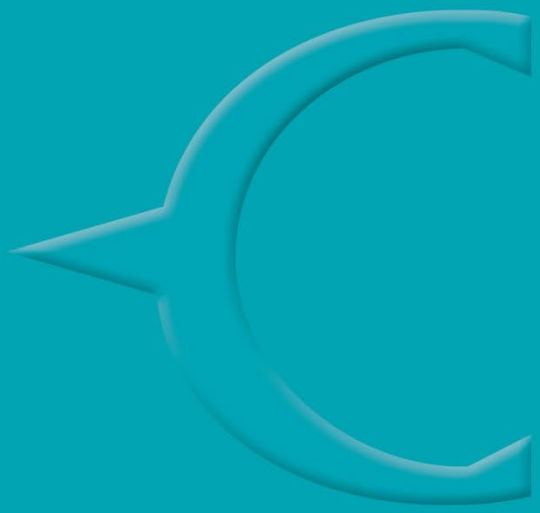
CHEIRON Classic Values, Innovative Advice



Fairfax County Employees' Retirement System Actuarial Valuation as of June 30, 2026

Produced by Cheiron

November 2026

www.cheiron.us 1.877.CHEIRON (243.4766)

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November 5, 2026

Board of Trustees Fairfax County Employees' Retirement System
12015 Route 50, Suite 350
Fairfax, Virginia 22033

Re: Fairfax County Employees' Retirement System Actuarial Valuation as of June 30, 2026

Dear Members of the Board:

At your request, we have conducted our annual actuarial valuation of the Fairfax County Employees' Retirement System as of June 30, 2026. The results of the valuation are contained in this report. The purpose of this report is to present the annual actuarial valuation of the Fairfax County Employees' Retirement System. This report is for the use of the Fairfax County Employees' Retirement System Board of Trustees and its auditors in preparing financial reports in accordance with applicable law and accounting requirements.

Your attention is called to the Foreword in which we refer to the general approach employed in the preparation of this report. We also comment on the sources and reliability of both the data and the actuarial assumptions on which our findings are based. Those comments are the basis for our certification that this report is complete to the best of our knowledge and belief. The results of this report are only applicable to the employer contribution for Fiscal Year 2028 and rely on future Plan experience conforming to the underlying assumptions. To the extent that actual Plan experience deviates from the underlying assumptions, the results would vary accordingly.

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

In preparing our report, we relied on information (some oral and some written) supplied by the Retirement System. 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 Standards of Practice No. 23.

This report was prepared exclusively for the Fairfax County Employees' Retirement System for the purpose described 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.

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 opinions contained in this report. This report does not address any contractual or legal issues. We are not attorneys, and our firm does not provide any legal services or advice.

Sincerely,
Cheiron



Fiona E. Liston, FSA, EA, MAAA
Principal Consulting Actuary



Coralie A. Taylor, FSA, EA, MAAA, FCA
Principal Consulting Actuary

FOREWORD

Cheiron has performed the actuarial valuation of the Fairfax County Employees' Retirement System as of **June 30, 2026**. The purpose of this report is to:

1. Measure and disclose, as of the valuation date, the financial condition of the System,
2. Indicate trends in the financial progress of the System,
3. Determine the contribution rate to be paid by the County for Fiscal Year 2028, and
4. Provide specific information and documentation required for the System's financial reporting.

An actuarial valuation establishes and analyzes system assets and liabilities on a consistent basis and traces the progress of both from one year to the next. It includes measurement of the System's investment performance, as well as an analysis of Actuarial Liability gains and losses.

Section I presents a summary containing our findings and disclosing important trends experienced by the System in recent years.

Section II presents risk factors to consider in the future outlook of the Plan.

Section III contains details on various asset measures, together with pertinent performance measurements.

Section IV shows similar information on the System's liabilities, measured for actuarial, accounting, and governmental reporting purposes.

Section V develops the County contribution rate, determined using actuarial techniques.

Section VI includes the required items to be included in the System's Annual Comprehensive Financial Report (ACFR).

The appendices to this report contain a summary of the System's membership at the valuation date, a summary of the major provisions of the System, and the actuarial methods and assumptions used in the valuations.

In preparing our report, we relied on information (some oral and some written) supplied by the System's 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 Standards of Practice No. 23.

FOREWORD

The actuarial assumptions reflect our understanding of the likely future experience of the System, and the assumptions taken individually represent our best estimate for the future experience of the System. The results of this report are dependent upon future experience conforming to these assumptions. To the extent that future experience deviates from the actuarial assumptions, the true cost of the System could vary from our results.

SECTION I — BOARD SUMMARY

General Comments

The employer's annual contribution to this System is determined by using an amortization layer method. Under this funding approach, the employer's contribution rate consists of the normal cost rate plus expense rate plus layered amortization Unfunded Actuarial Liability (UAL) bases. The UAL rates are summarized in Section V. The normal cost rate and Actuarial Liability will be measured using the entry age funding method. The UAL is amortized over a series of fixed 15-year periods as a level percentage of payroll. Future gains and losses and changes in actuarial assumptions will be amortized in layers over separate 15-year periods.

The employer contribution rate for Fiscal Year (FY) 2028, as calculated under this method, increased from 33.79% to 35.60% of payroll.

This valuation contains information to be reported in the June 30, 2026 Annual Comprehensive Financial Report (ACFR) of the System. Additional information regarding GASB Statement No. 67 can be found in a separate report.

Since the previous valuation, an experience study was performed to review the actuarial assumptions and methods. A description of the changes the Board has approved appears in Appendix B. The current results reflect these assumption changes which increase the liabilities by $338 million.

Trends

The System overperformed the investment assumption during the Fiscal Year ending in 2026 offset by asset losses in prior years, causing an actuarial gain on the asset side of the System. The actual return on a market value basis was 14.64%. On an actuarial value basis, the assets returned 8.47% compared with an assumed rate of return of 6.75%. The actuarial gain recognized for funding purposes was $95 million.

The measurement of liabilities produced a loss this year in the amount of $73 million. This loss was due to experience compared to our assumptions about salary increases, retirement behavior, COLA, death, etc. Specific components of the loss include:

- The average salary increase was 4.6% for active County participants and 2.3% for active Schools participants who were in both the June 30, 2025 and June 30, 2026 valuations. This was greater than expected based on the actuarial assumption, creating a liability loss of $44 million.

SECTION I — BOARD SUMMARY

- The valuation assumed a 2.10% cost-of-living adjustment in 2025 for benefits in pay status. The actual CPI-based COLA was 3.00% last year, creating a liability loss of $40 million.
- An annual component of liability loss is the delayed recognition of new hires throughout the year. This does not contribute to an increase in the System's unfunded liability because both the member and employer contribute from the date of hire. However, when we look only at the liability side, they are a component of the annual liability loss. This accounts for a $16 million loss this year.
- Finally, there was a $27 million liability gain component that is made up of various other causes such as members terminating, retiring, dying, or becoming disabled in a way contrary to the assumption.

The combination of liability and investment experience, together with County plus member contributions over the last year, led to the System's funded ratio (Actuarial Value of Assets over Actuarial Liability) increasing slightly from 71.3% at June 30, 2025 to 71.4% at June 30, 2026.

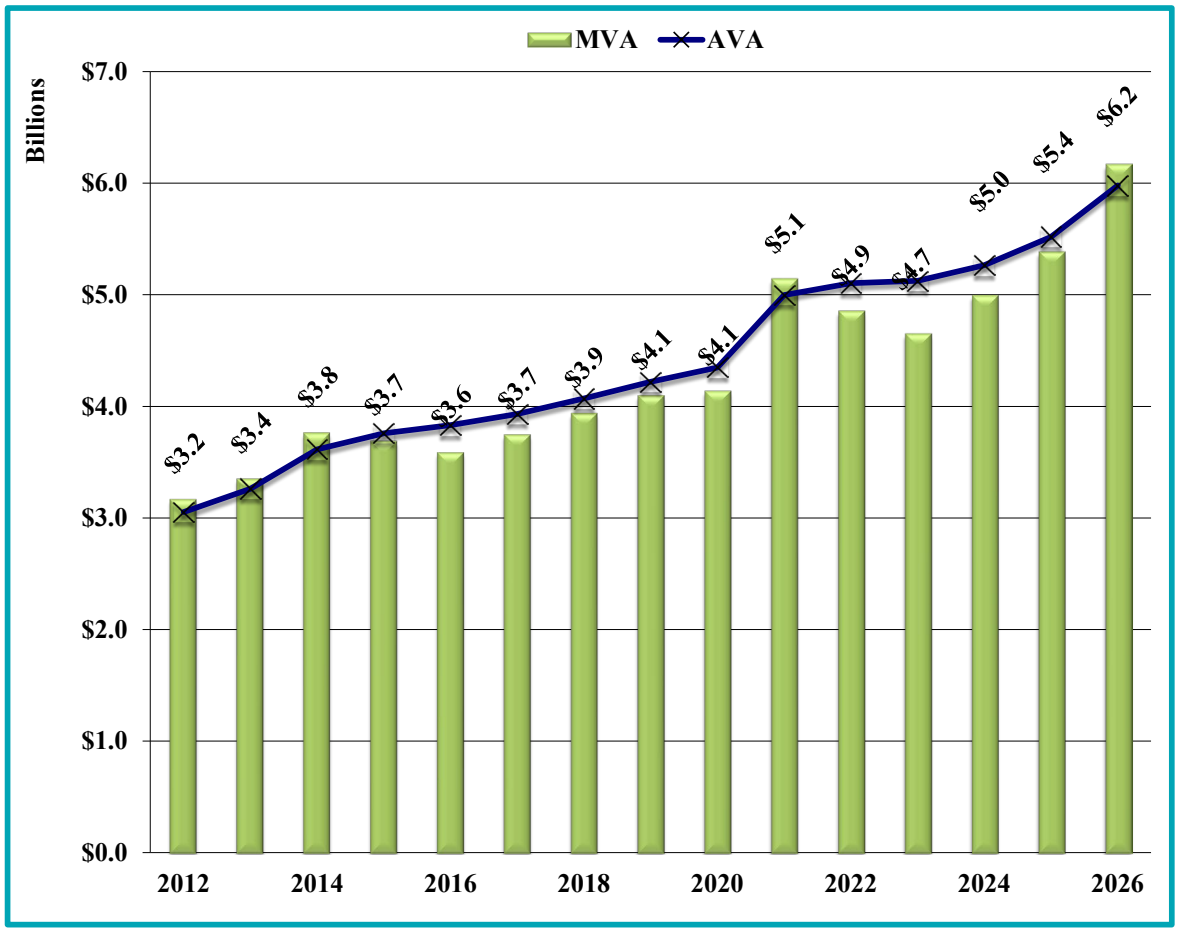
It is important to take a step back from the latest results and view them in the context of the System's recent history. On the next five pages, we present a series of charts that display key factors in the valuations over the last 15 years. After the historical review, we present a few projection graphs, showing the possible condition of the System over the next 15 years under various market return scenarios.

SECTION I — BOARD SUMMARY

GROWTH IN ASSETS

There was an increase in the Market Value of Assets (MVA) (amount in billions shown above bars) over last year due to a return of 14.64%. The Actuarial Value of Assets (AVA) increased less than the MVA due to the continued recognition of past asset losses. The System recognized only a portion of the asset gain this year, and there remains $190 million in unrecognized gains that will be phased in over the next few years.

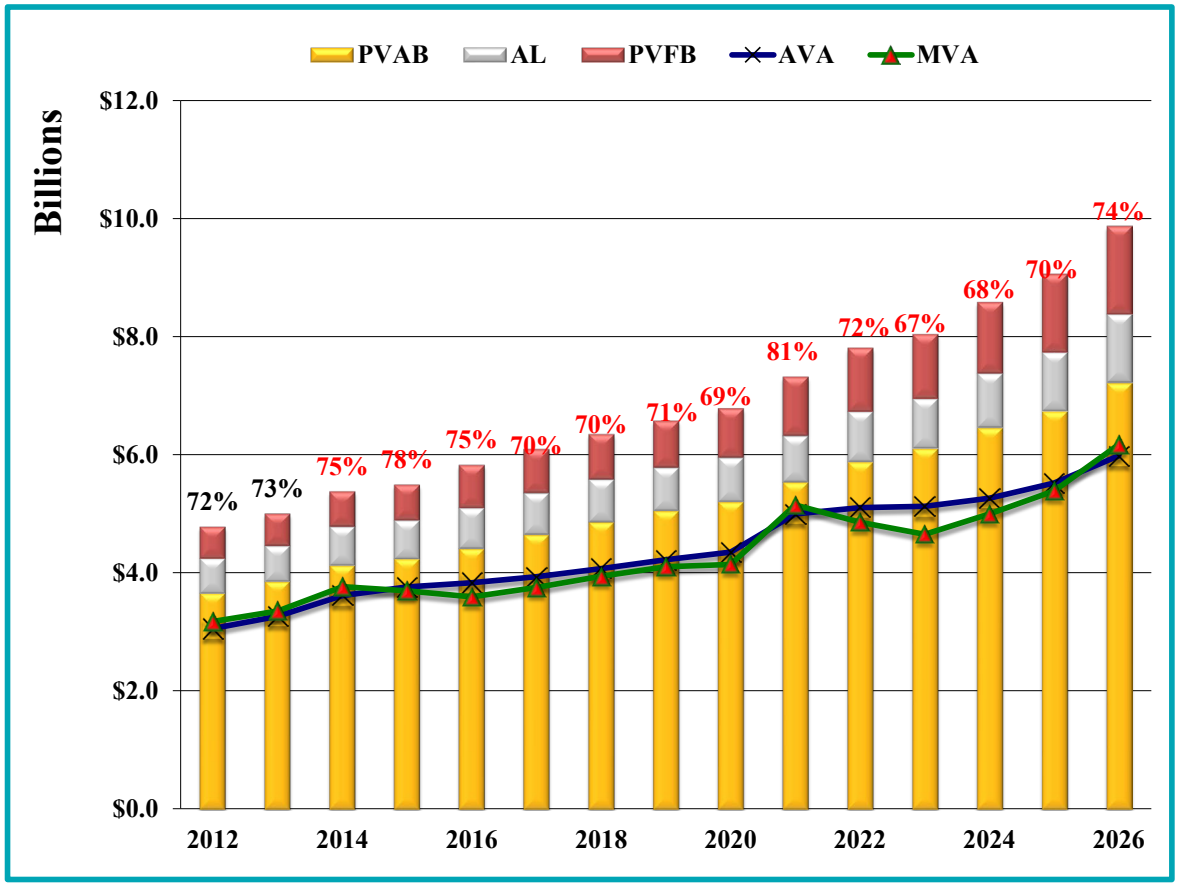
Over the period July 1, 2012 to June 30, 2026, the System's assets returned approximately 6.73% per year measured at actuarial value, compared to the valuation assumption of 6.75% per year.



SECTION I — BOARD SUMMARY

ASSETS AND LIABILITIES

The three colored bars represent the three different measures of liability mentioned in this report. The amount represented by the top of the red bars, the Present Value of Future Benefits (PVFB), is the amount needed to provide all benefits for the current participants and their beneficiaries. For funding purposes, the target amount is represented by the top of the gray bar. Through the 2013 valuation, we compare the Actuarial Value of Assets to this measure of liability in developing the funded percent (black numbers). Starting in 2014, the comparison uses the Market Value of Assets (red numbers). These are the percentages shown in the graph labels.

