



**EL PASO COUNTY RETIREMENT PLAN**

**Management's Discussion and Analysis**

**and Financial Statements**

**For the Years Ended December 31, 2024 and 2023,**

**Required Supplementary Information**

**And**

**Independent Auditors' Report**

# EL PASO COUNTY RETIREMENT PLAN

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## **INDEPENDENT AUDITORS' REPORT**

The Board of Retirement  
El Paso County Retirement Plan  
Colorado Springs, Colorado

### **Opinion**

We have audited the accompanying financial statements of the El Paso County Retirement Plan (the Plan), which comprise the statements of fiduciary net position as of December 31, 2024 and 2023 and the related statements of changes in fiduciary net position for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Plan as of December 31, 2024 and 2023, and the changes in its financial position for the years then ended in conformity with accounting principles generally accepted in the United States of America.

### **Basis for Opinion**

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

### **Responsibilities of Management for the Financial Statements**

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

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

### **Auditors' Responsibilities for the Audit of the Financial Statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free of material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists.

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

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

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

#### **Required Supplementary Information**

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

*Stockman Kast Ryan & Co., LLP*

May 12, 2025

# EL PASO COUNTY RETIREMENT PLAN

## MANAGEMENT'S DISCUSSION AND ANALYSIS

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Management is pleased to provide this overview and analysis of the financial activities of the El Paso County Retirement Plan (the Plan). Please read it in conjunction with the Plan's financial statements and accompanying notes.

The Plan is a cost-sharing, multiple employer defined benefit plan covering all permanent, full-time and job-share employees of El Paso County, El Paso County Public Health, Pikes Peak Library District, 4<sup>th</sup> Judicial District Attorney and El Paso County Board of Retirement.

## OVERVIEW OF THE BASIC FINANCIAL STATEMENTS

The *Statement of Fiduciary Net Position* provides a statement of account balances at the end of the year. This statement reports the assets available for future payments to retirees and any current liabilities that are owed at the end of the year. These assets, less liabilities, represent the net amount of funds that are available for future payments. The *Statement of Changes in Fiduciary Net Position* reports additions and deductions in the Plan's net position during the current year.

The financial statements report the resources available to pay benefits to retirees and other beneficiaries as of the end of the year, as well as the changes in resources during the year. These statements include all assets and liabilities, using an economic resources measurement focus and the accrual basis of accounting. The notes to the financial statements are an integral part of the financial statements.

The notes communicate information that is not displayed on the face of the financial statements that is essential for the fair presentation of the financial statements. These financial statements should be reviewed along with the Required Supplementary Information and Supporting Schedules to determine whether the Plan is financially strong and to understand changes over time in the financial status of the Plan.

## FINANCIAL HIGHLIGHTS

### Fiduciary Net Position

Net position restricted for pensions increased during 2024 by \$15.2 million to \$472 million. The primary reason for the increase in net position during 2024 was investment income of \$19.6 million, along with contributions of \$46.3 million, offset by benefit payments of \$50 million.

Net position restricted for pensions increased during 2023 by \$25.6 million to \$457 million. The primary reason for the increase in net position during 2023 was investment income of \$30.4 million, along with contributions of \$42.2 million, offset by benefit payments of \$46.4 million.

The statements of fiduciary net position are summarized below:

	2024	2023	2022
<b>CONDENSED STATEMENTS OF FIDUCIARY NET POSITION (IN THOUSANDS)</b>			
<b>ASSETS</b>			
Cash and cash equivalents	\$ 9,538	\$ 8,754	\$ 7,291
Investments	463,426	448,641	424,871
Receivables	314	557	137
Capital assets, net	<u>          </u>	<u>          </u>	<u>3</u>
Total assets	473,278	457,952	432,302
<b>LIABILITIES</b>	<u>965</u>	<u>853</u>	<u>758</u>
NET POSITION RESTRICTED FOR PENSIONS	<u>\$ 472,313</u>	<u>\$ 457,099</u>	<u>\$ 431,544</u>

#### **Additions to Fiduciary Net Position**

The collection of employee and employer contributions, as well as income from investments, provides the reserves needed to finance retirement benefits. Additions to fiduciary net position are summarized below (in thousands):

	2024	2023	2022
Investment income (loss)	\$ 19,576	\$ 30,359	\$ (49,756)
Employer contributions	25,607	22,894	19,089
Employee contributions	20,719	19,292	17,822
Other income	<u>3</u>	<u>6</u>	<u>3</u>
Total additions (net of investment loss in 2022)	<u>\$ 65,905</u>	<u>\$ 72,551</u>	<u>\$ (12,842)</u>

Investment income of \$19.6 million in 2024 consisted primarily of net appreciation in fair value of investments of \$16.3 million. The appreciation in fair value of investments was mainly the result of the performance of the equity markets during 2024. The Plan had realized and unrealized gains on its equity portfolios of \$22.3 million, offset by losses of \$5.9 million in its real assets portfolio.

Investment income of \$30.4 million in 2023 consisted primarily of net appreciation in fair value of investments of \$27.9 million. The appreciation in fair value of investments was mainly the result of the performance of the domestic and international equity markets during 2023. The Plan had realized and unrealized gains on its domestic and international equity portfolios of \$20.3 million and \$6.0 million, respectively. The Plan also had net appreciation on its fixed income portfolio of \$7.4 million but experienced depreciation in value of its real assets portfolio of \$7.7 million.

The investment loss of \$49.8 million in 2022 resulted primarily from the net depreciation in fair value of investments of \$55.4 million. The depreciation in fair value of investments was the result of losses across all asset classes, reflective of the investment market conditions in 2022.

