average return of 7.00%, aligns closely with the projections discussed in subsection D (page 11) of the Executive Summary of this report. In the most pessimistic scenario shown, the 95th percentile, the projected employer contribution rate is approximately 57% of pay in 2040. Conversely, in the most optimistic scenario shown, the 5th percentile, the projected employer contribution rate declines to 10%-11% starting in 2031 (the minimum allowed under law, since PEPRA requires that employers contribute an amount at least equal to their share of the normal cost, unless the plan becomes “super” funded).

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



The graph above shows the projection of the funded ratio based on the Market Value of Assets. While the median funded ratio (black line) is projected to be approximately 107% at the end of the 15-year period shown here, there is a wide range of potential outcomes. Good investment returns have the likelihood of bringing the funded ratio well over 100%. Due to the sound funding policy of the Plan, even in scenarios with significant unfavorable investment returns, the Plan is projected to remain over 60% funded, as long as the actuarially determined contributions continue to be made.

Sensitivity to Wage Increases Greater than Assumed

The national average annual inflation rate for the last five years was 4.6%. There is generally a lag for wages to increase when there is rising inflation. The total of the actuarial losses due to salaries increasing more than expected in the last three valuations was about \$76 million. If actual bargained wage increases were 4% or 5% per year for the next three years (a typical bargaining cycle) and were incorporated into the assumptions used in the 2025 actuarial valuation, the Present Value of Benefits (PVB) for the active employees would be higher. The table below shows the expected impact under each scenario.

Impact from Bargained Wage Increases Larger than Assumption		
3 Years of:	4% Increases	5% Increases
Increase in PVB (\$ in Millions)	\$60.7	\$121.6
Change as a % of Active PVB	2.3%	4.6%
Change as a % of Total PVB	1.0%	1.9%

SECTION II – DISCLOSURES RELATED TO RISK

Although the net impact on the present value of benefits would be a clear increase, the impact on the actuarial liabilities, funded ratios, and contribution rates would be more variable. Depending on how the wage increases were to be built into the normal cost calculations, the impact on the actuarial liabilities and funded ratio could be minimal, and the contribution *rates* would ultimately be lower, because of the increase in the denominator (payroll) used to calculate the rates. But the dollar value of the overall benefits (and therefore the cost) of the Plan would increase by the amounts shown above.

Contribution Risk

If contribution rates become a significant percentage of payroll, future salary increases and the hiring of new members are potentially at risk. When member payroll growth stagnates or even declines, the dollar level of contributions made to the Plan also stagnates or declines since contributions are based on payroll levels.

There is also a risk of the contribution rates increasing when payroll decreases since the Plan's funding policy amortizes the UAL as a level percentage of pay. This means that the UAL payments are designed to increase at the assumed payroll growth rate of 3.00%, so that the payment is expected to remain constant as a percentage of payroll.

If payroll growth is less than the expected 3.00% or there is a decline in payroll, the UAL payments are spread over a smaller payroll base and the contribution rate as a percentage of pay increases, potentially making the Plan less affordable. This risk is particularly relevant for the APCD, as their UAL payment as a percentage of payroll is over 75% of their total employer contribution rate.

We note that this risk is the flip side of the risk identified above regarding wages growing faster than the expectations. When payroll shrinks or grows slower than expected, contribution *rates* will generally increase but the *dollar amount* of contributions may fall below the level expected. When payroll grows faster than expected, the contributions in dollar terms will generally increase but the contribution rates may decline. Each factor may result in different impacts on different employers, depending on their financial circumstances.

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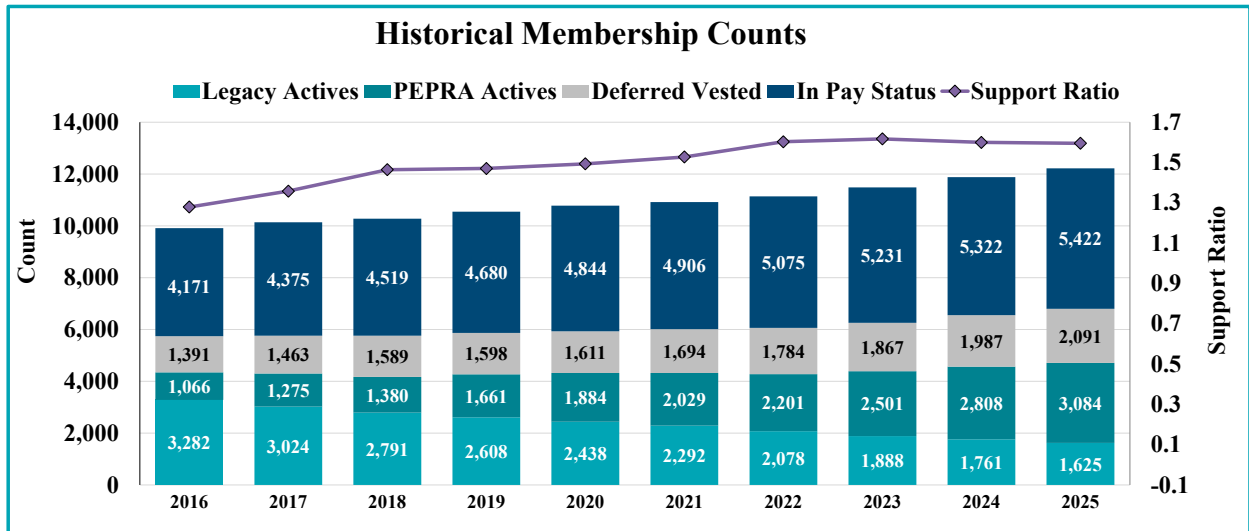
Plan Maturity Measures

The future financial condition of a mature pension plan is more sensitive to each of the risks identified above than a less mature plan. To assess each of these risks, it is important to understand the maturity of the plan and how it has changed over time.

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. The measures below have been selected as the most important in understanding the primary risks identified for the plan.

Inactives per Active (Support Ratio)

One simple measure of plan maturity is the ratio of the number of inactive members (those receiving benefits and those 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 below shows the growth in the Support Ratio from 2016 to 2025. The number of active members has increased by only 8% while the number of inactives has increased by almost 35%, increasing the Support Ratio from 1.3 to 1.6. However, the Support Ratio decreased slightly from 2023 to 2025 from 1.62 to 1.60 due to the growth in active membership.

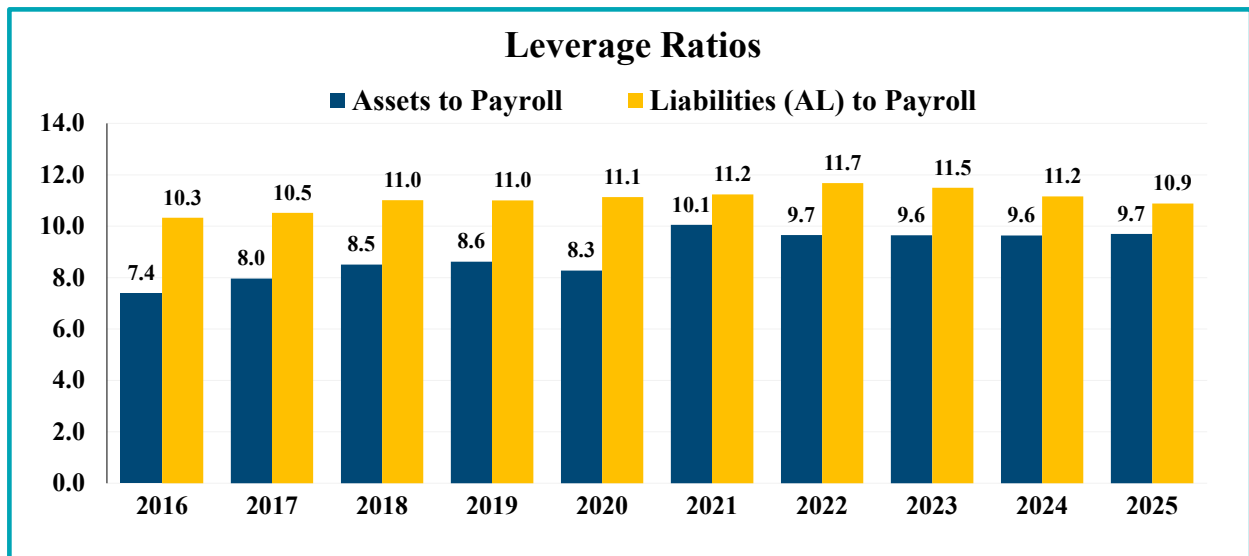


SECTION II – DISCLOSURES RELATED TO RISK

Leverage Ratios

Leverage or volatility ratios measure the size of the plan compared to its revenue base more directly. The asset leverage ratio is simply the Market Value of Assets divided by active member payroll and indicates the sensitivity of the Plan to investment returns. The liability leverage ratio is the ratio of plan's Actuarial Liability to active member payroll and indicates the sensitivity of the Plan to assumption changes or demographic experience.

The chart below shows the historical leverage ratios of the Plan. Both leverage ratios have increased since 2016. However, the liability leverage ratio has decreased the last three years due to SBCERS' payroll increasing by 23% during the period. However, over the same period the asset leverage ratio has remained stable, since SBCERS' assets have increased at a similar rate of 25%.



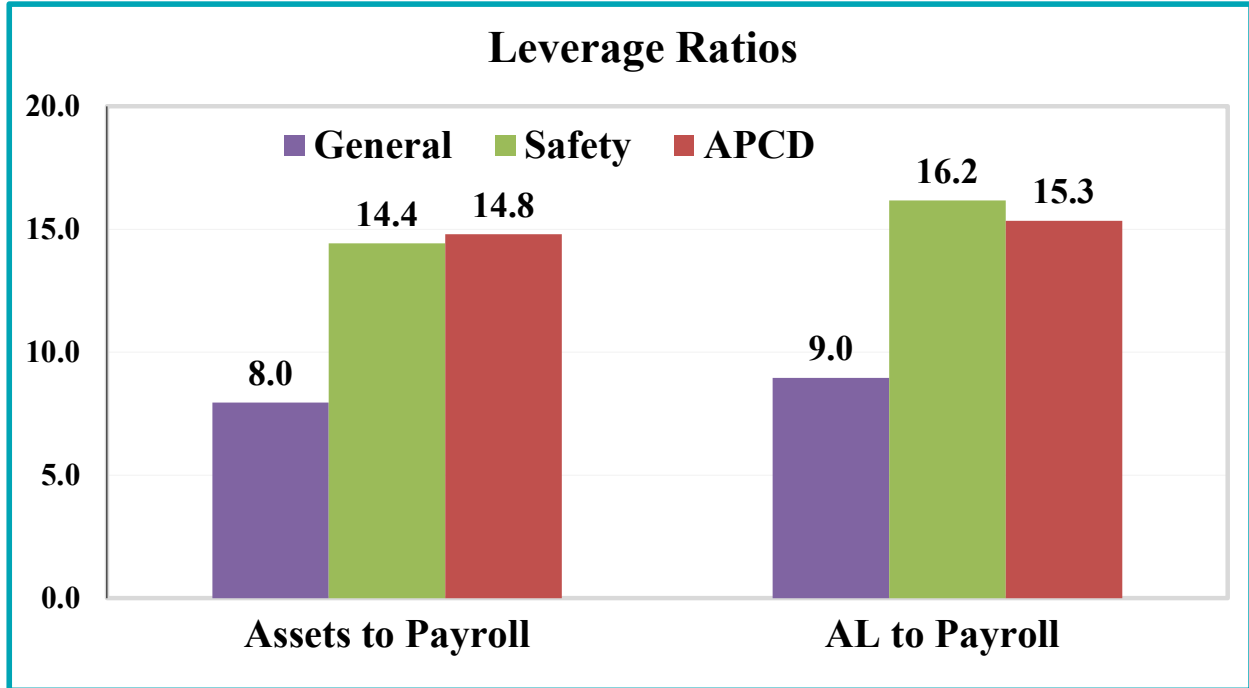
To appreciate the impact of the ratio of assets to payroll on plan cost, consider the situation for a new plan with almost no assets. Even if the assets suffer a bad year of investment returns, the impact on the plan cost is nil, because the asset level is so small.

As the Plan becomes better funded, the asset leverage ratio will increase, and if it was 100% funded, the asset leverage ratio for SBCERS would increase from 9.7 to 10.9 times payroll, or the Actuarial Liability (AL) leverage ratio.

We note that the ratio of both assets and liabilities to payroll, and therefore the sensitivity to investment returns, is higher for the Safety and APCD members compared to the General members. The Safety members have higher leverage ratios because of the higher benefit amounts and the earlier average retirement ages than General members. The APCD members have higher leverage ratios mainly because their support ratio – inactives to actives – is significantly higher

SECTION II – DISCLOSURES RELATED TO RISK

(2.9 compared to 1.6 for General and 1.7 for Safety), and thus their payroll base is much smaller relative to their asset reserves and liabilities.



The General asset leverage ratio of 8.0 means that if the Plan's assets lose 10% of their value, which is a 17.00% actuarial loss compared to the expected return of 7.00%, the loss would be equivalent to 136% of payroll (17.00% times 8.0). Based on the current amortization policy and economic assumptions, the General contribution rate would ultimately increase by about 13% of payroll.

The same investment loss for Safety and APCD with asset leverage ratios around 14.4 and 14.8 respectively would be equivalent to 245% of payroll for Safety and 252% of payroll for APCD. The Safety and APCD contribution rates would ultimately increase by approximately 24%-25% of pay. Therefore, the employer contribution rates for the Safety and APCD employers will generally be much more volatile than those of the General employers.

More Detailed Assessment

While a more detailed assessment is always valuable to enhance the understanding of the risks identified above, we believe the scenarios illustrated above cover the primary risks facing the Plan at this time. We would be happy to provide the Board with a more in-depth analysis at their request.

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
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SECTION III – CERTIFICATION

The purpose of this report is to present the June 30, 2025 Actuarial Valuation of the Santa Barbara County Employees' Retirement System (SBCERS, or the System). This report is for the use of the System and its auditors in setting contribution levels and preparing financial reports in accordance with applicable law and annual report requirements.

In preparing our report, we relied on information, some oral and some written, supplied by the System. 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 the Actuarial Standard of Practice No. 23.

The measures, including funding ratios, in this report are for the purpose of establishing contribution rates. These measures are not appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan's benefit obligations.

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 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 projections in this report were developed using P-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 System. P-scan uses standard roll-forward techniques that implicitly assume a stable active population.

Stochastic projections in this presentation were developed using R-scan, our proprietary tool for assessing the probability of different outcomes based on the range of potential investment returns. We relied on Cheiron colleagues for the development of the model. The stochastic projections of investment returns assume that each future year's investment return is independent from all other years and is identically distributed according to a lognormal distribution. The standard deviation used in the stochastic projection of investment returns was provided by the System's investment consultant.

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

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SECTION III – CERTIFICATION

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 System 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.

Anne D. Harper, FSA, EA, MAAA
Principal Consulting Actuary

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

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

SECTION IV – ASSETS

Pension plan assets play a key role in the financial operation of the System and in the decisions the Board 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 affect employer contributions and the ultimate security of participants' benefits.

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

- **Disclosure** of System assets as of June 30, 2024 and June 30, 2025,
- Statement of the **changes** in market values during the year,
- An allocation of the assets by **reserve balances**,
- An assessment of historical **investment performance versus inflation**, and
- An allocation of the assets between the **valuation subgroups**.

Disclosure

Only the Market Value of Assets is relevant for this actuarial valuation. It represents a snapshot value, which provides the principal basis for measuring financial performance from one year to the next.

As of June 30, 2014, a smoothed Actuarial Value of Assets is no longer used in the calculations of the Unfunded Actuarial Liability or funded status due to the implementation of the funding policy adopted by the Board in September 2014. This policy change was made in conjunction with the new 19-year layered amortization with phase-in of any unexpected changes in the Unfunded Actuarial Liability starting with the June 30, 2014 valuation.

Table IV-1 on the next page discloses and compares the asset values as of June 30, 2024 and June 30, 2025.

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

SECTION IV – ASSETS

**Table IV-1
Statement of Assets at Market Value**

Assets:	June 30, 2024	June 30, 2025
Cash and Cash Equivalents	\$ 37,656,062	\$ 33,127,072
Prepaid Expenses	3,911,205	1,113,086
Receivables:		
Contributions Receivable	12,261,270	14,052,577
Other	0	536,731
Accrued Interest	3,167,731	3,570,007
Dividends	4,433,864	4,345,299
Security Sales Pending	41,901,115	169,710
Total Receivables	\$ 61,763,981	\$ 22,674,323
Investments, at Market Value:		
Short Term Investments	49,186,109	33,927,544
Private Equity	585,283,311	597,563,998
Domestic Equity	838,167,758	829,177,027
Core Fixed Income	619,248,001	727,711,779
International Equity	461,401,874	542,822,248
Emerging Market Equity	293,850,577	332,709,638
Non-Core Fixed Income	255,719,179	279,547,888
Real Estate	465,665,200	500,902,539
Real Assets/Real Return	639,962,352	686,317,057
Private Credit	177,423,563	230,610,053
Total Investments	\$ 4,385,907,924	\$ 4,761,289,773
Other Assets:		
Collateral Held for Securities Lent	15,667,652	2,115,275
Total Assets	\$ 4,504,906,825	\$ 4,820,319,529
Liabilities:		
Accounts Payable	546,370	753,503
Benefits Payable	17,393,767	1,683,160
Collateral Held for Securities Lent	15,667,652	2,115,275
Other Payables	7,430	0
Security Purchases Pending	42,075,684	2,148,979
Total Liabilities	\$ 75,690,904	\$ 6,700,916
Market Value of Assets	\$ 4,429,215,921	\$ 4,813,618,613

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

SECTION IV – ASSETS

Changes in Market Value

The components of asset change are:

- Contributions (employer and employee)
- Benefit payments
- Expenses (investment and administrative)
- Investment income (realized and unrealized)

Table IV-2 below shows the components of change in the Market Value of Assets during the fiscal years ending June 30, 2024 and June 30, 2025.

Table IV-2 Changes in Market Values		
<u>Additions</u>	Fiscal Year ending <u>June 30, 2024</u>	Fiscal Year ending <u>June 30, 2025</u>
Contributions		
Employers' Contributions	\$ 170,152,640	\$ 182,399,061
Members' Contributions	41,630,797	45,682,994
Total Contributions	<u>\$ 211,783,437</u>	<u>228,082,055</u>
Net Investment Income		
Net Appreciation/(Depreciation) in		
Fair Value of Investments	\$ 311,650,097	\$ 404,090,674
Interest	15,882,162	17,268,344
Dividends	32,219,375	27,090,890
Investment Expense	<u>(15,665,333)</u>	<u>(19,237,186)</u>
Net Investment Income	\$ 344,086,301	\$ 429,212,722
Securities Lending Income		
Securities Lent Income	\$ 1,042,028	\$ 567,903
Securities Lent Expense	<u>(256,840)</u>	<u>(480,394)</u>
Net Securities Lending Income	\$ 785,188	\$ 87,509
Miscellaneous Income	\$ 209,204	\$ 243,672
Total Additions	\$ 556,864,130	\$ 657,625,958

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
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SECTION IV – ASSETS

Table IV-2 Changes in Market Values (Continued)		
	Fiscal Year ending <u>June 30, 2024</u>	Fiscal Year ending <u>June 30, 2025</u>
<u>Deductions</u>		
Benefit payments	\$ 250,717,075	\$ 263,560,421
Refunds of Members' Contributions	2,339,375	1,943,129
Total Benefit Payments	\$ 253,056,450	\$ 265,503,551
Administrative & Other Expenses		
General Administrative Expenses	\$ 6,153,066	\$ 7,116,723
Actuary Fees	157,250	179,091
Fund Legal Fees	371,449	423,901
Total Administrative & Other Expenses	\$ 6,681,765	\$ 7,719,715
Total Deductions	\$ 259,738,215	\$ 273,223,266
Net increase (Decrease)	\$ 297,125,916	\$ 384,402,692
Net Assets Held in Trust for Pension Benefits		
Beginning of Year	\$ 4,132,090,005	\$ 4,429,215,921
End of Year	\$ 4,429,215,921	\$ 4,813,618,613
Expected Return	\$ 287,596,270	\$ 308,491,894
Actual Return	345,080,693	429,543,903
Actuarial Gain/(Loss)	\$ 57,484,423	\$ 121,052,009
Expected Return	7.00%	7.00%
Approximate Return	8.4%	9.7%

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

SECTION IV – ASSETS

Allocation of Reserve Balances

The following table shows the allocation of the assets among the various accounting reserves.

A new Interest Crediting and Undesignated Earnings Policy was established on August 25, 2010. In accordance with that policy, the Market Stabilization Account is based on the difference between the Market Value of Assets and the Actuarial Value of Assets. The Market Stabilization Account is zero under the current funding policy. The Contra Tracking Account was established with that policy. In effect, that account is the difference between the Actuarial Value of Assets, now equal to the Market Value of Assets, and the sum of the reserves in Table IV-3, as long as that account is negative.

Table IV-3			
Allocation of Assets by Accounting Reserve Amounts for the Years Ended June 30, 2024 and June 30, 2025			
	FYE 2024	FYE 2025	
Member Deposit Reserve	\$ 328,954,058	\$	365,990,867
County and District Advance Reserve	1,432,016,041		1,574,941,735
Retired Member Reserve	3,441,557,839		3,577,703,600
Transferred Funds Reserve	<u>289,196,827</u>		<u>309,794,871</u>
	\$ 5,491,724,765	\$	5,828,431,073
New Market Stabilization Reserve	0		0
Contra Tracking Account	(1,062,508,844)		(1,014,812,460)
Total Reserves	\$ 4,429,215,921	\$	4,813,618,613

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
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SECTION IV – ASSETS

Historical Investment Performance

The following table shows the historical annual asset returns on a market value basis, as well as the change in the Consumer Price Index (CPI) since 2006.

