GASB 74/75 ACTUARIAL VALUATION
Fiscal Year Ending December 31, 2025

SALT LAKE COUNTY

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Table of Contents

April 14, 2026

Becky Timothy
Salt Lake County
2001 South State Street
Salt Lake City, UT 84114

This report summarizes the GASB actuarial valuation for the Salt Lake County 2025 fiscal year. To the best of our knowledge, the report presents a fair position of the funded status of the plan in accordance with GASB Statement No. 74 (Financial Reporting for Post-Employment Benefit Plans Other Than Pension Plans) and GASB Statement No. 75 (Accounting and Financial Reporting by Employers for Post-Employment Benefits Other Than Pensions). This report may not be appropriate for other purposes. Please contact Nyhart prior to disclosing this report to any other party or relying on its content for any purpose other than that explained above. Failure to do so may result in misrepresentation or misinterpretation of this report.

The information presented herein is based on the actuarial assumptions and substantive plan provisions summarized in this report and participant information furnished to us by the Plan Sponsor. Asset information has been provided to us by the Plan Sponsor. We have reviewed the employee census provided by the Plan Sponsor for reasonableness when compared to the prior information provided but have not audited the information at the source, and therefore do not accept responsibility for the accuracy or the completeness of the data on which the information is based. When relevant data may be missing, we may have made assumptions we feel are neutral or conservative to the purpose of the measurement. We are not aware of any significant issues with and have relied on the data provided.

The discount rate, expected return on assets, other economic assumptions, and demographic assumptions have been selected by the Plan Sponsor with the concurrence of Nyhart. In our opinion, the actuarial assumptions are individually reasonable and in combination represent our estimate of anticipated experience of the Plan. All calculations have been made in accordance with generally accepted actuarial principles and practice. Note that the evaluation of the reasonability of the expected asset return assumption was considered outside the scope of our assignment.

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 economic or demographic assumptions;
- changes in economic or demographic assumptions;
- increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period); and
- changes in plan provisions or applicable law.

We did not perform an analysis of the potential range of future measurements due to the limited scope of our engagement.

To our knowledge, there have been no significant events prior to the current year's measurement date or as of the date of this report that could materially affect the results contained herein.

Neither Nyhart nor any of its employees has any relationship with the plan or its sponsor that could impair or appear to impair the objectivity of this report. Our professional work is in full compliance with the American Academy of Actuaries "Code of Professional Conduct" Precept 7 regarding conflict of interest. The undersigned are compliant with the continuing education requirements of the Qualification Standards for Actuaries Issuing Statements of Actuarial Opinion in the United States.

Should you have any questions please do not hesitate to contact us.

John Lee, FSA, MAAA
Actuary

Nisha Sundi, FSA, MAAA
Actuary

Executive Summary

Salt Lake County GASB 74/75 Valuation for Fiscal Year Ending December 31, 2025

Summary of Results

Presented below is the summary of GASB 75 results for the fiscal year ending December 31 , 2025 compared to the prior fiscal year as shown in the County's Notes to Financial Statement.

	As of December 31, 2024	As of December 31, 2025
Total OPEB Liability	$ 99,367,875	$ 124,150,952
Actuarial Value of Assets	$ (21,356,954)	$ (23,511,146)
Net OPEB Liability	$ 78,010,921	$ 100,639,806
Funded Ratio	21.5%	18.9%

	FY 2024	FY 2025
OPEB Expense	$ (594,623)	$ 6,827,416
Annual Employer Contributions	$ 6,216,204	$ 3,716,204
Actuarially Determined Contribution	$ 7,483,296	$ 6,784,552

	As of December 31, 2024	As of December 31, 2025
Discount Rate	7.90%	8.20%
Expected Return on Assets	7.90%	8.20%

	As of December 31, 2025
Total Active Participants	1,100
Total Retiree Participants	2,122

The active participants’ number above may include active employees who currently have no health care coverage . Refer to Summary of Participants section for an accurate breakdown of active employees with and without coverage .

Executive Summary

Salt Lake County GASB 74/75 Valuation for Fiscal Year Ending December 31, 2025

Summary of Results

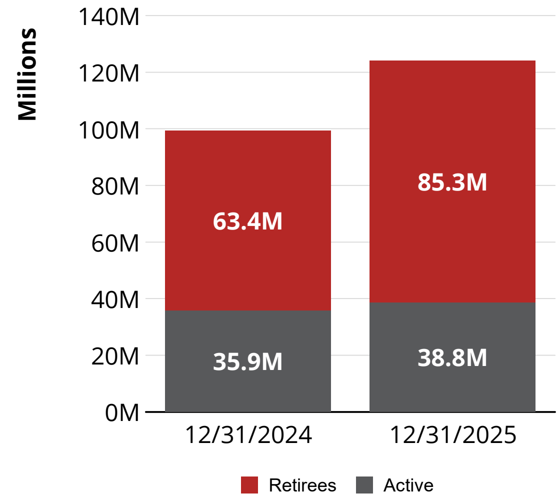
Below is a breakdown of total GASB 75 liabilities allocated to past and current service compared to the prior year. The table below also provides a breakdown of the Total OPEB Liability allocated to pre- and post- Medicare eligibility. The liability shown below includes explicit (if any) and implicit subsidies. Refer to the Substantive Plan Provisions section for complete information on the Plan Sponsor's GASB subsidies.

Present Value of Future Benefits	As of December 31, 2024	As of December 31, 2025
Active Employees	$ 42,086,612	$ 44,032,368
Retired Employees	63,448,804	85,342,956
Total Present Value of Future Benefits	**$ 105,535,416**	**$ 129,375,324**

Total OPEB Liability	As of December 31, 2024	As of December 31, 2025
Active Pre-Medicare	$ 17,786,256	$ 18,902,334
Active Post-Medicare	18,132,815	19,905,662
Active Liability	$ 35,919,071	$ 38,807,996
Retiree Pre-Medicare	$ 13,657,560	$ 17,248,614
Retiree Post-Medicare	49,791,244	68,094,342
Retiree Liability	$ 63,448,804	$ 85,342,956
Total OPEB Liability	**$ 99,367,875**	**$ 124,150,952**

	As of December 31, 2024	As of December 31, 2025
Discount Rate	7.90%	8.20%

Changes In Total OPEB Liability



Present Value of Future Benefits (PVFB) is the amount needed as of December 31, 2025 and December 31, 2024, to fully fund the County's retiree health care subsidies for existing and future retirees and their dependents assuming all actuarial assumptions are met.

Total OPEB Liability is the portion of PVFB considered to be accrued or earned as of December 31, 2025 and December 31, 2024. This amount is a required disclosure in the Required Supplementary Information

Schedule of Changes in Net OPEB Liability and Related Ratios

OPEB Liability	FY 2025	FY 2024	FY 2023	FY 2022	FY 2021
Total OPEB Liability					
Total OPEB Liability - beginning of year	$ 99,367,875	$ 107,846,024	$ 104,343,776	$ 106,435,367	$ 106,938,083
Service cost	870,518	936,515	1,636,761	1,870,823	2,236,292
Interest	7,780,826	8,236,352	5,974,979	5,339,753	5,374,042
Change of benefit terms	0	0	(151,633)	0	0
Changes in assumptions	4,904,298	(2,031,521)	(21,981,910)	(10,814,687)	2,302,781
Differences between expected and actual experience	14,788,983	(11,916,991)	22,218,421	4,572,112	(6,986,933)
Benefit payments	(3,561,548)	(3,702,504)	(4,194,370)	(3,059,592)	(3,428,898)
Net change in total OPEB liability	$ 24,783,077	$ (8,478,149)	$ 3,502,248	$ (2,091,591)	$ (502,716)
Total OPEB Liability - end of year	$ 124,150,952	$ 99,367,875	$ 107,846,024	$ 104,343,776	$ 106,435,367
Plan Fiduciary Net Position					
Plan fiduciary net position - beginning of year	$ 21,356,954	$ 17,475,260	$ 14,890,930	$ 14,102,508	$ 11,735,550
Contributions - employer	3,716,204	6,216,204	5,651,065	5,651,064	4,809,408
Contributions - active employees	0	0	0	0	0
Net investment income	2,349,815	1,687,527	1,403,542	(1,468,041)	1,255,877
Benefit payments	(3,561,548)	(3,702,504)	(4,194,370)	(3,059,592)	(3,428,898)
Trust administrative expenses	(350,279)	(319,533)	(275,907)	(335,009)	(269,429)
Net change in plan fiduciary net position	$ 2,154,192	$ 3,881,694	$ 2,584,330	$ 788,422	$ 2,366,958
Plan fiduciary net position - end of year	$ 23,511,146	$ 21,356,954	$ 17,475,260	$ 14,890,930	$ 14,102,508
Net OPEB Liability - end of year	**$ 100,639,806**	**$ 78,010,921**	**$ 90,370,764**	**$ 89,452,846**	**$ 92,332,859**
Plan fiduciary net position as % of total OPEB liability	18.9%	21.5%	16.2%	14.3%	13.2%
Covered employee payroll	$ 96,463,299	$ 100,761,806	$ 97,590,127	$ 102,297,111	$ 102,449,796
Net OPEB liability as % of covered payroll	104.3%	77.4%	92.6%	87.4%	90.1%

* FY 2025 covered employee payroll is estimated based on the active employee salary from the census. Historical payrolls were estimated when actuals were not available.