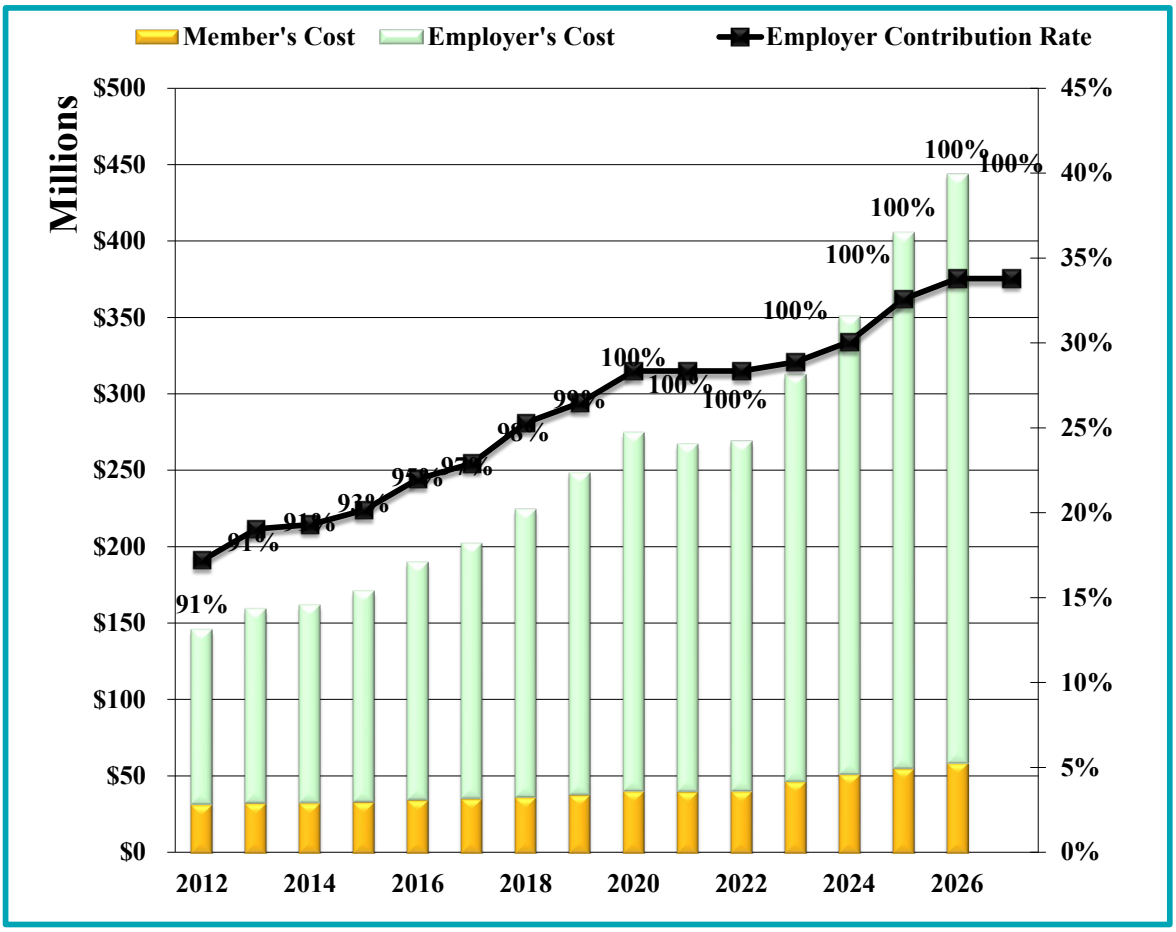


SECTION I — BOARD SUMMARY

CONTRIBUTION RATES

The stacked bars in this graph show the contributions made by both the County and the members (left-hand scale). The black line shows the County contribution rate as a percent of payroll (right-hand scale).

The member contribution rate is set by the County Ordinance. The County contribution rate is set by the actuarial process, as constrained by the corridor method. Note there is a lag in the rate shown. For example, the 2026 value is the rate prepared by the 2024 valuation and implemented for the period June 30, 2025 to June 30, 2026. Starting with FY 2011, the County contribution has been based on a corridor floor greater than 90% reaching 100% in 2019. The data labels show the change in this metric.

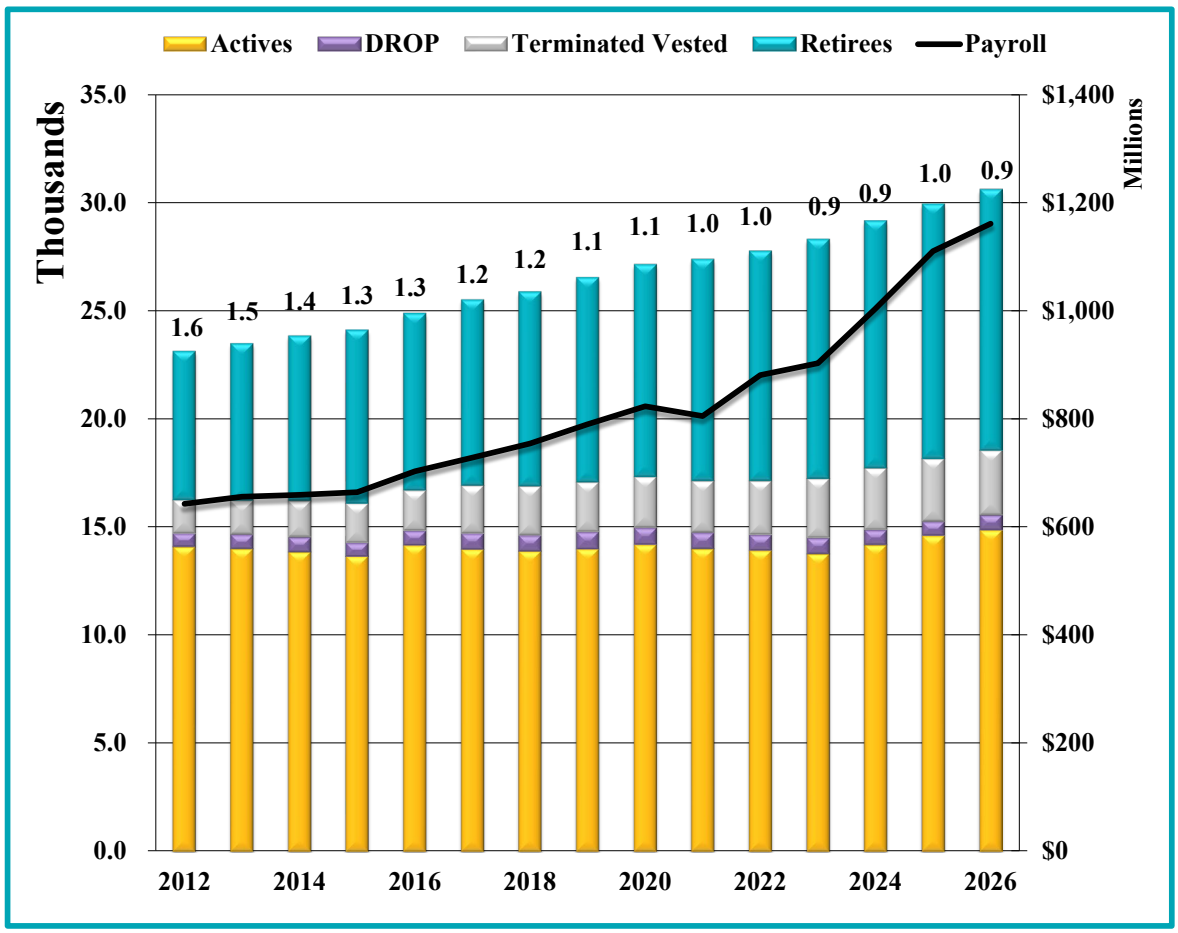


SECTION I — BOARD SUMMARY

PARTICIPANT TRENDS

As with many systems in this country, there has been a steady growth in the number of retired members as the System has matured. The active-to-inactive ratio has decreased from **1.6** actives to each inactive in **2012** to **0.9** actives for each inactive today. While this would be an alarming trend in a pay-as-you-go system, the pool of invested assets has been established in anticipation of this development. The count of actives increased this year, increasing the support ratio for the first time during this period.

The chart also shows the number of DROP participants. Neither County nor member contributions are made on their behalf, which leads to a slightly lower growth in effective covered payroll for this System.



SECTION I — BOARD SUMMARY

CASH FLOW

The graph shows the annual cash flows into and out of the System. The graph shows the magnitude of the investment returns on the market value (green bars) compared to the contributions (yellow bars). The net cash flow (line) compares the contributions to benefits and expenses (red bar). Negative cash flow is expected for a mature system such as this one. The implications of a system with negative cash flow are that the impact of market fluctuations can be more severe. This is because, as assets are being depleted to pay benefits in down markets, less principal is available to be reinvested during periods of favorable returns. The negative cash flow as a percentage of assets is currently 0.10%. In recent years, the cash flow as a percentage of assets has increased to near 0% as contributions have increased.



SECTION I — BOARD SUMMARY

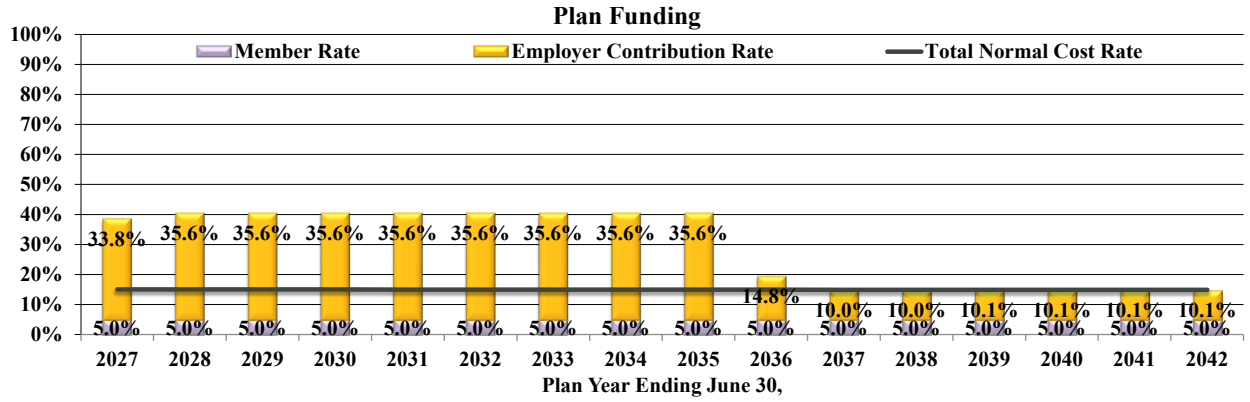
Future Outlook

BASE-LINE PROJECTIONS

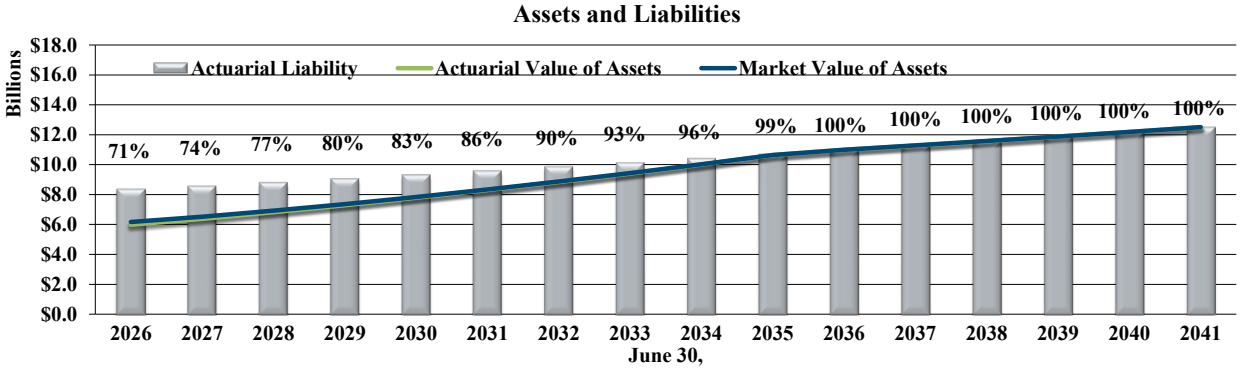
The two graphs below show the expected progress of the System over the next 15 years, assuming the System's assets earn 6.75% on their market value.

Contributions are calculated as 100% of the Actuarially Determined Contribution. The County does not intend to reduce the contribution rate until the System is 100% funded. Once the System is 100% funded, the contribution rate will drop as returns keep the funding above 100%.

The graph titled "Plan Funding" illustrates future County and member contribution rates.



The "Assets and Liabilities" graph shows the projected funding status over the next 15 years. The funded ratio based on the Actuarial Value of Assets gradually increases for the entire projection period ultimately reaching 100% funded as of 2036.



SECTION I — BOARD SUMMARY

The future funding status of this System will be influenced by the investment earnings. The prior projection assumed the System would earn 6.75% each and every year, which is extremely unlikely.

In the projections that follow, we show the risk to the System under volatile markets. The System has averaged an 6.85% return per year since 2012. In the following charts, we show results assuming returns over the next 15 years average 4.25%, 6.75%, and 9.25%. Different patterns of returns will produce different results from those shown here.

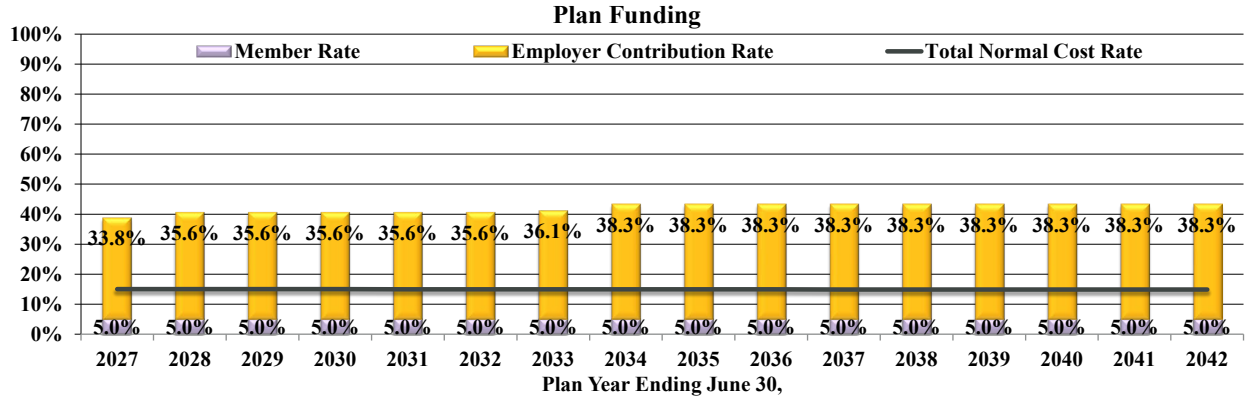
Table I-1

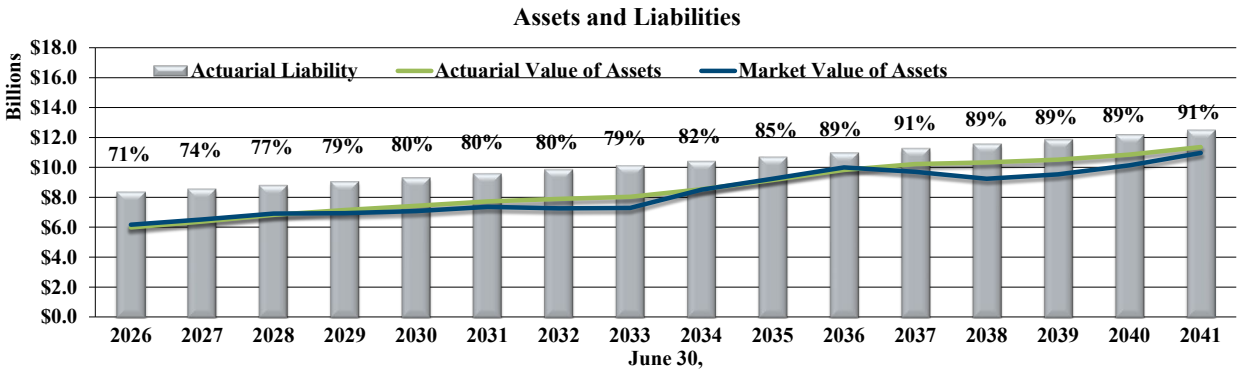
Fiscal Year Ending June 30,	Average 4.25%	Average 6.75%	Average 9.25%
2027	6.92%	1.59%	(6.60)%
2028	6.30	6.42	3.79
2029	0.92	16.97	17.40
2030	2.23	29.26	31.81
2031	4.41	18.67	(9.73)
2032	(0.94)	4.86	9.72
2033	0.73	10.28	15.06
2034	16.84	3.55	(13.19)
2035	8.75	14.85	14.44
2036	8.50	(1.19)	14.08
2037	(2.86)	1.30	30.03
2038	(4.50)	(9.12)	24.17
2039	3.45	3.90	3.20
2040	6.52	(1.34)	6.62
2041	8.42	7.08	9.47
Average	**4.25%**	**6.75%**	**9.25%**

SECTION I — BOARD SUMMARY

ALTERNATIVE PROJECTION – WITH AVERAGE RETURN OF 4.25% IN THE PERIOD

Under this scenario, the County contribution rate increases from about 34% to about 38% of payroll. The System's funding ratio drops to as low as 79% in 2033 and does not reach 100% funded throughout the projection period, even with the ramping up of contributions.