Table IV-4 Net Return on Assets vs. Increase in Consumer Price Index		
Year Ended June 30	Net Return at Market Value	Increase in Consumer Price Index¹
2006	10.60%	4.3%
2007	16.60%	2.7%
2008	-7.20%	5.0%
2009	-19.20%	-1.4%
2010	13.40%	1.1%
2011	21.10%	3.6%
2012	1.80%	1.7%
2013	8.13%	1.8%
2014	15.00%	2.1%
2015	0.83%	0.1%
2016	1.30%	1.0%
2017	10.39%	1.6%
2018	8.00%	2.9%
2019	7.53%	1.6%
2020	0.78%	0.6%
2021	25.86%	5.4%
2022	-1.77%	9.1%
2023	7.17%	3.0%
2024	8.40%	3.0%
2025	9.75%	2.7%
Geometric Average		
5-Year	9.5%	4.6%
10-Year	7.5%	3.1%
20-Year	6.5%	2.6%

¹ Based on All Urban Consumers - U.S. City Average, June indices.

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
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SECTION IV – ASSETS

Allocation of Assets by Valuation Subgroup

The following table shows the allocation of the Market Value of Assets between the three valuation subgroups (General, Safety, and APCD). The assets are allocated to each subgroup based on its share of the valuation reserves maintained by SBCERS. The Market Value of Asset is used to calculate each subgroups' UAL and the resulting amortization payment.

Table IV-5				
Allocation of Assets by Subgroup for June 30, 2025				
(in thousands)				
	General	Safety	APCD	Total
1. Member Deposit Reserve	\$ 253,620	\$ 112,538	\$ (167)	\$ 365,991
2. County and District Advance Reserve	1,037,790	528,276	8,876	1,574,942
3. Retired Member Reserve	2,048,500	1,472,020	57,183	3,577,703
4. Transferred Funds Reserve	<u>160,226</u>	<u>146,316</u>	<u>3,253</u>	<u>309,795</u>
5. Total Valuation Reserves (1 + 2 + 3 + 4)	\$ 3,500,136	\$ 2,259,150	\$ 69,145	\$ 5,828,431
6. Percentage of Line 5, by Plan	60.05%	38.76%	1.19%	100.0%
7. Market Value of Assets				4,813,619
8. Allocated Market Value of Assets	\$ 2,890,713	\$ 1,865,800	\$ 57,106	\$ 4,813,619

SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
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SECTION V – LIABILITIES

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

- **Disclosure** of System liabilities at June 30, 2024 and June 30, 2025,
- Statement of **changes** in these liabilities during the year.

Disclosure

Several types of liabilities are calculated and presented in this report. Each type is distinguished by the people ultimately using the figures and the purpose for which they are using them. Note that these liabilities are not appropriate for settlement purposes, including the purchase of annuities and the payment of lump sums.

- **Present Value of Future Benefits:** Used for measuring all future System obligations; the obligations of the System earned as of the valuation date and those to be earned in the future by current plan participants, under the current System provisions.
- **Actuarial Liability:** Used for funding calculations, this liability is calculated taking the present value of future benefits and subtracting the present value of future member contributions and future employer normal costs under an acceptable actuarial funding method. The method used for this System is called the **Entry Age Normal (EAN)** funding method
- **Unfunded Actuarial Liability:** The excess of the Actuarial Liability over the Market Value of Assets.

Table V-1 on the following page discloses each of these liabilities for the current and prior valuations. With respect to each class (i.e., General, Safety, APCD, and SBCERS in total), a subtraction of the appropriate value of Plan assets from the Actuarial Liability yields a **net surplus** or an **Unfunded Actuarial Liability**.

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

SECTION V – LIABILITIES

Table V-1					
Present Value of Future Benefits and Actuarial Liability					
(in thousands)					
	General	Safety	APCD	June 30, 2025	June 30, 2024
				Total	Total
Present Value of Future Benefits					
Actives	\$ 1,615,284	\$ 1,011,836	\$ 15,375	\$ 2,642,495	\$ 2,454,972
Terminated Vested	150,830	48,526	2,420	201,776	199,659
Retirees	1,850,435	1,129,278	43,666	3,023,379	2,898,818
Disabled	57,832	148,716	0	206,548	195,406
Beneficiaries	107,463	114,290	3,868	225,621	205,638
Total Present Value of Future Benefits	\$ 3,781,844	\$ 2,452,646	\$ 65,329	\$ 6,299,819	\$ 5,954,493
Actuarial Liability					
Total Present Value of Benefits	\$ 3,781,844	\$ 2,452,646	\$ 65,329	\$ 6,299,819	\$ 5,954,493
Present Value of Future Normal Costs					
Employer Portion	(300,854)	(220,017)	(3,423)	(524,294)	(497,511)
Employee Portion	(224,100)	(141,289)	(2,691)	(368,080)	(330,405)
Actuarial Liability	\$ 3,256,890	\$ 2,091,340	\$ 59,215	\$ 5,407,445	\$ 5,126,577
Market Value of Assets	\$ 2,890,713	\$ 1,865,800	\$ 57,106	\$ 4,813,619	\$ 4,429,216
Funded Ratio	88.8%	89.2%	96.4%	89.0%	86.4%
Unfunded Actuarial Liability/(Surplus)	\$ 366,177	\$ 225,540	\$ 2,109	\$ 593,826	\$ 697,361

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
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SECTION V – LIABILITIES

Changes in Liabilities

Each of the liabilities disclosed in the prior tables 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

Unfunded liabilities will change because of all of the above, and also due to changes in System assets resulting from:

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

Table V-2 Development of 2025 Experience Gain/(Loss) (in thousands)	
	Cost
1. Unfunded Actuarial Liability (UAL) at June 30, 2024	\$ 697,361
2. Middle of year actuarial liability payment	(112,906)
3. Interest to end of year on 1 and 2	44,930
4. Assumption Changes	<u>25,874</u>
5. Expected UAL at June 30, 2025 (1+2+3+4)	\$ 655,259
6. Actual Unfunded Liability at June 30, 2025	<u>593,826</u>
7. Net Gain/(Loss): (5-6)	\$ 61,433
8. Portion of net gain/(loss) due to:	
a. Investment experience gain	\$ 121,052
b. Salary increases more than expected	(45,053)
c. Retirement experience	(6,254)
d. Retiree COLAs more than expected	(3,175)
e. Other experience	<u>(5,137)</u>
f. Total gain/(loss)	\$ 61,433

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SECTION VI – 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 System. 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 System, the actuarial funding method used to determine the normal cost and the Unfunded Actuarial Liability is the **Entry Age Normal (EAN)** cost method. There are three primary components to the total contribution: the **normal cost rate** (employee and employer), the **Unfunded Actuarial Liability rate** (UAL rate), and **assumed administrative expenses**. Administrative expenses are split between employees and employers based on their share of the overall contributions.

The normal cost rate is determined in the following steps. First, an individual normal cost rate is determined by taking the value of each member's projected future benefits as of the member's entry age into the System. This value is then divided by the value of the member's expected future salary, also at entry age, producing a normal cost rate that should remain relatively constant over a member's career.

The total normal cost is computed by adding the expected dollar amount of each active member's normal cost for the current year – known as the Individual Entry Age Method. The total normal cost is adjusted with interest to the middle of the year, to reflect the fact that the normal cost contributions are paid throughout the year as member payroll payments are made. Finally, the total normal cost rate, calculated by dividing the total normal cost by expected payroll of the closed group, is reduced by the member contribution rate (including any applicable employee cost sharing) to produce the employer normal cost rate.

The Unfunded Actuarial Liability (UAL) is the difference between the EAN Actuarial Liability and the Market Value of Assets. The Unfunded Actuarial Liability payment is determined as the amount needed to fund the outstanding Unfunded Actuarial Liability resulting from the creation of Safety Plan 6 over three remaining years and the outstanding Unfunded Actuarial Liability as of June 30, 2013 over a closed period with five years remaining, both as a level percentage of pay. Any subsequent unexpected change in the Unfunded Actuarial Liability after June 30, 2013 is amortized over 19 years that includes a five-year phase-in/out of the payments/credits for each annual layer.

The table on the following page presents the calculation of the contribution rates for the System for this valuation and compares the total contribution rate with the prior year rate. The tables on the following pages contain more details on the calculation of the UAL amortization payments, as well as details on the calculation of the contribution rates for each group and tier.

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
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SECTION VI – CONTRIBUTIONS

Table VI-1 Development of the Net Employer Contribution Rate as of June 30, 2025 for FYE 2027					
	June 30, 2025				June 30, 2024
	General	Safety	APCD	COMPOSITE	COMPOSITE
1. Total Normal Cost Rate	17.95%	33.60%	16.99%	22.00%	21.92%
2. Member Contribution Rate	<u>7.27%</u>	<u>11.60%</u>	<u>7.09%</u>	<u>8.40%</u>	<u>8.10%</u>
3. Employer Normal Cost Rate (1-2)	10.68%	22.00%	9.90%	13.60%	13.82%
4. UAL Amortization	<u>19.74%</u>	<u>32.45%</u>	<u>30.62%</u>	<u>23.13%</u>	<u>25.36%</u>
5. Employer Contribution Rate (3+4)	30.42%	54.45%	40.52%	36.73%	39.18%
6. Estimated Impact of Employee Cost-Sharing	<u>-0.87%</u>	<u>-2.72%</u>	<u>0.00%</u>	<u>-1.34%</u>	<u>-1.46%</u>
7. Net Employer Contribution Rate (5+6)	29.55%	51.73%	40.52%	35.39%	37.72%
Projected Payroll for FYE 2026	\$ 363,340,879	\$ 129,328,842	\$ 3,859,394	\$ 496,529,115	\$ 459,504,607

The Member and Employer Contribution Rates have been explicitly loaded by 3.4% to account for anticipated administrative expenses.

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
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SECTION VI – CONTRIBUTIONS

The table below presents the calculation of the UAL payments of the System as a dollar amount and as a percentage of pay under the amortization policy. The total UAL payment of the System is 23.12% as a percentage of pay, which is not the sum of the individual amortization bases, since the Safety Plan 6 UAL of 7.63% is paid only for members under Safety Plan 6. Once the (Gain)/Loss and Assumption bases are fully phased-in, the UAL payment from these sources will be 24.04% of pay.

If the UAL payment below of \$110,992,183 was calculated based on a single-equivalent period with the June 30, 2025 UAL of \$589,234,458, the number of years to fully pay off the unfunded liability would be six years.

Table VI-2 Development of Amortization Payment For the June 30, 2025 Actuarial Valuation										
Type of Base	Date Established	Initial Amount	Initial Amortization Years	June 30, 2025 Outstanding Balance	Remaining Amortization Years	Current Phase-In Percentage	Amortization Amount	% of Pay ²	% of Pay After Phase-In ²	
1. Safety Plan 6 Base ¹	6/30/2011	\$ 12,800,000	17	\$ 5,099,324	3	N/A	\$ 1,825,659	7.63%	7.63%	
2. Remaining UAL	6/30/2013	803,940,900	17	423,648,952	5	N/A	94,447,595	19.67%	19.67%	
3. (Gain)/Loss Base	6/30/2014	(227,291,825)	19	(159,752,419)	8	100%	(30,401,712)	-6.33%	-6.33%	
4. (Gain)/Loss Base	6/30/2015	137,382,857	19	106,984,610	9	100%	17,756,734	3.70%	3.70%	
5. (Gain)/Loss Base	6/30/2016	117,812,662	19	99,566,611	10	100%	14,714,600	3.06%	3.06%	
6. Assumption Changes	6/30/2016	215,838,077	19	182,410,495	10	100%	26,957,806	5.61%	5.61%	
7. (Gain)/Loss Base	6/30/2017	(83,693,202)	19	(75,915,160)	11	100%	(10,148,677)	-2.11%	-2.11%	
8. Assumption Change	6/30/2017	(29,683,810)	19	(26,925,141)	11	100%	(3,599,473)	-0.75%	-0.75%	
9. (Gain)/Loss Base	6/30/2018	869,981	19	836,519	12	100%	102,422	0.02%	0.02%	
10. (Gain)/Loss Base	6/30/2019	25,594,711	19	25,828,392	13	100%	2,925,466	0.61%	0.61%	
11. Assumption Change	6/30/2019	(7,455,037)	19	(7,523,102)	13	100%	(852,108)	-0.18%	-0.18%	
12. (Gain)/Loss Base	6/30/2020	234,967,694	19	246,808,052	14	100%	26,074,485	5.43%	5.43%	
13. Assumption Change	6/30/2020	19,124,525	19	20,088,237	14	100%	2,122,258	0.44%	0.44%	
14. (Gain)/Loss Base	6/30/2021	(603,151,064)	19	(654,918,819)	15	100%	(64,982,506)	-13.53%	-13.53%	
15. (Gain)/Loss Base	6/30/2022	339,628,618	19	372,127,709	16	80%	28,420,217	5.92%	7.40%	
16. Assumption Change	6/30/2022	76,452,344	19	83,768,075	16	80%	6,397,553	1.33%	1.67%	
17. (Gain)/Loss Base	6/30/2023	23,647,976	19	25,608,745	17	60%	1,440,924	0.30%	0.50%	
18. (Gain)/Loss Base	6/30/2024	(36,522,139)	19	(38,355,420)	18	40%	(1,440,373)	-0.30%	-0.75%	
19. (Gain)/Loss Base	6/30/2025	(61,433,411)	19	(61,433,411)	19	20%	(1,176,132)	-0.24%	-1.22%	
20. Assumption Change	6/30/2025	25,873,946	19	25,873,946	19	20%	495,352	0.10%	0.52%	
Total				\$ 593,826,193			\$ 111,080,091	23.13%	24.13%	

¹ Original amortization base for increase in benefits established in 6/30/2007 with a 15-year period. In 2011, the outstanding balance was re-amortized over a closed 17-year period.

² Includes explicit administrative expense load. Safety Plan 6 Base is shown as a percentage of the Safety Plan 6 payroll only.

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SECTION VI – CONTRIBUTIONS

The table below and on the following two pages present the calculation of the UAL payments of the System as a dollar amount and as a percentage of pay under the amortization policy, broken out by group.

Table VI-2(a) General Development of Amortization Payment For the June 30, 2025 Actuarial Valuation								
Type of Base	Date Established	Initial Amortization Years	June 30, 2025 Outstanding Balance	Remaining Amortization Years	Current Phase-In Percentage	Amortization Amount	% of Pay¹	% of Pay After Phase-In¹
1. Remaining UAL	6/30/2013	17	\$ 264,069,566	5	N/A	\$ 58,871,231	16.75%	16.75%
2. (Gain)/Loss Base	6/30/2014	19	(92,824,700)	8	100%	(17,665,020)	-5.03%	-5.03%
3. (Gain)/Loss Base	6/30/2015	19	67,726,737	9	100%	11,240,922	3.20%	3.20%
4. (Gain)/Loss Base	6/30/2016	19	62,620,760	10	100%	9,254,502	2.63%	2.63%
5. Assumption Changes	6/30/2016	19	117,757,703	10	100%	17,402,997	4.95%	4.95%
6. (Gain)/Loss Base	6/30/2017	19	(47,349,694)	11	100%	(6,329,918)	-1.80%	-1.80%
7. Assumption Change	6/30/2017	19	(16,887,262)	11	100%	(2,257,565)	-0.64%	-0.64%
8. (Gain)/Loss Base	6/30/2018	19	(4,346,099)	12	100%	(532,128)	-0.15%	-0.15%
9. (Gain)/Loss Base	6/30/2019	19	10,951,836	13	100%	1,240,465	0.35%	0.35%
10. Assumption Change	6/30/2019	19	18,221,117	13	100%	2,063,824	0.59%	0.59%
11. (Gain)/Loss Base	6/30/2020	19	147,199,468	14	100%	15,551,155	4.43%	4.43%
12. Assumption Change	6/30/2020	19	14,908,698	14	100%	1,575,056	0.45%	0.45%
13. (Gain)/Loss Base	6/30/2021	19	(393,888,064)	15	100%	(39,082,452)	-11.12%	-11.12%
14. (Gain)/Loss Base	6/30/2022	19	219,786,291	16	80%	16,785,566	4.78%	5.97%
15. Assumption Change	6/30/2022	19	10,513,384	16	80%	802,930	0.23%	0.29%
16. (Gain)/Loss Base	6/30/2023	19	28,001,850	17	60%	1,575,577	0.45%	0.75%
17. (Gain)/Loss Base	6/30/2024	19	(20,413,352)	18	40%	(766,589)	-0.22%	-0.55%
18. (Gain)/Loss Base	6/30/2025	19	(39,101,475)	19	20%	(748,591)	-0.21%	-1.07%
18. Assumption Change	6/30/2025	19	<u>19,229,799</u>	19	20%	<u>368,151</u>	<u>0.10%</u>	<u>0.52%</u>
Total			\$ 366,176,563			\$ 69,350,114	19.74%	20.53%

¹ Includes explicit administrative expense load.

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
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SECTION VI – CONTRIBUTIONS

**Table VI-2(b) Safety
Development of Amortization Payment
For the June 30, 2025 Actuarial Valuation**

Type of Base	Date Established	Initial Amortization Years	June 30, 2025 Outstanding Balance	Remaining Amortization Years	Current Phase-In Percentage	Amortization Amount	% of Pay ²	% of Pay After Phase-In ²
1. Safety Plan 6 Base ¹	6/30/2011	17	\$ 5,099,324	3	N/A	\$ 1,825,659	7.63%	7.63%
2. Remaining UAL	6/30/2013	17	154,375,101	5	N/A	34,416,129	27.52%	27.52%
3. (Gain)/Loss Base	6/30/2014	19	(65,118,158)	8	100%	(12,392,322)	-9.91%	-9.91%
4. (Gain)/Loss Base	6/30/2015	19	37,706,925	9	100%	6,258,394	5.00%	5.00%
5. (Gain)/Loss Base	6/30/2016	19	36,805,148	10	100%	5,439,303	4.35%	4.35%
6. Assumption Changes	6/30/2016	19	62,469,638	10	100%	9,232,168	7.38%	7.38%
7. (Gain)/Loss Base	6/30/2017	19	(26,869,166)	11	100%	(3,591,990)	-2.87%	-2.87%
8. Assumption Change	6/30/2017	19	(9,714,409)	11	100%	(1,298,665)	-1.04%	-1.04%
9. (Gain)/Loss Base	6/30/2018	19	4,401,873	12	100%	538,956	0.43%	0.43%
10. (Gain)/Loss Base	6/30/2019	19	13,343,905	13	100%	1,511,404	1.21%	1.21%
11. Assumption Change	6/30/2019	19	(26,254,908)	13	100%	(2,973,775)	-2.38%	-2.38%
12. (Gain)/Loss Base	6/30/2020	19	96,606,320	14	100%	10,206,150	8.16%	8.16%
13. Assumption Change	6/30/2020	19	5,090,290	14	100%	537,773	0.43%	0.43%
14. (Gain)/Loss Base	6/30/2021	19	(252,098,350)	15	100%	(25,013,760)	-20.00%	-20.00%
15. (Gain)/Loss Base	6/30/2022	19	147,939,819	16	80%	11,298,492	9.03%	11.29%
16. Assumption Change	6/30/2022	19	72,833,821	16	80%	5,562,480	4.45%	5.56%
17. (Gain)/Loss Base	6/30/2023	19	(1,556,965)	17	60%	(87,606)	-0.07%	-0.12%
18. (Gain)/Loss Base	6/30/2024	19	(17,184,441)	18	40%	(645,333)	-0.52%	-1.29%
19. (Gain)/Loss Base	6/30/2025	19	(18,413,645)	19	20%	(352,526)	-0.28%	-1.41%
20. Assumption Change	6/30/2025	19	<u>6,078,287</u>	19	20%	<u>116,368</u>	<u>0.09%</u>	<u>0.47%</u>
Total			\$ 225,540,409			\$ 40,587,299	32.45%	34.24%

¹ Original amortization base for increase in benefits established in 6/30/2007 with a 15-year period. In 2011, the outstanding balance was re-amortized over a closed 17-year period.

² Includes explicit administrative expense load. Safety Plan 6 Base is shown as a percentage of the Safety Plan 6 payroll only.

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
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SECTION VI – CONTRIBUTIONS

**Table VI-2(c) APCD
Development of Amortization Payment
For the June 30, 2025 Actuarial Valuation**

Type of Base	Date Established	Initial Amortization Years	June 30, 2025 Outstanding Balance	Remaining Amortization Years	Current Phase-In Percentage	Amortization Amount	% of Pay¹	% of Pay After Phase-In¹
1. Remaining UAL	6/30/2013	17	\$ 5,204,285	5	N/A	\$ 1,160,235	31.08%	31.08%
2. (Gain)/Loss Base	6/30/2014	19	(1,809,561)	8	100%	(344,369)	-9.23%	-9.23%
3. (Gain)/Loss Base	6/30/2015	19	1,550,947	9	100%	257,418	6.90%	6.90%
4. (Gain)/Loss Base	6/30/2016	19	140,703	10	100%	20,794	0.56%	0.56%
5. Assumption Changes	6/30/2016	19	2,183,153	10	100%	322,640	8.64%	8.64%
6. (Gain)/Loss Base	6/30/2017	19	(1,696,300)	11	100%	(226,769)	-6.08%	-6.08%
7. Assumption Change	6/30/2017	19	(323,470)	11	100%	(43,243)	-1.16%	-1.16%
8. (Gain)/Loss Base	6/30/2018	19	780,745	12	100%	95,593	2.56%	2.56%
9. (Gain)/Loss Base	6/30/2019	19	1,532,651	13	100%	173,597	4.65%	4.65%
10. Assumption Change	6/30/2019	19	510,688	13	100%	57,843	1.55%	1.55%
11. (Gain)/Loss Base	6/30/2020	19	3,002,263	14	100%	317,180	8.50%	8.50%
12. Assumption Change	6/30/2020	19	89,249	14	100%	9,429	0.25%	0.25%
13. (Gain)/Loss Base	6/30/2021	19	(8,932,405)	15	100%	(886,293)	-23.75%	-23.75%
14. (Gain)/Loss Base	6/30/2022	19	4,401,598	16	80%	336,160	9.01%	11.26%
15. Assumption Change	6/30/2022	19	420,870	16	80%	32,143	0.86%	1.08%
16. (Gain)/Loss Base	6/30/2023	19	(836,140)	17	60%	(47,047)	-1.26%	-2.10%
17. (Gain)/Loss Base	6/30/2024	19	(757,627)	18	40%	(28,451)	-0.76%	-1.91%
18. (Gain)/Loss Base	6/30/2025	19	(3,918,291)	19	20%	(75,015)	-2.01%	-10.05%
19. Assumption Change	6/30/2025	19	565,860	19	20%	10,833	0.29%	1.45%
Total			\$ 2,109,220			\$ 1,142,678	30.62%	24.22%

¹ Includes explicit administrative expense load.