Schedule of Changes in Net OPEB Liability and Related Ratios (Continued)

OPEB Liability	FY 2020	FY 2019	FY 2018	FY 2017
Total OPEB Liability				
Total OPEB Liability - beginning of year	$ 107,805,801	$ 106,326,832	$ 106,520,525	$ 105,692,624
Service cost	2,237,112	2,603,102	2,565,355	3,686,540
Interest	5,429,448	5,361,285	5,368,659	5,199,280
Change of benefit terms	0	0	0	0
Changes in assumptions	0	4,012,229	0	3,579,764
Differences between expected and actual experience	(5,590,464)	(7,047,075)	(4,660,027)	(8,181,459)
Benefit payments	(2,943,814)	(3,450,572)	(3,467,680)	(3,456,223)
Net change in total OPEB liability	$ (867,718)	$ 1,478,969	$ (193,693)	$ 827,901
Total OPEB Liability - end of year	$ 106,938,083	$ 107,805,801	$ 106,326,832	$ 106,520,525
Plan Fiduciary Net Position				
Plan fiduciary net position - beginning of year	$ 9,541,342	$ 6,512,255	$ 5,437,723	$ 5,206,393
Contributions - employer	4,372,176	5,966,130	4,857,214	3,532,512
Contributions - active employees	0	0	0	0
Net investment income	1,053,452	766,640	(72,309)	140,241
Benefit payments	(2,943,814)	(3,450,572)	(3,467,680)	(3,456,223)
Trust administrative expenses	(287,606)	(253,111)	(242,693)	0
Net change in plan fiduciary net position	$ 2,194,208	$ 3,029,087	$ 1,074,532	$ 216,530
Plan fiduciary net position - end of year	$ 11,735,550	$ 9,541,342	$ 6,512,255	$ 5,422,923
Net OPEB Liability - end of year	**$ 95,202,533**	**$ 98,264,459**	**$ 99,814,577**	**$ 101,097,602**
Plan fiduciary net position as % of total OPEB liability	11.0%	8.9%	6.1%	5.1%
Covered employee payroll	$ 116,524,557	$ 112,856,714	$ 118,859,880	$ 123,802,045
Net OPEB liability as % of covered payroll	81.7%	87.1%	84.0%	81.7%

* Historical payrolls were estimated when actuals were not available.

Schedule of Employer Contributions

The Actuarially Determined Contributions (ADC) shown below are based on the Annual Required Contribution (ARC) calculated in prior GASB 45 actuarial valuations as shown in the County's financial statements.

	FY 2025	FY 2024	FY 2023	FY 2022	FY 2021
Actuarially Determined Contribution (ADC)	$ 6,784,552	$ 7,483,296	$ 6,850,198	$ 6,674,262	$ 7,054,195
Contributions in relation to the ADC	3,716,204	6,216,204	5,651,065	5,651,064	4,809,408
Contribution deficiency/(excess)	$ 3,068,348	$ 1,267,092	$ 1,199,134	$ 1,023,198	$ 2,244,787
Covered employee payroll	$ 96,463,299	$ 100,761,806	$ 97,590,127	$ 102,297,111	$ 102,449,796
Contribution as a % of covered payroll	3.9%	6.2%	5.8%	5.5%	4.7%

	FY 2020	FY 2019	FY 2018	FY 2017	FY 2016
Actuarially Determined Contribution (ADC)	$ 7,063,051	$ 7,256,498	$ 7,278,974	$ 7,848,147	$ 7,970,611
Contributions in relation to the ADC	4,372,176	5,966,130	4,857,214	3,532,512	3,908,992
Contribution deficiency/(excess)	$ 2,690,875	$ 1,290,368	$ 2,421,760	$ 4,315,635	$ 4,061,619
Covered employee payroll	$ 116,524,557	$ 112,856,714	$ 118,859,880	$ 123,802,045	$ 145,267,334
Contribution as a % of covered payroll	3.8%	5.3%	4.1%	2.9%	2.7%

OPEB Expense

OPEB Expense		FY 2025		FY 2024
Discount Rate				
Beginning of year		7.90%		7.70%
End of year		8.20%		7.90%
Service cost	$	870,518	$	936,515
Interest		7,780,826		8,236,352
Change of benefit terms		0		0
Projected earnings on OPEB plan investments		(1,679,619)		(1,428,504)
Reduction for contributions from active employees		0		0
OPEB plan administrative expenses		350,279		319,533
Current period recognition of deferred outflows / (inflows) of resources				
Differences between expected and actual experience	$	6,257,579	$	(964,686)
Changes in assumptions		(6,781,000)		(7,747,064)
Net difference between projected and actual earnings on OPEB plan investments		28,833		53,231
Total current period recognition	$	(494,588)	$	(8,658,519)
Total OPEB expense	$	6,827,416	$	(594,623)

Deferred Outflows / (Inflows) of Resources

Deferred Outflows / (Inflows) of Resources represents the following items that have not been recognized in the OPEB Expense:

1. Differences between expected and actual experience of the OPEB plan
2. Changes of assumptions
3. Differences between projected and actual earnings in OPEB plan investments (for funded plans only)

The initial amortization period for the first two items noted above is based on expected future service lives while the difference between the projected and actual earnings in OPEB plan investment is amortized over five years. All balances are amortized linearly on a principal only basis and new bases will be created annually for each of the items above.

Differences between expected and actual experience for FYE	Initial Balance	Initial Amortization Period	Annual Recognition	Unamortized Balance as of December 31, 2025
December 31, 2017	$ (8,181,459)	7	$ 0	$ 0
December 31, 2018	$ (4,660,027)	6	$ 0	$ 0
December 31, 2019	$ (7,047,075)	6	$ 0	$ 0
December 31, 2020	$ (5,590,464)	5	$ 0	$ 0
December 31, 2021	$ (6,986,933)	5	$ (1,397,385)	$ 0
December 31, 2022	$ 4,572,112	4	$ 1,143,028	$ 0
December 31, 2023	$ 22,218,421	4	$ 5,554,605	$ 5,554,606
December 31, 2024	$ (11,916,991)	3	$ (3,972,330)	$ (3,972,331)
December 31, 2025	$ 14,788,983	3	$ 4,929,661	$ 9,859,322

Deferred Outflows / (Inflows) of Resources (Continued)

Changes in assumptions for FYE	Initial Balance	Initial Amortization Period	Annual Recognition	Unamortized Balance as of December 31, 2025
December 31, 2017	$ 3,579,764	7	$ 0	$ 0
December 31, 2018	$ 0	N/A	$ 0	$ 0
December 31, 2019	$ 4,012,229	6	$ 0	$ 0
December 31, 2020	$ 0	N/A	$ 0	$ 0
December 31, 2021	$ 2,302,781	5	$ 460,557	$ 0
December 31, 2022	$ (10,814,687)	4	$ (2,703,671)	$ 0
December 31, 2023	$ (21,981,910)	4	$ (5,495,478)	$ (5,495,476)
December 31, 2024	$ (2,031,521)	3	$ (677,174)	$ (677,173)
December 31, 2025	$ 4,904,298	3	$ 1,634,766	$ 3,269,532

Net Difference between projected and actual earnings in OPEB plan investments for FYE	Initial Balance	Initial Amortization Period	Annual Recognition	Unamortized Balance as of December 31, 2025
December 31, 2021	$ (641,661)	5	$ (128,333)	$ 0
December 31, 2022	$ 2,228,890	5	$ 445,778	$ 445,778
December 31, 2023	$ (513,840)	5	$ (102,768)	$ (205,536)
December 31, 2024	$ (259,024)	5	$ (51,805)	$ (155,414)
December 31, 2025	$ (670,196)	5	$ (134,039)	$ (536,157)

Deferred Outflows / (Inflows) of Resources (Continued)

As of fiscal year ending December 31, 2025	Deferred Outflows		Deferred Inflows	
Differences between expected and actual experience	$	15,413,928	$	(3,972,331)
Changes in assumptions		3,269,532		(6,172,649)
Net difference between projected and actual earnings in OPEB plan investments		0		(451,329)
Total	**$**	**18,683,460**	**$**	**(10,596,309)**

Annual Amortization of Deferred Outflows / (Inflows)

The balances as of December 31, 2025 of the deferred outflows / (inflows) of resources will be recognized in OPEB expense in the future fiscal years as noted below.