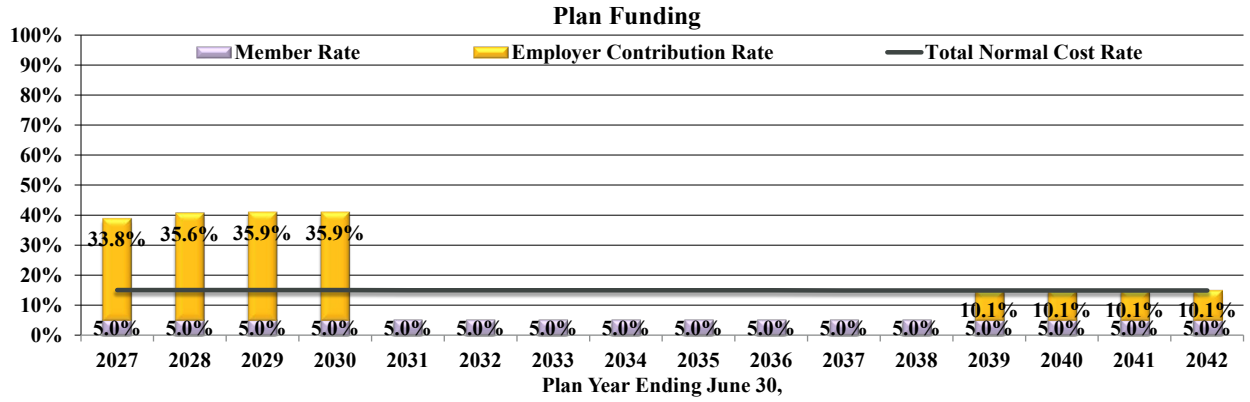


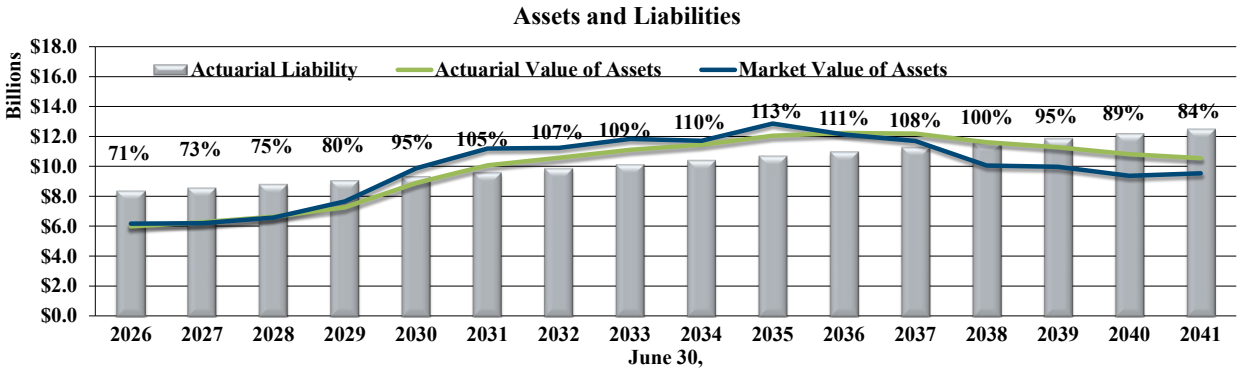


SECTION I — BOARD SUMMARY

ALTERNATIVE PROJECTION – WITH AVERAGE RETURN OF 6.75% IN THE PERIOD

Under this scenario, in which the System is assumed to experience lower-than-expected returns for the first two years followed by higher-than-average returns in the next few years, the County contribution rate increases over the next few years as the asset losses are phased in and the funded ratio remains below 100%. After that time, the contribution drops dramatically as returns continue to push the funded ratio well above 100% on an actuarial value basis. The funded percent again decreases with the lower-than-average return to 84% starting after 2035.

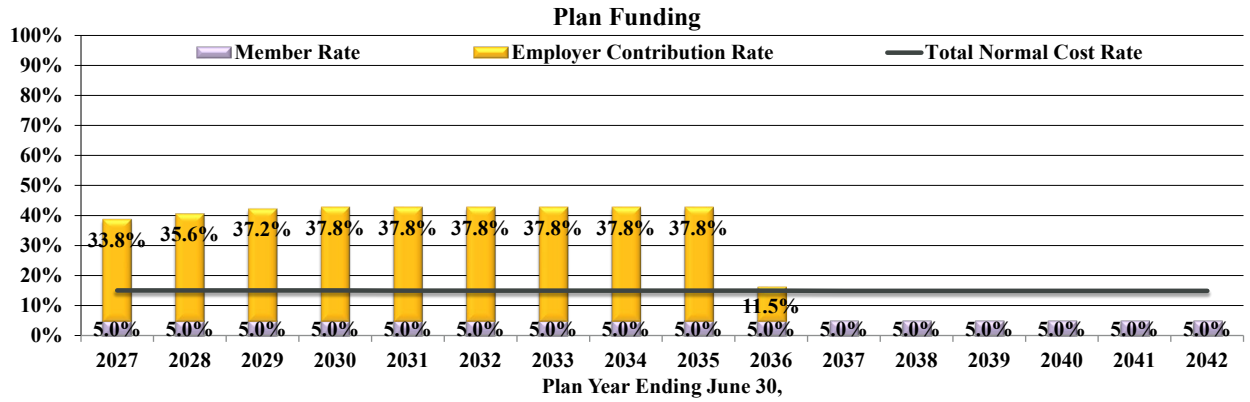


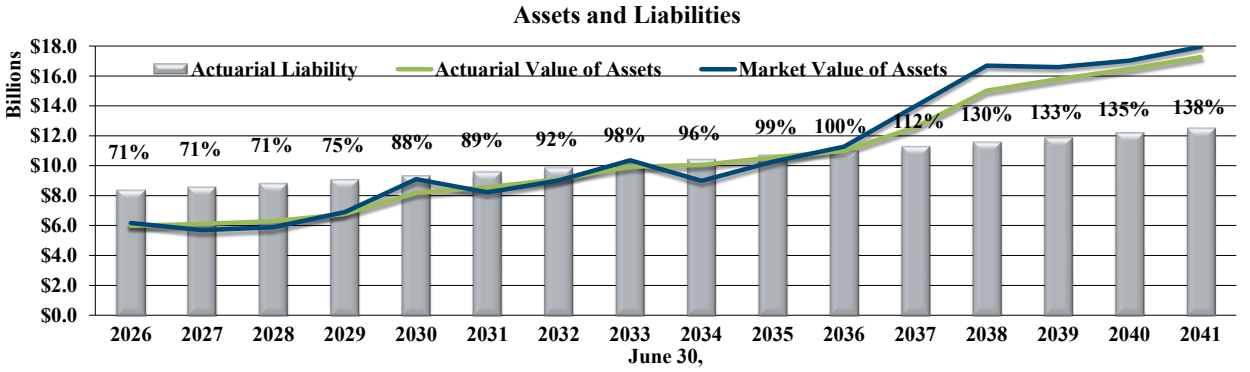


SECTION I — BOARD SUMMARY

ALTERNATIVE PROJECTION – WITH AVERAGE RETURN OF 9.25% IN THE PERIOD

Under this scenario, in which the System is assumed to face lower returns in the first two years but significantly higher returns thereafter, the County contribution rate increases while phasing in the poor asset returns, holds at 37.8% and then drops off once the System reaches 100% funding on an actuarial value basis.





SECTION I — BOARD SUMMARY

Table I-2
Summary of Principal Plan Results

Valuation as of:	June 30, 2025	June 30, 2026	% Chg.
Participant Counts			
Actives (excluding DROP)	14,613	14,866	1.7%
DROPs	661	706	6.8%
Terminated Vesteds	2,900	2,984	2.9%
In Pay Status	11,780	12,074	2.5%
Total	29,954	30,630	2.3%
Annual Salaries of Active Members	$ 1,110,441,676	$ 1,161,413,515	4.6%
Annual Retirement Allowances for Retired Members and Beneficiaries (Base amount only – not supplements)	$ 365,906,204	$ 384,977,907	5.2%
Assets and Liabilities			
Actuarial Liability (AL)	$ 7,734,958,677	$ 8,376,175,615	8.3%
Assets for Valuation Purposes (AVA)	5,518,789,850	5,979,880,514	8.4%
Unfunded Actuarial Liability	$ 2,216,168,827	$ 2,396,295,101	8.1%
Actuarial Value Funding Ratio (AVA / AL)	71.3%	71.4%	
Market Value Funding Ratio (MVA / AL)	69.6%	73.7%	
Present Value of Accrued Benefits	$ 6,735,610,527	$ 7,216,064,978	7.1%
Market Value of Assets (MVA)	5,387,233,149	6,169,620,871	14.5%
Unfunded Accrued Benefit Liability (not less than $0)	$ 1,348,377,378	$ 1,046,444,107	(22.4)%
Accrued Benefit Funding Ratio	80.0%	85.5%	
Contributions as a Percentage of Payroll	**Fiscal Year 2027**	**Fiscal Year 2028**	
Employer Normal Cost	9.32%	9.97%	
UAL Amortization	23.65%	25.33%	
Administrative Expense	0.30%	0.30%	
County Rate	33.27% [1]	35.60%	

[1] The County has a policy of not paying any less than the existing rate until such time as the UAL has been exhausted. The FY 2027 rate will be held at the 33.79% rate in effect for FY 2026.

SECTION II — IDENTIFICATION AND ASSESSMENT OF RISK

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

Identification of Risks

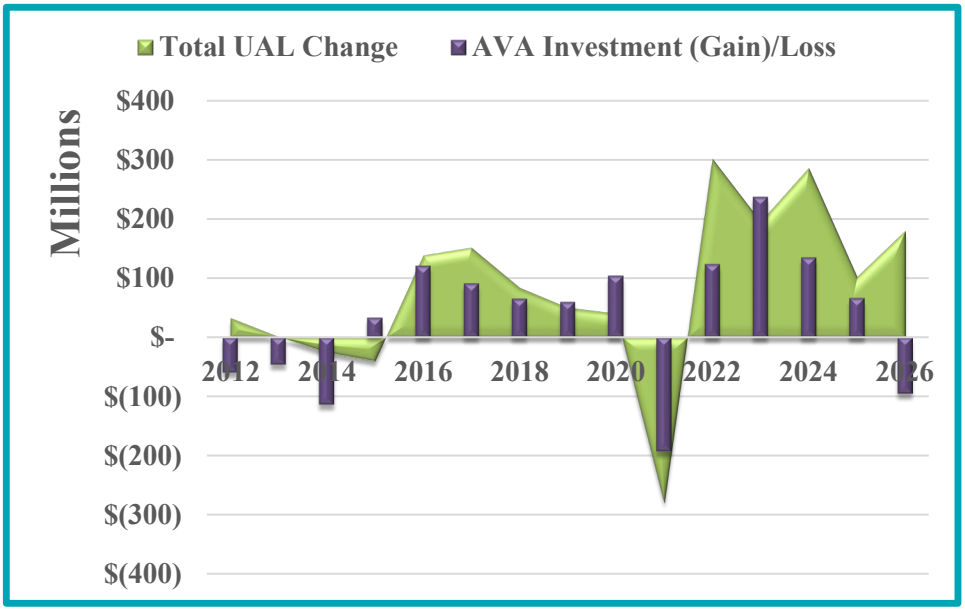
The fundamental risk to a pension plan is that the contributions needed to pay the benefits become unaffordable. While we believe it is unlikely that the System by itself would become unaffordable, the contributions needed to support the System may differ significantly from expectations. While there are a number of factors that could lead to contribution amounts deviating from expectations, we believe the primary sources are:

- Investment risk,
- Interest rate risk,
- Longevity and other demographic risks,
- Contribution risk, and
- Assumption change 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 than expected. Lower investment returns than anticipated will increase the Unfunded Actuarial Liability necessitating higher contributions in the future unless there are other gains that offset these investment losses. The potential volatility of future investment returns is determined by the System'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.

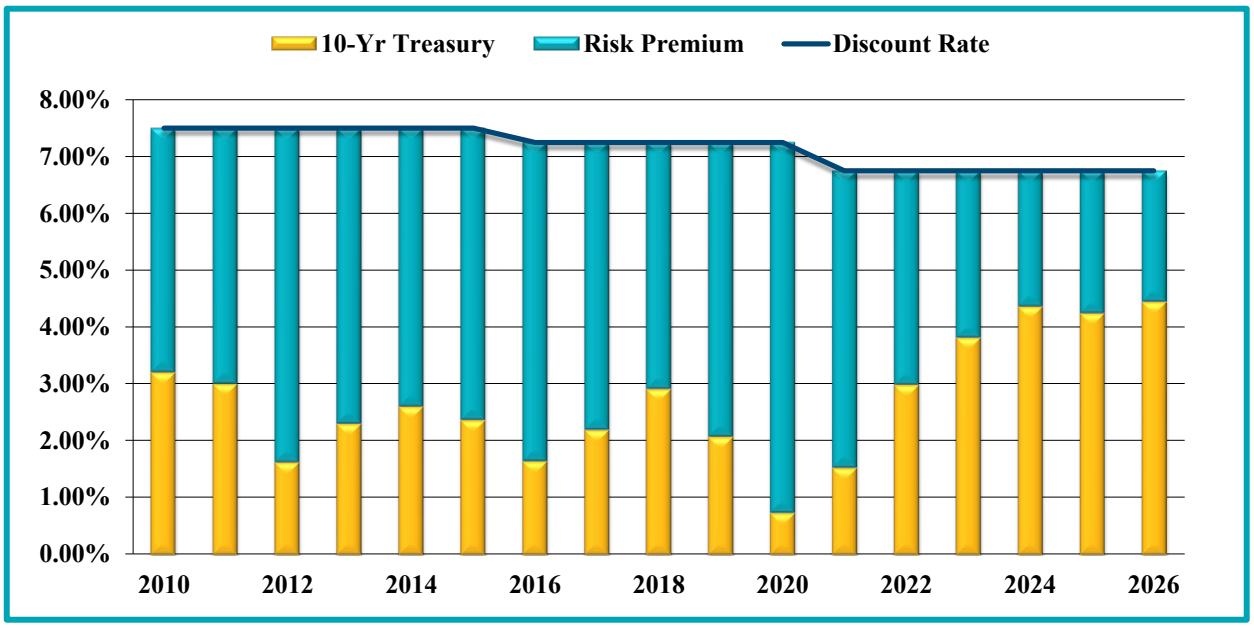
SECTION II — IDENTIFICATION AND ASSESSMENT OF RISK



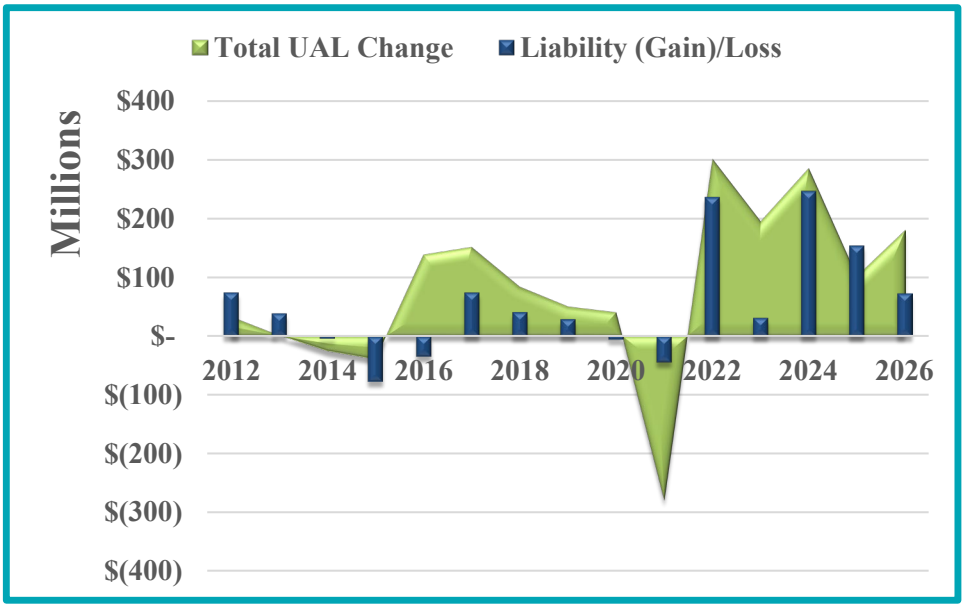
The graph above shows the impact of investment gains and losses on the smoothed Actuarial Value of Assets over the last 15 years compared to the System's total change in UAL.