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SECTION VI – CONTRIBUTIONS

As discussed earlier, a portion of the UAL attributable to the implementation of Safety Plan 6 is being amortized over a separate period from the rest of UAL. Beginning with the 2011 actuarial valuation, the outstanding balance of the Safety Plan 6 UAL is being amortized over a closed 17-year period; three years are now remaining. The amortization payment for this separate base is applied only to the payroll of the Safety Plan 6 members.

Since the Safety Plan 6 is a closed group, its payroll has been declining over the last several years and the extra amortization payment rate as a percentage of payroll has been increasing. It will continue to increase in future years since the Plan 6 payroll is expected to continue to decrease while the amortization payment amount will increase with assumed wage growth of 3.00%.

Table VI-3 below contains the details of the calculations of the Safety UAL rates for the Plan 6 members.

Table VI-3	
Development of Safety UAL Amortization Rates	
June 30, 2025 Plan 6 Outstanding Balance	\$ 5,099,324
3-year amortization factor	0.358020
Safety Plan 6 closed payroll	\$ 24,741,215
Middle of year payment	1,825,659
Extra Plan 6 UAL Amortization Rate	7.38%
- including Administrative Expense Load	7.63%
Safety UAL less Extra Plan 6	\$ 220,441,085
Middle of year payment	38,761,640
Total Safety Payroll	129,328,842
UAL Rate without Extra Plan 6	29.97%
- including Administrative Expense Load	30.99%
UAL Rate - Plan 6 including Admin Expense Load	38.62%

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
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SECTION VI – CONTRIBUTIONS

Tables VI-4 through VI-7 show the calculations of the employer contribution rates for each group and tier, as well as a comparison to the prior year rates.

Table VI-4 Development of the General Net Employer Contribution Rate as of June 30, 2025 for FYE 2027 (Prior to Cost-Sharing)										
							PEPRA Plans			
	5A	5B	5C	Plan 2	Plan 7	2% COLA	3% COLA	LAFCO ¹	Total	
Current Year										
A. Basic Employer Normal Cost Rate	9.69%	7.91%	10.54%	3.41%	12.67%	7.01%	7.15%	7.15%	8.06%	
B. COLA Normal Cost Rate	<u>4.26%</u>	<u>4.94%</u>	<u>4.54%</u>	<u>0.00%</u>	<u>3.65%</u>	<u>1.47%</u>	<u>2.04%</u>	<u>2.04%</u>	<u>2.62%</u>	
C. Employer Normal Cost Rate	13.95%	12.85%	15.08%	3.41%	16.32%	8.48%	9.19%	9.19%	10.68%	
D. Basic UAL Contribution Rate	13.20%	13.20%	13.20%	13.20%	13.20%	13.20%	13.20%	1.71%	13.20%	
E. COLA UAL Contribution Rate	<u>6.54%</u>	<u>6.54%</u>	<u>6.54%</u>	<u>6.54%</u>	<u>6.54%</u>	<u>6.54%</u>	<u>6.54%</u>	<u>0.85%</u>	<u>6.54%</u>	
F. UAL Contribution Rate	19.74%	19.74%	19.74%	19.74%	19.74%	19.74%	19.74%	2.56%	19.74%	
G. Total June 30, 2025 Contribution Rate (C+F)	33.69%	32.59%	34.82%	23.15%	36.06%	28.22%	28.93%	11.75%	30.42%	
Projected Payroll for FYE 2026 (in thousands)	\$ 14,880	\$ 39,764	\$ 65,787	\$ 281	\$ 11,650	\$ 218,237	\$ 12,465	\$ 277	\$ 363,341	
Prior Year										
A. Basic Employer Normal Cost Rate	9.72%	8.06%	10.59%	3.49%	12.62%	6.99%	7.08%	7.08%	8.20%	
B. COLA Normal Cost Rate	<u>4.26%</u>	<u>4.96%</u>	<u>4.55%</u>	<u>0.00%</u>	<u>3.63%</u>	<u>1.46%</u>	<u>2.01%</u>	<u>2.01%</u>	<u>2.73%</u>	
C. Employer Normal Cost Rate	13.98%	13.02%	15.14%	3.49%	16.25%	8.45%	9.09%	9.09%	10.93%	
D. Basic UAL Contribution Rate	14.65%	14.65%	14.65%	14.65%	14.65%	14.65%	14.65%	1.04%	14.65%	
E. COLA UAL Contribution Rate	<u>7.10%</u>	<u>7.10%</u>	<u>7.10%</u>	<u>7.10%</u>	<u>7.10%</u>	<u>7.10%</u>	<u>7.10%</u>	<u>0.51%</u>	<u>7.10%</u>	
F. UAL Contribution Rate	21.75%	21.75%	21.75%	21.75%	21.75%	21.75%	21.75%	1.55%	21.75%	
G. Total June 30, 2024 Contribution Rate (C+F)	35.73%	34.77%	36.89%	25.24%	38.00%	30.20%	30.84%	9.09%	32.68%	
Projected Payroll for FYE 2025 (in thousands)	\$ 15,898	\$ 38,843	\$ 68,668	\$ 268	\$ 11,747	\$ 189,169	\$ 11,384	\$ 270	\$ 336,248	

¹ Beginning with the Plan Year July 1, 2020, LAFCO was a new employer and paid only the normal cost rate since there was no additional UAL as of June 30, 2021. As of the June 30, 2025 valuation, there are six new General UAL payments equal to 5.10% of General payroll and the recommended phase-in for the LAFCO UAL payment is 50% of the UAL payment, or 2.55%.

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

SECTION VI – CONTRIBUTIONS

Table VI-5 Development of the Safety Net Employer Contribution Rate as of June 30, 2025 for FYE 2027 (Prior to Cost Sharing)							
	4A	4B	4C	6A	6B	PEPRA	Total
Current Year							
A. Basic Employer Normal Cost Rate	20.31%	16.75%	18.27%	31.13%	20.00%	11.77%	15.23%
B. COLA Normal Cost Rate	<u>9.76%</u>	<u>9.96%</u>	<u>9.11%</u>	<u>12.25%</u>	<u>10.12%</u>	<u>4.22%</u>	<u>6.77%</u>
C. Employer Normal Cost Rate	30.07%	26.71%	27.38%	43.38%	30.12%	15.99%	22.00%
D. Basic UAL Contribution Rate	19.08%	19.08%	19.08%	23.78%	23.78%	19.08%	19.98%
E. COLA UAL Contribution Rate	<u>11.91%</u>	<u>11.91%</u>	<u>11.91%</u>	<u>14.84%</u>	<u>14.84%</u>	<u>11.91%</u>	<u>12.47%</u>
F. UAL Contribution Rate	30.99%	30.99%	30.99%	38.62%	38.62%	30.99%	32.45%
G. Total June 30, 2025 Contribution Rate (C+F)	61.06%	57.70%	58.37%	82.00%	68.74%	46.98%	54.45%
Projected Payroll for FYE 2026 (in thousands)	\$ 2,792	\$ 2,097	\$ 31,090	\$ 314	\$ 24,427	\$ 68,609	\$ 129,329
Prior Year							
A. Basic Employer Normal Cost Rate	20.33%	19.18%	17.82%	26.81%	19.53%	11.46%	15.22%
B. COLA Normal Cost Rate	<u>9.50%</u>	<u>10.42%</u>	<u>8.82%</u>	<u>10.59%</u>	<u>9.93%</u>	<u>4.06%</u>	<u>6.79%</u>
C. Employer Normal Cost Rate	29.83%	29.60%	26.64%	37.40%	29.46%	15.52%	22.01%
D. Basic UAL Contribution Rate	20.86%	20.86%	20.86%	25.49%	25.49%	20.86%	21.80%
E. COLA UAL Contribution Rate	<u>12.80%</u>	<u>12.80%</u>	<u>12.80%</u>	<u>15.66%</u>	<u>15.66%</u>	<u>12.80%</u>	<u>13.39%</u>
F. UAL Contribution Rate	33.66%	33.66%	33.66%	41.15%	41.15%	33.66%	35.19%
G. Total June 30, 2024 Contribution Rate (C+F)	63.49%	63.26%	60.30%	78.55%	70.61%	49.18%	57.20%
Projected Payroll for FYE 2025 (in thousands)	\$ 2,996	\$ 1,981	\$ 31,292	\$ 542	\$ 23,893	\$ 58,771	\$ 119,475

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

SECTION VI – CONTRIBUTIONS

Table VI-6					
Development of the APCD Net Employer Contribution Rate as of June 30, 2025 for FYE 2027 (Prior to Cost Sharing)					
	Plan 1	Plan 2	Plan 7	PEPRA	Total
Current Year					
A. Basic Employer Normal Cost Rate	2.96%	7.40%	12.66%	6.02%	7.33%
B. COLA Normal Cost Rate	<u>2.67%</u>	<u>5.12%</u>	<u>3.65%</u>	<u>1.32%</u>	<u>2.57%</u>
C. Employer Normal Cost Rate	5.63%	12.52%	16.31%	7.34%	9.90%
D. Basic UAL Contribution Rate	19.30%	19.30%	19.30%	19.30%	19.30%
E. COLA UAL Contribution Rate	<u>11.32%</u>	<u>11.32%</u>	<u>11.32%</u>	<u>11.32%</u>	<u>11.32%</u>
F. UAL Contribution Rate	30.62%	30.62%	30.62%	30.62%	30.62%
G. Total June 30, 2025 Contribution Rate (C+F)	36.25%	43.14%	46.93%	37.96%	40.52%
Projected Payroll for FYE 2026 (in thousands)	\$ 148	\$ 890	\$ 507	\$ 2,314	\$ 3,859
Prior Year					
A. Basic Employer Normal Cost Rate	6.58%	7.31%	12.62%	5.82%	7.34%
B. COLA Normal Cost Rate	<u>3.58%</u>	<u>5.05%</u>	<u>3.63%</u>	<u>1.27%</u>	<u>2.67%</u>
C. Employer Normal Cost Rate	10.16%	12.36%	16.25%	7.09%	10.01%
D. Basic UAL Contribution Rate	22.55%	22.55%	22.55%	22.55%	22.55%
E. COLA UAL Contribution Rate	<u>12.48%</u>	<u>12.48%</u>	<u>12.48%</u>	<u>12.48%</u>	<u>12.48%</u>
F. UAL Contribution Rate	35.03%	35.03%	35.03%	35.03%	35.03%
G. Total June 30, 2024 Contribution Rate (C+F)	45.19%	47.39%	51.28%	42.12%	45.04%
Projected Payroll for FYE 2025 (in thousands)	\$ 336	\$ 863	\$ 490	\$ 2,093	\$ 3,781

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

SECTION VI – CONTRIBUTIONS

**Table VI-7
Development of the PEPRA Member and Net Employer Contribution Rates
as of June 30, 2025 for FYE 2027**

	2% COLA	General 3% COLA	LAFCO	Safety	APCD
Current Year					
Basic Member Contribution Rate	7.01%	7.15%	7.15%	11.77%	6.02%
COLA Member Contribution Rate	<u>1.47%</u>	<u>2.04%</u>	<u>2.04%</u>	<u>4.22%</u>	<u>1.32%</u>
Member Contribution Rate	8.48%	9.19%	9.19%	15.99%	7.34%
Basic Employer Normal Cost Rate	7.01%	7.15%	7.15%	11.77%	6.02%
COLA Employer Normal Cost Rate	<u>1.47%</u>	<u>2.04%</u>	<u>2.04%</u>	<u>4.22%</u>	<u>1.32%</u>
Employer Normal Cost Rate	8.48%	9.19%	9.19%	15.99%	7.34%
Basic UAL Contribution Rate	13.20%	13.20%	1.71%	19.08%	19.30%
COLA UAL Contribution Rate	<u>6.54%</u>	<u>6.54%</u>	<u>0.85%</u>	<u>11.91%</u>	<u>11.32%</u>
Employer UAL Contribution Rate	19.74%	19.74%	2.56%	30.99%	30.62%
Employer Contribution Rate	28.22%	28.93%	11.75%	46.98%	37.96%
Prior Year					
Basic Member Contribution Rate	6.99%	7.08%	7.08%	11.46%	5.82%
COLA Member Contribution Rate	<u>1.46%</u>	<u>2.01%</u>	<u>2.01%</u>	<u>4.06%</u>	<u>1.27%</u>
Member Contribution Rate	8.45%	9.09%	9.09%	15.52%	7.09%
Basic Employer Normal Cost Rate	6.99%	7.08%	7.08%	11.46%	5.82%
COLA Employer Normal Cost Rate	<u>1.46%</u>	<u>2.01%</u>	<u>2.01%</u>	<u>4.06%</u>	<u>1.27%</u>
Employer Normal Cost Rate	8.45%	9.09%	9.09%	15.52%	7.09%
Basic UAL Contribution Rate	14.65%	14.65%	1.04%	20.86%	22.55%
COLA UAL Contribution Rate	<u>7.10%</u>	<u>7.10%</u>	<u>0.51%</u>	<u>12.80%</u>	<u>12.48%</u>
Employer UAL Contribution Rate	21.75%	21.75%	1.55%	33.66%	35.03%
Employer Contribution Rate	30.20%	30.84%	10.64%	49.18%	42.12%

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

**SECTION VII – ANNUAL COMPREHENSIVE
FINANCIAL REPORTING INFORMATION**

GASB 67 became effective June 30, 2014 for the Plan and GASB 68 became effective for the fiscal year ending June 30, 2015 for the Employers. The disclosures needed to satisfy the GASB requirements can be found in the SBCERS GASB 67/68 Report as of June 30, 2025.

In accordance with Government Finance Officers Association (GFOA) and their recommended checklist for Annual Comprehensive Financial Reports, the Schedule of Funded Liabilities by Type (formerly known as the Solvency Test), Actuarial Analysis of Financial Experience, and the Schedule of Funding Progress disclosures are included below and the next page.

**Table VII-1
SCHEDULE OF FUNDED LIABILITIES BY TYPE
(dollars in thousands)**

Valuation Date June 30,	(A)	(B)	(C)		Portion of Actuarial Liabilities Covered by Reported Assets		
	Active Member Contributions	Retirees And Beneficiaries	Remaining Active Members' Liabilities	Reported Assets ¹	(A)	(B)	(C)
2025	\$ 365,991	\$ 3,657,324	\$ 1,384,130	\$ 4,813,619	100%	100%	57%
2024	328,954	3,499,521	1,298,102	4,429,216	100%	100%	46%
2023	294,063	3,368,908	1,259,953	4,132,090	100%	100%	37%
2022	271,862	3,164,672	1,277,226	3,896,843	100%	100%	36%
2021	254,026	2,875,477	1,331,489	3,990,899	100%	100%	65%
2020	230,743	2,774,353	1,292,632	3,193,932	100%	100%	15%
2019	217,070	2,610,235	1,253,333	3,198,134	100%	100%	30%
2018	203,168	2,463,993	1,220,966	3,002,019	100%	100%	27%
2017	187,084	2,295,926	1,219,287	2,801,307	100%	100%	26%
2016	183,954	2,142,873	1,244,971	2,554,539	100%	100%	18%

¹ Actuarial Value of Assets. As of June 30 2014, the Actuarial Value of Assets is the Market Value of Assets.

The Schedule of Funded Liabilities by Type shows the portion of actuarial liabilities for active member contributions, inactive members, and the employer-financed portion of the active members that are covered by the Actuarial Value of Assets.

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

**SECTION VII – ANNUAL COMPREHENSIVE
FINANCIAL REPORTING INFORMATION**

**Table VII-2
ACTUARIAL ANALYSIS OF FINANCIAL EXPERIENCE
(dollars in thousands)**

Unfunded Actuarial Liability (UAL) as of June 30, 2024	\$ 697,361
Expected Change in UAL	(67,976)
Assumption Changes	25,874
Actuarial (Gains) or Losses During the Year	
Asset Return (Greater) or Less than Expected	\$ (121,052)
Salary Increases Greater or (Less) than Expected	45,053
All Other (Including Demographic Experience)	<u>14,566</u>
Total Changes	\$ (103,535)
Unfunded Actuarial Liability (UAL) as of June 30, 2025	\$ 593,826

**Table VII-3
Schedule of Funding Progress
(dollars in thousands)**

Actuarial Valuation Date	Actuarial Value of Assets	Actuarial Liability (AL)	Unfunded AL	Funded Ratio	Covered Payroll	Unfunded AL as a % of Covered Payroll
June 30, 2025	\$ 4,813,619	\$ 5,407,445	\$ 593,826	89.0%	\$ 496,529	119.6%
June 30, 2024	4,429,216	5,126,577	697,361	86.4%	459,505	151.8%
June 30, 2023	4,132,090	4,922,924	790,834	83.9%	428,367	184.6%
June 30, 2022	3,896,843	4,713,760	816,917	82.7%	403,732	202.3%
June 30, 2021	3,990,899	4,460,991	470,092	89.5%	397,040	118.4%
June 30, 2020	3,193,932	4,297,728	1,103,796	74.3%	386,137	285.9%
June 30, 2019	3,198,134	4,080,639	882,505	78.4%	370,936	237.9%
June 30, 2018	3,002,019	3,888,126	886,107	77.2%	353,016	251.0%
June 30, 2017	2,801,307	3,702,297	900,990	75.7%	351,829	256.1%
June 30, 2016	2,554,539	3,356,333	801,794	76.1%	346,975	231.1%

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

APPENDIX A – MEMBERSHIP INFORMATION

The data for this valuation was provided by the System staff as of June 30, 2025. In preparing our report, we relied on information (some oral and some written) supplied by the SBCERS staff. This information includes, but is not limited to, 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.

SBCERS' Membership

As of June 30, 2024 and 2025	2024	2025
Members Now Receiving Benefits		
Service Retirement	4,348	4,422
Disability Retirement	277	281
Beneficiaries and Survivors	697	719
Subtotal	5,322	5,422
Active Members		
Active Vested Members	3,024	3,056
Active Nonvested Members	1,545	1,653
Subtotal	4,569	4,709
Deferred Vested and Inactive Members	1,987	2,091
Total Membership	11,878	12,222

Schedule of Average Benefit Payments

June 30, 2025	Years of Service Credit						
	0-4	5-9	10-14	15-19	20-24	25-29	30+
Average Monthly Benefit	\$913	\$1,547	\$2,304	\$3,426	\$4,706	\$6,487	\$8,796
Average Annual Benefit	10,956	18,564	27,648	41,112	56,472	77,844	105,552
Number of Members in Pay Status	450	879	1,026	790	753	639	885

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

APPENDIX A – MEMBERSHIP INFORMATION

Schedule of Active Member Valuation Data

Valuation Date	Plan	Active Members	Annual Salary ¹	Average ¹	% Increase in Average Salary
June 30, 2025	General	3,705	\$ 361,152,881	\$ 97,477	5.00%
	Safety	971	124,604,987	128,326	4.59%
	APCD	33	3,788,375	114,799	0.79%
	Total	4,709	\$ 489,546,243	103,960	4.86%

¹Based on salary data provided in the June 30, 2025 valuation data for FYE 2025.

Schedule of Retirees & Beneficiaries Added to and Removed from Retirement Payroll

Fiscal Year	Added to rolls		Removed from rolls		Rolls at end of year		% Increase in Retiree Allowance	Average Annual Allowance
	Number	Annual Allowance ¹	Number	Annual Allowance	Number	Annual Allowance		
2016	244	\$ 9,705,939	-103	\$ 2,534,190	4,171	\$ 149,683,889	6.0%	\$ 35,886
2017	314	\$ 13,124,187	-110	\$ 3,255,813	4,375	\$ 162,510,138	8.6%	\$ 37,146
2018	270	\$ 10,896,350	-126	\$ 3,280,607	4,519	\$ 174,765,068	7.5%	\$ 38,673
2019	294	\$ 12,466,673	-133	\$ 4,484,686	4,680	\$ 187,679,334	7.4%	\$ 40,102
2020	269	\$ 11,952,403	-105	\$ 3,671,844	4,844	\$ 201,478,012	7.4%	\$ 41,593
2021	208	\$ 8,791,425	-146	\$ 5,740,837	4,906	\$ 208,961,900	3.7%	\$ 42,593
2022	320	\$ 15,793,183	-151	\$ 5,131,256	5,075	\$ 225,793,228	8.1%	\$ 44,491
2023	317	\$ 15,059,037	-161	\$ 5,252,581	5,231	\$ 242,115,926	7.2%	\$ 46,285
2024	227	\$ 10,309,819	-136	\$ 5,344,435	5,322	\$ 254,122,138	5.0%	\$ 47,749
2025	260	\$ 12,270,541	-160	\$ 6,034,463	5,422	\$ 267,774,903	5.4%	\$ 49,387

¹ Annual allowance added during the year does not include COLAs granted in year to continuing retirees and beneficiaries.