FYE	Balance	
2026	$	2,131,219
2027	$	6,275,815
2028	$	(185,843)
2029	$	(134,040)
2030	$	0
Thereafter	$	0

Sensitivity Results

The following presents the Net OPEB Liability as of December 31, 2025, calculated using the discount rate assumed and what it would be using a 1% higher and 1% lower discount rate.

- The current discount rate is 8.20%.
- The 1% decrease in discount rate would be 7.20%.
- The 1% increase in discount rate would be 9.20%.

As of December 31, 2025	Net OPEB Liability
1% Decrease	$ 114,162,969
Current Discount Rate	$ 100,639,806
1% Increase	$ 89,205,587

The following presents the Net OPEB Liability as of December 31, 2025, using the health care trend rates assumed and what it would be using 1% higher and 1% lower health care trend rates.

- The current health care trend rate starts at an initial rate of 8.50%, decreasing to an ultimate rate of 4.50%.
- The 1% decrease in health care trend rates would assume an initial rate of 7.50%, decreasing to an ultimate rate of 3.50%.
- The 1% increase in health care trend rates would assume an initial rate of 9.50%, decreasing to an ultimate rate of 5.50%.

As of December 31, 2025	Net OPEB Liability
1% Decrease	$ 88,830,912
Current Trend Rates	$ 100,639,806
1% Increase	$ 114,608,473

* The above trend sensitivity results also include post-65, dental, and vision trend sensitivities.

GASB Disclosures

Salt Lake County GASB 74/75 Valuation for Fiscal Year Ending December 31, 2025

Asset Information

Asset Breakdown		FY 2024		FY 2025
Assets				
Cash and cash equivalents	$	486,454	$	231,408
Securities lending cash collateral		0		0
Total cash	$	486,454	$	231,408
Receivables				
Accrued Revenue Receivable	$	101,970	$	1,276
Medical Insurance Receivable		10,738		31,661
Total receivables	$	112,708	$	32,937
Investments				
Fixed income	$	10,751,044	$	11,376,149
Equities		0		0
Mutual Funds		10,171,496		11,899,970
Total investments	$	20,922,540	$	23,276,119
Total Assets	$	21,521,702	$	23,540,464
Liabilities				
Payables				
Vouchers Payable	$	162,731	$	29,318
A/P: Pass Thru		2,017		0
Total liabilities	$	164,748	$	29,318
Net Position Restricted to OPEB	**$**	**21,356,954**	**$**	**23,511,146**

Asset Information (Continued)

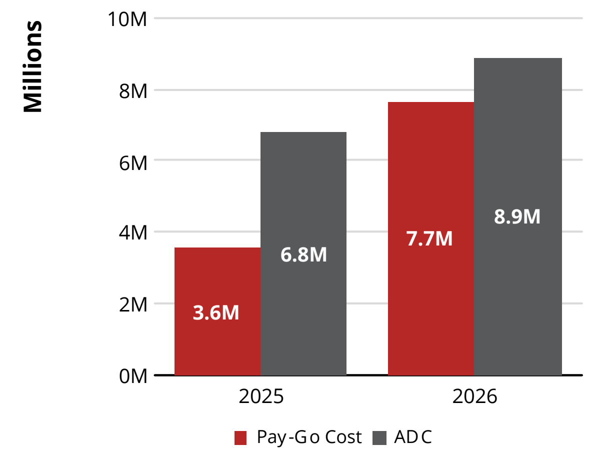
Asset Reconciliation		FY 2024		FY 2025
Additions				
Contributions Received				
Employer	$	6,216,204	$	3,716,204
Active employees		0		0
Total contributions	$	6,216,204	$	3,716,204
Investment Income				
Net increase in fair value of investments	$	964,515	$	1,626,897
Interest and dividends		723,012		722,918
Investment expense, other than from securities lending		0		0
Securities lending income		0		0
Securities lending expense		0		0
Net investment income	$	1,687,527	$	2,349,815
Total additions	$	7,903,732	$	6,066,019
Deductions				
Benefit payments	$	3,702,504	$	3,561,548
Administrative expenses		319,533		350,279
Other		0		0
Total deductions	$	4,022,037	$	3,911,827
Net increase in net position	$	3,881,695	$	2,154,192
Net position restricted to OPEB				
Beginning of year	$	17,475,260	$	21,356,954
End of year	$	21,356,954	$	23,511,146

Actuarially Determined Contributions

Salt Lake County GASB 74/75 Valuation For Fiscal Year Ending December 31, 2025

		FY 2025		FY 2026
Discount rate (Funding)		7.90%		8.20%
Payroll growth factor used for amortization		3.25%		3.25%
Actuarial cost method		Entry Age Normal Level % of Salary		Entry Age Normal Level % of Salary
Amortization type		Level % of Salary		Level % of Salary
Amortization period (years)		22		21
Actuarial Accrued Liability (AAL) - beginning of year	$	99,367,875	$	124,150,952
Actuarial Value of Assets (AVA) - beginning of year		(21,356,954)		(23,511,146)
Unfunded AAL - beginning of year	$	78,010,921	$	100,639,806
Normal Cost	$	870,518	$	835,939
Amortization of Unfunded AAL		5,417,297		7,355,320
Total normal cost plus amortization	$	6,287,815	$	8,191,259
Interest to end of year		496,737		671,683
Actuarially Determined Contribution	$	6,784,552	$	8,862,942
Expected Benefit Payments		3,561,548		7,666,404

Cash Vs Accrual Accounting



Actuarially Determined Contribution (ADC) is the target or recommended contribution to a defined benefit OPEB plan, which if paid on an ongoing basis, will provide sufficient resources to fund future costs for services to be earned and liabilities attributed to past services. This is typically higher than the pay-as-you-go cost because it includes recognition of employer costs expected to be paid in future accounting periods.

* FY 2025 Expected Benefit Payments reflect actual 2025 pay-go amounts.

Projection of GASB Disclosures

Salt Lake County GASB 74/75 Valuation for Fiscal Year Ending December 31, 2025

The Total OPEB Liability (TOL) is expected to change on an annual basis as a result of expected and unexpected events. Under normal circumstances, it is generally expected to have a net increase each year. Below is a list of the most common events affecting the total OPEB liability and whether they increase or decrease the liability.

Expected Events
- Increases in TOL due to additional benefit accruals as employees continue to earn service each year
- Increases in TOL due to interest as the employees and retirees age
- Decreases in TOL due to benefit payments

Unexpected Events
- Increases in TOL when actual health care costs increase more than expected. A liability decrease occurs when the reverse happens.
- Increases in TOL when more new retirements occur than expected or fewer terminations occur than anticipated. Liability decreases occur when the opposite outcomes happen.
- Increases or decreases in TOL depending on whether benefits are improved or reduced.

Projection of Total OPEB Liability (TOL)	FY 2025	FY 2026
TOL as of beginning of year	$ 99,367,875	$ 124,150,952
Normal cost as of beginning of year	870,518	835,939
Exp. benefit payments during the year	(3,561,548)	(7,666,404)
Interest adjustment to end of year	7,780,826	9,940,795
Exp. TOL as of end of year	$ 104,457,671	$ 127,261,282
Actuarial Loss / (Gain)	19,693,281	TBD
Actual TOL as of end of year	**$ 124,150,952**	**$ TBD**
Discount rate as of beginning of year	7.90%	8.20%
Discount rate as of end of year	8.20%	TBD

Projection of Actuarial Value of Assets (AVA)	FY 2025	FY 2026
AVA as of beginning of year	$ 21,356,954	$ 23,511,146
Exp. employer contributions during the year	3,716,204	10,066,404
Exp. benefit payments during the year	(3,561,548)	(7,666,404)
Expected investment income	1,679,620	2,010,297
Exp. Trust administrative expenses	(350,279)	(350,279)
Exp. AVA as of end of year	$ 22,840,951	$ 27,571,164
Differences between expected and actual experience	670,195	TBD
AVA as of end of year	**$ 23,511,146**	**$ TBD**
Expected asset return as of beginning of year	7.90%	8.20%
Expected asset return as of end of year	8.20%	TBD

* FY 2025 Expected Benefit Payments reflect actual 2025 pay-go amounts.