Interest rate risk is the potential for interest rates to be different than expected. For public plans, short-term fluctuations in interest rates have little or no effect as the Plan's liability is usually measured based on the expected return on assets. Longer-term trends in interest rates, however, can have a powerful effect. The chart below shows the yield on a 10-year Treasury security compared to the System's assumed rate of return. The difference is a simple measure of the amount of investment risk taken. As interest rates declined on average through 2020, plans faced a choice: maintain the same level of risk and reduce the expected rate of return, maintain the same expected rate of return and take on more investment risk, or some combination of the two strategies. 10-year Treasury bond yields have increased from 0.7% as of June 2020 to 4.4% in June 2026. If these higher Treasury bond yields persist, plans may be able to achieve the expected return with less exposure to investment risk. However, if these higher Treasury bond yields prove temporary and continue to decline, plans could quickly find the pressure returning to further reduce discount rates or increase their exposure to investment risk.

SECTION II — IDENTIFICATION AND ASSESSMENT OF RISK



Longevity and other demographic risks are the potential for mortality or other demographic experience to be different than expected. Generally, longevity and other demographic risks emerge slowly over time and are often dwarfed by other changes, particularly those due to investment returns. However, salary increases in recent years have been a large part of the UAL change. The following graph shows the demographic gains and losses over the last 15 years compared to the total change in the UAL for each year.



SECTION II — IDENTIFICATION AND ASSESSMENT OF RISK

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

Assumption change risk is the potential for the environment to change such that future valuation assumptions are different than the current assumptions. Assumption change risk is an extension of the other risks identified, but rather than capturing the risk as it is experienced, it captures the cost of recognizing a change in environment when the current assumption is no longer reasonable.

Plan Maturity Measures

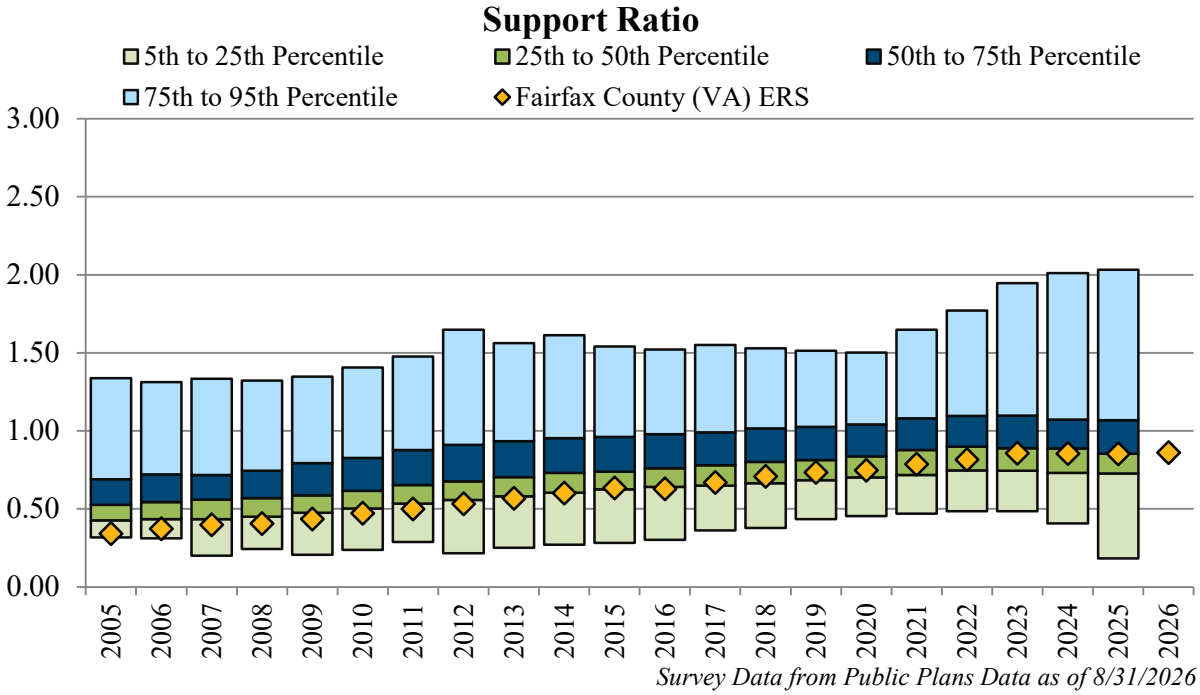
The future financial condition of a mature pension plan is more sensitive to each of the risks identified above than a less mature plan. Before assessing each of these risks, it is important to understand the maturity of this system compared to other plans and how the maturity has changed over time.

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 this System.

INACTIVES PER ACTIVE (SUPPORT RATIO)

One simple measure of plan maturity is the ratio of the number of inactive members (those receiving benefits or entitled to a deferred benefit) to the number of active members. The revenue base supporting the plan is usually proportional to the number of active members, so a relatively high number of inactives compared to actives indicates a larger plan relative to its revenue base as well.

SECTION II — IDENTIFICATION AND ASSESSMENT OF RISK



Survey Data from Public Plans Data as of 8/31/2026

The graph above shows the distribution from the 5th to 95th percentile of support ratios for the plans in the Public Plans Database. The gold diamonds show how the Retirement System compares to the other plans.

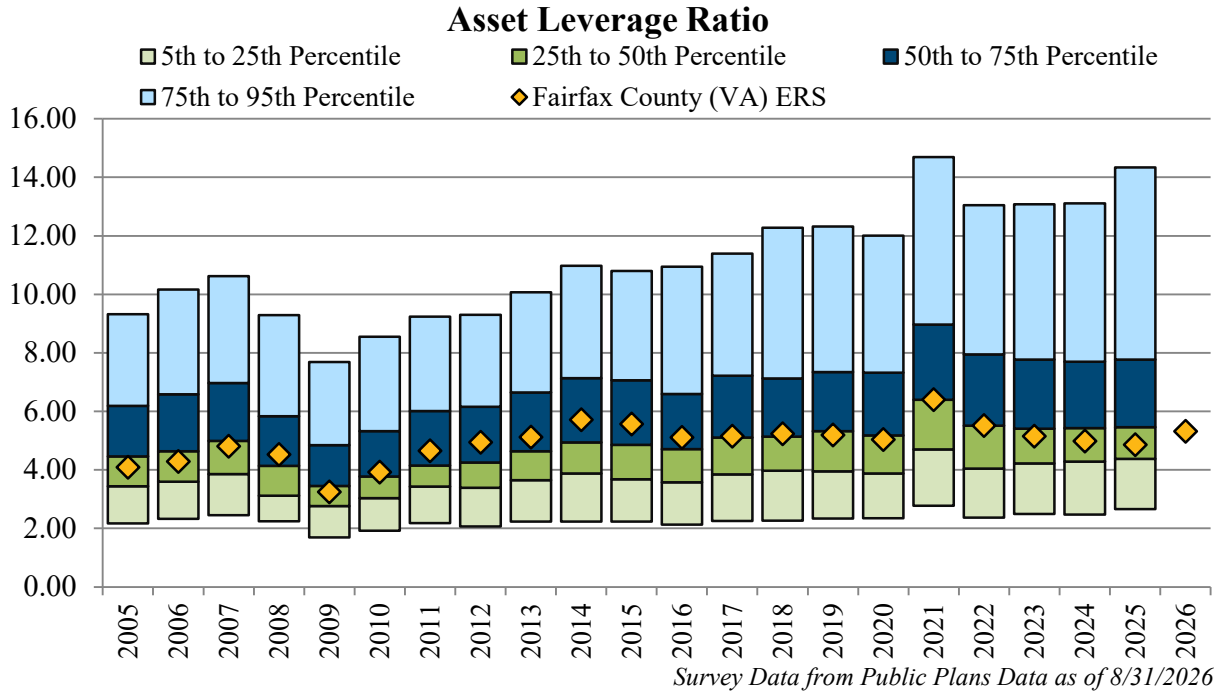
Whereas the support ratios for the plans, as a whole, have increased over the period as they mature, ERS's support ratio has increased more than other plans over the period and is among the 50th percentile of the Public Plans Database.

LEVERAGE RATIOS

Leverage or volatility ratios measure the size of the Plan compared to its revenue base more directly. An asset leverage ratio of 5.0, for example, means that if the System experiences a 10% loss on assets compared to the expected return, the loss would be equivalent to 50% of payroll.

The same investment loss for a system with an asset leverage ratio of 10.0 would be equivalent to 100% of payroll. As the System becomes better funded, the asset leverage ratio will increase, and if it was 100% funded, the leverage ratio would equal the Actuarial Liability (AL) leverage ratio.

SECTION II — IDENTIFICATION AND ASSESSMENT OF RISK



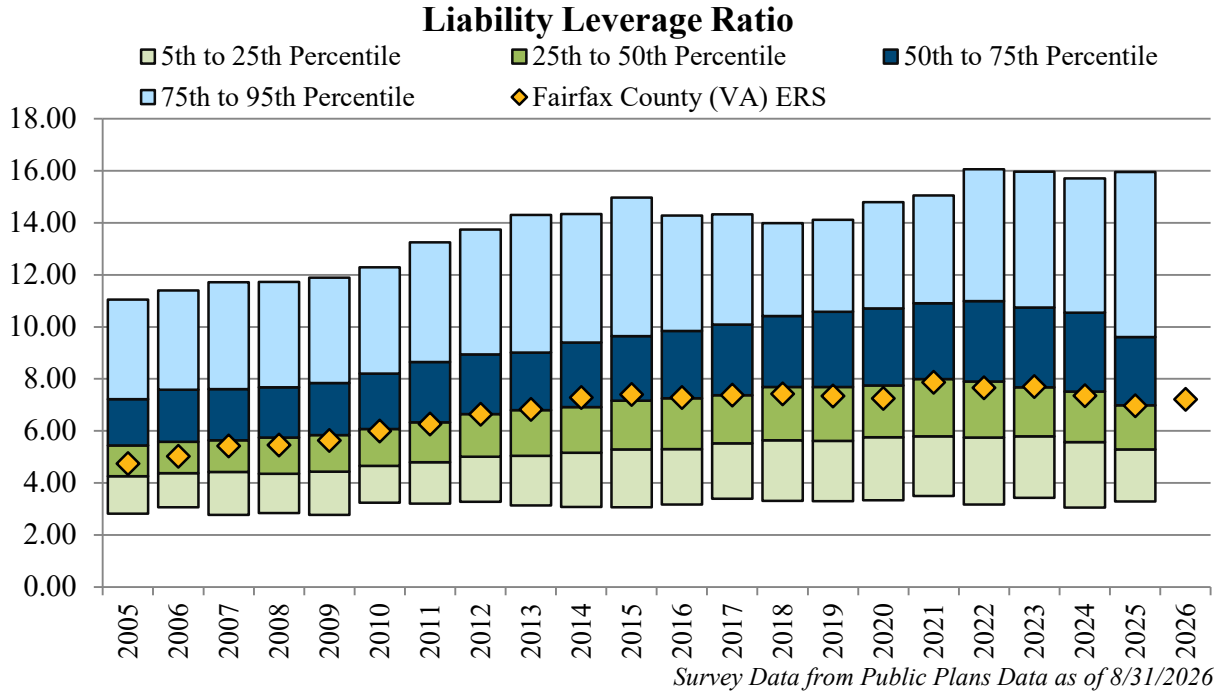
Survey Data from Public Plans Data as of 8/31/2026

The chart above shows the distribution from the 5th to 95th percentile of asset leverage ratios for the plans in the Public Plans Database. The gold diamonds show how the System compares.

The System's asset leverage ratio has been in the 25th to 50th percentile compared to other plans before 2007 but moved into the 50th to 75th percentile in 2008 and is now at around the 50th percentile. The asset leverage ratio will increase as the System approaches 100% funded. The large swings in the 2020-2023 range were due to large investment returns and losses during that period.

The Actuarial Liability leverage ratio of 5.0 means that if the System experiences a 10% loss on liabilities compared to the expected liability, the liability loss would be equivalent to 50% of payroll.

SECTION II — IDENTIFICATION AND ASSESSMENT OF RISK



Survey Data from Public Plans Data as of 8/31/2026

The chart above shows the distribution from the 5th to 95th percentile of Actuarial Liability leverage ratios for the plans in the Public Plans Database. The gold diamonds show how the System compares.

The System's Actuarial Liability leverage ratio has historically been in the 25th to 75th percentile compared to other plans. As the System matures and more of the liability is due to inactive members, this ratio would increase. Recently the ratio has declined as active payroll increases. The ratio has been under 8.0 over the period with the ratio currently around 7.2 in 2026.

SECTION III — ASSETS

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

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

- **Disclosure** of the System's assets at June 30, 2025 and June 30, 2026,
- Statement of the **changes** in market values during the year,
- Development of the **Actuarial Value of Assets**,
- An assessment of **investment performance**, and
- A projection of the System's expected **cash flows** for the next 10 years.

Disclosure

The Market Value of Assets represents "snapshot or cash-out" values, which provide the principal basis for measuring financial performance from one year to the next. Market values, however, can fluctuate widely with corresponding swings in the marketplace. As a result, market values are usually not suitable for long-range planning.

The actuarial values are market values that have been smoothed; they are used for evaluating the System's ongoing liability to meet its obligations.

Current methods employed by this System set the actuarial value equal to the expected value plus 33⅓% of the difference between the expected value of assets and the actual market value, where the expected value is equal to the prior year's actuarial value, rolled forward with actual contributions, benefit payments, and administrative expenses plus interest imputed at the prior year investment return assumption of 6.75%.

SECTION III — ASSETS

Table III-1
Statement of Assets at Market Value

	June 30, 2025	June 30, 2026
Assets		
Equity in County's Pooled Cash, Contributions Receivable and Other Assets	$ 30,017,578	$ 36,391,164
Accrued Interest and Dividends Receivable	8,945,318	9,041,839
Receivable from Sale of Investments	765,362,919	1,046,135,146
Capital Assets	291,521	790,165
US Government Obligations	557,861,812	722,348,457
Asset-Backed Securities	120,415,998	146,008,510
Other Bonds and Notes	529,503,106	621,988,892
Common and Preferred Stock	1,114,255,089	1,334,102,007
Pooled and Mutual Funds	3,186,300,162	3,528,583,499
Short-Term Investments	(155,096,211)	(250,721,294)
Cash Collateral Received Under Securities Lending Agreements	137,223,398	126,252,670
Total Assets	$ 6,295,080,690	$ 7,320,921,055
Liabilities		
Payable for Collateral Received Under Securities Lending Agreements	$ 137,223,398	$ 126,252,670
Payable for Purchase of Investments	751,923,893	1,008,936,124
Accounts Payable and Accrued Expenses	18,700,250	16,111,390
Total Liabilities	$ 907,847,541	$ 1,151,300,184
Net Assets Available for Benefits	**$ 5,387,233,149**	**$ 6,169,620,871**

SECTION III — ASSETS

Table III-2 Changes in Market Values		
Value of Assets – June 30, 2025		$ 5,387,233,149
Additions		
Contributions:		
Employer Contributions	$ 385,512,341	
Employee Contributions	58,366,627	
Total Contributions		$ 443,878,968
Investment Income:		
Net Appreciation (Depreciation) in Fair Value of Investments	$ 812,817,400	
Interest	32,239,940	
Dividends	19,904,254	
Total Investment Income	$ 864,961,594	
Investment Activity Expenses:		
Management Fees	$ (74,247,397)	
Custodian Fees	(368,435)	
Consulting Expense	(174,708)	
Allocated Administrative Expenses	(2,392,685)	
Total Investment Activity Expenses	$ (77,183,225)	
From Securities Lending Activities:		
Securities Lending Income	$ 1,027,933	
Securities Lending Expenses	(323,114)	
Activities	$ 704,819	
Net Investment Income		$ 788,483,188
Total Additions		$ 1,232,362,156
Deductions		
Annuity Benefits	$ (420,470,487)	
Disability Benefits	(7,338,166)	
Survivor Benefits	(13,775,779)	
Refunds and Other Expenses	(4,332,669)	
Administrative Expenses	(4,057,333)	
Total Deductions		$ (449,974,434)
Total		
Net Increase (Decrease)		$ 782,387,722
Value of Assets – June 30, 2026		**$ 6,169,620,871**

SECTION III — ASSETS

Actuarial Value of Assets

The Actuarial Value of Assets represents a "smoothed" value developed by the actuary to reduce or eliminate erratic results which could develop from short-term fluctuations in the Market Value of Assets. For this System, the actuarial value has been calculated by adding 33⅓% of the difference between market value and expected value to the expected value. The following table illustrates the calculation of Actuarial Value of Assets for the June 30, 2026 valuation.