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

APPENDIX A – MEMBERSHIP INFORMATION

SBCERS Membership - Active Members as of June 30, 2025					
Group	Count	Annual Salary ¹	Average Age	Average Monthly Salary ¹	Average Vesting Service
General Members					
Plan 2	3	\$272,000	64.0	\$7,556	32.0
Plan 5A	133	14,660,000	58.2	9,185	30.6
Plan 5B	257	38,783,000	52.9	12,576	21.0
Plan 5C	717	65,966,000	51.8	7,667	20.9
Plan 7	92	11,693,000	47.1	10,591	15.4
PEPRA	<u>2,503</u>	<u>229,778,000</u>	39.9	7,650	4.6
Total	3,705	\$361,153,000	44.0	\$8,123	10.1
APCD Members					
Plan 1	1	\$143,000	62.0	\$11,917	35.0
Plan 2	6	859,000	46.2	11,931	16.3
Plan 7	3	490,000	48.0	13,611	20.7
PEPRA	<u>23</u>	<u>2,296,000</u>	36.3	8,319	5.2
Total	33	\$3,788,000	39.9	\$9,567	9.5
Safety Members					
Plan 4A	15	\$2,680,000	54.4	\$14,889	22.9
Plan 4B	12	2,013,000	50.8	13,979	23.8
Plan 4C	212	30,305,000	48.4	11,912	20.6
Plan 6A	3	537,000	65.3	14,917	32.7
Plan 6B	171	24,847,000	47.9	12,109	20.1
PEPRA	<u>558</u>	<u>64,223,000</u>	35.6	9,591	5.6
Total	971	\$124,605,000	41.1	10,694	12.0
Total Actives	4,709	\$489,546,000	43.4	\$8,663	10.5

¹Based on salary data provided in the June 30, 2025 valuation data for FYE 2025.

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

APPENDIX A – MEMBERSHIP INFORMATION

SBCERS Membership - Schedule of Active Member Valuation Data

Valuation Date	Plan	Count	Annual Salary ¹	Average Annual Salary ¹	Increase in Average Salary
June 30, 2016	General	3,394	\$241,729,055	\$71,222	1.63%
	APCD	38	2,979,643	\$78,412	1.84%
	Safety	<u>916</u>	<u>86,041,656</u>	\$93,932	1.60%
	Total	4,348	\$330,750,354	\$76,070	1.41%
June 30, 2017	General	3,315	\$242,037,608	\$73,013	2.51%
	APCD	35	2,886,965	\$82,485	5.19%
	Safety	<u>949</u>	<u>91,187,124</u>	\$96,088	2.30%
	Total	4,299	\$336,111,696	\$78,184	2.78%
June 30, 2018	General	3,212	\$246,464,767	\$76,732	5.09%
	APCD	30	2,585,875	\$86,196	4.50%
	Safety	<u>929</u>	<u>91,508,536</u>	\$98,502	2.51%
	Total	4,171	\$340,559,179	\$81,649	4.43%
June 30, 2019	General	3,293	\$254,877,894	\$77,400	0.87%
	APCD	32	2,917,484	\$91,171	5.77%
	Safety	<u>944</u>	<u>95,991,720</u>	\$101,686	3.23%
	Total	4,269	\$353,787,098	\$82,874	1.50%
June 30, 2020	General	3,327	\$268,092,934	\$80,581	4.11%
	APCD	33	3,116,418	\$94,437	3.58%
	Safety	<u>962</u>	<u>101,475,166</u>	\$105,484	3.74%
	Total	4,322	\$372,684,519	\$86,230	4.05%
June 30, 2021	General	3,327	\$275,536,788	\$82,818	2.78%
	APCD	34	3,415,541	\$100,457	6.37%
	Safety	<u>960</u>	<u>105,176,155</u>	\$109,558	3.86%
	Total	4,321	\$384,128,484	\$88,898	3.09%
June 30, 2022	General	3,321	\$281,864,557	\$84,873	2.48%
	APCD	33	3,461,291	\$104,888	4.41%
	Safety	<u>925</u>	<u>104,730,974</u>	\$113,223	3.35%
	Total	4,279	\$390,056,822	\$91,156	2.54%
June 30, 2023	General	3,417	\$308,774,545	\$90,364	6.47%
	APCD	33	3,536,235	\$107,159	2.17%
	Safety	<u>939</u>	<u>111,118,603</u>	\$118,337	4.52%
	Total	4,389	\$423,429,383	\$96,475	5.84%
June 30, 2024	General	3,594	\$333,635,982	\$92,831	2.73%
	APCD	32	3,644,765	\$113,899	6.29%
	Safety	<u>943</u>	<u>115,706,494</u>	\$122,700	3.69%
	Total	4,569	\$452,987,240	\$99,144	2.77%
June 30, 2025	General	3,705	\$361,152,881	\$97,477	5.00%
	APCD	33	3,788,375	\$114,799	0.79%
	Safety	<u>971</u>	<u>124,604,987</u>	\$128,326	4.59%
	Total	4,709	\$489,546,243	\$103,960	4.86%

¹Based on salary data provided in the valuation census data.

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

APPENDIX A – MEMBERSHIP INFORMATION

SBCERS Membership – Deferred Vested Members as of June 30, 2025

SBCERS Membership Deferred Vested and Inactive Members as of June 30, 2025		
Group	Count	Average Age
General Members		
Plan 2	11	63.5
Plan 5A	74	59.2
Plan 5B	346	53.4
Plan 5C	338	49.2
Plan 7	84	47.8
PEPRA	<u>926</u>	40.4
Total	1,779	45.9
APCD Members		
Plan 1	3	60.0
Plan 2	9	44.6
PEPRA	<u>11</u>	36.2
Total	23	42.6
Safety Members		
Plan 4A	3	52.3
Plan 4B	34	52.0
Plan 4C	45	45.7
Plan 6A	9	62.4
Plan 6B	61	43.8
PEPRA	<u>137</u>	35.8
Total	289	41.9
Total Inactives	2,091	45.3

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

APPENDIX A – MEMBERSHIP INFORMATION

SBCERS Membership – Members in Pay Status as of June 30, 2025

SBCERS Membership – Members in Pay Status as of June 30, 2025					
Group	Count	Average Current Age	Average Retirement Age¹	Monthly Allowances	Average Monthly Benefit
General Members					
Plan 1	439	85.3	56.1	\$868,500	\$1,978
Plan 2	70	74.3	62.3	61,500	878
Plan 3	5	63.2	56.0	6,200	1,249
Plan 4A	145	81.4	58.7	408,300	2,816
Plan 4B	3	77.0	55.6	700	250
Plan 5A	1,926	72.2	59.6	8,528,600	4,428
Plan 5B	526	69.7	60.7	1,419,800	2,699
Plan 5C	781	67.7	61.5	2,177,400	2,788
Plan 7	29	62.9	60.1	42,700	1,471
Plan 8	<u>79</u>	65.7	63.5	<u>100,900</u>	1,278
Total	4,003	72.6	60.0	\$13,614,600	\$3,401
APCD Members					
Plan 1	57	70.9	58.1	\$257,700	\$4,522
Plan 2	<u>17</u>	70.4	59.9	<u>45,900</u>	2,699
Total	74	70.8	58.5	\$303,600	\$4,103
Safety Members					
Plan 1	228	81.3	54.2	\$1,176,900	\$5,162
Plan 2	17	79.6	54.1	43,700	2,571
Plan 3	3	68.7	0.0	9,800	3,280
Plan 4A	305	71.8	56.2	2,628,800	8,619
Plan 4B	123	70.1	55.7	445,500	3,622
Plan 4C	186	63.3	56.8	941,100	5,060
Plan 4D	2	70.0	63.0	9,200	4,602
Plan 6A	298	64.9	53.5	2,245,200	7,534
Plan 6B	173	58.5	54.7	865,900	5,005
Plan 8	<u>10</u>	58.9	59.4	<u>30,300</u>	3,026
Total	1,345	68.8	55.2	\$8,396,400	\$6,243
Total in Pay Status	5,422	71.6	0.0	\$22,314,600	\$4,116

¹ For healthy retired members only, excludes disabled members and beneficiaries.

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

APPENDIX A – MEMBERSHIP INFORMATION

SBCERS Membership – Members in Pay Status as of June 30, 2025

	Count	Monthly Allowances	Average Monthly Benefit
General Members			
Healthy	3,396	\$12,310,900	\$3,625
Disabled	124	357,800	2,885
Beneficiaries	483	945,900	1,958
Total	4,003	\$13,614,600	\$3,401
APCD Members			
Healthy	65	\$278,000	\$4,277
Disabled	0	0	0
Beneficiaries	9	25,600	2,844
Total	74	\$303,600	\$4,103
Safety Members			
Healthy	961	\$6,704,000	\$6,976
Disabled	157	831,900	5,299
Beneficiaries	227	860,500	3,791
Total	1,345	\$8,396,400	\$6,243
Total in Pay Status	5,422	\$22,314,600	\$4,116

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

APPENDIX A – MEMBERSHIP INFORMATION

**Age & Service Distribution of Active Members by Count as of June 30, 2025
All Members**

Count

Age	Years of Service									Total Count
	0-1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35 & Over	
Under 25	31	85	0	0	0	0	0	0	0	116
25-29	68	335	37	0	0	0	0	0	0	440
30-34	45	305	259	28	1	0	0	0	0	638
35-39	39	238	241	166	29	0	0	0	0	713
40-44	31	132	178	193	145	42	0	0	0	721
45-49	15	98	89	86	122	139	34	0	0	583
50-54	13	74	70	58	78	134	138	28	0	593
55-59	10	69	54	38	63	87	88	61	15	485
60-64	3	35	54	30	34	38	48	25	21	288
65 & Over	4	23	34	16	16	21	9	4	5	132
Total Count	259	1,394	1,016	615	488	461	317	118	41	4,709

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

APPENDIX A – MEMBERSHIP INFORMATION

**Age & Service Distribution of Active Members by Average Salary as of June 30, 2025
All Members**

Salary

Age	Years of Service									Average Salary ¹
	0-1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35 & Over	
Under 25	\$64,165	\$69,623	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$68,164
25-29	74,204	76,048	96,706	0	0	0	0	0	0	77,500
30-34	81,498	82,632	102,244	102,598	68,674	0	0	0	0	91,368
35-39	83,264	88,230	102,236	107,829	117,527	0	0	0	0	98,447
40-44	88,486	97,279	112,870	111,683	119,049	123,534	0	0	0	110,514
45-49	100,032	85,375	117,548	117,064	112,336	121,743	130,273	0	0	112,270
50-54	80,957	99,868	102,870	109,175	116,834	120,131	135,088	121,954	0	116,767
55-59	107,533	101,677	113,029	105,080	113,024	117,973	120,368	113,018	137,473	113,650
60-64	90,208	115,983	116,549	123,828	112,712	110,490	116,574	116,920	115,338	115,660
65 & Over	143,931	110,300	134,335	131,855	151,296	109,347	88,982	107,480	101,812	123,080
Average Salary ¹	\$81,727	\$85,944	\$107,693	\$111,454	\$116,661	\$119,234	\$126,373	\$115,777	\$121,787	\$103,960

¹Based on salary data provided in the June 30, 2025 valuation data for FYE 2025.

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

APPENDIX A – MEMBERSHIP INFORMATION

**Age & Service Distribution of Active Members by Count as of June 30, 2025
General Members**

Count

Age	Years of Service									Total Count
	0-1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35 & Over	
Under 25	25	70	0	0	0	0	0	0	0	95
25-29	49	270	27	0	0	0	0	0	0	346
30-34	32	252	151	17	1	0	0	0	0	453
35-39	33	205	182	108	19	0	0	0	0	547
40-44	27	121	145	143	92	22	0	0	0	550
45-49	15	96	80	68	82	79	22	0	0	442
50-54	10	72	63	46	62	96	81	24	0	454
55-59	8	65	48	36	53	66	76	56	14	422
60-64	3	34	51	24	33	34	46	25	20	270
65 & Over	4	23	31	15	15	21	9	4	4	126
Total Count	206	1,208	778	457	357	318	234	109	38	3,705

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

APPENDIX A – MEMBERSHIP INFORMATION

**Age & Service Distribution of Active Members by Average Salary as of June 30, 2025
General Members**

Salary

Age	Years of Service									Average Salary ¹
	0-1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35 & Over	
Under 25	\$58,583	\$63,968	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$62,551
25-29	70,302	70,078	90,268	0	0	0	0	0	0	71,685
30-34	79,628	77,248	92,595	87,732	68,674	0	0	0	0	82,906
35-39	81,835	85,195	96,158	97,464	107,358	0	0	0	0	91,832
40-44	89,151	95,591	110,134	104,291	106,647	104,651	0	0	0	103,583
45-49	100,032	85,178	116,745	113,250	101,950	104,940	109,890	0	0	103,588
50-54	74,525	98,630	101,043	101,730	111,882	108,466	120,203	103,970	0	106,769
55-59	103,955	99,607	110,689	104,089	108,515	108,960	113,336	107,213	130,956	108,436
60-64	90,208	117,113	113,151	118,871	113,018	103,798	115,331	116,920	113,947	113,489
65 & Over	143,931	110,300	131,100	122,256	142,870	109,347	88,982	107,480	76,761	118,950
Average Salary ¹	\$80,043	\$82,921	\$103,782	\$104,476	\$108,797	\$106,988	\$114,845	\$108,735	\$116,299	\$97,477

¹Based on salary data provided in the June 30, 2025 valuation data for FYE 2025.

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

APPENDIX A – MEMBERSHIP INFORMATION

**Age & Service Distribution of Active Members by Count as of June 30, 2025
Safety Members**

Count

Age	Years of Service									Total Count
	0-1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35 & Over	
Under 25	6	14	0	0	0	0	0	0	0	20
25-29	18	62	10	0	0	0	0	0	0	90
30-34	13	51	107	11	0	0	0	0	0	182
35-39	6	29	55	55	10	0	0	0	0	155
40-44	4	11	33	50	48	20	0	0	0	166
45-49	0	2	9	17	40	59	12	0	0	139
50-54	2	2	6	11	16	38	57	4	0	136
55-59	2	4	6	2	10	21	11	5	1	62
60-64	0	1	3	4	1	4	2	0	0	15
65 & Over	0	0	3	1	1	0	0	0	1	6
Total Count	51	176	232	151	126	142	82	9	2	971

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

APPENDIX A – MEMBERSHIP INFORMATION

**Age & Service Distribution of Active Members by Average Salary as of June 30, 2025
Safety Members**

Salary

Age	Years of Service									Average Salary ¹
	0-1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35 & Over	
Under 25	\$87,424	\$95,775	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$93,270
25-29	84,117	100,894	114,090	0	0	0	0	0	0	99,004
30-34	86,099	109,179	115,234	125,573	0	0	0	0	0	112,081
35-39	91,121	111,834	122,429	127,574	136,849	0	0	0	0	121,991
40-44	83,992	115,850	124,894	132,827	139,860	144,306	0	0	0	132,365
45-49	0	94,849	124,692	132,979	133,628	144,509	167,644	0	0	139,967
50-54	121,118	144,427	115,339	140,609	136,022	149,600	156,239	229,858	0	150,412
55-59	121,845	135,329	131,753	122,921	136,919	146,302	156,501	178,033	228,709	146,827
60-64	0	77,567	174,304	153,222	102,591	167,371	145,173	0	0	151,719
65 & Over	0	0	167,759	275,838	277,691	0	0	0	202,017	209,804
Average Salary ¹	\$88,756	\$106,701	\$120,504	\$132,325	\$137,720	\$146,752	\$157,673	\$201,066	\$215,363	\$128,326

¹Based on salary data provided in the June 30, 2025 valuation data for FYE 2025.

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

APPENDIX A – MEMBERSHIP INFORMATION

**Age & Service Distribution of Active Members by Count as of June 30, 2025
APCD Members**

Count

Age	Years of Service									Total Count
	0-1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35 & Over	
Under 25	0	1	0	0	0	0	0	0	0	1
25-29	1	3	0	0	0	0	0	0	0	4
30-34	0	2	1	0	0	0	0	0	0	3
35-39	0	4	4	3	0	0	0	0	0	11
40-44	0	0	0	0	5	0	0	0	0	5
45-49	0	0	0	1	0	1	0	0	0	2
50-54	1	0	1	1	0	0	0	0	0	3
55-59	0	0	0	0	0	0	1	0	0	1
60-64	0	0	0	2	0	0	0	0	1	3
65 & Over	0	0	0	0	0	0	0	0	0	0
Total Count	2	10	6	7	5	1	1	0	1	33

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

APPENDIX A – MEMBERSHIP INFORMATION

**Age & Service Distribution of Active Members by Average Salary as of June 30, 2025
APCD Members**

Salary

Age	Years of Service									Average Salary ¹
	0-1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35 & Over	
Under 25	\$0	\$99,331	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$99,331
25-29	86,954	99,939	0	0	0	0	0	0	0	96,693
30-34	0	84,085	169,431	0	0	0	0	0	0	112,534
35-39	0	72,629	101,160	118,992	0	0	0	0	0	95,648
40-44	0	0	0	0	147,465	0	0	0	0	147,465
45-49	0	0	0	105,873	0	105,873	0	0	0	105,873
50-54	64,947	0	143,158	105,873	0	0	0	0	0	104,659
55-59	0	0	0	0	0	0	257,306	0	0	257,306
60-64	0	0	0	124,515	0	0	0	0	143,157	130,729
65 & Over	0	0	0	0	0	0	0	0	0	0
Average Salary ¹	\$75,951	\$85,784	\$119,538	\$116,822	\$147,465	\$105,873	\$257,306	\$0	\$143,157	\$114,799

¹Based on salary data provided in the June 30, 2025 valuation data for FYE 2025.

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

APPENDIX A – MEMBERSHIP INFORMATION

**Distribution of Retired Members by Age and Retirement Year as of June 30, 2025
All Members**

Age	Benefit Effective Date									Total Count	Average Monthly Benefit
	Pre-1990	1990-94	1995-99	2000-04	2005-09	2010-14	2015-19	2020-24	2025+		
Under 35	0	0	2	0	0	0	2	4	1	9	\$1,204
35-39	0	0	1	1	0	0	0	1	0	3	\$752
40-44	0	0	0	0	0	0	4	5	0	9	\$3,361
45-49	0	0	0	2	1	3	11	16	0	33	\$3,084
50-54	0	0	1	2	0	6	11	100	16	136	\$3,740
55-59	0	2	3	3	3	7	113	197	33	361	\$4,004
60-64	0	0	2	7	8	115	208	303	45	688	\$4,369
65-69	0	1	13	12	126	231	324	351	26	1,084	\$4,273
70-74	3	1	8	71	219	266	330	118	10	1,026	\$4,324
75-79	9	6	55	155	260	248	138	59	4	934	\$4,325
80-84	17	26	103	156	164	68	52	47	3	636	\$4,074
85-89	22	45	53	75	37	15	18	28	6	299	\$3,245
90-94	19	17	35	15	12	8	13	17	2	138	\$2,628
95-99	18	13	4	6	1	5	5	1	0	53	\$2,327
100 & Over	8	1	1	1	0	1	0	1	0	13	\$4,150
Total Count	96	112	281	506	831	973	1,229	1,248	146	5,422	
Avg Monthly Benefit	\$2,806	\$2,680	\$3,426	\$3,853	\$4,272	\$4,196	\$4,294	\$4,234	\$4,375		\$4,116

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

APPENDIX A – MEMBERSHIP INFORMATION

**Distribution of Retired Members by Age and Retirement Year as of June 30, 2025
General Members**

Age	Benefit Effective Date									Total Count	Monthly Benefit
	Pre-1990	1990-94	1995-99	2000-04	2005-09	2010-14	2015-19	2020-24	2025+		
Under 35	0	0	2	0	0	0	0	4	0	6	\$690
35-39	0	0	1	1	0	0	0	1	0	3	\$752
40-44	0	0	0	0	0	0	0	3	0	3	\$1,540
45-49	0	0	0	2	1	2	4	6	0	15	\$1,845
50-54	0	0	1	1	0	3	2	45	11	63	\$1,775
55-59	0	2	1	1	2	1	44	116	18	185	\$2,152
60-64	0	0	2	4	3	61	117	246	41	474	\$3,346
65-69	0	1	7	9	71	134	248	328	25	823	\$3,757
70-74	2	1	6	52	142	208	279	108	7	805	\$3,630
75-79	3	4	42	94	209	223	124	39	2	740	\$3,757
80-84	4	16	55	114	145	55	42	28	2	461	\$3,286
85-89	7	37	43	68	33	13	14	21	5	241	\$2,903
90-94	16	17	30	13	10	5	13	13	2	119	\$2,474
95-99	18	13	4	5	1	5	5	1	0	52	\$2,360
100 & Over	8	1	1	1	0	1	0	1	0	13	\$4,150
Total Count	58	92	195	365	617	711	892	960	113	4,003	
Avg Monthly Benefit	\$2,309	\$2,045	\$2,342	\$2,814	\$3,387	\$3,540	\$3,684	\$3,662	\$3,549		\$3,401

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

APPENDIX A – MEMBERSHIP INFORMATION

**Distribution of Retired Members by Age and Retirement Year as of June 30, 2025
Safety Members**

Age	Benefit Effective Date									Total Count	Monthly Benefit
	Pre-1990	1990-94	1995-99	2000-04	2005-09	2010-14	2015-19	2020-24	2025+		
Under 35	0	0	0	0	0	0	2	0	1	3	\$2,232
35-39	0	0	0	0	0	0	0	0	0	0	\$0
40-44	0	0	0	0	0	0	4	2	0	6	\$4,271
45-49	0	0	0	0	0	1	7	10	0	18	\$4,116
50-54	0	0	0	1	0	3	9	54	5	72	\$5,472
55-59	0	0	2	2	1	6	68	78	15	172	\$6,021
60-64	0	0	0	3	5	49	88	56	2	203	\$6,797
65-69	0	0	6	3	49	93	72	19	1	243	\$6,056
70-74	1	0	2	18	74	50	45	9	3	202	\$7,038
75-79	6	2	13	59	49	22	12	19	2	184	\$6,586
80-84	13	10	48	42	16	10	10	19	1	169	\$6,243
85-89	15	8	10	5	2	2	4	6	1	53	\$4,751
90-94	3	0	5	2	2	3	0	4	0	19	\$3,588
95-99	0	0	0	1	0	0	0	0	0	1	\$583
100 & Over	0	0	0	0	0	0	0	0	0	0	\$0
Total Count	38	20	86	136	198	239	321	276	31	1,345	
Avg Monthly Benefit	\$3,564	\$5,601	\$5,883	\$6,653	\$7,104	\$6,182	\$5,983	\$6,198	\$7,186		\$6,243