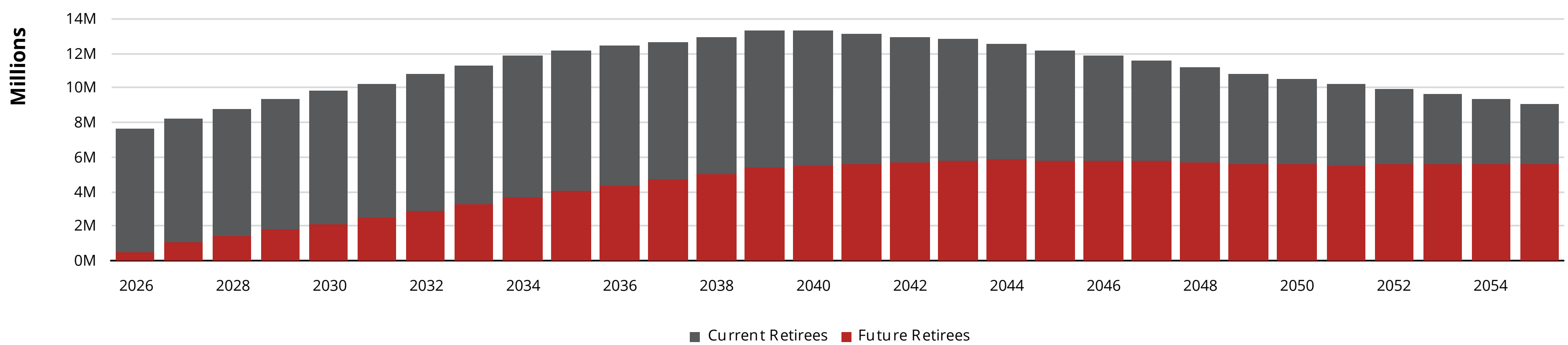
Cash Flow Projections

Salt Lake County GASB 74/75 Valuation for Fiscal Year Ending December 31, 2025

The below projections show the actuarially estimated employer-paid contributions for retiree health benefits for the next thirty years. Results are shown separately for a closed group of current/future retirees. These projections include explicit and implicit subsidies.

FYE	Current Retirees	Future Retirees*	Total	FYE	Current Retirees	Future Retirees*	Total	FYE	Current Retirees	Future Retirees*	Total
2026	$ 7,140,983	$ 525,421	$ 7,666,404	2036	$ 8,080,433	$ 4,376,145	$ 12,456,578	2046	$ 6,033,112	$ 5,831,790	$ 11,864,902
2027	$ 7,214,557	$ 1,035,130	$ 8,249,687	2037	$ 7,975,407	$ 4,688,248	$ 12,663,655	2047	$ 5,793,407	$ 5,752,933	$ 11,546,340
2028	$ 7,354,430	$ 1,427,197	$ 8,781,627	2038	$ 7,883,154	$ 5,022,405	$ 12,905,559	2048	$ 5,492,094	$ 5,701,680	$ 11,193,774
2029	$ 7,544,683	$ 1,812,239	$ 9,356,922	2039	$ 7,927,336	$ 5,397,617	$ 13,324,953	2049	$ 5,216,435	$ 5,612,279	$ 10,828,714
2030	$ 7,688,517	$ 2,134,574	$ 9,823,091	2040	$ 7,792,190	$ 5,523,018	$ 13,315,208	2050	$ 4,931,836	$ 5,630,876	$ 10,562,712
2031	$ 7,759,038	$ 2,498,898	$ 10,257,936	2041	$ 7,556,766	$ 5,615,424	$ 13,172,190	2051	$ 4,640,607	$ 5,550,856	$ 10,191,463
2032	$ 7,887,087	$ 2,887,301	$ 10,774,388	2042	$ 7,245,333	$ 5,739,045	$ 12,984,378	2052	$ 4,348,014	$ 5,590,238	$ 9,938,252
2033	$ 8,032,595	$ 3,304,989	$ 11,337,584	2043	$ 6,981,510	$ 5,832,419	$ 12,813,929	2053	$ 4,058,476	$ 5,589,294	$ 9,647,770
2034	$ 8,123,017	$ 3,715,730	$ 11,838,747	2044	$ 6,622,743	$ 5,886,853	$ 12,509,596	2054	$ 3,775,375	$ 5,571,050	$ 9,346,425
2035	$ 8,141,548	$ 4,061,548	$ 12,203,096	2045	$ 6,337,733	$ 5,828,085	$ 12,165,818	2055	$ 3,501,613	$ 5,581,897	$ 9,083,510

Projected Employer Pay-go Cost



* Projections for future retirees do not take into account future new hires.

Discussion of Discount Rates

Salt Lake County GASB 74/75 Valuation for Fiscal Year Ending December 31, 2025

Under GASB 74, the discount rate used in valuing OPEB liabilities for funded plans as of the Measurement Date must be based on the long-term expected rate of return on OPEB plan investments that are expected to be used to finance future benefit payments to the extent that (a) they are sufficient to pay for the projected benefit payments and (b) the OPEB plan assets are invested using a strategy that will achieve that return. When the OPEB plan investments are insufficient to cover future benefit payments, a yield for 20-year tax-exempt general obligation municipal bonds with an average rating of AA /Aa or higher (or equivalent quality on another rating scale) must be used.

For the current valuation:

1. The long-term expected rate of return on OPEB plan investment is assumed to be 8.20% as of December 31, 2025 and 7.90% as of December 31, 2024. This was based on long term rates provided by the County's asset manager. The expected future real rates of return were provided for each major asset class along with a long term 2.50% inflation. These expected future real rates of return are then combined with expected inflation to produce the long-term expected rate of return by weighting them based on the asset allocation provided by the County's asset manager. The best estimates of arithmetic real rates of return for each major asset class included in the OPEB Plan's asset allocation as of December 31, 2025 are summarized in the following table.

Asset Class	Asset Allocation	L/T Expected Real Rate of Return[1]
CDs	29.7%	3.80%
Open-End Fund	17.3%	6.21%
ETF	30.9%	8.57%
CORP	5.2%	4.18%
US GOV	2.6%	3.45%
AGCY BOND	11.4%	3.84%
MMFUND	2.9%	3.25%
Total	100.0%	5.69%

2. The discount rate used when the OPEB plan investments are insufficient to pay for future benefit payments are selected from the range of indices as shown in the table below, where the range is given as the spread between the lowest and highest rate shown.

Yield as of	December 31, 2024	December 31, 2025
Bond Buyer Go 20-Bond Municipal Bond Index	4.08%	4.83%
S&P Municipal Bond 20-Year High Grade Rate Index	4.28%	4.43%
Fidelity 20-Year Go Municipal Bond Index	4.20%	4.33%
Bond Index Range	4.08% - 4.28%	4.33% - 4.83%

3. The final equivalent single discount rate used for accounting disclosure purposes is 8.20% as of December 31, 2025 and 7.90% December 31, 2024 based on the expectation that the County will contribute $2,150,000 in 2025 increasing by $250,000 per year until the ADC is reached. If the contribution policy changes, Nyhart will need to re-evaluate the discount rate used for accounting disclosure purposes. Based on our projections, the Trust is never expected to be depleted. A discount rate of 8.20% is used for funding purposes (in determining the Actuarially Determined Contribution).

[1] Moreton Asset Management provided the real rates of return based on a 2.50% inflation assumption.

Summary of Plan Participants

Salt Lake County GASB 74/75 Valuation for Fiscal Year Ending December 31, 2025

Active Employees

Actives with medical coverage eligible for retiree health benefits[2]	Single	Non-Single[3]	Total	Avg. Age	Avg. Svc		Salary
PEHP HDHP	79	214	293	53.5	21.6	$	27,187,479
PEHP PPO	35	45	80	58.7	23.1	$	6,038,245
Select Health HDHP	144	380	524	52.4	21.5	$	47,908,227
Select Health PPO	55	93	148	55.6	23.2	$	11,903,417
Total actives with coverage	**313**	**732**	**1,045**	**53.6**	**21.9**	**$**	**93,037,368**
Actives without medical coverage eligible for retiree benefits[4]			**55**	**58.8**	**20.2**	**$**	**3,425,931**

Actives not eligible for retiree health benefits[5]	Total	Avg. Age	Avg. Svc		Salary
With medical coverage	2,726	41.8	4.8	$	196,544,823
Without medical coverage	269	43.1	3.3	$	12,649,462

[2] Includes active employees who were hired prior to January 1, 2013.
[3] Non-single enrollment includes participants who elected EE+1, and EE+2 coverage
[4] Out of 55 eligible active employees without medical coverage, 21 have dental benefits
[5] This enrollment includes active employees who are not eligible for retiree health benefits because they were hired on/after January 1, 2013

Summary of Plan Participants

Salt Lake County GASB 74/75 Valuation for Fiscal Year Ending December 31, 2025

Active Age-Service Distribution[6]

Age	Years of Service										Total
	< 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 & up	
Under 25											**0**
25 to 29											**0**
30 to 34				4	1						**5**
35 to 39				20	28	1					**49**
40 to 44				35	82	16	3				**136**
45 to 49				21	95	53	35				**204**
50 to 54				27	66	51	57	9			**210**
55 to 59				15	47	50	62	32	4	1	**211**
60 to 64				12	42	38	41	21	17	2	**173**
65 to 69				6	21	14	19	10	4	2	**76**
70 & up				5	7	7	8	4	2	3	**36**
Total	**0**	**0**	**0**	**145**	**389**	**230**	**225**	**76**	**27**	**8**	**1,100**

[6] Includes active employees who were hired prior to January 1, 2013.