Table III-3
Development of Actuarial Value of Assets
as of June 30, 2026

1.	Actuarial Value of Assets at June 30, 2025	**$ 5,518,789,850**
2.	Amount in (1) with Interest to June 30, 2026	5,891,308,165
3.	Employer and Member Contributions for the Plan Year Ended June 30, 2026	443,878,968
4.	Interest on Contributions Assuming Received Uniformly Throughout the Year to June 30, 2026	14,736,301
5.	Disbursements from Trust Except Investment Expenses, July 1, 2025 Through June 30, 2026	(449,974,434)
6.	Interest on Disbursements Assuming Payments Made Uniformly Throughout the Year to June 30, 2026	(14,938,664)
7.	Expected Value of Assets at June 30, 2026 = (2) + (3) + (4) + (5) + (6)	5,885,010,336
8.	Market Value of Assets at June 30, 2026	6,169,620,871
9.	Excess of (8) Over (7)	$ 284,610,535
10.	Actuarial Value of Assets at June 30, 2026 = (7) + 33-1/3% of (9)	**$ 5,979,880,514**

SECTION III — ASSETS

Investment Performance

The Market Value of Assets (MVA) returned 14.64% during 2026, which is higher than the assumed 6.75% return. A return of 8.47% on the Actuarial Value of Assets (AVA) is primarily the result of the asset smoothing method being utilized for the calculation of the Actuarial Value of Assets. Since only 33⅓% of the gain or loss from the performance of the System is recognized in a given year, in periods of very good performance, the AVA can lag significantly behind the MVA. In a period of negative returns, the AVA does not decline as rapidly as the MVA.

SECTION III — ASSETS

Table III-4
Annual Rates of Return

Year Ending June 30,	Market Value	Actuarial Value	Total Return Standard & Poor's 500 Index	Barclays Global Aggregate Index[1]
2002	(4.2)%	3.7%	(18.0)%	8.6%
2003	5.2%	4.1%	0.3%	10.4%
2004	18.2%	8.5%	19.1%	0.3%
2005	13.2%	10.1%	6.3%	6.8%
2006	8.4%	9.7%	8.6%	(0.8)%
2007	14.7%	11.5%	20.6%	6.1%
2008	0.8%	7.7%	(13.1)%	7.1%
2009	(24.0)%	(2.9)%	(26.2)%	5.5%
2010	25.3%	4.3%	14.4%	9.5%
2011	23.7%	10.3%	30.8%	3.9%
2012	8.3%	9.6%	5.4%	7.5%
2013	7.8%	9.0%	20.6%	(0.1)%
2014	14.8%	10.9%	24.6%	4.4%
2015	0.4%	6.6%	7.4%	1.8%
2016	(0.5)%	4.3%	4.0%	6.0%
2017	6.8%	4.8%	17.9%	(0.3)%
2018	7.3%	5.6%	14.4%	(0.4)%
2019	6.0%	5.8%	10.4%	7.9%
2020	2.7%	4.8%	7.5%	8.7%
2021	26.8%	11.7%	40.8%	(0.3)%
2022	(3.6)%	4.3%	(10.6)%	(10.3)%
2023	(2.5)%	2.1%	19.6%	(0.9)%
2024	9.0%	4.1%	24.6%	2.6%
2025	8.6%	5.5%	15.1%	6.1%
2026	14.6%	8.5%	22.3%	3.8%

[1] Formerly the Lehman Global Aggregate Bond Index.

Expected benefit payments are projected for the closed group valued at June 30, 2026. Projecting any further than 10 years using a closed group would not yield reliable predictions due to the omission of new hires.

SECTION III — ASSETS

Expected employer contributions are projected based on the current County contribution rate of 33.79% for FY 2027 and FY 2028, and then continuing to calculate a rate with 15-year amortization layers thereafter. This projection assumes no further liability gains or losses, continued reflection of untapped investment gains or losses, a 2.50% annual increase in the total covered payroll, and models the anticipated impact of new hires coming in with altered Plan provisions.

Table III-5
Projection of System's Benefit Payments and County Contributions

Year Beginning July 1,	Expected Benefit Payments	Expected County Contributions
2026	$ 518,196,000	$ 392,442,000
2027	505,202,000	423,808,000
2028	522,745,000	434,403,000
2029	525,330,000	445,263,000
2030	542,764,000	456,395,000
2031	561,551,000	467,805,000
2032	581,622,000	479,500,000
2033	601,611,000	491,487,000
2034	622,039,000	503,774,000
2035	642,207,000	516,369,000

SECTION IV — LIABILITIES

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

- **Disclosure** of System liabilities at June 30, 2025 and June 30, 2026,
- Statement of **changes** in these liabilities during the year, and
- A **projection** of future liabilities.

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.

- **Present Value of Benefits:** Used for analyzing the financial outlook of the System, this represents the amount of money needed today to fund all future benefits of the System, assuming participants continue to accrue benefits and all assumptions are met.
- **Actuarial Liability:** Used for funding calculations and GASB disclosures, this liability is calculated taking the present value of benefits above and subtracting the present value of future member contributions and future employer normal costs under an acceptable actuarial funding method. This method is referred to as the **Entry Age Normal** funding method.
- **Present Value of Accrued Benefits:** Used for communicating the current level of liabilities, this liability represents the total amount of money needed today to fully fund the current accrued obligations of the System, assuming no future accruals of benefits and that all assumptions are met, including the 6.75% investment return. These liabilities are also used to assess whether the System can meet its current benefit commitments.

None of the liability figures disclosed in this report are meant to be a measure of the System's settlement liability.

The following table discloses each of these liabilities for the current and prior valuations. With respect to each disclosure, a subtraction of the appropriate value of the System's assets yields, for each respective type, a **net surplus** or an **unfunded liability**.

SECTION IV — LIABILITIES

Table IV-1
Liabilities/Net (Surplus)/Unfunded

	June 30, 2025	June 30, 2026
Present Value of Future Benefits		
Active Participant Benefits (excluding DROP)	$ 4,259,583,152	$ 4,700,367,889
DROP Participant Benefits	427,047,309	510,458,370
Retiree Benefits	4,185,470,857	4,436,425,835
Terminated Vested and Inactive Members	194,436,701	223,982,618
Present Value of Benefits (PVB)	**$ 9,066,538,019**	**$ 9,871,234,712**
Market Value of Assets (MVA)	$ 5,387,233,149	$ 6,169,620,871
Future Employee Contributions	467,603,456	498,010,930
Future County Contributions	3,211,701,414	3,203,602,911
Total Resources	**$ 9,066,538,019**	**$ 9,871,234,712**
Actuarial Liability		
Present Value of Benefits (PVB)	$ 9,066,538,019	$ 9,871,234,712
Present Value of Future Normal Costs (PVFNC)		
County Portion	863,975,886	997,048,167
Employee Portion	467,603,456	498,010,930
Actuarial Liability (AL = PVB - PVFNC)	**$ 7,734,958,677**	**$ 8,376,175,615**
Actuarial Value of Assets (AVA)	5,518,789,850	5,979,880,514
Net (Surplus)/Unfunded (AL – AVA)	**$ 2,216,168,827**	**$ 2,396,295,101**
Present Value of Accrued Benefits		
Present Value of Benefits (PVB)	$ 9,066,538,019	$ 9,871,234,712
Present Value of Future Benefit Accruals (PVFBA)	2,330,927,492	2,655,169,734
Present Value of Accrued Benefits (PVAB = PVB – PVFBA)	**$ 6,735,610,527**	**$ 7,216,064,978**
Market Value of Assets (MVA)	$ 5,387,233,149	$ 6,169,620,871
Net Unfunded, not less than $0 (PVAB – MVA)	**$ 1,348,377,378**	**$ 1,046,444,107**

SECTION IV — LIABILITIES

Low-Default-Risk Obligation Measure (LDROM)

The System invests in a diversified portfolio with the objective of maximizing investment returns at a reasonable level of risk. 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 System. Such a portfolio, however, would have a lower expected rate of return than the diversified portfolio. The LDROM represents what the funding liability would be if the System invested its assets in such a portfolio. As of June 30, 2026, we estimate that a portfolio representative of the Financial Times Stock Exchange (FTSE) Pension Liability index would have an expected return of 5.75% rounded to the nearest 0.25% compared to the System's discount rate of 6.75%, and the LDROM would be $9.4 billion compared to the Present Value of Actuarial Liability of $8.4 billion. The $1.0 billion difference represents the expected taxpayer savings from bearing the risk of investing in the diversified portfolio. Alternatively, it also represents the cost of eliminating the investment risk.

If the System were to invest in the LDROM portfolio, the reported funded status would decrease, and contribution requirements would increase. Benefit security for members of the Plan relies on a combination of the assets in the System, the investment returns generated on those assets, and the promise of future contributions. If the System were to invest in the LDROM portfolio, it would not change the amount of assets currently in the System, but it would reduce expected future investment returns and increase expected future contributions. However, the range of future investment returns and future contributions needed would narrow significantly.

Changes in Liabilities

Each of the liabilities disclosed in the prior table are 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

SECTION IV — LIABILITIES

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

- Employer contributions less than the full actuarial contribution
- Investment earnings different than expected
- A change in the method used to measure System assets

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

Table IV-2

	Present Value of Benefits	Actuarial Liability	Present Value of Accrued Benefits
Liabilities June 30, 2025	$ 9,066,538,019	$ 7,734,958,677	$ 6,735,610,527
Liabilities June 30, 2026	9,871,234,712	8,376,175,615	7,216,064,978
Liability Increase (Decrease)	$ 804,696,693	$ 641,216,938	$ 480,454,451
Change Due to:			
Plan Amendment	$ 0	$ 0	$ 0
Actuarial (Gain)/Loss	*Not Calculated*	72,947,779	*Not Calculated*
Method and Assumption Changes	433,223,534	337,693,755	209,974,625
Benefits Accumulated and Other Sources	371,473,159	230,575,404	270,479,826

SECTION V — CONTRIBUTIONS

In the process of evaluating the financial condition of any pension system, 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 is both stable and predictable.

For this System, the funding method employed is the **Entry Age Actuarial Cost Method**. Under this method, there are three components to the total contribution: the **normal cost rate**, the **Unfunded Actuarial Liability Rate** (UAL rate), and the **administrative expense rate**. The normal cost rate is determined in the following steps. First, an individual normal cost rate is determined by taking the value, as of entry age into the System, of each member's projected future benefits. This value is then divided by the value, also at entry age, of the member's expected future salary. Second, the normal cost rate is multiplied by current salary and added together to obtain the total System normal cost. This is divided by total salary to convert it to the total System normal cost rate. Finally, the total normal cost rate is reduced by the average member contribution rate to produce the County's normal cost rate.

Development of County Contribution Rate

The employer's total contribution rate is equal to the normal cost rate plus rate changes due to amendments passed or assumption changes adopted since July 1, 2001, plus a 15-year amortization of the UAL that existed on June 30, 2018 other than that which existed from prior amendment and assumption change bases. A change was made in the 2022 valuation to the timing of the 15-year amortization period for amortization bases that have been created since 2016. The 15-year period now begins at payment rather than from the valuation date in which the layer is first recognized. In the future, additional amortization bases will be created each year. Finally, the rate includes an expense rate. Please see Table V-2 for details.

This section contains a comparison of the County contribution rates for FY 2027 and 2028 in Table V-1. Tables V-2 and V-3 show the calculations of the FY 2027 and 2028 rates using a closed 15-year layered amortization approach.

SECTION V — CONTRIBUTIONS

The table below presents and compares the budgeted rate for the System for this valuation and the prior one.

The UAL rate is the level percent of member payroll which, when applied to each year's payroll, will be sufficient to amortize the various layers of Unfunded Actuarial Liability over their respective 15-year periods.

Table V-1
Actuarially Determined Rate (for County Contribution)

Valuation Date	**June 30, 2025**	**June 30, 2026**
Fiscal Year	**2027**	**2028**
Normal Cost Rate	9.32%	9.97%
UAL Rate	23.65%	25.33%
Expense Rate	0.30%	0.30%
Total County Rate	33.27% [1]	35.60%

[1] The County has a policy of not paying any less than the existing rate until such a time as the UAL has been exhausted. FY 2027 will be held at the 33.79% rate in effect for FY 2026.

SECTION V — CONTRIBUTIONS

Table V-2
Development of UAL Amortization Layer

		June 30, 2025 (for FY 2027)	June 30, 2026 (for FY 2028)
1.	**Present Value of Future Benefits**		
	a. Active Employees	$ 4,259,583,152	$ 4,700,367,889
	b. DROP	427,047,309	510,458,370
	c. Retired Members	4,185,470,857	4,436,425,835
	d. Vested Terminated and Inactive Members	194,436,701	223,982,618
	e. Total Present Value	$ 9,066,538,019	$ 9,871,234,712
2.	**Present Value of Future Normal Costs**		
	a. County Portion	$ 863,975,886	$ 997,048,167
	b. Employee Portion	467,603,456	498,010,930
	c. Total Present Value	$ 1,331,579,342	$ 1,495,059,097
3.	**Actuarial Liability (1) – (2)**	$ 7,734,958,677	$ 8,376,175,615
4.	**Actuarial Value of Assets**	$ 5,518,789,850	$ 5,979,880,514
5.	**Unfunded Actuarial Liability (UAL)**	$ 2,216,168,827	$ 2,396,295,101
6.	**Oustanding Prior Bases (see Table V-3)**	2,020,398,656	2,088,456,083
7.	**New Base at July 1, 2025//2026**	195,770,171	307,839,018
8.	**Expected County Contribution FY 2026//2027 (County Rate x Expected Payroll)**	375,218,242	392,441,627
9.	**Employer Normal Cost Payments**	(103,493,164)	(115,792,927)
10.	**Expense Payments (using 0.30% assumption)**	(3,331,325)	(3,484,241)
11.	**Net Contribution to apply to UAL**	268,393,753	273,164,459
12.	**Amortization of prior bases (from Table V-3)**	246,184,455	265,930,929
13.	**Excess UAL Payment (11 - 12)**	$ 22,209,298	$ 7,233,530
14.	**Remaining New Base One Year Later (7 - 13, with interest)**	$ 186,038,035	$ 321,144,476
15.	**15-year Amortization Factor**	11.0935	11.0935
16.	**New UAL Amortization Layer (14 / 15)**	$ 17,026,783	$ 28,948,887
17.	**Next Year Amortization of Bases (from Table V-3)**	251,538,279	272,579,201
18.	**Total UAL Payments (16 + 17)**	$ 268,565,062	$ 301,528,088
19.	**Estimated Payroll**	$ 1,135,426,614	$ 1,190,448,853
20.	**UAL as a % of Payroll (18 / 19)**	23.65%	25.33%

SECTION V — CONTRIBUTIONS

Table V-3
Schedule of Amortization Bases

Type of Base	Date Established	June 30, 2026 Outstanding Amount	FY 2027 Amortization Payment	June 30, 2027 Outstanding Amount[1]	Amortization Years	FY 2028 Amortization Payment
1. Reduce Disability Offset to 25%	7/1/2013	$ 175,636	$ 92,576	$ 91,842	1	$ 94,890
2. Assumption Changes	7/1/2014	29,665,586	10,634,732	20,680,219	2	10,900,600
3. Reduce Disability Offset to 15%	7/1/2014	515,923	184,952	359,656	2	189,576
4. Assumption Changes	7/1/2016	39,170,115	7,448,206	34,118,619	5	7,634,411
5. Unfunded Base	7/1/2018	939,924,018	139,334,700	859,408,428	7	142,818,068
6. New UAL Layer 2019	7/1/2019	77,956,195	10,470,806	72,399,813	8	10,732,576
7. New UAL Layer 2020	7/1/2020	74,458,871	9,173,766	70,006,520	9	9,403,110
8. New UAL Layer 2021	7/1/2021	(192,508,768)	(21,972,626)	(182,801,016)	10	(22,521,942)
9. New UAL Layer 2022	7/1/2022	333,162,797	35,517,286	318,954,864	11	36,405,218
10. New UAL Layer 2023	7/1/2023	256,138,007	25,678,768	246,896,047	12	26,320,737
11. New UAL Layer 2024	7/1/2024	343,759,668	32,597,759	333,283,476	13	33,412,703
12. New UAL Layer 2025	7/1/2025	186,038,035	16,770,004	181,268,852	14	17,189,254
Total		**$ 2,088,456,083**	**$ 265,930,929**	**$ 1,954,667,320**		**$ 272,579,201**

[1] Outstanding amount includes a full year of interest on prior year balance and half year on the amortization payment

SECTION VI — ACCOUNTING STATEMENT INFORMATION

ASC Topic 960 of the Financial Accounting Standards Board (FASB) describes certain disclosures regarding a plan's funded status.