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

APPENDIX A – MEMBERSHIP INFORMATION

**Distribution of Retired Members by Age and Retirement Year as of June 30, 2025
APCD Members**

Age	Benefit Effective Date									Total Count	Monthly Benefit	
	Pre-1990	1990-94	1995-99	2000-04	2005-09	2010-14	2015-19	2020-24	2025+			
Under 35	0	0	0	0	0	0	0	0	0	0	0	\$0
35-39	0	0	0	0	0	0	0	0	0	0	0	\$0
40-44	0	0	0	0	0	0	0	0	0	0	0	\$0
45-49	0	0	0	0	0	0	0	0	0	0	0	\$0
50-54	0	0	0	0	0	0	0	1	0	1	\$2,807	
55-59	0	0	0	0	0	0	1	3	0	4	\$2,926	
60-64	0	0	0	0	0	5	3	1	2	11	\$3,649	
65-69	0	0	0	0	6	4	4	4	0	18	\$3,826	
70-74	0	0	0	1	3	8	6	1	0	19	\$4,884	
75-79	0	0	0	2	2	3	2	1	0	10	\$4,757	
80-84	0	0	0	0	3	3	0	0	0	6	\$3,488	
85-89	0	0	0	2	2	0	0	1	0	5	\$3,760	
90-94	0	0	0	0	0	0	0	0	0	0	\$0	
95-99	0	0	0	0	0	0	0	0	0	0	\$0	
100 & Over	0	0	0	0	0	0	0	0	0	0	\$0	
Total Count	0	0	0	5	16	23	16	12	2	74		
Avg Monthly Benefit	\$0	\$0	\$0	\$3,548	\$3,374	\$3,829	\$4,428	\$4,831	\$7,498		\$4,103	

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

APPENDIX A – MEMBERSHIP INFORMATION

**Reconciliation of System Membership since Prior Valuation
All Members**

	Actives	Deferred Members	Non-Duty Disabled	Duty Disabled	Retired	Beneficiaries	Total
June 30, 2024	4,569	1,987	64	213	4,348	697	11,878
New Entrants	582	0	0	0	0	0	582
Rehires	20	(19)	0	0	(1)	0	0
Duty Disabilities	(6)	0	0	12	(6)	0	0
Ordinary Disabilities	0	0	1	0	(1)	0	0
Retirements	(126)	(54)	0	0	181	0	1
Retirements from one plan with service in another	0	0	0	0	0	0	0
Vested Terminations	(82)	82	0	0	0	0	0
Died, With Beneficiaries' Benefit Payable	(1)	(4)	0	(6)	(44)	51	(4)
Non-Vested Terminations and Death without beneficiary	(169)	169	(1)	(2)	(56)	0	(59)
Transfers	(10)	0	0	0	0	0	(10)
Beneficiary Deaths	0	0	0	0	0	(40)	(40)
Domestic Relations Orders	0	0	0	0	0	4	4
Withdrawals Paid	(67)	(68)	0	0	0	0	(135)
Data Corrections	0	(2)	0	0	4	7	9
Benefit Expired	(1)	0	0	0	(3)	0	(4)
June 30, 2025	4,709	2,091	64	217	4,422	719	12,222

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

APPENDIX A – MEMBERSHIP INFORMATION

**Reconciliation of System Membership since Prior Valuation
General Members**

	Actives	Deferred Members	Non-Duty Disabled	Duty Disabled	Retired	Beneficiaries	Total
June 30, 2024	3,594	1,690	53	69	3,330	471	9,207
New Entrants	491	0	0	0	0	0	491
Rehires	15	(15)	0	0	0	0	0
Duty Disabilities	(2)	0	0	4	(2)	0	0
Ordinary Disabilities	0	0	1	0	(1)	0	0
Retirements	(100)	(49)	0	0	150	0	1
Retirements from one plan with service in another	0	0	0	0	0	0	0
Vested Terminations	(68)	68	0	0	0	0	0
Died, With Beneficiaries' Benefit Payable	(1)	(4)	0	0	(34)	35	(4)
Non-Vested Terminations and Death without beneficiary	(153)	155	(1)	(2)	(46)	0	(47)
Transfers	(7)	(1)	0	0	0	0	(8)
Beneficiary Deaths	0	0	0	0	0	(32)	(32)
Domestic Relations Orders	0	0	0	0	0	3	3
Withdrawals Paid	(63)	(64)	0	0	0	0	(127)
Data Corrections	0	(1)	0	0	2	6	7
Benefit Expired	(1)	0	0	0	(3)	0	(4)
June 30, 2025	3,705	1,779	53	71	3,396	483	9,487

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

APPENDIX A – MEMBERSHIP INFORMATION

**Reconciliation of System Membership since Prior Valuation
Safety Members**

	Actives	Deferred Members	Non-Duty Disabled	Duty Disabled	Retired	Beneficiaries	Total
June 30, 2024	943	275	11	144	952	217	2,542
New Entrants	87	0	0	0	0	0	87
Rehires	5	(4)	0	0	(1)	0	0
Duty Disabilities	(4)	0	0	8	(4)	0	0
Ordinary Disabilities	0	0	0	0	0	0	0
Retirements	(24)	(5)	0	0	29	0	0
Retirements from one plan with service in another	0	0	0	0	0	0	0
Vested Terminations	(13)	13	0	0	0	0	0
Died, With Beneficiaries' Benefit Payable	0	0	0	(6)	(10)	16	0
Non-Vested Terminations and Death without beneficiary	(16)	14	0	0	(7)	0	(9)
Transfers	(3)	1	0	0	0	0	(2)
Beneficiary Deaths	0	0	0	0	0	(8)	(8)
Domestic Relations Orders	0	0	0	0	0	1	1
Withdrawals Paid	(4)	(4)	0	0	0	0	(8)
Data Corrections	0	(1)	0	0	2	1	2
Benefit Expired	0	0	0	0	0	0	0
June 30, 2025	971	289	11	146	961	227	2,605

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

APPENDIX A – MEMBERSHIP INFORMATION

**Reconciliation of System Membership since Prior Valuation
APCD Members**

	Actives	Deferred Members	Non-Duty Disabled	Duty Disabled	Retired	Beneficiaries	Total
June 30, 2024	32	22	0	0	66	9	129
New Entrants	4	0	0	0	0	0	4
Rehires	0	0	0	0	0	0	0
Duty Disabilities	0	0	0	0	0	0	0
Ordinary Disabilities	0	0	0	0	0	0	0
Retirements	(2)	0	0	0	2	0	0
Retirements from one plan with service in another	0	0	0	0	0	0	0
Vested Terminations	(1)	1	0	0	0	0	0
Died, With Beneficiaries' Benefit Payable	0	0	0	0	0	0	0
Non-Vested Terminations and Death without beneficiary	0	0	0	0	(3)	0	(3)
Transfers	0	0	0	0	0	0	0
Beneficiary Deaths	0	0	0	0	0	0	0
Domestic Relations Orders	0	0	0	0	0	0	0
Withdrawals Paid	0	0	0	0	0	0	0
Data Corrections	0	0	0	0	0	0	0
Benefit Expired	0	0	0	0	0	0	0
June 30, 2025	33	23	0	0	65	9	130

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

APPENDIX B – MEMBER CONTRIBUTION RATES

Plan/Tier	Code Section	Member Contribution Provides Average Annuity	FAS Period
General 5A	31621.5	1/200th of Final Average Salary (FAS) at age 60	1 year
General 5B	31621.2	1/100th of Final Average Salary (FAS) at age 60	1 year
General 5C	31621.5	1/200th of Final Average Salary (FAS) at age 60	3 year
General 2	NA	NA	3 year
General 7	31621.4	1/240th of Final Average Salary (FAS) at age 60	3 year
APCD 1	31621.6 & 31581.1	1/2 x 1/100th of Final Average Salary (FAS) at age 55	1 year
APCD 2	31621.6	1/100th of Final Average Salary (FAS) at age 55	1 year
Safety 4A & 6A		1/2 x 3/200th of Final Average Salary (FAS) at age 55	1 year
Safety 4B		3/200th of Final Average Salary (FAS) at age 55	1 year
Safety 4C & 6B		1/2 x 3/200th of Final Average Salary (FAS) at age 55	3 year

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

APPENDIX B – MEMBER CONTRIBUTION RATES

Entry Age	General				APCD		Safety		
	5A	5B	5C	7	1	2	4A & 6A	4B	4C & 6B
16	3.04%	6.07%	2.94%	2.45%	3.56%	7.12%	6.01%	12.03%	5.77%
17	3.04%	6.07%	2.94%	2.45%	3.56%	7.12%	6.01%	12.03%	5.77%
18	3.04%	6.07%	2.94%	2.45%	3.56%	7.12%	6.01%	12.03%	5.77%
19	3.04%	6.07%	2.94%	2.45%	3.56%	7.12%	6.01%	12.03%	5.77%
20	3.04%	6.07%	2.94%	2.45%	3.56%	7.12%	6.01%	12.03%	5.77%
21	3.10%	6.21%	3.00%	2.50%	3.64%	7.27%	6.10%	12.21%	5.86%
22	3.17%	6.34%	3.07%	2.56%	3.71%	7.43%	6.19%	12.39%	5.94%
23	3.24%	6.48%	3.13%	2.61%	3.79%	7.59%	6.28%	12.57%	6.03%
24	3.31%	6.62%	3.20%	2.67%	3.87%	7.75%	6.37%	12.75%	6.12%
25	3.38%	6.76%	3.27%	2.73%	3.96%	7.91%	6.47%	12.93%	6.21%
26	3.45%	6.91%	3.34%	2.78%	4.04%	8.08%	6.56%	13.12%	6.29%
27	3.53%	7.05%	3.41%	2.84%	4.13%	8.26%	6.66%	13.31%	6.39%
28	3.60%	7.21%	3.49%	2.90%	4.22%	8.43%	6.75%	13.50%	6.48%
29	3.68%	7.36%	3.56%	2.97%	4.31%	8.61%	6.85%	13.69%	6.57%
30	3.76%	7.52%	3.64%	3.03%	4.40%	8.80%	6.94%	13.89%	6.66%
31	3.84%	7.68%	3.71%	3.09%	4.49%	8.98%	7.04%	14.08%	6.76%
32	3.92%	7.84%	3.79%	3.16%	4.59%	9.18%	7.14%	14.28%	6.85%
33	4.00%	8.01%	3.87%	3.23%	4.69%	9.37%	7.24%	14.48%	6.96%
34	4.09%	8.18%	3.96%	3.30%	4.78%	9.57%	7.34%	14.68%	7.08%
35	4.18%	8.35%	4.04%	3.37%	4.89%	9.77%	7.48%	14.96%	7.21%
36	4.27%	8.53%	4.13%	3.44%	4.99%	9.98%	7.62%	15.24%	7.35%
37	4.36%	8.71%	4.21%	3.51%	5.09%	10.19%	7.77%	15.54%	7.49%
38	4.45%	8.90%	4.30%	3.59%	5.20%	10.40%	7.92%	15.84%	7.63%
39	4.54%	9.09%	4.39%	3.66%	5.31%	10.62%	8.07%	16.15%	7.77%
40	4.64%	9.28%	4.49%	3.74%	5.42%	10.83%	8.21%	16.43%	7.90%
41	4.74%	9.47%	4.58%	3.82%	5.52%	11.05%	8.36%	16.72%	8.04%
42	4.84%	9.67%	4.67%	3.89%	5.63%	11.26%	8.51%	17.02%	8.19%
43	4.94%	9.88%	4.77%	3.97%	5.74%	11.47%	8.67%	17.34%	8.32%
44	5.04%	10.08%	4.87%	4.05%	5.84%	11.68%	8.83%	17.67%	8.45%
45	5.14%	10.29%	4.96%	4.13%	5.95%	11.89%	8.96%	17.93%	8.58%
46	5.25%	10.49%	5.05%	4.21%	6.05%	12.10%	9.10%	18.20%	8.71%
47	5.35%	10.70%	5.15%	4.29%	6.16%	12.32%	9.25%	18.50%	8.85%
48	5.45%	10.90%	5.24%	4.37%	6.26%	12.53%	9.41%	18.82%	9.00%
49	5.55%	11.10%	5.33%	4.44%	6.36%	12.73%	9.59%	19.17%	9.13%
50	5.65%	11.29%	5.42%	4.52%	6.45%	12.89%	9.80%	19.60%	9.18%
51	5.75%	11.49%	5.51%	4.59%	6.50%	13.00%	9.89%	19.79%	9.18%
52	5.85%	11.70%	5.59%	4.66%	6.51%	13.02%	9.89%	19.79%	9.18%
53	5.95%	11.90%	5.67%	4.73%	6.51%	13.02%	9.89%	19.79%	9.35%
54	6.04%	12.09%	5.73%	4.78%	6.51%	13.02%	9.89%	19.79%	9.66%
55	6.12%	12.25%	5.76%	4.80%	6.51%	13.02%	9.89%	19.79%	9.66%
56	6.17%	12.35%	5.76%	4.80%	6.51%	13.02%	9.89%	19.79%	9.66%
57	6.18%	12.36%	5.76%	4.80%	6.51%	13.02%	9.89%	19.79%	9.66%
58	6.18%	12.36%	5.93%	4.94%	6.51%	13.02%	9.89%	19.79%	9.66%
59	6.18%	12.36%	6.13%	5.11%	6.51%	13.02%	9.89%	19.79%	9.66%
60	6.18%	12.36%	6.13%	5.11%	6.51%	13.02%	9.89%	19.79%	9.66%

Assumptions:

Interest:	7.00%
Salary:	2025 Valuation Scale (Service based, includes wage inflation at 3.00%)
Unisex	Public General 2016 Above-Median Income and Public Safety 2016 Above-Median Income Healthy Annuitant
Mortality:	Mortality Tables projected to 2046 using Scale 80% of MP-2021 (blended 30% Male / 70% Female for General/APCD, and blended 80% Male / 20% Female for Safety)
Administrative expenses:	Rates have been loaded by 3.4% to account for expected administrative expenses allocated to the members

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

APPENDIX B – MEMBER CONTRIBUTION RATES

**PEPRA Member Contribution Rates effective as of the June 30, 2025 Valuation
For the Fiscal Year July 1, 2026 through June 30, 2027**

PEPRA Rates				
General				
2% COLA	3% COLA	Safety	APCD	
8.48%	9.19%	15.99%	7.34%	
Assumptions:				
Interest:	7.00%			
Salary:	2025 Scale (Service based, includes wage inflation at 3.00%)			
Mortality:	The PEPRA contribution rates are based on 50% of the actual Normal Cost. Thus, the mortality rates are the same as those used in the actuarial valuation (Public General 2016 Above-Median Income and Public Safety 2016 Above-Median Income Mortality Tables with generational mortality improvements projected from 2016 using 80% of Projection Scale MP-2021).			
Administrative expenses:	Rates have been loaded by 3.40% to account for the expected administrative expenses allocated to the members.			

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

APPENDIX B – MEMBER CONTRIBUTION RATES

Member Cost-Sharing/Pick-Up Contributions by Bargaining Group Estimated Rate During July 1, 2026 to June 30, 2027 (Non-PEPRA Plans Only)			
Bargaining Unit	Union	Employer Contribution Offset¹	Additional Member Contribution¹
10, 11	Union of American Physicians & Dentists	2.48%	2.50%
12, 13	Fire Fighters Local 2046	5.97%	6.00%
14, 15	Deputy Sheriffs' Association - Safety	5.97%	6.00%
14, 15	Deputy Sheriffs' Association - non-Safety	2.48%	2.50%
17	Deputy District Attorneys	2.48%	2.50%
18, 19	Probation Peace Officers	5.97%	6.00%
20	Deputy Public Defenders	2.48%	2.50%
21, 22	SEIU Local 721	2.48%	2.50%
23, 24, 25, 26, 27	SEIU Local 620	2.48%	2.50%
28, 29	Engineers & Technicians	2.48%	2.50%
30	Civil Attorneys Association	2.48%	2.50%
32	Confidential	2.48%	2.50%
35, 40, 41, 42, 43	Unrepresented Managers (including CEO)	2.47%	2.49%
36	Unrepresented Confidential Attorneys	2.48%	2.50%
38	Board of Supervisors	2.48%	2.50%
44	Sheriff Managers Association	5.97%	6.00%
62	Deputy Fire Chief and Undersheriff	5.97%	6.00%
63	Fire Division and Battalion Chiefs	5.97%	6.00%

¹ Contribution rates shown are the estimated rates to be made during the Plan Year, based on the actual timing and amount of cost-sharing, and not the effective rate at the beginning of the Plan Year.

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

APPENDIX B – MEMBER CONTRIBUTION RATES

All General Bargaining Units Except for Unrepresented Managers (incl CEO) (35,40,41,42,43)												
Effective July 1, 2026												
Entry Age	Plan 5A			Plan 5B			Plan 5C			Plan 7		
	Basic	Cost-Sharing	Total	Basic	Cost-Sharing	Total	Basic	Cost-Sharing	Total	Basic	Cost-Sharing	Total
16	3.04%	2.50%	5.54%	6.07%	2.50%	8.57%	2.94%	2.50%	5.44%	2.45%	2.50%	4.95%
17	3.04%	2.50%	5.54%	6.07%	2.50%	8.57%	2.94%	2.50%	5.44%	2.45%	2.50%	4.95%
18	3.04%	2.50%	5.54%	6.07%	2.50%	8.57%	2.94%	2.50%	5.44%	2.45%	2.50%	4.95%
19	3.04%	2.50%	5.54%	6.07%	2.50%	8.57%	2.94%	2.50%	5.44%	2.45%	2.50%	4.95%
20	3.04%	2.50%	5.54%	6.07%	2.50%	8.57%	2.94%	2.50%	5.44%	2.45%	2.50%	4.95%
21	3.10%	2.50%	5.60%	6.21%	2.50%	8.71%	3.00%	2.50%	5.50%	2.50%	2.50%	5.00%
22	3.17%	2.50%	5.67%	6.34%	2.50%	8.84%	3.07%	2.50%	5.57%	2.56%	2.50%	5.06%
23	3.24%	2.50%	5.74%	6.48%	2.50%	8.98%	3.13%	2.50%	5.63%	2.61%	2.50%	5.11%
24	3.31%	2.50%	5.81%	6.62%	2.50%	9.12%	3.20%	2.50%	5.70%	2.67%	2.50%	5.17%
25	3.38%	2.50%	5.88%	6.76%	2.50%	9.26%	3.27%	2.50%	5.77%	2.73%	2.50%	5.23%
26	3.45%	2.50%	5.95%	6.91%	2.50%	9.41%	3.34%	2.50%	5.84%	2.78%	2.50%	5.28%
27	3.53%	2.50%	6.03%	7.05%	2.50%	9.55%	3.41%	2.50%	5.91%	2.84%	2.50%	5.34%
28	3.60%	2.50%	6.10%	7.21%	2.50%	9.71%	3.49%	2.50%	5.99%	2.90%	2.50%	5.40%
29	3.68%	2.50%	6.18%	7.36%	2.50%	9.86%	3.56%	2.50%	6.06%	2.97%	2.50%	5.47%
30	3.76%	2.50%	6.26%	7.52%	2.50%	10.02%	3.64%	2.50%	6.14%	3.03%	2.50%	5.53%
31	3.84%	2.50%	6.34%	7.68%	2.50%	10.18%	3.71%	2.50%	6.21%	3.09%	2.50%	5.59%
32	3.92%	2.50%	6.42%	7.84%	2.50%	10.34%	3.79%	2.50%	6.29%	3.16%	2.50%	5.66%
33	4.00%	2.50%	6.50%	8.01%	2.50%	10.51%	3.87%	2.50%	6.37%	3.23%	2.50%	5.73%
34	4.09%	2.50%	6.59%	8.18%	2.50%	10.68%	3.96%	2.50%	6.46%	3.30%	2.50%	5.80%
35	4.18%	2.50%	6.68%	8.35%	2.50%	10.85%	4.04%	2.50%	6.54%	3.37%	2.50%	5.87%
36	4.27%	2.50%	6.77%	8.53%	2.50%	11.03%	4.13%	2.50%	6.63%	3.44%	2.50%	5.94%
37	4.36%	2.50%	6.86%	8.71%	2.50%	11.21%	4.21%	2.50%	6.71%	3.51%	2.50%	6.01%
38	4.45%	2.50%	6.95%	8.90%	2.50%	11.40%	4.30%	2.50%	6.80%	3.59%	2.50%	6.09%
39	4.54%	2.50%	7.04%	9.09%	2.50%	11.59%	4.39%	2.50%	6.89%	3.66%	2.50%	6.16%
40	4.64%	2.50%	7.14%	9.28%	2.50%	11.78%	4.49%	2.50%	6.99%	3.74%	2.50%	6.24%
41	4.74%	2.50%	7.24%	9.47%	2.50%	11.97%	4.58%	2.50%	7.08%	3.82%	2.50%	6.32%
42	4.84%	2.50%	7.34%	9.67%	2.50%	12.17%	4.67%	2.50%	7.17%	3.89%	2.50%	6.39%
43	4.94%	2.50%	7.44%	9.88%	2.50%	12.38%	4.77%	2.50%	7.27%	3.97%	2.50%	6.47%
44	5.04%	2.50%	7.54%	10.08%	2.50%	12.58%	4.87%	2.50%	7.37%	4.05%	2.50%	6.55%
45	5.14%	2.50%	7.64%	10.29%	2.50%	12.79%	4.96%	2.50%	7.46%	4.13%	2.50%	6.63%
46	5.25%	2.50%	7.75%	10.49%	2.50%	12.99%	5.05%	2.50%	7.55%	4.21%	2.50%	6.71%
47	5.35%	2.50%	7.85%	10.70%	2.50%	13.20%	5.15%	2.50%	7.65%	4.29%	2.50%	6.79%
48	5.45%	2.50%	7.95%	10.90%	2.50%	13.40%	5.24%	2.50%	7.74%	4.37%	2.50%	6.87%
49	5.55%	2.50%	8.05%	11.10%	2.50%	13.60%	5.33%	2.50%	7.83%	4.44%	2.50%	6.94%
50	5.65%	2.50%	8.15%	11.29%	2.50%	13.79%	5.42%	2.50%	7.92%	4.52%	2.50%	7.02%
51	5.75%	2.50%	8.25%	11.49%	2.50%	13.99%	5.51%	2.50%	8.01%	4.59%	2.50%	7.09%
52	5.85%	2.50%	8.35%	11.70%	2.50%	14.20%	5.59%	2.50%	8.09%	4.66%	2.50%	7.16%
53	5.95%	2.50%	8.45%	11.90%	2.50%	14.40%	5.67%	2.50%	8.17%	4.73%	2.50%	7.23%
54	6.04%	2.50%	8.54%	12.09%	2.50%	14.59%	5.73%	2.50%	8.23%	4.78%	2.50%	7.28%
55	6.12%	2.50%	8.62%	12.25%	2.50%	14.75%	5.76%	2.50%	8.26%	4.80%	2.50%	7.30%
56	6.17%	2.50%	8.67%	12.35%	2.50%	14.85%	5.76%	2.50%	8.26%	4.80%	2.50%	7.30%
57	6.18%	2.50%	8.68%	12.36%	2.50%	14.86%	5.76%	2.50%	8.26%	4.80%	2.50%	7.30%
58	6.18%	2.50%	8.68%	12.36%	2.50%	14.86%	5.93%	2.50%	8.43%	4.94%	2.50%	7.44%
59	6.18%	2.50%	8.68%	12.36%	2.50%	14.86%	6.13%	2.50%	8.63%	5.11%	2.50%	7.61%
60	6.18%	2.50%	8.68%	12.36%	2.50%	14.86%	6.13%	2.50%	8.63%	5.11%	2.50%	7.61%

Members do not pay COLA contributions

Assumptions:

Interest: 7.00%

Salary: 2025 Valuation Scale (Service based, includes wage inflation at 3.00%)

Unisex Mortality: Public General 2016 Above-Median Income Healthy Annuitant Mortality Tables projected to 2046 using Scale 80% of MP-2021 (blended 30% Male / 70% Female for General/APCD).