Summary of Plan Participants

Salt Lake County GASB 74/75 Valuation for Fiscal Year Ending December 31, 2025

Retirees

Retirees with coverage	Single	Non-Single	Total	Avg. Age
PEHP HDHP	104	47	151	63.4
PEHP PPO	69	26	95	68.8
Select Health HDHP	190	85	275	63.1
Select Health PPO	129	68	197	69.0
Medicare Supplement 100[7]	N/A	N/A	940	76.8
Medicare Supplement 75[7]	N/A	N/A	11	74.4
Medicare Supplement 50[7]	N/A	N/A	8	75.3
Total retirees with coverage	**N/A**	**N/A**	**1,677**	**71.9**
Retirees without medical coverage[8]			**445**	**81.7**

Retiree Age Distribution

Age	Retirees
< 45	5
45 to 49	45
50 to 54	58
55 to 59	79
60 to 64	172
65 to 69	366
70 to 74	486
75 to 79	359
80 to 84	212
85 to 89	176
90 & up	164
Total	**2,122**

[7] The breakdown of Medicare Supplement plan coverage levels was not provided.
[8] Out of the 445 retirees without medical coverage, 2 have Rx coverage only and 82 have dental coverage only.

Substantive Plan Provisions

Salt Lake County GASB 74/75 Valuation for Fiscal Year Ending December 31, 2025

Eligibility

Employees hired prior to January 1, 2013 are eligible for lifetime retiree health benefits once they meet the Utah Retirement Systems Public Employees and Public Safety Retirement Systems eligibility requirements for pension benefits as outlined below:

1. Tier I General Employees (hired prior to 7/1/2011) – earlier of:
    a. Age 65 with 4 years of service
    b. Age 62 with 10 years of service
    c. Age 60 with 20 years of service
    d. Any age with 25 years of service (with full actuarial age reduction)
    e. Any age with 30 years of service
2. Tier II General Employees (hired on/after 7/1/2011 and on/before 12/31/2012) – earlier of:
    a. Age 65 with 4 years of service
    b. Age 62 with 10 years of service
    c. Age 60 with 20 years of service
    d. Any age with 35 years of service
3. Tier I Public Safety Employees (hired prior to 7/1/2011) – earlier of:
    a. Age 65 with 4 years of service
    b. Age 60 with 10 years of service
    c. Any age with 20 years of service
4. Tier II Public Safety Employees (hired on/after 7/1/2011 and on/before 12/31/2012) – earlier of:
    a. Age 65 with 4 years of service
    b. Age 62 with 10 years of service
    c. Age 60 with 20 years of service
    d. Any age with 25 years of service

Retiree Cost Sharing

Retirees contribute the portion of premium rates not covered by the County's explicit subsidy. Pre-Medicare retirees' premium rates are 102% of active premium rates during COBRA period (18 months), increasing to 140% of active premium rates at the end of COBRA period.

If retirees elect spousal coverage, they are required to pay the full incremental cost of spousal coverage.

Spouse Benefit

Surviving spouses can continue coverage after the death of the retiree until Medicare eligibility if they pay the full cost of coverage.

Life Insurance

Retirees who retired on or before June 12, 2023 are eligible for a $1,000 life insurance benefit that is fully paid by the County.

Medical Benefit

Same benefit options are offered to retirees as active employees. All pre-Medicare health plans are self-insured while the Medicare plans are all fully-insured. The monthly active and pre-Medicare retiree premiums by plan effective on January 1, 2026 are as shown below.

	Active Premiums		Retiree Premiums during COBRA period		Retiree Premiums after COBRA period	
Pre-Medicare Plans	**Retiree**	**Ret + 1**	**Retiree**	**Ret + 1**	**Retiree**	**Ret + 1**
PPO*	$ 893.97	$ 1,963.63	$ 911.85	$ 2,002.90	$ 1,251.56	$ 2,749.08
HDHP*	$ 580.95	$ 1,668.69	$ 592.57	$ 1,702.07	$ 813.33	$ 2,336.16

* Applicable to both Select Health and PEHP plans.

The monthly Medicare retiree premiums by plan effective on January 1, 2026 are as shown below:

Medicare Medical Plans

Age	Medicare 100%	Medicare 75%	Medicare 50%
65	$ 154.17	$ 118.74	$ 87.51
70	$ 216.25	$ 166.57	$ 122.75
75	$ 245.83	$ 189.38	$ 139.54
80	$ 272.92	$ 210.23	$ 154.94
85	$ 300.00	$ 231.11	$ 170.30
90+	$ 306.25	$ 235.92	$ 173.85

Medicare Rx Plans	Rate
Enhanced	$ 93.75

Dental Benefit

Same benefit options are available to retirees as active employees. Monthly dental premiums by plan effective on January 1, 2026 are as shown below.

	Active Premiums		Retiree Premiums during COBRA period		Retiree Premiums after COBRA period	
	Retiree	Ret + 1	Retiree	Ret + 1	Retiree	Ret + 1
Dental	$ 57.00	$ 73.00	$ 58.14	$ 74.46	$ 79.80	$ 102.20

County Subsidy

The County subsidizes retiree health benefits for the retiree only according to the following table:

	Pre-65 Retirees	
SLC YOS @ Ret	PPO	HDHP
20+	$ 729.48	$ 474.06
18 – 19	$ 638.30	$ 414.80
16 – 17	$ 547.11	$ 355.54
14 – 15	$ 455.93	$ 296.29
12 – 13	$ 364.74	$ 237.03
10 – 11	$ 273.56	$ 177.77
7 – 9	$ 182.37	$ 118.51
4 – 6	$ 91.19	$ 59.26
<4	$ 0.00	$ 0.00

	65+ Retirees
SLC YOS @ Ret	County Subsidy (as % of Premium)
20+	80%
18 – 19	70%
16 – 17	60%
14 – 15	50%
12 – 13	40%
10 – 11	30%
7 – 9	20%
4 – 6	10%
<4	0%

Below is an example of how the subsidy works for a retiree with 20 years at retirement enrolled in the Select Health PPO plan pre-Medicare and Medicare Supplement 100% with Enhanced Rx post-Medicare.

		Pre-65
A.	Active rate	$ 893.97
B.	COBRA rate (102% x (A))	$ 911.85
C.	Retiree rate (140% x (A))	$ 1,251.56
D.	County subsidy (from table above)	$ 729.48
E.	Retiree contributions	
	During COBRA (18 months) (B) – (D)	$ 182.37
	After COBRA period (C) – (D)	$ 522.08

		Post-65
A.	Premium rate (age 65)	$ 154.17
B.	County subsidy (80% x (A))	$ 123.34
C.	Retiree contribution	$ 30.83

Actuarial Methods and Assumptions

Salt Lake County GASB 74/75 Valuation for Fiscal Year Ending December 31, 2025

The actuarial assumptions used in this report represent a reasonable long-term expectation of future OPEB outcomes. As national economic and County experience change over time, the assumptions will be tested for ongoing reasonableness and, if necessary, updated.

The discount rate, other economic assumptions, and demographic assumptions have been selected by the Plan Sponsor with the concurrence of Nyhart. In our opinion, the actuarial assumptions are individually reasonable and in combination represent our estimate of anticipated experience of the Plan. All calculations have been made in accordance with generally accepted actuarial principles and practice.

There are changes to the actuarial methods and assumptions since the last full GASB valuation, which was for the fiscal year ending December 31, 2023. Refer to Actuary's Notes section for complete information on these changes. For the current year GASB valuation, we have also updated the per capita costs. We expect to update discount rate, health care trend rates, mortality table, and per capita costs again in the next full GASB valuation, which will be for the fiscal year ending December 31, 2027.

Measurement Date

For fiscal year ending December 31, 2025, a December 31, 2025 measurement date was used.

Actuarial Valuation Date

January 1, 2026
Liabilities as of December 31, 2025 are based on an actuarial valuation date of January 1, 2026 with no adjustments to get to the December 31, 2025 measurement date.
Liabilities as of December 31, 2024 are based on an actuarial valuation date of January 1, 2024 projected to December 31, 2024, on a rolled forward basis with adjustments for actual premiums, healthcare trend and updated discount rate.