The FASB ASC Topic 960 disclosures provide a quasi "snapshot" view of how the System's assets compare to its liabilities if contributions stopped and accrued benefit claims had to be satisfied. However, due to potential legal requirements and the possibility that alternative interest rates would have to be used to determine the liabilities, these values may not be a good indication of the amount of money it would take to buy the benefits for all members if the System were to terminate.

FASB ASC Topic 960 specifies that a comparison of the present value of accrued (accumulated) benefits with the market value of the assets as of the valuation date must be provided. The relevant amounts as of June 30, 2025 and June 30, 2026 are exhibited in Table VI-1, which also includes a reconciliation of liabilities determined as of the prior valuation, June 30, 2025 to the liabilities as of June 30, 2026.

Table VI-2 is a history of gains and losses in Actuarial Liability, and Table VI-3 is the Schedule of Funded Liabilities by Type, which shows the portion of Actuarial Liability covered by Assets. See our report dated November 5, 2026 for the required disclosures under GASB Statement No. 67.

SECTION VI — ACCOUNTING STATEMENT INFORMATION

Table VI-1
Accounting Statement Information

	June 30, 2025	June 30, 2026
A. FASB ASC Topic 960 Basis		
1. Present Value of Benefits Accrued and Vested to Date		
a. Members Currently Receiving Payments	$ 4,185,470,857	$ 4,436,425,835
b. Vested Terminated and Inactive Members	194,436,701	223,982,618
c. DROP	427,047,309	510,458,370
d. Active Members	1,144,457,180	1,206,737,516
e. Total PVVB	$ 5,951,412,047	$ 6,377,604,339
2. Present Value of Non-Vested Accrued Benefits for Active Members	784,198,480	838,460,639
3. Total Present Value of Accrued Benefits	$ 6,735,610,527	$ 7,216,064,978
4. Assets at Market Value	5,387,233,149	6,169,620,871
5. Unfunded Present Value of Accrued Benefits, But Not Less Than Zero	$ 1,348,377,378	$ 1,046,444,107
6. Ratio of Assets to Value of Benefits (4) / (3)	80.0%	85.5%

B. Statement of Changes in Present Value of Accrued Benefits	
Actuarial Present Value of Accrued Benefits as of June 30, 2025	$ 6,735,610,527
Increase (Decrease) During Years Attributable to:	
Passage of Time	$ 453,777,296
Benefit Paid – FY 2026	(445,917,101)
Assumption Change	209,974,625
Plan Amendment	0
Benefits Accrued, Other Gains/Losses	262,619,631
Net Increase (Decrease)	$ 480,454,451
Actuarial Present Value of Accrued Benefits as of June 30, 2026	$ 7,216,064,978

SECTION VI — ACCOUNTING STATEMENT INFORMATION

Table VI-2
Analysis of Financial Experience
Gains and Losses in Actuarial Liability During Years Ended June 30
Resulting from Differences Between Assumed Experience and Actual Experience

	Gain (or Loss) for Year ending June 30,					
Type of Activity	**2021**	**2022**	**2023**	**2024**	**2025**	**2026**
Investment Income	$ 192,341,249	$ (123,127,160)	$ (236,687,953)	$ (134,484,516)	$ (65,778,350)	$ 94,870,178
Combined Liability Experience	43,615,539	(236,424,050)	(31,646,234)	(246,782,501)	(154,487,165)	(72,947,779)
Gain (or Loss) During Year from Financial Experience	$ 235,956,788	$ (359,551,210)	$ (268,334,187)	$ (381,267,017)	$ (220,265,515)	$ 21,922,399
Non-Recurring Items	2,280,293	0	0	0	0	(337,693,755)
Composite Gain (or Loss) During Year	**$ 238,237,081**	**$ (359,551,210)**	**$ (268,334,187)**	**$ (381,267,017)**	**$ (220,265,515)**	**$ (315,771,356)**

SECTION VI — ACCOUNTING STATEMENT INFORMATION

Table VI-3
Schedule of Funded Liabilities by Type
Aggregate Actuarial Liabilities For

Valuation Date June 30,	(1) Active Member Contributions	(2) Retirees Vested Terms, Beneficiaries & DROP	(3) Active Members (Employer Financed Portion)	Reported Assets*	Portion of Accrued Liabilities by Reported Assets (1)	(2)	(3)
2021	$ 409,477,095	$ 3,995,179,306	$ 1,925,153,122	$ 4,997,549,929	100%	100%	31%
2022	437,379,797	4,228,989,782	2,070,266,263	5,103,373,910	100%	100%	21%
2023	437,995,519	4,475,222,086	2,040,575,964	5,125,212,112	100%	100%	10%
2024	457,975,955	4,665,779,595	2,255,184,556	5,264,991,652	100%	100%	6%
2025	483,446,562	4,806,954,867	2,444,557,248	5,518,789,850	100%	100%	9%
2026	504,898,742	5,170,866,823	2,700,410,050	5,979,880,514	100%	100%	11%

** Reported assets are the Actuarial Value of Assets in this demonstration.*

APPENDIX A — MEMBERSHIP INFORMATION

The data for this valuation was provided electronically by the Fairfax County Retirement System staff. Cheiron did not perform a formal audit on the data. However, we did perform checks of the data for reasonableness and consistency in accordance with Actuarial Standards of Practice No. 23, Data Quality. The data was collected as of December 31, 2025.

Data reported in this Appendix is as of the December 31, 2025 data collection date. Covered payroll and benefits in pay status reported elsewhere in this report have been adjusted to approximate the June 30, 2026 values.

For inactive participants given with a Joint and Survivor form of benefit and no continuation percentage provided, a survivor percentage of 100% is assumed.

Summary of Membership Data as of December 31, 2025

		Active Members *		
		Count	Average Age	Average Salary
School	Plan A	791	56.74	$ 52,198
	Plan B	810	56.41	58,215
	Plan C	739	53.99	44,563
	Plan D	595	53.99	49,402
	Plan E	2,577	48.75	39,629
	Total	5,512	52.29	$ 45,881
County	Plan A	833	52.20	$ 95,582
	Plan B	1,723	52.22	103,829
	Plan C	559	46.35	85,246
	Plan D	1,621	47.54	99,395
	Plan E	4,618	41.09	81,814
	Total	9,354	45.56	$ 90,347
Total Systems	Plan A	1,624	54.41	$ 74,451
	Plan B	2,533	53.56	89,243
	Plan C	1,298	50.70	62,083
	Plan D	2,216	49.27	85,972
	Plan E	7,195	43.83	66,705
	Total	14866	48.06	$ 73,860

** Excludes DROP participants.*

APPENDIX A — MEMBERSHIP INFORMATION

	Inactive Members		
	School	County	Total
Service Retirement			
Count	4,382	6,611	10,993
Annual Basic Benefit	$ 88,771,143	$ 262,918,388	$ 351,689,531
Annual Supplements	10,915,343	32,630,710	43,546,053
Service – Connected Disability			
Count	62	47	109
Annual Basic Benefit [1]	$ 1,732,815	$ 1,533,427	$ 3,266,241
Ordinary Disability			
Count	157	121	278
Annual Basic Benefit	$ 1,988,444	$ 2,212,108	$ 4,200,552
Beneficiaries			
Count	60	634	694
Annual Basic Benefit	$ 948,585	$ 13,271,946	$ 14,220,531
DROP			
Count	300	406	706
Annual Basic Benefit	$ 7,207,238	$ 18,716,763	$ 25,924,001
Annual Supplements	3,299,799	8,143,048	11,442,847
Vested Former Members			
Count	1,308	1,676	2,984
Annual Basic Benefit [2]	$ 7,789,545	$ 17,619,438	$ 25,408,983

[1] *Benefits are net of offsets for Workers' Compensation and Social Security.*

[2] *Benefits are payable at age 65.*

APPENDIX A — MEMBERSHIP INFORMATION

Membership Statistics

The number of retired members, beneficiaries, and disabled members can be analyzed as follows:

	December 31, 2024		December 31, 2025		% Change	
Inactive Members	Count	Average Monthly Benefit	Count	Average Monthly Benefit	Count	Average Monthly Benefit
Service Retirement						
Basic Benefit	10,716	$ 2,643	10,993	$ 2,697	2.6%	2.0%
Supplement	2,150	1,619	2,085	1,654	-3.0%	2.2%
Service-Connected Disability	111	2,703	109	2,807	-1.8%	3.9%
Ordinary Disability	290	1,225	278	1,274	-4.1%	4.0%
Beneficiaries	663	1,676	694	1,727	4.7%	3.1%
Total/Average (Basic Benefit)	11,780	2,554	12,074	2,609	2.5%	2.2%

APPENDIX A — MEMBERSHIP INFORMATION

Data Reconciliation from June 30, 2025 to June 30, 2026

	Active	DROP	Terminated Vested	Retired	Service-Connected Disability	Ordinary Disability	Beneficiary	Total
Participant count as of July 1, 2025	**14,613**	**661**	**2,900**	**10,716**	**111**	**290**	**663**	**29,954**
New Hires / Re-hires	1,758		(54)					**1,704**
Terminated Vested	(246)		246					**0**
DROP	(298)	298						**0**
Retired	(238)	(251)	(81)	571				**1**
Deceased with beneficiary	(8)	(1)		(50)		(1)	60	**0**
Deceased without beneficiary	(16)	(1)	(4)	(244)	(5)	(15)	(29)	**(314)**
Benefits Expired								**0**
Ordinary Disability	(4)					4		**0**
Service-Connected Disability			(3)		3			**0**
Vested Return of Contributions			(56)					**(56)**
Terminated Not Vested	(695)							**(695)**
Corrections			36					**36**
Change	253	45	84	277	(2)	(12)	31	**676**
Participant count as of June 30, 2026	**14,866**	**706**	**2,984**	**10,993**	**109**	**278**	**694**	**30,630**

APPENDIX A — MEMBERSHIP INFORMATION

Distribution of Active Participants - - County Plan A

COUNTS BY AGE/SERVICE

Age	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 & Up	Total
Under 25	0	0	0	0	0	0	0	0	0
25 to 29	0	0	0	0	0	0	0	0	0
30 to 34	0	0	0	1	0	0	0	0	1
35 to 39	0	0	1	23	13	0	0	0	37
40 to 44	0	0	10	25	69	19	0	0	123
45 to 49	0	4	5	20	68	76	25	0	198
50 to 54	0	2	3	24	37	55	48	5	174
55 to 59	0	1	5	20	53	32	23	26	160
60 to 64	0	2	5	23	22	12	9	19	92
65 & up	0	0	4	11	9	4	6	14	48
Total	0	9	33	147	271	198	111	64	833

TOTAL SALARY BY AGE/SERVICE

Age	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 & Up	Total
Under 25	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
25 to 29	0	0	0	0	0	0	0	0	0
30 to 34	0	0	0	79,521	0	0	0	0	79,521
35 to 39	0	0	35,485	1,971,907	1,059,488	0	0	0	3,066,880
40 to 44	0	0	871,310	2,019,556	6,368,431	1,798,320	0	0	11,057,617
45 to 49	0	226,913	347,200	1,702,949	6,660,527	7,759,696	2,653,736	0	19,351,021
50 to 54	0	193,136	251,770	2,326,863	3,475,904	5,740,071	5,413,017	775,104	18,175,865
55 to 59	0	94,268	468,049	1,612,461	4,807,836	3,071,683	2,432,374	2,903,421	15,390,092
60 to 64	0	67,472	192,555	1,866,109	2,160,431	1,187,755	870,550	1,984,251	8,329,123
65 & up	0	0	165,382	583,854	1,129,502	358,238	459,771	1,472,721	4,169,468
Total	$ 0	$ 581,789	$ 2,331,751	$ 12,163,220	$ 25,662,119	$ 19,915,763	$ 11,829,448	$ 7,135,497	$ 79,619,587

APPENDIX A — MEMBERSHIP INFORMATION

Distribution of Active Participants - - County Plan B

COUNTS BY AGE/SERVICE

Age	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 & Up	Total
Under 25	0	0	0	0	0	0	0	0	0
25 to 29	0	0	0	0	0	0	0	0	0
30 to 34	0	0	0	2	0	0	0	0	2
35 to 39	0	0	4	54	33	1	0	0	92
40 to 44	0	0	5	77	140	59	6	0	287
45 to 49	0	1	6	66	124	99	31	1	328
50 to 54	0	5	7	68	124	108	56	3	371
55 to 59	0	3	6	61	140	91	36	10	347
60 to 64	0	1	8	56	77	32	22	11	207
65 & up	0	0	5	15	37	22	6	4	89
Total	0	10	41	399	675	412	157	29	1,723

TOTAL SALARY BY AGE/SERVICE

Age	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 & Up	Total
Under 25	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
25 to 29	0	0	0	0	0	0	0	0	0
30 to 34	0	0	0	172,556	0	0	0	0	172,556
35 to 39	0	0	334,810	5,116,903	3,075,559	67,852	0	0	8,595,124
40 to 44	0	0	360,697	7,645,891	14,233,059	5,816,790	535,379	0	28,591,816
45 to 49	0	86,086	434,709	7,111,725	13,211,252	10,200,442	3,377,234	90,143	34,511,591
50 to 54	0	363,367	492,173	6,105,608	13,761,950	12,486,998	6,694,855	298,920	40,203,871
55 to 59	0	197,664	482,334	6,045,593	15,157,744	10,232,004	4,402,787	1,093,661	37,611,787
60 to 64	0	71,584	317,279	4,949,002	7,958,898	3,279,018	2,528,191	1,198,460	20,302,432
65 & up	0	0	281,755	1,149,052	4,075,003	2,419,694	489,888	492,506	8,907,898
Total	$ 0	$ 718,701	$ 2,703,757	$ 38,296,330	$ 71,473,465	$ 44,502,798	$ 18,028,334	$ 3,173,690	$ 178,897,075

APPENDIX A — MEMBERSHIP INFORMATION

Distribution of Active Participants - - County Plan C

COUNTS BY AGE/SERVICE

Age	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 & Up	Total
Under 25	0	0	0	0	0	0	0	0	0
25 to 29	0	0	6	0	0	0	0	0	6
30 to 34	0	5	55	7	0	0	0	0	67
35 to 39	0	5	82	44	0	0	0	0	131
40 to 44	0	7	57	35	0	0	0	0	99
45 to 49	0	6	37	21	0	0	0	0	64
50 to 54	0	2	39	20	0	0	0	0	61
55 to 59	0	4	20	20	0	0	0	0	44
60 to 64	0	2	34	18	0	0	1	0	55
65 & up	0	6	16	10	0	0	0	0	32
Total	0	37	346	175	0	0	1	0	559

TOTAL SALARY BY AGE/SERVICE

Age	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 & Up	Total
Under 25	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
25 to 29	0	0	445,705	0	0	0	0	0	445,705
30 to 34	0	279,481	4,159,905	545,044	0	0	0	0	4,984,430
35 to 39	0	323,921	6,427,592	4,181,802	0	0	0	0	10,933,315
40 to 44	0	471,856	5,163,948	3,135,661	0	0	0	0	8,771,465
45 to 49	0	387,059	3,078,474	1,921,956	0	0	0	0	5,387,489
50 to 54	0	73,334	3,605,598	1,832,528	0	0	0	0	5,511,460
55 to 59	0	176,907	1,839,687	2,111,361	0	0	0	0	4,127,955
60 to 64	0	113,634	3,086,587	1,755,689	0	0	125,435	0	5,081,345
65 & up	0	122,202	1,307,164	979,856	0	0	0	0	2,409,222
Total	$ 0	$ 1,948,394	$ 29,114,660	$ 16,463,897	$ 0	$ 0	$ 125,435	$ 0	$ 47,652,386