Administrative expenses: Rates have been loaded by 3.40% to account for expected administrative expenses allocated to the members.

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

APPENDIX B – MEMBER CONTRIBUTION RATES

General Unrepresented Managers (incl CEO) (35,40,41,42,43) Effective July 1, 2026												
Entry Age	Plan 5A			Plan 5B			Plan 5C			Plan 7		
	Basic	Cost-Sharing	Total	Basic	Cost-Sharing	Total	Basic	Cost-Sharing	Total	Basic	Cost-Sharing	Total
16	3.04%	2.49%	5.53%	6.07%	2.49%	8.56%	2.94%	2.49%	5.43%	2.45%	2.49%	4.94%
17	3.04%	2.49%	5.53%	6.07%	2.49%	8.56%	2.94%	2.49%	5.43%	2.45%	2.49%	4.94%
18	3.04%	2.49%	5.53%	6.07%	2.49%	8.56%	2.94%	2.49%	5.43%	2.45%	2.49%	4.94%
19	3.04%	2.49%	5.53%	6.07%	2.49%	8.56%	2.94%	2.49%	5.43%	2.45%	2.49%	4.94%
20	3.04%	2.49%	5.53%	6.07%	2.49%	8.56%	2.94%	2.49%	5.43%	2.45%	2.49%	4.94%
21	3.10%	2.49%	5.59%	6.21%	2.49%	8.70%	3.00%	2.49%	5.49%	2.50%	2.49%	4.99%
22	3.17%	2.49%	5.66%	6.34%	2.49%	8.83%	3.07%	2.49%	5.56%	2.56%	2.49%	5.05%
23	3.24%	2.49%	5.73%	6.48%	2.49%	8.97%	3.13%	2.49%	5.62%	2.61%	2.49%	5.10%
24	3.31%	2.49%	5.80%	6.62%	2.49%	9.11%	3.20%	2.49%	5.69%	2.67%	2.49%	5.16%
25	3.38%	2.49%	5.87%	6.76%	2.49%	9.25%	3.27%	2.49%	5.76%	2.73%	2.49%	5.22%
26	3.45%	2.49%	5.94%	6.91%	2.49%	9.40%	3.34%	2.49%	5.83%	2.78%	2.49%	5.27%
27	3.53%	2.49%	6.02%	7.05%	2.49%	9.54%	3.41%	2.49%	5.90%	2.84%	2.49%	5.33%
28	3.60%	2.49%	6.09%	7.21%	2.49%	9.70%	3.49%	2.49%	5.98%	2.90%	2.49%	5.39%
29	3.68%	2.49%	6.17%	7.36%	2.49%	9.85%	3.56%	2.49%	6.05%	2.97%	2.49%	5.46%
30	3.76%	2.49%	6.25%	7.52%	2.49%	10.01%	3.64%	2.49%	6.13%	3.03%	2.49%	5.52%
31	3.84%	2.49%	6.33%	7.68%	2.49%	10.17%	3.71%	2.49%	6.20%	3.09%	2.49%	5.58%
32	3.92%	2.49%	6.41%	7.84%	2.49%	10.33%	3.79%	2.49%	6.28%	3.16%	2.49%	5.65%
33	4.00%	2.49%	6.49%	8.01%	2.49%	10.50%	3.87%	2.49%	6.36%	3.23%	2.49%	5.72%
34	4.09%	2.49%	6.58%	8.18%	2.49%	10.67%	3.96%	2.49%	6.45%	3.30%	2.49%	5.79%
35	4.18%	2.49%	6.67%	8.35%	2.49%	10.84%	4.04%	2.49%	6.53%	3.37%	2.49%	5.86%
36	4.27%	2.49%	6.76%	8.53%	2.49%	11.02%	4.13%	2.49%	6.62%	3.44%	2.49%	5.93%
37	4.36%	2.49%	6.85%	8.71%	2.49%	11.20%	4.21%	2.49%	6.70%	3.51%	2.49%	6.00%
38	4.45%	2.49%	6.94%	8.90%	2.49%	11.39%	4.30%	2.49%	6.79%	3.59%	2.49%	6.08%
39	4.54%	2.49%	7.03%	9.09%	2.49%	11.58%	4.39%	2.49%	6.88%	3.66%	2.49%	6.15%
40	4.64%	2.49%	7.13%	9.28%	2.49%	11.77%	4.49%	2.49%	6.98%	3.74%	2.49%	6.23%
41	4.74%	2.49%	7.23%	9.47%	2.49%	11.96%	4.58%	2.49%	7.07%	3.82%	2.49%	6.31%
42	4.84%	2.49%	7.33%	9.67%	2.49%	12.16%	4.67%	2.49%	7.16%	3.89%	2.49%	6.38%
43	4.94%	2.49%	7.43%	9.88%	2.49%	12.37%	4.77%	2.49%	7.26%	3.97%	2.49%	6.46%
44	5.04%	2.49%	7.53%	10.08%	2.49%	12.57%	4.87%	2.49%	7.36%	4.05%	2.49%	6.54%
45	5.14%	2.49%	7.63%	10.29%	2.49%	12.78%	4.96%	2.49%	7.45%	4.13%	2.49%	6.62%
46	5.25%	2.49%	7.74%	10.49%	2.49%	12.98%	5.05%	2.49%	7.54%	4.21%	2.49%	6.70%
47	5.35%	2.49%	7.84%	10.70%	2.49%	13.19%	5.15%	2.49%	7.64%	4.29%	2.49%	6.78%
48	5.45%	2.49%	7.94%	10.90%	2.49%	13.39%	5.24%	2.49%	7.73%	4.37%	2.49%	6.86%
49	5.55%	2.49%	8.04%	11.10%	2.49%	13.59%	5.33%	2.49%	7.82%	4.44%	2.49%	6.93%
50	5.65%	2.49%	8.14%	11.29%	2.49%	13.78%	5.42%	2.49%	7.91%	4.52%	2.49%	7.01%
51	5.75%	2.49%	8.24%	11.49%	2.49%	13.98%	5.51%	2.49%	8.00%	4.59%	2.49%	7.08%
52	5.85%	2.49%	8.34%	11.70%	2.49%	14.19%	5.59%	2.49%	8.08%	4.66%	2.49%	7.15%
53	5.95%	2.49%	8.44%	11.90%	2.49%	14.39%	5.67%	2.49%	8.16%	4.73%	2.49%	7.22%
54	6.04%	2.49%	8.53%	12.09%	2.49%	14.58%	5.73%	2.49%	8.22%	4.78%	2.49%	7.27%
55	6.12%	2.49%	8.61%	12.25%	2.49%	14.74%	5.76%	2.49%	8.25%	4.80%	2.49%	7.29%
56	6.17%	2.49%	8.66%	12.35%	2.49%	14.84%	5.76%	2.49%	8.25%	4.80%	2.49%	7.29%
57	6.18%	2.49%	8.67%	12.36%	2.49%	14.85%	5.76%	2.49%	8.25%	4.80%	2.49%	7.29%
58	6.18%	2.49%	8.67%	12.36%	2.49%	14.85%	5.93%	2.49%	8.42%	4.94%	2.49%	7.43%
59	6.18%	2.49%	8.67%	12.36%	2.49%	14.85%	6.13%	2.49%	8.62%	5.11%	2.49%	7.60%
60	6.18%	2.49%	8.67%	12.36%	2.49%	14.85%	6.13%	2.49%	8.62%	5.11%	2.49%	7.60%

Members do not pay COLA contributions

Assumptions:

Interest: 7.00%
 Salary: 2025 Valuation Scale (Service based, includes wage inflation at 3.00%)
 Unisex Mortality: Public General 2016 Above-Median Income Healthy Annuitant Mortality Tables projected to 2046 using Scale 80% of MP-2021 (blended 30% Male / 70% Female for General/APCD).
 Administrative expenses: Rates have been loaded by 3.40% to account for expected administrative expenses allocated to the members.

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

APPENDIX B – MEMBER CONTRIBUTION RATES

Fire Fighters Local 2046 (12,13), Deputy Sheriffs' Association - Safety (14,15), Probation Peace Officers (18,19), Sheriff Managers Association (44), Deputy Fire Chief and Undersheriff (62), and Fire Division and Battalion Chiefs (63)									
Effective July 1, 2026									
Entry Age	Plan 4A & 6A			Plan 4B			Plan 4C & 6B		
	Basic	Cost Sharing	Total	Basic	Cost Sharing	Total	Basic	Cost Sharing	Total
16	6.01%	6.00%	12.01%	12.03%	6.00%	18.03%	5.77%	6.00%	11.77%
17	6.01%	6.00%	12.01%	12.03%	6.00%	18.03%	5.77%	6.00%	11.77%
18	6.01%	6.00%	12.01%	12.03%	6.00%	18.03%	5.77%	6.00%	11.77%
19	6.01%	6.00%	12.01%	12.03%	6.00%	18.03%	5.77%	6.00%	11.77%
20	6.01%	6.00%	12.01%	12.03%	6.00%	18.03%	5.77%	6.00%	11.77%
21	6.10%	6.00%	12.10%	12.21%	6.00%	18.21%	5.86%	6.00%	11.86%
22	6.19%	6.00%	12.19%	12.39%	6.00%	18.39%	5.94%	6.00%	11.94%
23	6.28%	6.00%	12.28%	12.57%	6.00%	18.57%	6.03%	6.00%	12.03%
24	6.37%	6.00%	12.37%	12.75%	6.00%	18.75%	6.12%	6.00%	12.12%
25	6.47%	6.00%	12.47%	12.93%	6.00%	18.93%	6.21%	6.00%	12.21%
26	6.56%	6.00%	12.56%	13.12%	6.00%	19.12%	6.29%	6.00%	12.29%
27	6.66%	6.00%	12.66%	13.31%	6.00%	19.31%	6.39%	6.00%	12.39%
28	6.75%	6.00%	12.75%	13.50%	6.00%	19.50%	6.48%	6.00%	12.48%
29	6.85%	6.00%	12.85%	13.69%	6.00%	19.69%	6.57%	6.00%	12.57%
30	6.94%	6.00%	12.94%	13.89%	6.00%	19.89%	6.66%	6.00%	12.66%
31	7.04%	6.00%	13.04%	14.08%	6.00%	20.08%	6.76%	6.00%	12.76%
32	7.14%	6.00%	13.14%	14.28%	6.00%	20.28%	6.85%	6.00%	12.85%
33	7.24%	6.00%	13.24%	14.48%	6.00%	20.48%	6.96%	6.00%	12.96%
34	7.34%	6.00%	13.34%	14.68%	6.00%	20.68%	7.08%	6.00%	13.08%
35	7.48%	6.00%	13.48%	14.96%	6.00%	20.96%	7.21%	6.00%	13.21%
36	7.62%	6.00%	13.62%	15.24%	6.00%	21.24%	7.35%	6.00%	13.35%
37	7.77%	6.00%	13.77%	15.54%	6.00%	21.54%	7.49%	6.00%	13.49%
38	7.92%	6.00%	13.92%	15.84%	6.00%	21.84%	7.63%	6.00%	13.63%
39	8.07%	6.00%	14.07%	16.15%	6.00%	22.15%	7.77%	6.00%	13.77%
40	8.21%	6.00%	14.21%	16.43%	6.00%	22.43%	7.90%	6.00%	13.90%
41	8.36%	6.00%	14.36%	16.72%	6.00%	22.72%	8.04%	6.00%	14.04%
42	8.51%	6.00%	14.51%	17.02%	6.00%	23.02%	8.19%	6.00%	14.19%
43	8.67%	6.00%	14.67%	17.34%	6.00%	23.34%	8.32%	6.00%	14.32%
44	8.83%	6.00%	14.83%	17.67%	6.00%	23.67%	8.45%	6.00%	14.45%
45	8.96%	6.00%	14.96%	17.93%	6.00%	23.93%	8.58%	6.00%	14.58%
46	9.10%	6.00%	15.10%	18.20%	6.00%	24.20%	8.71%	6.00%	14.71%
47	9.25%	6.00%	15.25%	18.50%	6.00%	24.50%	8.85%	6.00%	14.85%
48	9.41%	6.00%	15.41%	18.82%	6.00%	24.82%	9.00%	6.00%	15.00%
49	9.59%	6.00%	15.59%	19.17%	6.00%	25.17%	9.13%	6.00%	15.13%
50	9.80%	6.00%	15.80%	19.60%	6.00%	25.60%	9.18%	6.00%	15.18%
51	9.89%	6.00%	15.89%	19.79%	6.00%	25.79%	9.18%	6.00%	15.18%
52	9.89%	6.00%	15.89%	19.79%	6.00%	25.79%	9.18%	6.00%	15.18%
53	9.89%	6.00%	15.89%	19.79%	6.00%	25.79%	9.35%	6.00%	15.35%
54	9.89%	6.00%	15.89%	19.79%	6.00%	25.79%	9.66%	6.00%	15.66%
55	9.89%	6.00%	15.89%	19.79%	6.00%	25.79%	9.66%	6.00%	15.66%
56	9.89%	6.00%	15.89%	19.79%	6.00%	25.79%	9.66%	6.00%	15.66%
57	9.89%	6.00%	15.89%	19.79%	6.00%	25.79%	9.66%	6.00%	15.66%
58	9.89%	6.00%	15.89%	19.79%	6.00%	25.79%	9.66%	6.00%	15.66%
59	9.89%	6.00%	15.89%	19.79%	6.00%	25.79%	9.66%	6.00%	15.66%
60	9.89%	6.00%	15.89%	19.79%	6.00%	25.79%	9.66%	6.00%	15.66%

Members do not pay COLA contributions

Assumptions:
Interest: 7.00%
Salary: 2025 Valuation Scale (Service based, includes wage inflation at 3.00%)
Unisex: Public Safety 2016 Above-Median Income Healthy Annuitant Mortality Tables projected to 2046 using Scale 80%
Mortality: of MP-2021 (blended 80% Male / 20% Female for Safety).
Administrative expenses: Rates have been loaded by 3.40% to account for expected administrative expenses allocated to the members.

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

APPENDIX B – MEMBER CONTRIBUTION RATES

Safety Unrepresented Managers (35,40,41,42,43) Effective July 1, 2026									
Entry Age	Plan 4A & 6A			Plan 4B			Plan 4C & 6B		
	Basic	Cost Sharing	Total	Basic	Cost Sharing	Total	Basic	Cost Sharing	Total
16	6.01%	2.49%	8.50%	12.03%	2.49%	14.52%	5.77%	2.49%	8.26%
17	6.01%	2.49%	8.50%	12.03%	2.49%	14.52%	5.77%	2.49%	8.26%
18	6.01%	2.49%	8.50%	12.03%	2.49%	14.52%	5.77%	2.49%	8.26%
19	6.01%	2.49%	8.50%	12.03%	2.49%	14.52%	5.77%	2.49%	8.26%
20	6.01%	2.49%	8.50%	12.03%	2.49%	14.52%	5.77%	2.49%	8.26%
21	6.10%	2.49%	8.59%	12.21%	2.49%	14.70%	5.86%	2.49%	8.35%
22	6.19%	2.49%	8.68%	12.39%	2.49%	14.88%	5.94%	2.49%	8.43%
23	6.28%	2.49%	8.77%	12.57%	2.49%	15.06%	6.03%	2.49%	8.52%
24	6.37%	2.49%	8.86%	12.75%	2.49%	15.24%	6.12%	2.49%	8.61%
25	6.47%	2.49%	8.96%	12.93%	2.49%	15.42%	6.21%	2.49%	8.70%
26	6.56%	2.49%	9.05%	13.12%	2.49%	15.61%	6.29%	2.49%	8.78%
27	6.66%	2.49%	9.15%	13.31%	2.49%	15.80%	6.39%	2.49%	8.88%
28	6.75%	2.49%	9.24%	13.50%	2.49%	15.99%	6.48%	2.49%	8.97%
29	6.85%	2.49%	9.34%	13.69%	2.49%	16.18%	6.57%	2.49%	9.06%
30	6.94%	2.49%	9.43%	13.89%	2.49%	16.38%	6.66%	2.49%	9.15%
31	7.04%	2.49%	9.53%	14.08%	2.49%	16.57%	6.76%	2.49%	9.25%
32	7.14%	2.49%	9.63%	14.28%	2.49%	16.77%	6.85%	2.49%	9.34%
33	7.24%	2.49%	9.73%	14.48%	2.49%	16.97%	6.96%	2.49%	9.45%
34	7.34%	2.49%	9.83%	14.68%	2.49%	17.17%	7.08%	2.49%	9.57%
35	7.48%	2.49%	9.97%	14.96%	2.49%	17.45%	7.21%	2.49%	9.70%
36	7.62%	2.49%	10.11%	15.24%	2.49%	17.73%	7.35%	2.49%	9.84%
37	7.77%	2.49%	10.26%	15.54%	2.49%	18.03%	7.49%	2.49%	9.98%
38	7.92%	2.49%	10.41%	15.84%	2.49%	18.33%	7.63%	2.49%	10.12%
39	8.07%	2.49%	10.56%	16.15%	2.49%	18.64%	7.77%	2.49%	10.26%
40	8.21%	2.49%	10.70%	16.43%	2.49%	18.92%	7.90%	2.49%	10.39%
41	8.36%	2.49%	10.85%	16.72%	2.49%	19.21%	8.04%	2.49%	10.53%
42	8.51%	2.49%	11.00%	17.02%	2.49%	19.51%	8.19%	2.49%	10.68%
43	8.67%	2.49%	11.16%	17.34%	2.49%	19.83%	8.32%	2.49%	10.81%
44	8.83%	2.49%	11.32%	17.67%	2.49%	20.16%	8.45%	2.49%	10.94%
45	8.96%	2.49%	11.45%	17.93%	2.49%	20.42%	8.58%	2.49%	11.07%
46	9.10%	2.49%	11.59%	18.20%	2.49%	20.69%	8.71%	2.49%	11.20%
47	9.25%	2.49%	11.74%	18.50%	2.49%	20.99%	8.85%	2.49%	11.34%
48	9.41%	2.49%	11.90%	18.82%	2.49%	21.31%	9.00%	2.49%	11.49%
49	9.59%	2.49%	12.08%	19.17%	2.49%	21.66%	9.13%	2.49%	11.62%
50	9.80%	2.49%	12.29%	19.60%	2.49%	22.09%	9.18%	2.49%	11.67%
51	9.89%	2.49%	12.38%	19.79%	2.49%	22.28%	9.18%	2.49%	11.67%
52	9.89%	2.49%	12.38%	19.79%	2.49%	22.28%	9.18%	2.49%	11.67%
53	9.89%	2.49%	12.38%	19.79%	2.49%	22.28%	9.35%	2.49%	11.84%
54	9.89%	2.49%	12.38%	19.79%	2.49%	22.28%	9.66%	2.49%	12.15%
55	9.89%	2.49%	12.38%	19.79%	2.49%	22.28%	9.66%	2.49%	12.15%
56	9.89%	2.49%	12.38%	19.79%	2.49%	22.28%	9.66%	2.49%	12.15%
57	9.89%	2.49%	12.38%	19.79%	2.49%	22.28%	9.66%	2.49%	12.15%
58	9.89%	2.49%	12.38%	19.79%	2.49%	22.28%	9.66%	2.49%	12.15%
59	9.89%	2.49%	12.38%	19.79%	2.49%	22.28%	9.66%	2.49%	12.15%
60	9.89%	2.49%	12.38%	19.79%	2.49%	22.28%	9.66%	2.49%	12.15%

Members do not pay COLA contributions

Assumptions:

- Interest: 7.00%
- Salary: 2025 Valuation Scale (Service based, includes wage inflation at 3.00%)
- Unisex: Public Safety 2016 Above-Median Income Healthy Annuitant Mortality Tables projected to 2046 using Scale 80%
- Mortality: of MP-2021 (blended 80% Male / 20% Female for Safety).
- Administrative expenses: Rates have been loaded by 3.40% to account for expected administrative expenses allocated to the members.