Discount Rate

8.20% as of December 31, 2025 and 7.90% as of December 31, 2024 for accounting disclosure purposes.
8.20% as of December 31, 2025 and 7.90% as of December 31, 2024 for funding disclosure purposes (in calculating the Actuarially Determined Contribution). Refer to the Discussion of Discount Rates section for more information on selection of the discount rate. The discount rate is on the higher end of what we would consider reasonable.

Payroll Growth

General wage inflation for the County is 3.25% (includes 2.50% inflation and 0.75% baseline payroll growth).
Merit/productivity increases for the Salt Lake County is as shown below which is based on the Utah Retirement System's actuarial valuation as of January 1, 2025. The assumptions from these state-wide valuations provide reasonable estimates of experience for municipal employers such as Salt Lake County.

Service	General	Public Safety
0	5.00%	3.50%
5	2.50%	2.75%
10	1.25%	2.25%
15	1.00%	1.50%
20	0.50%	1.00%
25+	0.00%	0.00%

Actuarial Methods and Assumptions

Salt Lake County GASB 74/75 Valuation for Fiscal Year Ending December 31, 2025

Cost Method	Allocation of Actuarial Present Value of Future Benefits for services prior and after the Measurement Date was determined using Entry Age Normal Level % of Salary method where: • Service Cost for each individual participant, payable from date of employment to date of retirement, is sufficient to pay for the participant's benefit at retirement; and • Annual Service Cost is a constant percentage of the participant's salary that is assumed to increase according to the Payroll Growth.
Census Data	Census information as of December 31, 2025 was provided by the County in January 2026. We have reviewed it for reasonableness and no material modifications were made to the census data.
Experience Study	Best actuarial practices call for a periodic assumption review and Nyhart recommends the County to complete an actuarial assumption review (also referred to as an experience study) prior to the next full valuation (for the fiscal year ending December 31, 2027). The actuarial assumptions are currently based on the most recent actuarial valuation for the Utah Retirement System as of January 1, 2025.
Health Care Coverage Election Rate	60% of active General and 50% of active Public Safety with current medical/rx coverage are assumed to elect medical/rx coverage at retirement. 40% of active General and 60% of active Public Safety employees with current dental coverage are assumed to elect dental coverage at retirement 0% of active employees without current coverage (either medical/rx or dental) are assumed to elect coverage at retirement 100% of retirees with current medical/rx or dental coverage are assumed to continue coverage in the future. 10% of retirees with current dental coverage are assumed to elect medical/rx coverage in the future if they retired in the past 5 years, otherwise they are assumed never to elect medical/rx coverage in the future. 0% of retirees without current coverage are assumed to elect coverage in the future. The participation rates are based on historical experience.
Spousal Coverage	50% of male and 25% of female employees are assumed to elect spousal coverage at retirement. Husbands are assumed to be three years older than wives. Actual spousal coverage and age is used for retirees. The spousal coverage is based on historical experience.

Mortality

General Actives: SOA Pub-2016 General Employees Headcount-weighted Mortality Table fully generational using scale MP-2021
General Retirees: SOA Pub-2016 General Retirees Headcount-weighted Mortality Table fully generational using scale MP-2021
Public Safety Actives: SOA Pub-2016 Public Safety Employees Headcount-weighted Mortality Table fully generational using scale MP-2021
Public Safety Retirees: SOA Pub-2016 Public Safety Retirees Headcount-weighted Mortality Table fully generational using scale MP-2021
Surviving Spouses: SOA Pub-2016 Continuing Survivor Headcount-weighted Mortality Table fully generational using scale MP-2021

The plan does not have sufficient data to have credible experience. Therefore, mortality assumptions are set to reflect general population trends based upon Pub-2016 Mortality tables and the most recent generational projection scale MP-2021 released by the Society of Actuaries (SOA) for future mortality improvements.

Disability

None

Turnover Rate

Assumption used to project terminations (voluntary and involuntary) prior to meeting minimum retirement eligibility for retiree health coverage. The rates represent the probability of termination in the next 12 months. Sample annual rates shown below are based on the Utah Retirement System (URS) actuarial valuation as of January 1, 2025. The assumptions from these state-wide valuations provide reasonable estimates of experience for municipal employers such as Salt Lake County.

	General		Public Safety
YOS	**Male**	**Female**	
0	19.00%	26.00%	15.00%
5	7.00%	9.50%	5.00%
10	4.00%	5.50%	2.50%
15	2.75%	4.00%	2.00%
20	2.00%	2.50%	1.00%
25	1.00%	1.00%	1.00%

Retirement Rate

Annual retirement rates are based on URS actuarial valuation as of January 1, 2025. The assumptions from these state-wide valuations provide reasonable estimates of experience for municipal employers such as Salt Lake County.

	General Tier I			General Tier II			Public Safety	
Age	**Male**	**Female**	**Age**	**Male**	**Female**	**Age**	**Tier I**	**Tier II**
50 – 52	15%	20%	50 – 54	15%	12%	40 – 44	18%	0%
53	12%	20%	55 – 58	15%	15%	45 – 48	18%	18%
54 - 58	12%	15%	59	15%	20%	49 – 52	15%	15%
59 – 61	15%	20%	60 – 61	20%	20%	53 – 59	18%	18%
62 – 65	25%	30%	62 – 66	23%	28%	60 – 61	20%	20%
66 – 72	30%	30%	67 – 69	22%	28%	62 – 65	30%	30%
73 – 74	30%	25%	70 – 72	22%	30%	66	40%	40%
75+	100%	100%	73 – 74	22%	25%	67 – 69	50%	50%
			75+	100%	100%	70+	100%	100%

Actuarial Methods and Assumptions

Salt Lake County GASB 74/75 Valuation for Fiscal Year Ending December 31, 2025

Health Care Trend Rates

FYE	Pre-65	Post-65	Dental
2026	8.50%	7.00%	4.00%
2027	8.25%	6.75%	4.00%
2028	8.00%	6.50%	4.00%
2029	7.75%	6.25%	4.00%
2030	7.50%	6.00%	4.00%
2031	7.25%	5.75%	4.00%
2032	7.00%	5.50%	4.00%
2033	6.75%	5.25%	4.00%
2034	6.50%	5.00%	4.00%
2035	6.25%	4.75%	4.00%
2036	6.00%	4.50%	4.00%
2037	5.75%	4.50%	4.00%
2038	5.50%	4.50%	4.00%
2039	5.25%	4.50%	4.00%
2040	5.00%	4.50%	4.00%
2041	4.75%	4.50%	4.00%
2042+	4.50%	4.50%	4.00%

The initial rate combined employer history, national trends surveys, professional judgment, and data published by government agencies, while medical trends blend short-term and long-term expectations.

The ultimate trend rate was selected based on historical medical CPI information.

Rising GLP-1 drug (diabetic/weight loss drug) usage, behavior health, substance abuse spending, new specialty medications, increases in facility costs, and changes in federal law are driving increased pre-65 trends. The initial trend rate considered employer history, national trends, professional judgment, and data from government agencies. Healthcare cost trend rates integrated these factors and additionally incorporated both short-term and long-term expectations.

Retiree Contributions

Retiree contributions are assumed to increase according to health care trend rates.

Per Capita Costs[9]

Annual per capita costs were calculated based on the 2026 premium rates by plan actuarially increased using health index factors and current enrollment. The costs are assumed to increase with health care trend rates. Sample annual per capita costs are as shown below:

	PPO[10]		HDHP[10]	
Age	Male	Female	Male	Female
45	$ 7,846	$ 10,272	$ 5,099	$ 6,675
50	$ 10,615	$ 12,028	$ 6,898	$ 7,816
55	$ 13,873	$ 14,261	$ 9,015	$ 9,268
60	$ 17,429	$ 16,754	$ 11,326	$ 10,888
64	$ 20,286	$ 18,804	$ 13,183	$ 12,220

The per capita costs represent the cost of coverage for a retiree-only population.

Actuarial standards require the recognition of higher inherent costs for a retired population versus an active population.

Post-65 plans are assumed to be community rated and the per capita costs are equal to the premium rates. For retirees who are currently under 65, their assumed post-65 plan election is as follows:

- For medical benefit, 100% of them are assumed to elect Medicare 100% plan.
- For prescription drug benefit, 100% of them are assumed to elect the Enhanced plan.

Explicit Subsidy

The difference between (a) the retiree rate and (b) the retiree contribution. Below is an example of the monthly explicit subsidies for a 64 year old retiree enrolled in the Select Health PPO plan with 20 years of service at retirement who has been retired for less than 18 months.