APPENDIX A — MEMBERSHIP INFORMATION

Distribution of Active Participants - - County Plan D

COUNTS BY AGE/SERVICE

Age	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 & Up	Total
Under 25	0	0	0	0	0	0	0	0	0
25 to 29	0	1	10	0	0	0	0	0	11
30 to 34	0	2	117	30	1	0	0	0	150
35 to 39	0	7	183	114	0	0	0	0	304
40 to 44	0	5	152	122	0	0	0	0	279
45 to 49	0	5	129	106	2	0	0	0	242
50 to 54	0	4	127	81	0	0	0	0	212
55 to 59	0	1	107	77	2	0	0	0	187
60 to 64	0	5	73	71	0	0	0	0	149
65 & up	0	3	51	33	0	0	0	0	87
Total	0	33	949	634	5	0	0	0	1,621

TOTAL SALARY BY AGE/SERVICE

Age	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 & Up	Total
Under 25	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
25 to 29	0	76,432	740,340	0	0	0	0	0	816,772
30 to 34	0	118,044	9,588,508	2,720,984	88,335	0	0	0	12,515,871
35 to 39	0	422,417	16,656,272	10,648,382	0	0	0	0	27,727,071
40 to 44	0	306,961	15,496,790	12,106,283	0	0	0	0	27,910,034
45 to 49	0	251,397	13,542,216	12,044,503	223,837	0	0	0	26,061,953
50 to 54	0	293,681	12,937,874	9,324,101	0	0	0	0	22,555,656
55 to 59	0	49,351	10,791,660	8,336,801	236,070	0	0	0	19,413,882
60 to 64	0	154,689	7,145,915	7,841,124	0	0	0	0	15,141,728
65 & up	0	177,779	4,711,832	4,086,407	0	0	0	0	8,976,018
Total	$ 0	$ 1,850,751	$ 91,611,407	$ 67,108,585	$ 548,242	$ 0	$ 0	$ 0	$ 161,118,985

APPENDIX A — MEMBERSHIP INFORMATION

Distribution of Active Participants - - County Plan E

COUNTS BY AGE/SERVICE

Age	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 & Up	Total
Under 25	87	84	1	0	0	0	0	0	172
25 to 29	215	491	27	0	0	0	0	0	733
30 to 34	155	531	98	0	0	0	0	0	784
35 to 39	115	504	91	1	0	0	0	0	711
40 to 44	110	406	72	0	0	0	0	0	588
45 to 49	84	336	81	0	1	0	0	0	502
50 to 54	81	325	61	0	0	0	0	0	467
55 to 59	58	226	51	0	1	0	0	0	336
60 to 64	30	143	44	0	1	0	0	0	218
65 & up	6	80	21	0	0	0	0	0	107
Total	941	3,126	547	1	3	0	0	0	4,618

TOTAL SALARY BY AGE/SERVICE

Age	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 & Up	Total
Under 25	$ 4,910,644	$ 4,851,890	$ 70,356	$ 0	$ 0	$ 0	$ 0	$ 0	$ 9,832,890
25 to 29	14,345,991	33,758,764	2,119,287	0	0	0	0	0	50,224,042
30 to 34	11,316,653	40,498,528	8,440,442	0	0	0	0	0	60,255,623
35 to 39	9,412,403	41,798,655	8,451,974	89,636	0	0	0	0	59,752,668
40 to 44	8,781,690	36,262,785	7,238,481	0	0	0	0	0	52,282,956
45 to 49	7,072,032	29,931,462	8,049,486	0	143,303	0	0	0	45,196,283
50 to 54	7,661,043	28,961,471	6,103,842	0	0	0	0	0	42,726,356
55 to 59	4,805,471	19,397,474	5,131,994	0	102,557	0	0	0	29,437,496
60 to 64	2,508,240	12,541,743	3,958,865	0	102,220	0	0	0	19,111,068
65 & up	367,166	6,328,354	2,300,725	0	0	0	0	0	8,996,245
Total	$ 71,181,333	$ 254,331,126	$ 51,865,452	$ 89,636	$ 348,080	$ 0	$ 0	$ 0	$ 377,815,627

APPENDIX A — MEMBERSHIP INFORMATION

Distribution of Active Participants - - School Plan A

COUNTS BY AGE/SERVICE

Age	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 & Up	Total
Under 25	0	0	0	0	0	0	0	0	0
25 to 29	0	0	0	0	0	0	0	0	0
30 to 34	0	0	0	0	0	0	0	0	0
35 to 39	1	1	1	8	4	0	0	0	15
40 to 44	1	1	4	15	13	5	0	0	39
45 to 49	0	8	15	28	25	16	3	1	96
50 to 54	2	4	37	42	44	39	9	0	177
55 to 59	1	11	49	55	40	30	9	0	195
60 to 64	1	5	40	54	39	18	10	4	171
65 & up	1	6	21	32	29	5	2	2	98
Total	7	36	167	234	194	113	33	7	791

TOTAL SALARY BY AGE/SERVICE

Age	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 & Up	Total
Under 25	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
25 to 29	0	0	0	0	0	0	0	0	0
30 to 34	0	0	0	0	0	0	0	0	0
35 to 39	34,209	41,239	31,499	679,776	319,477	0	0	0	1,106,200
40 to 44	35,856	30,020	166,135	903,230	873,107	382,825	0	0	2,391,173
45 to 49	0	242,230	613,919	1,543,147	1,802,759	1,355,574	252,746	108,687	5,919,062
50 to 54	60,650	93,500	1,316,674	1,986,270	2,773,982	2,816,903	650,734	0	9,698,713
55 to 59	11,388	303,083	1,386,521	2,677,194	2,300,090	2,123,470	718,905	0	9,520,651
60 to 64	27,661	204,059	822,797	2,603,436	2,387,252	1,268,757	735,278	306,750	8,355,990
65 & up	54,530	191,558	448,756	1,466,761	1,429,011	364,652	117,058	224,456	4,296,782
Total	$ 224,294	$ 1,105,689	$ 4,786,301	$ 11,859,814	$ 11,885,678	$ 8,312,181	$ 2,474,721	$ 639,893	$ 41,288,571

APPENDIX A — MEMBERSHIP INFORMATION

Distribution of Active Participants - - School Plan B

COUNTS BY AGE/SERVICE

Age	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 & Up	Total
Under 25	0	0	0	0	0	0	0	0	0
25 to 29	0	0	0	0	0	0	0	0	0
30 to 34	0	0	0	2	0	0	0	0	2
35 to 39	0	0	1	11	6	0	0	0	18
40 to 44	0	5	4	16	21	12	0	0	58
45 to 49	0	1	5	26	31	24	7	0	94
50 to 54	2	5	20	38	44	41	8	1	159
55 to 59	1	4	40	48	51	38	10	3	195
60 to 64	1	7	53	51	48	13	9	3	185
65 & up	0	3	22	28	21	15	4	6	99
Total	4	25	145	220	222	143	38	13	810

TOTAL SALARY BY AGE/SERVICE

Age	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 & Up	Total
Under 25	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
25 to 29	0	0	0	0	0	0	0	0	0
30 to 34	0	0	0	208,257	0	0	0	0	208,257
35 to 39	0	0	32,041	754,611	469,543	0	0	0	1,256,195
40 to 44	0	191,713	145,317	1,033,770	1,827,415	1,097,062	0	0	4,295,277
45 to 49	0	40,953	191,093	1,835,071	2,639,869	2,135,443	583,407	0	7,425,836
50 to 54	80,145	143,339	626,895	2,288,725	3,049,894	3,090,519	642,404	75,763	9,997,684
55 to 59	1,950	67,043	877,405	2,620,955	3,313,439	2,882,780	710,011	239,998	10,713,581
60 to 64	15,266	192,811	1,201,589	2,108,069	3,132,536	914,734	726,519	222,255	8,513,779
65 & up	0	47,050	434,186	1,192,324	1,361,027	876,677	258,086	574,529	4,743,879
Total	$ 97,361	$ 682,909	$ 3,508,526	$ 12,041,782	$ 15,793,723	$ 10,997,215	$ 2,920,427	$ 1,112,545	$ 47,154,488

APPENDIX A — MEMBERSHIP INFORMATION

Distribution of Active Participants - - School Plan C

COUNTS BY AGE/SERVICE

Age	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 & Up	Total
Under 25	0	0	0	0	0	0	0	0	0
25 to 29	0	0	3	0	0	0	0	0	3
30 to 34	0	3	15	4	0	0	0	0	22
35 to 39	1	2	29	9	0	0	0	0	41
40 to 44	1	23	40	10	0	0	0	0	74
45 to 49	0	21	68	16	0	0	0	0	105
50 to 54	0	38	82	16	0	0	0	0	136
55 to 59	0	28	88	24	0	0	0	0	140
60 to 64	0	23	82	27	0	0	0	0	132
65 & up	0	10	66	10	0	0	0	0	86
Total	2	148	473	116	0	0	0	0	739

TOTAL SALARY BY AGE/SERVICE

Age	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 & Up	Total
Under 25	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
25 to 29	0	0	149,160	0	0	0	0	0	149,160
30 to 34	0	77,654	884,608	316,137	0	0	0	0	1,278,399
35 to 39	20,408	120,147	1,525,595	560,725	0	0	0	0	2,226,875
40 to 44	6,338	797,943	2,233,895	639,625	0	0	0	0	3,677,801
45 to 49	0	503,587	3,224,919	996,347	0	0	0	0	4,724,853
50 to 54	0	1,008,483	3,583,312	945,923	0	0	0	0	5,537,718
55 to 59	0	561,389	3,857,249	1,443,554	0	0	0	0	5,862,192
60 to 64	0	509,195	3,628,733	1,614,730	0	0	0	0	5,752,658
65 & up	0	314,560	2,844,094	563,431	0	0	0	0	3,722,085
Total	$ 26,746	$ 3,892,958	$ 21,931,565	$ 7,080,472	$ 0	$ 0	$ 0	$ 0	$ 32,931,741

APPENDIX A — MEMBERSHIP INFORMATION

Distribution of Active Participants - - School Plan D

COUNTS BY AGE/SERVICE

Age	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 & Up	Total
Under 25	0	0	0	0	0	0	0	0	0
25 to 29	0	1	6	1	0	0	0	0	8
30 to 34	1	4	14	5	0	0	0	0	24
35 to 39	0	3	29	10	0	0	0	0	42
40 to 44	0	11	33	7	0	0	0	0	51
45 to 49	0	15	36	15	1	0	0	0	67
50 to 54	0	22	57	18	0	0	0	0	97
55 to 59	1	28	67	24	0	0	0	0	120
60 to 64	0	12	67	28	0	0	0	0	107
65 & up	0	11	60	8	0	0	0	0	79
Total	2	107	369	116	1	0	0	0	595

TOTAL SALARY BY AGE/SERVICE

Age	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 & Up	Total
Under 25	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
25 to 29	0	24,331	380,766	87,644	0	0	0	0	492,741
30 to 34	17,020	119,867	814,764	378,113	0	0	0	0	1,329,764
35 to 39	0	95,308	1,986,895	805,587	0	0	0	0	2,887,790
40 to 44	0	301,358	1,842,531	471,602	0	0	0	0	2,615,491
45 to 49	0	498,406	1,886,171	1,072,713	73,067	0	0	0	3,530,357
50 to 54	0	509,941	2,819,891	1,299,981	0	0	0	0	4,629,813
55 to 59	42,126	595,364	3,308,984	1,508,412	0	0	0	0	5,454,886
60 to 64	0	290,281	3,147,165	1,672,786	0	0	0	0	5,110,232
65 & up	0	294,727	2,656,174	392,497	0	0	0	0	3,343,398
Total	$ 59,146	$ 2,729,583	$ 18,843,341	$ 7,689,335	$ 73,067	$ 0	$ 0	$ 0	$ 29,394,472

APPENDIX A — MEMBERSHIP INFORMATION

Distribution of Active Participants - - School Plan E

COUNTS BY AGE/SERVICE

Age	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 & Up	Total
Under 25	38	24	0	0	0	0	0	0	62
25 to 29	66	46	6	0	0	0	0	0	118
30 to 34	90	91	7	0	0	0	0	0	188
35 to 39	113	116	8	0	0	0	0	0	237
40 to 44	141	150	15	0	0	0	0	0	306
45 to 49	179	205	21	0	0	0	0	0	405
50 to 54	156	227	20	0	0	0	0	0	403
55 to 59	152	228	25	0	0	0	0	0	405
60 to 64	86	179	24	0	0	0	0	0	289
65 & up	52	107	5	0	0	0	0	0	164
Total	1,073	1,373	131	0	0	0	0	0	2,577

TOTAL SALARY BY AGE/SERVICE

Age	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 & Up	Total
Under 25	$ 1,371,986	$ 1,192,807	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 2,564,793
25 to 29	2,583,440	1,912,770	355,108	0	0	0	0	0	4,851,318
30 to 34	3,582,482	3,690,976	375,651	0	0	0	0	0	7,649,109
35 to 39	4,438,528	4,915,127	532,577	0	0	0	0	0	9,886,232
40 to 44	4,851,424	6,168,858	745,859	0	0	0	0	0	11,766,141
45 to 49	6,514,278	8,214,640	1,119,853	0	0	0	0	0	15,848,771
50 to 54	5,313,215	9,229,845	1,083,919	0	0	0	0	0	15,626,979
55 to 59	5,768,084	9,301,326	1,316,737	0	0	0	0	0	16,386,147
60 to 64	3,320,553	7,139,813	1,232,835	0	0	0	0	0	11,693,201
65 & up	1,660,482	3,908,337	282,556	0	0	0	0	0	5,851,375
Total	$ 39,404,472	$ 55,674,499	$ 7,045,095	$ 0	$ 0	$ 0	$ 0	$ 0	$ 102,124,066

APPENDIX A — MEMBERSHIP INFORMATION

Distribution of Active Participants - - Total

COUNTS BY AGE/SERVICE

Age	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 & Up	Total
Under 25	125	108	1	0	0	0	0	0	234
25 to 29	281	539	58	1	0	0	0	0	879
30 to 34	246	636	306	51	1	0	0	0	1,240
35 to 39	230	638	429	274	56	1	0	0	1,628
40 to 44	253	608	392	307	243	95	6	0	1,904
45 to 49	263	602	403	298	252	215	66	2	2,101
50 to 54	241	634	453	307	249	243	121	9	2,257
55 to 59	213	534	458	329	287	191	78	39	2,129
60 to 64	118	379	430	328	187	75	51	37	1,605
65 & up	59	226	271	147	96	46	18	26	889
Total	2,029	4,904	3,201	2,042	1,371	866	340	113	14,866

TOTAL SALARY BY AGE/SERVICE

Age	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 & Up	Total
Under 25	$ 6,282,630	$ 6,044,697	$ 70,356	$ 0	$ 0	$ 0	$ 0	$ 0	$ 12,397,683
25 to 29	16,929,431	35,772,297	4,190,366	87,644	0	0	0	0	56,979,738
30 to 34	14,916,155	44,784,550	24,263,878	4,420,612	88,335	0	0	0	88,473,530
35 to 39	13,905,548	47,716,814	36,014,740	24,809,329	4,924,067	67,852	0	0	127,438,350
40 to 44	13,675,308	44,531,494	34,264,963	27,955,618	23,302,012	9,094,997	535,379	0	153,359,771
45 to 49	13,586,310	40,382,733	32,488,040	28,228,411	24,754,614	21,451,155	6,867,123	198,830	167,957,216
50 to 54	13,115,053	40,870,097	32,821,948	26,109,999	23,061,730	24,134,491	13,401,010	1,149,787	174,664,115
55 to 59	10,629,019	30,743,869	29,460,620	26,356,331	25,917,736	18,309,937	8,264,077	4,237,080	153,918,669
60 to 64	5,871,720	21,285,281	24,734,320	24,410,945	15,741,337	6,650,264	4,985,973	3,711,716	107,391,556
65 & up	2,082,178	11,384,567	15,432,624	10,414,182	7,994,543	4,019,261	1,324,803	2,764,212	55,416,370
Total	$ 110,993,352	$ 323,516,399	$ 233,741,855	$ 172,793,071	$ 125,784,374	$ 83,727,957	$ 35,378,365	$ 12,061,625	$ 1,097,996,998

APPENDIX B — ACTUARIAL ASSUMPTIONS AND METHODS

Long-Term Assumptions Used to Determine System Costs and Liabilities

DEMOGRAPHIC ASSUMPTIONS

Healthy Mortality

Annual Deaths Per 10,000 Members
Mortality Projected to 2026

Age	Male	Female
20	3	1
25	5	2
30	6	2
35	7	4
40	10	5
45	13	7
50	35	32
55	49	35
60	73	46
65	100	61
70	150	102
75	253	182
80	455	345
85	810	648
90	1,444	1,193
95	2,278	1,956
100	3,229	2,918

The PubG-2016 Healthy Annuitant Head-Count Weighted Mortality Table, with a 93.3% adjustment for males and a 101.1% adjustment for females projected using the MP-2021 mortality improvement scale as adjusted by the IRS, with an ultimate rate of 0.78% for ages 20-86 grading down to an ultimate rate of 0% for age 120 and convergence to the ultimate rate in the year 2028. The valuation uses fully generational projection of mortality improvements. Sample rates shown are those projected through the valuation date.