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**APPENDIX C – EMPLOYER CONTRIBUTION RATES WITH MEMBER
COST-SHARING ADJUSTMENTS**

General Employer Contribution Rates after Member Cost-Sharing				
All Bargaining Units Except for Unrepresented Managers (incl CEO) (35, 40, 41, 42, 43)				
	5A	5B	5C	Plan 7
June 30, 2024 Contribution Rate for FYE 2026	35.73%	34.77%	36.89%	38.00%
Adjusted Member Cost-Sharing Contributions	<u>-2.48%</u>	<u>-2.48%</u>	<u>-2.48%</u>	<u>-2.48%</u>
Net Employer Rate Effective July 1, 2025	33.25%	32.29%	34.41%	35.52%
June 30, 2025 Contribution Rate for FYE 2027	33.69%	32.59%	34.82%	36.06%
Adjusted Member Cost-Sharing Contributions	<u>-2.48%</u>	<u>-2.48%</u>	<u>-2.48%</u>	<u>-2.48%</u>
Net Employer Rate Effective July 1, 2026	31.21%	30.11%	32.34%	33.58%

General Employer Contribution Rates after Member Cost-Sharing				
Unrepresented Managers (including CEO) (35, 40, 41, 42, 43)				
	5A	5B	5C	Plan 7
June 30, 2024 Contribution Rate for FYE 2026	35.73%	34.77%	36.89%	38.00%
Adjusted Member Cost-Sharing Contributions	<u>-2.47%</u>	<u>-2.47%</u>	<u>-2.47%</u>	<u>-2.47%</u>
Net Employer Rate Effective July 1, 2025	33.26%	32.30%	34.42%	35.53%
June 30, 2025 Contribution Rate for FYE 2027	33.69%	32.59%	34.82%	36.06%
Adjusted Member Cost-Sharing Contributions	<u>-2.47%</u>	<u>-2.47%</u>	<u>-2.47%</u>	<u>-2.47%</u>
Net Employer Rate Effective July 1, 2026	31.22%	30.12%	32.35%	33.59%

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**APPENDIX C – EMPLOYER CONTRIBUTION RATES WITH MEMBER
COST-SHARING ADJUSTMENTS**

Safety Employer Contribution Rates after Member Cost-Sharing

Fire Fighters Local 2046 (12, 13), Deputy Sheriffs' Association (14, 15), Probation Peace Officers (18, 19),
on (44), Deputy Fire Chief and Undersheriff (62), and Fire Division and Battalion Chiefs (63) Probation Peace Officers (18,19), Sheriffs

	4A	4B	4C	6A	6B
June 30, 2024 Contribution Rate for FYE 2026	63.49%	63.26%	60.30%	78.55%	70.61%
Adjusted Member Cost-Sharing Contributions	<u>-5.97%</u>	<u>-5.97%</u>	<u>-5.97%</u>	<u>-5.97%</u>	<u>-5.97%</u>
Net Employer Rate Effective July 1, 2025	57.52%	57.29%	54.33%	72.58%	64.64%
June 30, 2025 Contribution Rate for FYE 2027	61.06%	57.70%	58.37%	82.00%	68.74%
Adjusted Member Cost-Sharing Contributions	<u>-5.97%</u>	<u>-5.97%</u>	<u>-5.97%</u>	<u>-5.97%</u>	<u>-5.97%</u>
Net Employer Rate Effective July 1, 2026	55.09%	51.73%	52.40%	76.03%	62.77%

Safety Employer Contribution Rates after Member Cost-Sharing

Unrepresented Safety Managers (35, 40, 41, 42, 43)

	4A	4B	4C	6A	6B
June 30, 2024 Contribution Rate for FYE 2026	63.49%	63.26%	60.30%	78.55%	70.61%
Adjusted Member Cost-Sharing Contributions	<u>-2.47%</u>	<u>-2.47%</u>	<u>-2.47%</u>	<u>-2.47%</u>	<u>-2.47%</u>
Net Employer Rate Effective July 1, 2025	61.02%	60.79%	57.83%	76.08%	68.14%
June 30, 2025 Contribution Rate for FYE 2027	61.06%	57.70%	58.37%	82.00%	68.74%
Adjusted Member Cost-Sharing Contributions	<u>-2.47%</u>	<u>-2.47%</u>	<u>-2.47%</u>	<u>-2.47%</u>	<u>-2.47%</u>
Net Employer Rate Effective July 1, 2026	58.59%	55.23%	55.90%	79.53%	66.27%

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

**APPENDIX D – STATEMENT OF CURRENT ACTUARIAL
ASSUMPTIONS AND METHODS**

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. There were no changes to the contribution allocation procedures from the prior valuation.

1. Actuarial Cost Method

The actuarial valuation is prepared using the Entry Age Actuarial Cost Method (CERL 31453.5). Under the principles of this method, the actuarial present value of the projected benefits of each individual included in the valuation is allocated as a level percentage of the individual's projected compensation between entry age and assumed exit (until maximum retirement age). For members who transferred between plans, entry age is based on original entry into the system. The normal cost for the Plan is based on the sum of the individual normal costs for each member (Individual Entry Age Method).

2. Amortization Method

The UAL (or Surplus Funding) is amortized as a percentage of the projected salaries of present and future members of SBCERS. Effective with the June 30, 2013 valuation, the UAL as of June 30, 2013 is amortized over a closed 17-year period, except for the additional UAL attributable to the creation of Safety Plan 6, which is being amortized over a separate closed period (currently three years). Effective with the June 30, 2014 valuation, any new sources of UAL due to actuarial gains and losses, assumption changes, or method changes is amortized over a closed 19-year period, with five-year ramp up period at the beginning of the period, a four-year ramp down at the end of the period, and 10 years of level payments as a percentage of payroll. This method is a type of direct rate smoothing method.

The single equivalent amortization period is 6.08 years. As of June 30, 2025, it would take approximately 6.08 years to fully pay off the total Unfunded Actuarial Liability based on the current UAL payment increasing as a level percentage of payroll.

3. Asset Valuation Method

As of June 30, 2014, the Market Value of Assets is used to determine the System's UAL. A smoothed Actuarial Value of Assets is no longer used.

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

**APPENDIX D – STATEMENT OF CURRENT ACTUARIAL
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Actuarial Assumptions

The assumptions used in this report reflect the results of an experience study performed by Cheiron covering the period from July 1, 2022 through June 30, 2025. More details on the rationale for the demographic and economic assumptions can be found in the Actuarial Experience Study report that will be presented to the Board on December 10, 2025. The combined effect of the assumptions is expected to have no significant bias for the purpose of this measurement.

1. Rate of Return

Assets are assumed to earn 7.00%, net of investment expenses.

2. Low-Default-Risk Obligation Measure Discount Rate (effective June 30, 2025)

The discount rate used to calculate the Low-Default-Risk Obligation Measure (LDROM) is the FTSE Pension Liability Index as of the valuation date. This index was selected because it reflects the types of fixed-income securities the Plan would likely invest in if the Trustees wanted to match cash flows. The rate for this valuation is 5.58%.

3. Administrative Expenses

Administrative expenses are assumed to be \$7.40 million for the next year, to be split between employees and employers based on their share of the overall contributions. This is equivalent to a 3.40% load to both the member and employer contribution rates. Administrative expenses are assumed to increase by the assumed wage inflation of 3.00% each year.

4. Cost of Living

The cost of living as measured by the Consumer Price Index (CPI) will increase at the rate of 2.75% per year. This assumption is also used for increasing the compensation limit that applies to PEPRA members.

5. Post Retirement COLA

For General Plan 5, Safety Plans 4, 6, and 8 (PEPRA), and APCD Plans 1 and 2 members who are currently in pay status with COLA banks, benefits are assumed to increase 3.00% per year until their COLA banks are depleted at a rate of 0.25% per year (3.00% minus the 2.75% inflation assumption). Once the COLA banks are exhausted, the benefits are assumed to increase at the ultimate rate of 2.60%. For General Plan 8 (PEPRA), if their employer had not implemented General Plan 7 prior to January 1, 2013, benefits are assumed to increase at the rates described above.

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For future retirees in these groups, benefits are assumed to increase at the rate of 2.60% per year.

For all members in General Plans 7, APCD Plan 8 (PEPRA), and General Plan 8 (PEPRA) for whom their employer had implemented General Plan 7 prior to January 1, 2013, benefits are assumed to increase at the rate of 2.00% per year.

For members in General Plan 2, benefits amounts are assumed to remain constant after retirement.

6. Internal Revenue Code Section 415 Limit

The Internal Revenue Code Section 415 maximum benefit limitations are not reflected in the valuation for funding purposes. Any limitation is reflected in a member's benefit after retirement.

7. Internal Revenue Code Section 401(a)(17)

The Internal Revenue Code Section 401(a)(17) maximum compensation limitation is not reflected in the valuation for funding purposes. Any limitation is reflected in a member's benefit after retirement.

8. Social Security Wage Base

General Plan 2 members have their benefits offset by an assumed Social Security Benefit. For projecting the Social Security Benefit, the annual Social Security Wage Base increase is assumed to be 2.75% per year.

9. Interest on Member Contributions

The annual credited interest rate on member contributions is assumed to be 3.25%. As of June 30, 2008, the credited interest rate each six-month period is the semi-annual yield of the five-year Treasury note as of the last business day of the interest-crediting period.

10. Sick Leave Service Credit Upon Retirement

Upon retirement, members are entitled to turn their sick leave balances into service credit for retirement benefits. Members are limited to one year of service credit. For safety plan members, a 2.25% load was applied to the expected years of service at retirement for sick leave service credit. For general plan members, the load was 1.30%.

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**APPENDIX D – STATEMENT OF CURRENT ACTUARIAL
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11. Family Composition

Percentage married for all active members who retire, become disabled, or die during active service is shown in the table below. Male members are assumed to be three years older than their spouses and female members are assumed to be one year younger than their spouses.

Percentage Married	
Gender	Percentage
Males	75%
Females	60%

12. Vacation Cash Out

Any cash outs of vacation during the final average salary period affecting the calculation of a retirement benefit are recognized at the time of retirement. There is no pre-recognition of potential costs included in the valuation.

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13. Increases in Pay

Wage inflation component: 3.00%

Additional longevity and promotion component:

Longevity and Promotion Increases		
Service	General	Safety
0	4.75%	8.50%
1	4.75%	5.00%
2	4.00%	5.00%
3	3.00%	3.25%
4	2.25%	1.50%
5	1.75%	1.50%
6	1.50%	1.50%
7	1.25%	1.50%
8	1.20%	1.50%
9	1.10%	1.50%
10	1.00%	1.00%
11	0.90%	1.00%
12	0.80%	1.00%
13	0.70%	1.00%
14	0.60%	1.00%
15	0.55%	0.75%
16	0.50%	0.75%
17	0.48%	0.75%
18	0.46%	0.75%
19	0.44%	0.75%
20	0.42%	1.25%
21	0.40%	1.25%
22	0.38%	1.25%
23	0.38%	1.25%
24	0.38%	1.25%
25	0.38%	1.25%
26	0.38%	1.25%
27	0.38%	1.25%
28	0.38%	1.25%
29	0.38%	1.25%
30+	0.38%	1.25%

Increases are compound rather than additive.

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
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14. Rates of Termination

Sample rates of termination are shown in the following table. The 1.30% rate of termination continues for Safety PEPRA members with 20 or more years of service who are not eligible to retire.

Rates of Termination		
Service	General	Safety
0	20.00%	9.00%
1	14.00%	7.00%
2	10.00%	5.00%
3	8.00%	4.50%
4	7.00%	4.00%
5	7.00%	3.75%
6	6.00%	3.50%
7	6.00%	3.25%
8	6.00%	3.00%
9	5.00%	2.25%
10	4.50%	2.00%
11	3.50%	1.50%
12	3.00%	1.30%
13	3.00%	1.30%
14	2.75%	1.30%
15	2.75%	1.30%
16	2.75%	1.30%
17	2.50%	1.30%
18	2.50%	1.30%
19	2.50%	1.30%
20	1.50%	0.00%
21	1.50%	
22	1.50%	
23	1.50%	
24	1.50%	
25	1.50%	
26	1.50%	
27	1.50%	
28	1.50%	
29	1.50%	
30	0.00%	

Termination rates do not apply once a member is eligible for retirement.

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
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**APPENDIX D – STATEMENT OF CURRENT ACTUARIAL
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15. Withdrawal

Rates of withdrawal apply to active Members who terminate their employment and withdraw their member contributions, forfeiting entitlement to future Plan benefits.

Rates of Withdrawal		
Service	General	Safety
0	100.00%	100.00%
1	100.00%	100.00%
2	100.00%	100.00%
3	100.00%	100.00%
4	100.00%	100.00%
5	15.00%	10.00%
6	15.00%	10.00%
7	15.00%	10.00%
8	15.00%	10.00%
9	15.00%	10.00%
10	15.00%	5.00%
11	15.00%	5.00%
12	15.00%	5.00%
13	15.00%	5.00%
14	15.00%	5.00%
15	5.00%	0.00%
16	5.00%	0.00%
17	5.00%	0.00%
18	5.00%	0.00%
19	5.00%	0.00%
20	5.00%	0.00%
21	5.00%	0.00%
22	5.00%	0.00%
23	5.00%	0.00%
24	5.00%	0.00%
25	0.00%	0.00%
26	0.00%	0.00%
27	0.00%	0.00%
28	0.00%	0.00%
29	0.00%	0.00%
30	0.00%	0.00%

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Former members with contributions on deposit who commence benefits from deferred vested status are assumed to receive a retirement benefit commencing at the following ages:

General Plans 5, 7, and 8 (PEPRA) Members:	Age 59
General Plan 2 Members:	Age 65
Safety Plans 4 and 8 (PEPRA) Members:	Age 55
Safety Plan 6 Members:	Age 50
APCD Members:	Age 59

16. Reciprocal Transfers

35% of vested terminated General (except Plan 2) and 40% of vested terminated Safety Members that leave their member contributions on deposit with the Plan are assumed to be reciprocal.

Reciprocal members are assumed to remain with the reciprocal agency until retirement, and receive annual salary increases of:

General & APCD Members:	3.375%
Safety Members:	4.250%

Reciprocal members are assumed to commence retirement benefits at the following ages:

General Plans 5, 7, and 8 (PEPRA) Members:	Age 62
General Plan 2 Members:	Age 65
Safety Plans 4 and 8 (PEPRA) Members:	Age 55
Safety Plan 6 Members:	Age 55
APCD Members:	Age 62

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17. Rates of Disability

General member rates are based on the unisex 2025 CalPERS Non-Industrial Disability State Miscellaneous rates with an adjustment factor of 0.95.

Safety members are based on the 2025 CalPERS Public Agency County Peace Officer Industrial Disability rates and Non-Industrial Disability rates.

Representative disability rates of active participants are shown below.

Rates of Disability		
Age	General	Safety
20	0.005%	0.045%
25	0.005%	0.134%
30	0.027%	0.278%
35	0.048%	0.452%
40	0.092%	0.661%
45	0.173%	0.871%
50	0.238%	1.134%
55	0.179%	1.623%
60	0.162%	2.022%

60% of General disabilities and 100% of Safety disabilities are assumed to be service-related.

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18. Rates of Mortality for Healthy Lives

Mortality rates for General active members are based on the sex distinct Public General 2016 Above-Median Income Employee Mortality Table, with generational mortality improvements projected from 2016 using 80% of Projection Scale MP-2021, without adjustment.

Non-duty related mortality rates for Safety active members are based on the sex distinct Public Safety 2016 Above-Median Income Employee Mortality Table, with generational mortality improvements projected from 2016 using 80% of Projection Scale MP-2021, without adjustment.

Safety active members are also subject to the 2021 CalPERS Preretirement Industrial Mortality Table for duty-related deaths, with generational improvements projected from 2017 using 80% of Projection Scale MP-2021, without adjustment.

Mortality rates for healthy General annuitants are based on the sex distinct Public General 2016 Above-Median Income Retiree Mortality Table, with generational mortality improvements projected from 2016 using 80% of Projection Scale MP-2021, with a 95% adjustment for males and no adjustment for females.

Mortality rates for Safety annuitants are based the sex distinct Public Safety 2016 Above-Median Income Retiree Mortality Table, with generational improvements projected from 2016 using 80% of Projection Scale MP-2021, with a 107.5% adjustment for males and no adjustment for females.

19. Rates of Mortality for Retired Disabled Lives

Mortality rates for General disabled retirees are based on the sex distinct Public Non-Safety 2016 Disabled Annuitants Mortality Table, with generational mortality improvements projected from 2016 using 80% of Projection Scale MP-2021, without adjustment.

Mortality rates for Safety disabled retirees are based on the sex distinct Public Safety 2016 Disabled Annuitants Mortality Table, with generational mortality improvements projected from 2016 using 80% of Projection Scale MP-2021, without adjustment.

20. Benefit Payment Timing

End of the month.

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21. Benefit Load for Part-Time Employees

A load is applied to benefits for part-time active members who worked less than 2,080 in the previous plan year to better reflect their projected benefits at retirement. The loads are calculated on an individual basis based upon the participant's age, service, and hours worked.

Members not identified as part-time but who work fewer than 2,080 hours are assumed to be on a leave of absence. For these members, salaries are annualized only for purposes of determining benefits and liabilities.

22. Rates of Retirement

Rates of retirement are based on age and service according to the following table. The rates for Safety PEPRA members are the same as the Safety Plan 4 rates.

Rates of Retirement												
Age	General			General - PEPRA		Safety						
	Svc < 20	20-29	Svc >= 30	Svc < 25	Svc >= 25	Svc < 20	Plan 4 20-29	Svc >= 30	Svc < 20	Plan 6 20-29	Svc >= 30	
< 38	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
38	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.50%	3.00%	0.00%	3.00%	3.00%	3.00%
39	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.50%	3.00%	0.00%	3.00%	3.00%	3.00%
40	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.50%	3.00%	0.00%	3.00%	3.00%	3.00%
41	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.50%	3.00%	0.00%	3.00%	3.00%	3.00%
42	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.50%	3.00%	0.00%	3.00%	3.00%	3.00%
43	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.50%	3.00%	0.00%	3.00%	3.00%	3.00%
44	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.50%	3.00%	0.00%	3.00%	3.00%	3.00%
45	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.50%	3.00%	0.00%	3.00%	3.00%	3.00%
46	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.50%	3.00%	0.00%	3.00%	3.00%	3.00%
47	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.50%	3.00%	0.00%	3.00%	3.00%	3.00%
48	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.50%	3.00%	0.00%	3.00%	3.00%	3.00%
49	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.50%	3.00%	0.00%	15.00%	50.00%	50.00%
50	2.00%	2.00%	10.00%	0.00%	0.00%	3.00%	5.00%	5.00%	10.00%	25.00%	50.00%	50.00%
51	2.50%	2.50%	4.00%	0.00%	0.00%	3.00%	5.00%	5.00%	10.00%	15.00%	20.00%	20.00%
52	2.50%	2.50%	4.00%	2.00%	3.00%	3.00%	5.00%	5.00%	10.00%	15.00%	20.00%	20.00%
53	4.00%	4.00%	4.00%	2.00%	2.00%	3.00%	5.00%	5.00%	7.50%	15.00%	20.00%	20.00%
54	4.00%	4.00%	5.00%	3.00%	3.50%	10.00%	15.00%	30.00%	7.50%	15.00%	30.00%	30.00%
55	4.00%	5.00%	7.50%	3.00%	7.00%	10.00%	25.00%	50.00%	7.50%	15.00%	35.00%	35.00%
56	4.00%	5.00%	7.50%	3.00%	7.00%	10.00%	20.00%	25.00%	7.50%	15.00%	35.00%	35.00%
57	7.00%	7.00%	10.00%	4.50%	6.00%	10.00%	20.00%	25.00%	10.00%	25.00%	35.00%	35.00%
58	7.00%	7.00%	10.00%	4.50%	6.00%	10.00%	20.00%	40.00%	10.00%	25.00%	35.00%	35.00%
59	7.00%	7.00%	15.00%	5.00%	10.00%	10.00%	30.00%	40.00%	15.00%	25.00%	35.00%	35.00%
60	7.00%	10.00%	25.00%	5.00%	10.00%	10.00%	30.00%	40.00%	15.00%	25.00%	35.00%	35.00%
61	15.00%	20.00%	35.00%	12.50%	15.00%	25.00%	30.00%	40.00%	20.00%	25.00%	35.00%	35.00%
62	20.00%	30.00%	40.00%	15.00%	25.00%	25.00%	30.00%	40.00%	20.00%	25.00%	35.00%	35.00%
63	15.00%	25.00%	30.00%	10.00%	25.00%	15.00%	30.00%	40.00%	10.00%	25.00%	35.00%	35.00%
64	25.00%	25.00%	40.00%	15.00%	20.00%	15.00%	30.00%	40.00%	10.00%	25.00%	35.00%	35.00%
65	30.00%	40.00%	50.00%	20.00%	30.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
66	30.00%	40.00%	50.00%	20.00%	30.00%							
67	26.00%	33.00%	40.00%	35.00%	40.00%							
68	26.00%	33.00%	40.00%	20.00%	30.00%							
69	26.00%	33.00%	40.00%	20.00%	30.00%							
70	26.00%	33.00%	40.00%	20.00%	30.00%							
71	26.00%	33.00%	40.00%	20.00%	30.00%							
72	26.00%	33.00%	40.00%	20.00%	30.00%							
73	26.00%	33.00%	40.00%	20.00%	30.00%							
74	26.00%	33.00%	40.00%	20.00%	30.00%							
75	100.00%	100.00%	100.00%	100.00%	100.00%							

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

**APPENDIX D – STATEMENT OF CURRENT ACTUARIAL
ASSUMPTIONS AND METHODS**

23. Changes Since Last Valuation

Several changes have been implemented based on the experience study performed by Cheiron covering the period from July 1, 2022 through June 30, 2025. Please refer to our Actuarial Experience Study Report for detail and rationale of the assumption changes.