	Premium Rate	Retiree Contribution	Explicit Subsidy
	A	B	C = A – B
Retiree	$ 911.85	$ 182.37	$ 729.48
Spouse	$ 1,091.05	$ 1,091.05	$ 0.00

[9] Nyhart uses the County’s 2026 premium equivalent rates without adjustment in our calculations. The rates were provided by the County and were assumed to represent the expected cost of claims and administrative expenses under the self-insured plan. To the extent the rates do not reflect the full cost of coverage, our actuarial results will need to be revised. Common reasons for rates not reflecting the full cost are (1) use of asset reserves to pay a portion of the expected costs which leads to lower rates than required based on claims experience and (2) use of maximum claim exposure under the plan’s aggregate stop-loss policy to set rates which overstate the expected costs for GASB 75 purposes.

[10] Applicable to both Select Health and PEHP plans.

Implicit Subsidy

The difference between (a) the per capita cost and (b) the premium rate. Below is an example of the monthly implicit subsidies for a retiree age 64 with spouse of the same age enrolled in the PPO plan.

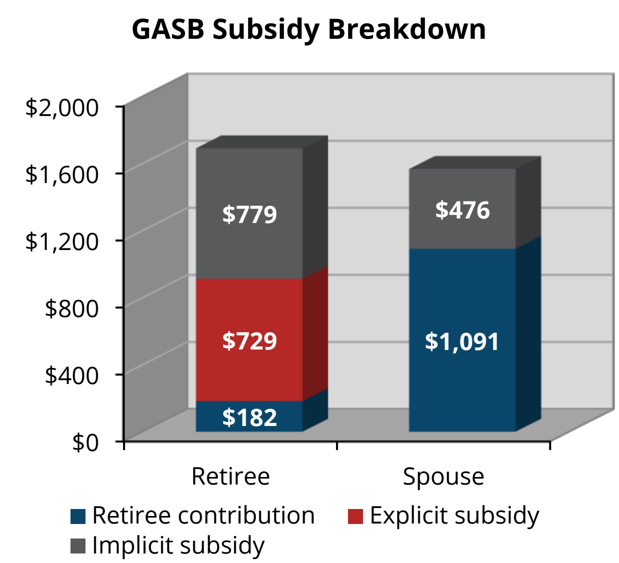
	Per Capita Cost	Premium Rate	Implicit Subsidy
	A	B	C = A – B
Retiree	$ 1,690.50	$ 911.85	$ 778.65
Spouse	$ 1,567.04	$ 1,091.05	$ 475.99

All employers that utilize premium rates based on blended active/retiree claims experience will have an implicit subsidy. There is an exception for Medicare plans using a true community-rated premium rate.

GASB Subsidy Breakdown

Below is a breakdown of the GASB 75 monthly total cost for a retiree age 64 with spouse of the same age enrolled in the PPO plan.

	Retiree	Spouse
Retiree contribution	$ 182.37	$ 1,091.05
Explicit subsidy	$ 729.48	$ 0.00
Implicit subsidy	$ 778.65	$ 475.99
Total monthly cost	$ 1,690.50	$ 1,567.04



Models

ProVal	Valuation software developed by Winklevoss Technologies, LLC. This software is widely used for the purpose of performing postretirement medical valuations. We coded the plan provisions, assumptions, methods and participant data summarized in this report, and reviewed the liability and cost outputs for reasonableness. We are not aware of any weakness or limitations in the software and have determined it is appropriate for performing this valuation.
2023 HealthMAPS Manual	Rating manual developed by WTW. Aging factors are used to develop per capita costs by age for plans with limited credible exposure to develop plan-specific factors. We are not aware of any weakness or limitations in the factors and have determined they are appropriate for performing this valuation.

APPENDIX

Comparison of Participant Demographic Information

The active participants' number below may include active employees who currently have no health care coverage. Refer to Summary of Participants section for an accurate breakdown of active employees with and without coverage.

	As of December 31, 2023	As of December 31, 2025
Active Participants[11]	1,265	1,100
Retired Participants	1,847[12]	2,122[13]
Averages for Active		
Age	52.8	53.9
Service	20.1	21.8
Averages for Inactive		
Age	73.2	74.0

[11] Figures shown above include active employees who currently have no health coverage but exclude those who are not eligible for retiree health benefits

[12] The retired participant's enrollment figures include 76 retirees that have dental benefits only (no medical or Rx coverage) and 4 retirees that have Rx coverage only (no medical or dental coverage)

[13] The retired participant's enrollment figures include 82 retirees that have dental benefits only (no medical or Rx coverage) and 2 retirees that have Rx coverage only (no medical or dental coverage)

Detailed Actuary's Notes

There have been no other substantive plan provision changes since the last full valuation, which was for the fiscal year ending December 31, 2023.

The following assumptions have been updated:

1. In May 2025, the Society of Actuaries (SOA) released the Pub-2016 Mortality Tables, which serve as an important update to the Pub-2010 Tables previously utilized for public sector plans. We have incorporated these new tables, including separate mortality assumptions for active employees and retired participants, aligning with the detail provided by the Pub-2016 tables. The impact of this update was a slight decrease in liabilities.

2. Health care trend rates have been updated to an initial rate of 8.50% (7.00% for post-65), decreasing by 0.25% annually to an ultimate rate of 4.50% and a 4.00% annual trend rate for dental benefits. This change caused an increase in liabilities.

3. We have updated the discount rate assumption based on the expectation that the County will contribute $2,150,000 in 2025 increasing by $250,000 per year until the ADC is reached and the updated long-term expected real rate of return of the County's OPEB Trust as provided by Moreton. The discount rate is 8.20% as of December 31, 2025 and 7.90% as of December 31, 2024. Making this change resulted in a decrease in liabilities.

Additionally, premiums and per capita costs for 2026 were reflected along with updated age-related adjustment factors for Medicare Supplement premiums, resulting in a net increase in liabilities. The updated census data resulted in a significant increase in liabilities, mainly due to continuing actives and retirees without coverage in prior valuation, now having coverage along with new entrants to the plan, and participant pickups that were not provided in prior valuation data sets, but were provided in the current valuation year.

GLOSSARY

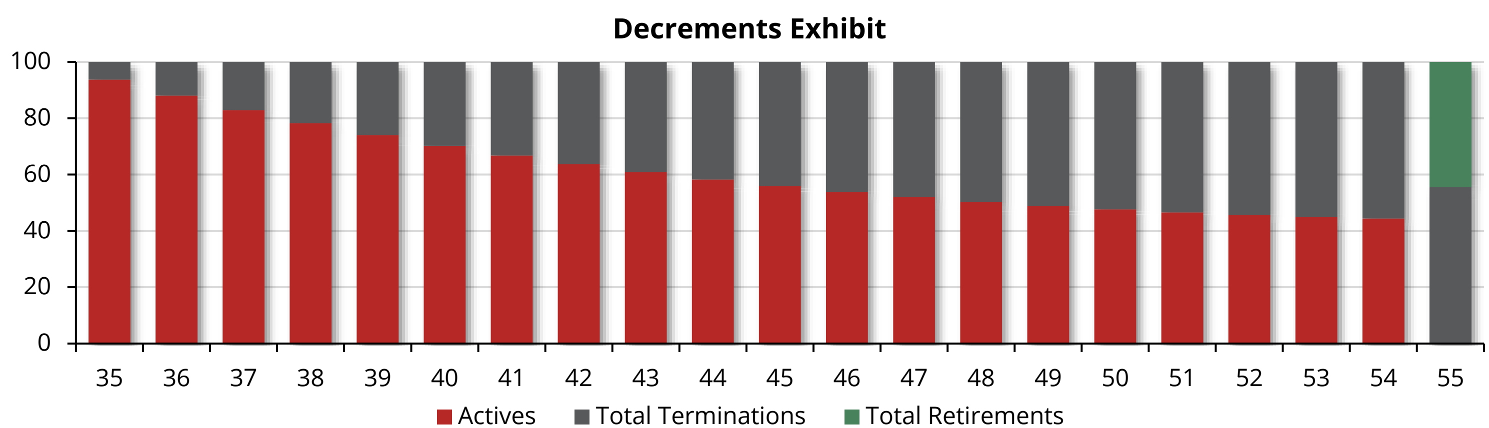
Glossary – Decrements Exhibit

Salt Lake County GASB 74/75 Valuation for Fiscal Year Ending December 31, 2025

The table below illustrates how actuarial assumptions can affect a long-term projection of future liabilities. Starting with 100 employees at age 35, the illustrated actuarial assumptions show that 44.43 employees out of the original 100 are expected to retire and could elect retiree health benefits at age 55.