5% of pre-retirement deaths are assumed to be service connected.

APPENDIX B — ACTUARIAL ASSUMPTIONS AND METHODS

Disabled Mortality

Annual Deaths Per 10,000 Members
Mortality Projected to 2026

Age	Male	Female
45	87	49
50	114	69
55	155	107
60	223	170
65	264	184
70	309	214
75	446	323
80	702	550

The PubG-2016 Disabled Head-Count Weighted Annuitant Mortality Table for males and females, respectively, projected using the MP-2021 mortality improvement scale as adjusted by the IRS, with an ultimate rate of 0.78% for ages 20-86 grading down to an ultimate rate of 0% for age 120 and convergence to the ultimate rate in the year 2028. The valuation uses fully generational projection of mortality improvements. Sample rates shown are projected through the valuation date.

Active Separation from Service Due to Death

Annual Deaths Per 10,000 Members
Mortality Projected to 2026

Age	Male	Female
20	3	1
25	5	2
30	6	2
35	7	4
40	10	5
45	13	7

APPENDIX B — ACTUARIAL ASSUMPTIONS AND METHODS

The PubG-2016 Employee Head-Count Weighted Mortality Table for males and females, respectively, projected using the MP-2021 mortality improvement scale as adjusted by the IRS, with an ultimate rate of 0.78% for ages 20-86 grading down to an ultimate rate of 0% for age 120 and convergence to the ultimate rate in the year 2028. The valuation uses fully generational projection of mortality improvements. Sample rates shown are those projected through the valuation date.

Termination of Employment (Prior to Normal Retirement Eligibility)

Annual Terminations per 1,000 members- County

Years of Service	Terminations
0	160
5	75
10	50
15	20
20	10
25	0
30	0

Annual Terminations per 1,000 members- Schools

Years of Service	Terminations
0	350
5	100
10	50
15	30
20	10
25	10
30	0

It is assumed that members who terminate before the earlier of age 45 or with age plus service equal to 60 elect to receive a refund of contributions instead of vested benefits. Termination rates drop to zero three years prior to approaching Rule of 80 (or Rule of 85 for Plans C, D, and E) retirement.

APPENDIX B — ACTUARIAL ASSUMPTIONS AND METHODS

Disability

Annual Disabilities per 10,000 members

Age	Male	Female
20	1	<1
25	1	<1
30	1	<1
35	1	1
40	1	1
45	3	2
50	5	4
55	8	6
60	10	8

** 25% of disabilities are assumed to be service connected. Of these, 40% are assumed to receive Workers' Compensation benefits.*

No disability is assumed to occur once members reach eligibility for retirement.

Retirement/DROP

Rates of Retirement, including DROP, by Age

Age	Retirement Percentage (Plans A+B)	Retirement Percentage (Plan C+D)	Retirement Percentage (Plan E)
50	50%		
51	35%		
52	33%		
53	27.5%		
54	20%		
55	20%	20%	20%
56	30%	30%	20%
57	22%	22%	20%
58	27.5%	27.5%	20%
59	25%	25%	20%
60	25%	25%	25%
61	23%	23%	25%
62	25%	25%	25%

APPENDIX B — ACTUARIAL ASSUMPTIONS AND METHODS

Age	Retirement Percentage (Plans A+B)	Retirement Percentage (Plan C+D)	Retirement Percentage (Plan E)
63	30%	30%	25%
64	30%	30%	25%
65	30%	30%	50%
66-74	25%	25%	25%
75	100%	100%	100%

Deferred Retirement Option Program (DROP)

Retirees are assumed to enter DROP instead of immediate retirement in accordance with the rates below. DROP participants are assumed to remain in DROP for three years and receive interest at 5% per annum on their DROP deferrals.

Annual DROP percentage of Retirement/DROP

Age	DROP Percentage
50	80%
55	75%
60	65%
65	40%
70	35%
75	30%

Merit/Seniority Salary Increase (in addition to General Wage Increases)

Annual Percentage Increase in Addition to General Wage Increase - County

Years of Service	Merit/Seniority Increase
0	3.25%
5	2.75%
10	2.15%
15	1.55%
20	1.90%
25	1.85%
30+	0.75%

APPENDIX B — ACTUARIAL ASSUMPTIONS AND METHODS

Annual Percentage Increase in Addition to General Wage Increase - Schools

Years of Service	Merit/Seniority Increase
0	6.50%
5	3.85%
10	3.25%
15	2.55%
20	2.25%
25	1.25%
30+	0.50%

Family Composition

For purposes of valuing the pre-retirement death benefit, an assumption is made that 60% of employees are married at death while active and that the female spouse is three years younger than the male employee, and that the male spouse is two years older than the female employee.

Sick Leave Credit

Unused sick leave balances as reported for each active member are used as of the valuation date. Future sick leave accruals are assumed to accrue at 100% of each participant's annual average but are capped at 124 hours per year for members hired on or after January 1, 2013. For those hired on or after January 1, 2013, the amount of unused sick leave that may be used is capped at 2,080 hours.

ECONOMIC ASSUMPTIONS

a. Rate of Investment Return: 6.75%
b. Rate of General Wage Increase: 2.50%
c. Rate of Increase in Cost of Living: 2.30%
d. Rate of Increase in Total Payroll (for Amortization): 2.50%
e. Administrative Expenses as a Percentage of Payroll: 0.30%

1 General Wage Increase assumption applies to salary increases and for projecting contributions and developing Social Security benefits.

2 Benefit increases are limited to 4% per year.

APPENDIX B — ACTUARIAL ASSUMPTIONS AND METHODS

Rationale for Assumptions

The actuarial assumptions were adopted by the Board of Trustees upon the recommendation of the actuary, based on an experience study performed in 2025. The results of this study were presented in January 2026 and are incorporated into this report by reference.

Disclosure for Reasonable Actuarially Determined Contribution Method (ADC)

The rates determined in the ratemaking process and shown in Table I-2 meet the requirements of a reasonable ADC as defined by the Actuarial Standards of Practice. The actuarial methods used to determine the reasonable ADC have been selected to balance benefit security, intergenerational equity, and stability of contributions. The selection of the actuarial methods has taken into account 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.

Changes Since Last Valuation

All of the assumptions were reviewed as part of the experience study performed in 2025. The assumptions that were changed since the last valuation include healthy and disabled mortality rates, termination, retirement and DROP rates, salary increases, the disability service-related percentage, family composition, inflation, cost-of-living, rate of increase in total payroll, and administrative expenses as a percentage of payroll. Each assumption was changed to better reflect the experience observed over the study period.

APPENDIX B — ACTUARIAL ASSUMPTIONS AND METHODS

Actuarial Methods

FUNDING METHOD AND LDROM COST METHOD

The Entry Age Normal Cost method is used to determine costs. Under this method, the employer contribution has three components: the normal cost, the payment toward the Unfunded Actuarial Liability, and the expense rate.

The normal cost is a level percent of pay cost, which, along with the member contributions, will pay for projected benefits at retirement for each plan participant.

The Actuarial Liability is that portion of the present value of projected benefits that will not be paid by future employer normal costs or member contributions. The difference between this liability and funds accumulated as of the same date is referred to as the Unfunded Actuarial Liability.

The expense rate is added to cover the System's administrative expenses.

The employer's total contribution rate is equal to the normal cost rate plus rate changes due to amendments passed or assumption changes adopted since July 1, 2001, plus a 15-year level percent of pay amortization of the UAL that existed on June 30, 2018 other than prior unamortized amendment and assumption change bases. In the future, additional amortization bases will be created each year. Finally, the rate includes an expense rate.

ACTUARIAL VALUE OF ASSETS

For purposes of determining the County contribution to the System, we use an Actuarial Value of Assets. The asset adjustment method dampens the volatility in asset values that could occur because of fluctuations in market conditions. Use of an asset smoothing method is consistent with the long-term nature of the actuarial valuation process.

In determining the Actuarial Value of Assets, we calculate an expected actuarial value based on cash flow for the year and imputed returns at the actuarial assumption. This expected value is compared to the market value, and one-third of the difference is added to the preliminary actuarial value to arrive at the final actuarial value.

APPENDIX B — ACTUARIAL ASSUMPTIONS AND METHODS

VALUATION TIMING

All participant data is collected as of the December 31 prior to the valuation date. Initial valuation runs are performed as of December 31, and the resulting liabilities are then adjusted for six months to the June 30 valuation date. The adjustment takes into account the actual July 1 cost-of-living increase and any other changes that are known to have occurred in that six-month period.

STATEMENT OF DISCLOSURES REGARDING MODELS USED

Cheiron utilizes and relies on the actuarial software program known as ProVal for the intended purpose of calculating liabilities and projected benefit payments. ProVal is a product of Winklevoss Technologies.

The projected expected results of future valuations in this report were developed using P-Scan, our proprietary tool, for the intended purpose of developing projections.

As part of the review process for this actuarial valuation, we have performed a number of tests to verify that the results are reasonable and appropriate. We are not aware of any material inconsistencies, unreasonable output resulting from the aggregation of assumptions, material limitations, or known weaknesses that would affect this report.

CHANGES SINCE LAST VALUATION AND RATIONALE FOR CHANGES

None

APPENDIX C — SUMMARY OF PLAN PROVISIONS

Membership

The Plan covers full-time and certain part-time County and School Board employees who are not covered by the Fairfax County Police Officers Retirement System, the Uniformed Retirement System, or the VRS. In order to join, the eligible employee must agree to make the required contributions.

Members hired prior to January 1, 2013 could elect to join Plan A or Plan B. Members hired on or after January 1, 2013 and prior to July 1, 2019 may elect to join Plan C or Plan D. Members hired on or after July 1, 2019 will join Plan E.

Member Contributions

Plans A and C: 4% of compensation up to Social Security wage base and 5-1/3% of compensation in excess of wage base

Plans B, D, and E: 5-1/3% of compensation

Interest is credited at the rate of 5% per year.

Member contributions are made through an "employer pick-up" arrangement, which results in deferral of the taxes on these contributions.

Credited Service

All service as a member plus certain purchased prior service is credited. For members who have at least five years of service, credit is allowed at the rate of one month for 172 hours of accrued unused sick leave. For those hired on or after January 1, 2013, the amount of unused sick leave that may be used is capped at 2,080 hours.

Average Final Compensation

Base pay and roll call pay are credited, including the "pay" at the rate of final salary during the unused sick leave period. Average Final Compensation is the average over the high 36 consecutive months (or shorter period of total service).

Social Security Wage Base

The amount of wages subject to Social Security (FICA) taxes ($184,500 in 2026).

APPENDIX C — SUMMARY OF PLAN PROVISIONS

Social Security Breakpoint

The Social Security breakpoint is the 35-year average of Social Security wage bases ending with the year the employee attains Social Security Retirement Age.

Normal Retirement

ELIGIBILITY

For those hired before January 1, 2013:

1. Age 65 with five years of service, or
2. Age 50 with age plus service greater than or equal to 80

For those hired on or after January 1, 2013:

1. Age 65 with five years of service, or
2. Age 55 with age plus service greater than or equal to 85

BENEFIT

Plan A and C Benefits: The sum of 1.8% of average final compensation up to the Social Security breakpoint plus 2% of average final compensation in excess of the breakpoint, all multiplied by credited service, and increased by 3%.

Plan B and D Benefits: 2% of average final compensation multiplied by credited service, increased by 3%.

Plan E Benefits: 2% of average final compensation multiplied by credited service.

Plans A, B, C, and D: Pre-Social Security Retirement Age (SSRA) supplement of 1% of average final compensation up to the Social Security breakpoint times credited service and increased by 3%. This benefit is payable from normal retirement age until the participant reaches his/her SSRA (age 65, 66, or 67).

Plan E: Early Age Option of 0.5% of average final compensation up to the Social Security breakpoint times credited service. This benefit is payable from retirement age until the participant reaches his/her SSRA (age 65, 66, or 67). After SSRA, the base benefit would be reduced to account for the accelerated pre-SSRA benefit.

APPENDIX C — SUMMARY OF PLAN PROVISIONS

Early Retirement

ELIGIBILITY

1. Age 50 with 25 years of service, or
2. 10 years of service with age plus service greater than or equal to 75

BENEFIT

Normal retirement benefit calculated using average final compensation and service at early retirement, actuarially reduced.

No pre-SSRA supplement benefit is payable.

DROP (Deferred Retirement Option Program)

ELIGIBILITY

All members are eligible for DROP participation upon attaining eligibility for normal service retirement. Members can only participate in DROP once, and their election is irrevocable.

BENEFIT

The benefit scheduled to begin at normal retirement will be credited to a separate DROP account within the Retirement System, accumulating with interest while the member continues to work for a period of 36 months. Upon completion of the three-year period, DROP participation ends, and participants must terminate employment. At that time, the participant will receive payment of the accumulated DROP benefits and begin receiving his or her monthly retirement benefit (in the same amount as determined at commencement of DROP participation, plus annual cost-of-living increases).

For those hired on or after January 1, 2013, the amount credited to the DROP account will exclude the Pre-Social Security Supplement described in item 7.

The DROP account will be credited with interest at an annual rate of 5%, compounded monthly.

Death or Disability during DROP

Non-Service-Connected: The effective date of the death or disability will be treated as the end of the DROP participation.

APPENDIX C — SUMMARY OF PLAN PROVISIONS

Service-Connected Disability: The member may elect either (1) to receive the service-connected disability benefits to which he or she would otherwise be entitled (forfeiture of DROP balance) or (2) the normal retirement benefit plus the DROP account balance.

Service-Connected Death: The beneficiary will receive payment of the accumulated DROP benefits and the regular service-connected benefit.

Service-Connected Disability

ELIGIBILITY

No age or service requirement

BENEFIT

66-2/3% of average final compensation less 100% of Virginia Workers' Compensation benefit.

Ordinary Disability

ELIGIBILITY

Five years of credited service

BENEFIT

Plan A, B, C, and D: 2% of average final compensation times years of credited service, increased by 3%; maximum is 60% of average final compensation; minimum is $300 per year, increased by 3%.

Plan E: 2% of average final compensation times years of credited service; maximum is 60% of average final compensation; minimum is $300 per year.

Service - Connected Death

ELIGIBILITY

No age or service requirement

BENEFIT

Lump sum payment of $10,000 plus ordinary death benefit

APPENDIX C — SUMMARY OF PLAN PROVISIONS

Ordinary Death

ELIGIBILITY

Less than 15 years of service

BENEFIT

Return of employee contributions with interest, payable in lump sum

ELIGIBILITY

15 or more years of service

BENEFIT

Spouse Allowance: In lieu of the refund of contributions, the spouse of the deceased member may elect an allowance of 50% of the normal retirement benefit, based on average final compensation and service as of the date of the member's death. The allowance is payable for the life of the spouse but ceases upon the spouse's remarriage if such remarriage occurs prior to the spouse's attainment of age 60.

Vesting

ELIGIBILITY

Five years of service

BENEFIT

Normal retirement benefit based on average final compensation and service at date of termination. Benefit is payable in full at age 65 or actuarially reduced and payable at early retirement age.

A member may withdraw his contributions with interest at termination, in which case no vested benefit is payable.

Withdrawal

ELIGIBILITY

Not eligible for other benefits

APPENDIX C — SUMMARY OF PLAN PROVISIONS

BENEFIT

Contributions with interest

Form of Payment

The normal form of payment is a life annuity with a guarantee that at least the amount of member contributions with interest will be paid to the retiree or beneficiaries.

A member may elect an actuarially equivalent "pop-up" Joint and Survivor benefit with choice of 50%, 66 ⅔%, 75%, or 100% continuation to the spouse.

Cost-of-Living Adjustment

Each July 1, benefits are increased by the lesser of 4% or the increase in the cost-of-living index. The increase is prorated for those who have not been retired for a full year.

Cost-of-living adjustments do not apply to the pre-SSRA supplement or to deferred vested benefits prior to benefit commencement.

In addition to automatic adjustments, benefits may be further increased on an ad hoc basis, if actuarial experience has been favorable.

Changes Since Last Valuation

None