The LDROM discount rate assumption was updated from 5.35% to 5.58%.

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
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APPENDIX E – SUMMARY OF PLAN PROVISIONS

All actuarial calculations are based on our understanding of the statutes governing the SBCERS as contained in the County Employees' Retirement Law (CERL) of 1937, with provisions adopted by the County Board of Supervisors, a district Board of Directors, or the SBCERS Board, effective through June 30, 2025. The benefit and contribution provisions of this law are summarized below, *(along with corresponding references to the State Code)*. This summary does not attempt to cover all the detailed provisions of the law.

There have been no changes to the Plan provisions since the prior valuation.

A. Membership in Retirement Plans

The County has established several defined benefit tiers based primarily on a member's date of entry into SBCERS and in some cases, bargaining unit. There are two types of SBCERS members:

Safety members: Employees whose principal duty is active law enforcement or active fire suppression are eligible to be Safety members. Membership in a particular tier depends upon date of entry to the system and bargaining unit.

General members: All non-Safety employees are eligible to be General members. Membership in a particular tier depends primarily upon date of entry to the system. General members employed by Santa Barbara County Air Pollution Control District (APCD) are in APCD Plan 1, APCD Plan 2, General Plan 7, or General Plan 8 depending upon their date of entry to the system.

APCD Plan 1: APCD employees hired on or before July 3, 1995.

APCD Plan 2: APCD employees hired after July 3, 1995.

General Plan 2: Employees hired on or before June 30, 1999, who elected to join General Plan 2. Once vested, Plan 2 members have a one-time election to defer accrued Plan 2 benefits and enter a contributory plan in effect at the time of election. Contributions are based upon age at time of transfer.

Safety Plan 4A &

General Plan 5A: General employees hired before October 10, 1994, who did not elect to join General Plan 2, and some Safety employees hired before October 10, 1994.

Safety Plan 4B &

General Plan 5B: Employees in certain bargaining units hired on or after October 10, 1994. Some employees are in Safety Plan 4B without regard to hire date.

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
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APPENDIX E – SUMMARY OF PLAN PROVISIONS

- General Plan 5C:** Members in certain bargaining units hired on or after October 10, 1994. Members in those bargaining units transferred from Plan 5B on March 10, 2008.
- General Plan 7:** County General employees hired on or after June 25, 2012, and other new non-PEPRA General hires for employers that have adopted Plan 7.
- Safety Plan 4C:** Members in certain bargaining units who were hired on or after October 10, 1994. All members in certain bargaining units. Members in those bargaining units transferred from Plan 4B on July 3, 2006.
- Safety Plan 6A:** Members in certain bargaining units hired prior to October 10, 1994. Members in those bargaining units transferred from Plan 4A on February 25, 2008.
- Safety Plan 6B:** Members in certain bargaining units hired after October 10, 1994. Members in those bargaining units transferred from Plan 4B on February 25, 2008.
- Plan 8 (PEPRA):** All new members hired on or after January 1, 2013. Employees who transfer from and are eligible for reciprocity with another public employer will not be PEPRA members if their service in the reciprocal system was under a pre-PEPRA tier.

B. Member Contributions

Basic: Contributions are based on the entry age and class of each member and are required of all members except General Plan 2 members. See Appendix C for details on this calculation. Current member rates are shown in the Appendix. (31453, 31454, 31454.1)

Contributions cease for all non-PEPRA safety members credited with 30 years of service. (31625, 31625.2)

Plan 8: PEPRA members must contribute half of the normal cost of the Plan. Contributions for these members will be based on the Normal Cost associated with their benefits; General and Safety members will pay different rates.

Interest is credited to contributions semiannually on June 30 and December 31 at an interest rate set by the Board of Retirement on amounts that have been on deposit for at least six months. (31591, 31700)

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

APPENDIX E – SUMMARY OF PLAN PROVISIONS

Cost-of-Living: Some members may contribute towards the cost-of-living benefit based on increases in COLA Normal Cost rates. No additional employee contributions towards the cost-of-living benefits are included in the current employee rates.

Cost-Sharing: Members contribute a varying amount based on entry age and Plan.

General Plan 5A member rates are half General Plan 5B member rates.
General Plan 5C is based on half rates.

APCD Plan 1 member rates are half APCD Plan 2 member rates.

Safety Plan 4A member rates are half Safety Plan 4B member rates.

Safety Plans 4C, 6A, and 6B are based on half rates.

(31621.2, 31621.4, 31621.5, 31621.6, 31581.1)

C. Employer Contributions:

The employer (County or District) contributes to the retirement fund a percentage of the total compensation provided for all members based on an actuarial investigation, valuation, and recommendation of the actuary. *(31453, 31453.5, 31453.6, 31454, 31454.1, 31581)*

D. Service Retirement Allowance:

Eligibility:

General Plan members:

Plans 5A,

5B, 5C, & 7: Age 50 with five years of service and 10 years of elapsed time since membership;
Any age with 30 years of service; or
Age 70 regardless of service. *(31672, 31672.1)*

Plan 2: Age 55 with 10 years of service and 10 years of elapsed time since membership. *(31486.4)*

APCD Plan members:

Age 50 with five years of service and 10 years of elapsed time since membership;

Any age with 30 years of service; or

Age 70 regardless of service. *(31672, 31672.1)*

Safety Plan members:

Age 50 with five years of service and 10 years of elapsed time since membership;

Any age with 20 years of service. *(31663.25)*

SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
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APPENDIX E – SUMMARY OF PLAN PROVISIONS

PEPRA Plan 8 members:

General and APCD: Age 52 with five years of service.

Safety: Age 50 with 5 years of service.

All PEPRA members: Age 70 regardless of service. (31672.3)

Final Compensation:

General Plan members:

Plans 5A & 5B: Monthly average of a member's highest 12 consecutive months of compensation. (31462.1)

Plans 5C & 7: Monthly average of a member's highest 36 consecutive months of compensation. (31462)

Plan 2: Monthly average of a member's highest 36 non-consecutive months of compensation.

APCD Plan members:

Plans 1 & 2: Monthly average of a member's highest 12 consecutive months of compensation. (31486.1)

Safety Plan members

Plans 4A, 4B, & 6A: Monthly average of a member's highest 12 consecutive months of compensation. (31462.1)

Plans 4C & 6B: Monthly average of a member's highest 36 consecutive months of compensation. (31462)

PEPRA Plan members:

Plan 8: Monthly average of a member's highest 36 consecutive months of pensionable compensation.

Compensation

Limit: The amount of compensation that is taken into account in computing benefits payable to any person who first becomes a member on or after July 1, 1996, shall not exceed the dollar limitations in Section 401(a)(17) of Title 26 of the US Code. (31671)

Plan 8: For PEPRA members, only pensionable compensation up to the Social Security-integrated PEPRA compensation limit will count for computing Plan benefits and employee contributions and employer contributions for those participating in Social Security (\$155,081 for calendar year 2025 and \$151,446 for calendar year 2024). For those not participating in Social Security, the compensation cap is 120% of the above limit (\$186,096 for calendar year 2025 and \$181,734 for calendar year 2024). In addition, it is possible that some sources of compensation, such as any payments deemed to be terminal or special pays, may be excluded from the benefit and contribution computations for PEPRA members.

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
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APPENDIX E – SUMMARY OF PLAN PROVISIONS

Monthly Allowance:

General Plan members:

- Plans 5A, 5B & 5C:** $2\% \times \text{Final Compensation} \times \text{Plan 5 Age Factor} \times \text{Years of Service.}$
(31676.12)
- Plan 7:** $1/60 \times \text{Final Compensation} \times \text{Plan 7 Age Factor} \times \text{Years of Service.}$
(31676.1)
- Plan 2:** Sum of (a) + (b) – (c):
 (a) $2\% \times \text{Final Compensation} \times \text{Years of Service (max. 35 years); plus}$
 (b) $1\% \times \text{Final Compensation} \times \text{Years of Service in excess of 35 (max. 10 years); minus}$
 (c) $1/35 \times \text{Primary Insurance Amount (PIA) at age 65} \times \text{Years of Covered Service (max. 35 years).}$ (31486.4)

The PIA is calculated based on certain assumptions specified by statute, and an assumed Social Security retirement age of 65. If retirement occurs prior to age 65, the benefit amount is adjusted by an actuarial equivalent factor.

Age Factors General Plan 2 Code Section: 31486.4(f)	
Age	Factor
55	0.43
56	0.47
57	0.51
58	0.55
59	0.60
60	0.65
61	0.70
62	0.77
63	0.84
64	0.91
65	1.00

APCD Plan members:

$2\% \times \text{Final Compensation} \times \text{APCD Age Factor} \times \text{Years of Service.}$
(31676.15)

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APPENDIX E – SUMMARY OF PLAN PROVISIONS

Safety Plan members:

3% x Final Compensation x Safety Age Factor x Years of Service.
(31664.2)

Age Factors are higher for Plans 6A and 6B. (31664.1)

General, Safety and APCD members:

PEPRA Plan 8: PEPRA Age Factor x Final Compensation x Years of Service.

In between exact ages, the multiplier will increase by 0.025% for each quarter year increase in age.

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
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APPENDIX E – SUMMARY OF PLAN PROVISIONS

Age Factors By Plan							
	General		General & APCD	APCD	Safety		
	Plan 5	Plan 7	Plan 8		Plan 4	Plan 6	Plan 8
Code Section:	31676.12	31676.1		31676.15	31664.2	31664.1	
Label:	2% @ 57	1.67% @ 57.5	PEPRA	2% @ 55	3% @ 55	3% @ 50	PEPRA
Base:	2.00%	1.67%		2.00%	3.00%	3.00%	
Age:							
41					0.4777	0.6258	
42					0.5058	0.6625	
43					0.5347	0.7004	
44					0.5647	0.7397	
45					0.5958	0.7805	
46					0.6280	0.8226	
47					0.6625	0.8678	
48					0.6936	0.9085	
49					0.7269	0.9522	
50	0.6681	0.7091		0.7454	0.7634	1.0000	0.0200
51	0.7056	0.7457		0.7882	0.8028	1.0000	0.0210
52	0.7454	0.7816	0.0100	0.8346	0.8457	1.0000	0.0220
53	0.7882	0.8181	0.0110	0.8850	0.8926	1.0000	0.0230
54	0.8346	0.8556	0.0120	0.9399	0.9418	1.0000	0.0240
55	0.8850	0.8954	0.0130	1.0000	1.0000	1.0000	0.0250
56	0.9399	0.9382	0.0140	1.0447	1.0000	1.0000	0.0260
57	1.0000	0.9846	0.0150	1.1048	1.0000	1.0000	0.0270
58	1.0447	1.0350	0.0160	1.1686	1.0000	1.0000	0.0270
59	1.1048	1.0899	0.0170	1.2365	1.0000	1.0000	0.0270
60	1.1686	1.1500	0.0180	1.3093	1.0000	1.0000	0.0270
61	1.2365	1.1947	0.0190	1.3608	1.0000	1.0000	0.0270
62	1.3093	1.2548	0.0200	1.4123	1.0000	1.0000	0.0270
63	1.3093	1.3186	0.0210	1.4638	1.0000	1.0000	0.0270
64	1.3093	1.3865	0.0220	1.5153	1.0000	1.0000	0.0270
65	1.3093	1.4593	0.0230	1.5668	1.0000	1.0000	0.0270
66	1.3093	1.4593	0.0240	1.5668	1.0000	1.0000	0.0270
67	1.3093	1.4593	0.0250	1.5668	1.0000	1.0000	0.0270

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APPENDIX E – SUMMARY OF PLAN PROVISIONS

Maximum Allowance:

General Plan 2: The sum of the normal retirement allowance and the estimated PIA cannot exceed 70% of Final Compensation for a member with 35 or less years of service and cannot exceed 80% of Final Compensation if service exceeds 35 years. (31486.4)

All other Plans: Allowance may not exceed 100% of Final Compensation (does not apply to PEPRAs members).

Unmodified Retirement Allowance (Normal Form):

General Plan 2: Life Annuity payable to retired member with 50% continuance to an eligible survivor (or eligible children). (31486.6)

All other Plans: Life Annuity payable to retired member with 60% continuance to an eligible survivor (or eligible children). (31760.1)

Eligible survivor includes certain domestic partners. (31780.2) If there is no eligible survivor, any unpaid remainder of the member's accumulated contributions will be paid to the member's designated beneficiary.

Optional Retirement Allowance:

A member may elect to have the actuarial equivalent of the service or disability retirement allowance applied to a lesser retirement allowance during the retired member's life in order to provide an optional survivor allowance.

Option 1: Member's allowance is reduced to pay a cash refund of any unpaid annuity payments (up to the amount of the member's contributions at retirement) to the member's estate or to a beneficiary having an insurable interest in the life of the member. (31761)

Option 2: 100% of member's reduced allowance is payable to a surviving spouse or beneficiary having an insurable interest in the life of the member. (31762)

Option 3: 50% of member's reduced allowance is payable to a beneficiary having an insurable interest in the life of the member. (31763)

Option 4: Other % of member's reduced allowance is payable to a beneficiary(ies) having an insurable interest in the life of the member. (31764)

A member may not revoke and name another beneficiary if the member elects Option 2, 3 or 4. (31782)

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2025**

APPENDIX E – SUMMARY OF PLAN PROVISIONS

All Allowances: All allowances are made on a pro-rata basis (based on the number of days in that month) if not in effect for the entire month of retirement. (31600)

Death after Retirement:

General Plan 2: No benefit is payable upon death after retirement, other than in accordance with form of benefit allowance.

All other Plans: Upon a member's death after retirement, a special lump sum of \$5,000 is payable to an eligible survivor, or the member's estate. (31789.5)

E. Service-Connected Disability Retirement Allowance

Eligibility:

General Plan 2: Disability benefits not valued since provided outside of the retirement system. However, if a member becomes disabled, they may begin collecting their service retirement benefit upon attaining age 65.

All other Plans: Any age and length of service; disability must result from occupational injury or disease, and member must be permanently incapacitated for the performance of duty. (31720, 31720.5, 31720.6, 31720.7, 31720.9)

Monthly Allowance:

General Plan 2: Service retirement benefit payable at age 65 with service projected from disability until age 65. Prior to age 65, disability benefits are provided outside of retirement system.

All other Plans: Greater of (1) 50% of final compensation, and (2) the service retirement allowance, if eligible to retire. (31727.4)

Supplemental Disability Allowance:

APCD Members: Upon retirement for service disability, APCD members receive a monthly supplemental allowance of \$300. (31740)

Normal Form of Payment:

General Plan 2: Service retirement benefit payable at age 65 with service projected from disability until age 65. Prior to age 65, disability benefits are provided outside of retirement system. (31760, 31786)

All other Plans: Life Annuity payable to retired member with 100% continuance to an eligible survivor (or eligible children).

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APPENDIX E – SUMMARY OF PLAN PROVISIONS

Death after Retirement:

General Plan 2: No benefit is payable upon death after retirement, other than in accordance with form of benefit allowance.

All other Plans: Upon a member's death after retirement, a special lump sum of \$5,000 is payable to an eligible survivor, or the member's estate. (31789.5)

F. Non-Service-Connected Disability Retirement Allowance

Eligibility:

General Plan 2: Disability benefits not valued since provided outside of the retirement system.

All other Plans: Any age with five years of service and permanently incapacitated for the performance of duty. (31720)

Monthly Allowance:

General Plan 2: Service retirement benefit payable at age 65 with service projected from disability until age 65. Prior to age 65, disability benefits are provided outside of retirement system.

All other Plans: The monthly allowance is equal to a service retirement allowance if the member is eligible to retire and the service retirement allowance exceeds the benefits described below. Otherwise, allowance equals (a) or (b) where: (31727, 31727.1, 31727.2, and 31727.3)

(a) $90\% \times 1/50$ (1/60 for PEPRA General and PEPRA APCD members and those in Plan 7) \times Final Compensation \times years of service, if member must rely on service in another retirement system in order to be eligible to retire, or allowance exceeds 1/3 of final compensation.

(b) $90\% \times 1/50$ (1/60 for PEPRA General and APCD members and those in Plan 7) \times Final Compensation \times Projected Service, not to exceed 1/3 of Final Compensation.

Projected Service:

General Members: Age 62. (31727.1); Age 65 for Plan 8 (PEPRA) General members.

APCD Members: Age 65. (31727.3)

Safety Members: Age 55. (31727.2)

SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
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APPENDIX E – SUMMARY OF PLAN PROVISIONS

Supplemental Monthly Disability Retirement:

APCD Members: Upon retirement for non-service disability, APCD members receive a monthly supplemental allowance of \$300. (31740)

Normal Form of Payment:

General Plan 2: Service retirement benefit payable at age 65 with service projected from disability until age 65. Prior to age 65, disability benefits are provided outside of retirement system.

All other Plans: Life Annuity with 60% continuance to a surviving spouse (or eligible children). (31760.1)

Death after Retirement:

General Plan 2: No benefit is payable upon death after retirement, other than in accordance with form of benefit allowance.

All other Plans: Life Annuity with 60% continuance to a surviving spouse (or eligible children). Upon a member's death after retirement, a special lump sum of \$5,000 is payable to an eligible survivor, or the member's estate. (31789.5)

G. Service-Connected Death Benefits

Eligibility:

All Plans: Active members who die in service as a result of injury or disease arising out of and in the course of employment. (31486.7, 31787)

Monthly Allowance:

General Plan 2: A lump sum is payable to an eligible survivor equal to $1/12 \times$ final 12 months' Salary \times years of service (up to max of six years). (31781)

All other Plans: A monthly allowance is payable to an eligible survivor equal to the greater of the Member's Service Retirement Allowance (if he is eligible for service Retirement at his date of death), and (b) $50\% \times$ Final Compensation. (31787)

APPENDIX E – SUMMARY OF PLAN PROVISIONS

Supplemental Monthly Death Benefit:

APCD Members: Eligible survivors of an active members who dies while employed with at least 18 months continuous service immediately prior to death, shall receive a supplemental monthly allowance. The amount of the supplemental allowance is based on the family demographics of the beneficiaries. (31855.11, 31855.12)

H. Non-Service-Connected Death Benefits

Eligibility:

All Plans: Active members who die while in service but not as a result of injury or disease arising out of and in the course of employment.

Monthly Allowance:

General Plan 2: A lump sum is payable to an eligible survivor equal to $1/12 \times$ final 12 months' Salary \times years of service (up to maximum of six years). (31781)

All other Plans: If an active member is eligible for Non-Service Connected Disability at his date of death, then a monthly allowance is payable to an eligible survivor equal to $60\% \times$ the member's non-service connected disability allowance. Otherwise, the benefit is a refund of contributions plus a lump sum equal to $1/12 \times$ final 12 months' Salary \times years of service (up to maximum of six years). (31781.1)

Supplemental Monthly Death Benefit:

APCD Members: Eligible survivors of an active member who dies while employed with at least 18 months continuous service immediately prior to death shall receive a supplemental monthly allowance. The amount of the supplemental allowance is based on the family demographics of the beneficiaries. (31855.11, 31855.12)

I. Deferred Vested Benefits

Eligibility:

General Plan 2: The member must have terminated with 10 years of service. Members are eligible for service retirement when they reach service retirement eligibility (based on years of service at termination plus reciprocal service, if any). (31700)

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
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APPENDIX E – SUMMARY OF PLAN PROVISIONS

All other Plans: Member contributions must be left on deposit and the member must have terminated with five years of service or entered a reciprocal agency. Members are eligible for service retirement when they reach service retirement eligibility (based on years of service at termination plus reciprocal service, if any). (31700, 31701, 31702)

Monthly Allowance:

General Plan 2: Same as service retirement allowance at normal retirement age 65 or in an actuarially equivalent reduced amount at early retirement, after age 55.

All other Plans: Same as service retirement allowance; payable any time after the member would have been eligible for service retirement. (31703, 31704, 31705)

J. Cost-of-Living Increases

Cost-of-living increases (or decreases) are applied to all retirement allowances (service and disability), optional death allowances, and annual death allowances effective April 1, based on changes in the average annual Consumer Price Index (CPI), rounded to the nearest ½ of 1%. (31870, 31870.1)

All Plans (excluding General Plans 2, 7, and 8):

Members (and their beneficiaries) are limited to a maximum 3% cost-of-living increase. (31870.1)

General Plan 7:

Members (and their beneficiaries) are limited to a maximum 2% cost-of-living increase. (31870)

General Plan 8 (PEPRA):

Members (and their beneficiaries) hired by employers who had implemented General Plan 7 prior to January 1, 2013 are limited to a maximum 2% cost-of-living increase. (31870) Members hired by employers who had not implemented General Plan 7 prior to January 1, 2013, are limited to a maximum 3% cost-of-living increase. (31870.1)

General Plan 2: General Plan 2 does not have a COLA.

**SANTA BARBARA COUNTY EMPLOYEES' RETIREMENT SYSTEM
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APPENDIX E – SUMMARY OF PLAN PROVISIONS

COLA Bank:

All Plans (excluding General Plan 2):

When the CPI exceeds the applicable percentage, the difference between the actual CPI and the maximum cost-of-living increase given in any year is credited to the COLA Accumulation (COLA Bank). It may be used in future years to provide cost-of-living increases when the CPI falls below the applicable percentage. (31874, 31874.1, 31874.2, 31874.3)

General Plan 2: General Plan 2 does not have a COLA and, therefore, does not have a COLA Bank.

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APPENDIX F – 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 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.

4. 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.

5. 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.

6. 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.

7. 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. As of the June 30, 2014 actuarial valuation, the Actuarial Value of Assets is equal to the market value.

8. Actuarially Equivalent

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

9. 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.

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APPENDIX F – GLOSSARY

10. 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.

11. Funded Ratio

The ratio of the Market Value of Assets to the Actuarial Liability.

12. 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.

13. 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.

14. Unfunded Actuarial Liability

The excess of the Actuarial Liability over the Market Value of Assets.



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