Age	# Remaining Employees	# of Terminations per Year[14]	# of Retirements per Year	Total Decrements
35	100.000	6.276	0.000	6.276
36	93.724	5.677	0.000	5.677
37	88.047	5.136	0.000	5.136
38	82.911	4.648	0.000	4.648
39	78.262	4.209	0.000	4.209
40	74.053	3.814	0.000	3.814
41	70.239	3.456	0.000	3.456
42	66.783	3.131	0.000	3.131
43	63.652	2.835	0.000	2.835
44	60.817	2.564	0.000	2.564
45	58.253	2.316	0.000	2.316

Age	# Remaining Employees	# of Terminations per Year	# of Retirements per Year	Total Decrements
46	55.938	2.085	0.000	2.085
47	53.853	1.866	0.000	1.866
48	51.987	1.656	0.000	1.656
49	50.331	1.452	0.000	1.452
50	48.880	1.253	0.000	1.253
51	47.627	1.060	0.000	1.060
52	46.567	0.877	0.000	0.877
53	45.690	0.707	0.000	0.707
54	44.983	0.553	0.000	0.553
55	44.430	0.000	44.430	44.430



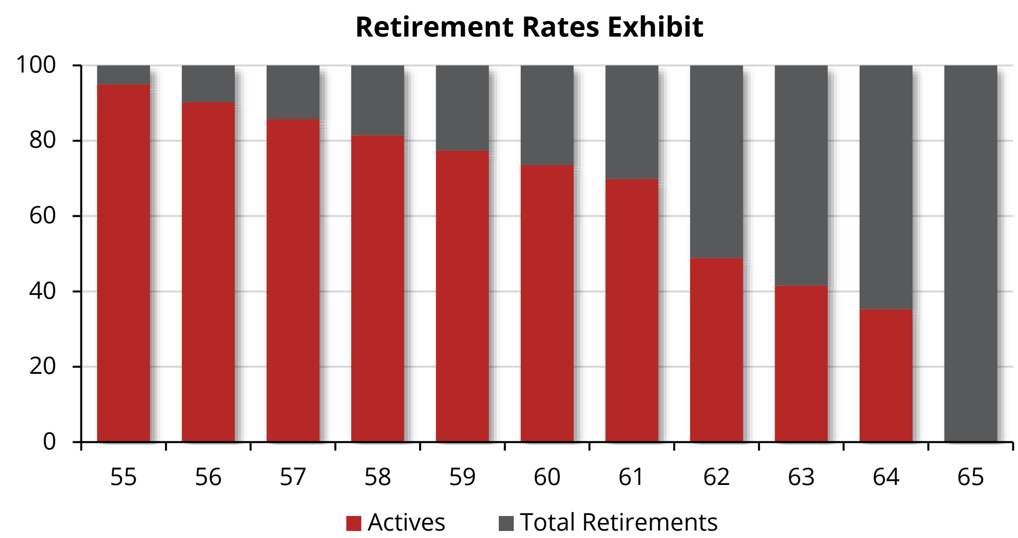
[14] The above rates are illustrative rates and are not used in our GASB calculations.

Glossary – Retirement Rates Exhibit

Salt Lake County GASB 74/75 Valuation for Fiscal Year Ending December 31, 2025

The table below illustrates how actuarial assumptions can affect a long-term projection of future liabilities. The illustrated retirement rates show the number of employees who are assumed to retire annually based on 100 employees age 55 who are eligible for retiree health care coverage. The average age at retirement is 62.0.

Age	Active Employees BOY	Annual Retirement Rates*	# Retirements per Year	Active Employees EOY
55	100.000	5.0%	5.000	95.000
56	95.000	5.0%	4.750	90.250
57	90.250	5.0%	4.513	85.738
58	85.738	5.0%	4.287	81.451
59	81.451	5.0%	4.073	77.378
60	77.378	5.0%	3.869	73.509
61	73.509	5.0%	3.675	69.834
62	69.834	30.0%	20.950	48.884
63	48.884	15.0%	7.333	41.551
64	41.551	15.0%	6.233	35.318
65	35.318	100.0%	35.318	0.000



* The above rates are illustrative rates and are not used in our GASB calculations.

GASB 75 defines several unique terms not commonly employed in the funding of pension and retiree health plans. The definitions of the terms used in the GASB actuarial valuations are noted below.

1. **Actuarial Assumptions** – Assumptions as to the occurrence of future events affecting health care costs, such as: mortality, withdrawal, disablement, and retirement; changes in compensation and Government provided health care benefits; rates of investment earnings and asset appreciation or depreciation; procedures used to determine the Actuarial Value of Assets; characteristics of future entrants for Open Group Actuarial Cost Methods; and other relevant items.

2. **Actuarial Cost Method** – A procedure for determining the Actuarial Present Value of Future Benefits and expenses and for developing an actuarially equivalent allocation of such value to time periods, usually in the form of a Service Cost and a Total OPEB Liability.

3. **Actuarially Determined Contribution** - A target or recommended contribution to a defined benefit OPEB plan for the reporting period, determined in accordance with the parameters and in conformity with Actuarial Standards of Practice.

4. **Actuarial Present Value** – The value of an amount or series of amounts payable or receivable at various times, determined as of a given date by the application of a particular set of Actuarial Assumptions. For purposes of this standard, each such amount or series of amounts is:
    a. adjusted for the probable financial effect of certain intervening events (such as changes in compensation levels, Social Security, marital status, etc.);
    b. multiplied by the probability of the occurrence of an event (such as survival, death, disability, termination of employment, etc.) on which the payment is conditioned; and
    c. discounted according to an assumed rate (or rates) of return to reflect the time value of money.

5. **Deferred Outflow / (Inflow) of Resources** – represents the following items that have not been recognized in the OPEB Expense:
    a. Differences between expected and actual experience of the OPEB plan
    b. Changes in assumptions
    c. Differences between projected and actual earnings in OPEB plan investments (for funded plans only)

6. **Explicit Subsidy** – The difference between (a) the amounts required to be contributed by the retirees based on the premium rates and (b) actual cash contribution made by the employer.

7. **Funded Ratio** – The actuarial value of assets expressed as a percentage of the Total OPEB Liability.

8. **Healthcare Cost Trend Rate** – The rate of change in the per capita health claims costs over time as a result of factors such as medical inflation, utilization of healthcare services, plan design, and technological developments.

9. **Implicit Subsidy** – In an experience-rated healthcare plan that includes both active employees and retirees with blended premium rates for all plan members, the difference between (a) the age-adjusted premiums approximating claim costs for retirees in the group (which, because of the effect of age on claim costs, generally will be higher than the blended premium rates for all group members) and (b) the amounts required to be contributed by the retirees.

10. **OPEB** – Benefits (such as death benefits, life insurance, disability, and long-term care) that are paid in the period after employment and that are provided separately from a pension plan, as well as healthcare benefits paid in the period after employment, regardless of the manner in which they are provided. OPEB does not include termination benefits or termination payments for sick leave.

11. **OPEB Expense** – Changes in the Net OPEB Liability in the current reporting period, which includes Service Cost, interest cost, changes of benefit terms, expected earnings on OPEB Plan investments, reduction of active employees' contributions, OPEB plan administrative expenses, and current period recognition of Deferred Outflows / (Inflows) of Resources.

12. **Pay-as-you-go** – A method of financing a benefit plan under which the contributions to the plan are generally made at about the same time and in about the same amount as benefit payments and expenses becoming due.

13. **Per Capita Costs** – The current cost of providing postretirement health care benefits for one year at each age from the youngest age to the oldest age at which plan participants are expected to receive benefits under the plan.

14. **Present Value of Future Benefits** – Total projected benefits include all benefits estimated to be payable to plan members (retirees and beneficiaries, terminated employees entitled to benefits but not yet receiving them, and current active members) as a result of their service through the valuation date and their expected future service. The actuarial present value of total projected benefits as of the valuation date is the present value of the cost to finance benefits payable in the future, discounted to reflect the expected effects of the time value (present value) of money and the probabilities of payment. Expressed another way, it is the amount that would have to be invested on the valuation date so that the amount invested plus investment earnings will provide sufficient assets to pay total projected benefits when due.

15. **Real Rate of Return** – the rate of return on an investment after adjustment to eliminate inflation.

16. **Select and Ultimate Rates** – Actuarial assumptions that contemplate different rates for successive years. Instead of a single assumed rate with respect to, for example, the investment return assumption, the actuary may apply different rates for the early years of a projection and a single rate for all subsequent years. For example, if an actuary applies an assumed investment return of 8% for year 20W0, then 7.5% for 20W1, and 7% for 20W2 and thereafter, then 8% and 7.5% select rates, and 7% is the ultimate rate.

17. **Service Cost** – The portion of the Actuarial Present Value of projected benefit payments that are attributed to a valuation year by the Actuarial Cost Method.

18. **Substantive Plan** – The terms of an OPEB plan as understood by the employer(s) and plan members.

19. **Total OPEB Liability** – That portion, as determined by a particular Actuarial Cost Method, of the Actuarial Present Value of Future Benefits which is attributed to past periods of employee service (or not provided for by the future Service Costs).