Employer contributions increased in 2024 primarily due to the increase in the contribution percentage from 10.8% to 11.4% effective on January 1, 2024. Employer contributions increased in 2023 primarily due to the increase in the contribution percentage from 10.2% to 10.8% effective on January 1, 2023. This increase is pursuant to an amendment to the Plan that increases the employer contribution percentage gradually to the rate of 12.0% in 2025 and thereafter.

Employee contributions increased in 2024 and 2023 due mainly to an increase in the number of participants and employee compensation increases.

### **Deductions From Fiduciary Net Position**

The principal purpose for which the Plan was created was to provide retirement annuities and survivor benefits to qualified members and their beneficiaries. The cost of such programs includes recurring benefit payments, as designated by the Plan, refunds of contributions to terminated employees, and the cost of administering the Plan. These costs resulted in deductions from fiduciary net position of \$50.7 million during 2024. Deductions from fiduciary net position are summarized below (in thousands):

	<b>2024</b>	<b>2023</b>	<b>2022</b>
Pension benefits	\$ 44,640	\$ 42,672	\$ 40,843
Termination refunds	4,622	3,267	5,272
Death benefits	738	456	358
Administrative expenses	<u>691</u>	<u>602</u>	<u>623</u>
Total deductions	<u>\$ 50,691</u>	<u>\$ 46,997</u>	<u>\$ 47,096</u>

Deductions from fiduciary net position increased approximately 7.8% in 2024 and remained flat overall in 2023. Pension benefit payments increased in both 2024 and 2023 mainly as the result of an increase in the number of retirees.

### **NET PENSION LIABILITY**

The Plan's fundamental financial objective is to meet long-term benefit obligations through employer and employee contributions and investment income. Actuarial valuations, using various assumptions, examine the Plan's assets as compared to liabilities and determine annual contribution rates necessary to pay current and future benefit obligations.

The total pension liability of the Plan as of December 31, 2024 was determined by an actuarial valuation as of December 31, 2023 and rolled forward to December 31, 2024 (the measurement date). The net pension liability is calculated as the total pension liability less the plan fiduciary net position.

As of December 31, 2024, 2023 and 2022, the Plan's net pension liability and fiduciary net position as a percentage of the total pension liability are as follows (in thousands):

	2024	2023	2022
Total pension liability	\$ 815,286	\$ 753,596	\$ 710,925
Plan fiduciary net position	<u>472,313</u>	<u>457,099</u>	<u>431,544</u>
Employers' net pension liability	<u>\$ 342,973</u>	<u>\$ 296,497</u>	<u>\$ 279,381</u>
Net position as percentage of total pension liability	57.93%	60.66%	60.70%

The net position as a percentage of total pension liability decreased from December 31, 2023 to December 31, 2024 primarily as the result of an increase in the total pension liability. The increase in the total pension liability is partly attributable to approximately \$16 million of changes in actuarial assumptions, adopted by the Board as a result of the actuarial experience study performed for the period January 1, 2020 through December 31, 2023. The net position as a percentage of total pension liability remained relatively consistent from December 31, 2022 to December 31, 2023.

Future actuarial measurements may differ materially from the above measurements due to Plan experience differing from that anticipated by the economic and demographic assumptions, increases or decreases expected as the natural result of the methodology used for these measurements, and changes in Plan provisions and applicable law.

For more detail on the Plan's net pension liability and required contribution levels, see Note 3 to the financial statements and the Required Supplementary Information section.

#### **CONTACTING THE PLAN'S FINANCIAL MANAGEMENT**

This financial report is designed to provide a general overview of the Plan's finances. If you have any questions about this report or need additional financial information, contact the Executive Director, 2880 International Circle, Suite N030, Colorado Springs, CO 80910.



## EL PASO COUNTY RETIREMENT PLAN

### STATEMENTS OF FIDUCIARY NET POSITION DECEMBER 31, 2024 AND 2023

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	2024	2023
<b>ASSETS</b>		
CASH AND CASH EQUIVALENTS	<u>\$ 9,538,013</u>	<u>\$ 8,754,129</u>
INVESTMENTS		
Equities:		
Domestic	137,467,029	128,304,197
International	69,545,361	70,687,273
Fixed income	103,553,565	102,309,191
Real assets	89,361,602	69,104,716
Diversifying alternatives	61,499,799	60,799,038
Commodities funds	<u>1,998,293</u>	<u>17,436,814</u>
Total investments	<u>463,425,649</u>	<u>448,641,229</u>
RECEIVABLES	<u>314,436</u>	<u>556,507</u>
TOTAL ASSETS	473,278,098	457,951,865
<b>LIABILITIES</b>		
ACCOUNTS PAYABLE AND ACCRUED LIABILITIES	<u>964,642</u>	<u>853,056</u>
NET POSITION RESTRICTED FOR PENSIONS	<u><u>\$ 472,313,456</u></u>	<u><u>\$ 457,098,809</u></u>

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See notes to financial statements.

## EL PASO COUNTY RETIREMENT PLAN

### STATEMENTS OF CHANGES IN FIDUCIARY NET POSITION FOR THE YEARS ENDED DECEMBER 31, 2024 AND 2023

	2024	2023
<b>ADDITIONS</b>		
INVESTMENT INCOME		
Net appreciation in fair value of investments	\$ 16,316,797	\$ 27,919,698
Interest and dividends	5,461,999	4,639,931
Investment expenses	<u>(2,202,446)</u>	<u>(2,200,302)</u>
Net investment income	<u>19,576,350</u>	<u>30,359,327</u>
CONTRIBUTIONS		
Employers	25,606,613	22,894,284
Employees	<u>20,719,063</u>	<u>19,292,372</u>
Total contributions	<u>46,325,676</u>	<u>42,186,656</u>
OTHER INCOME	<u>3,377</u>	<u>5,873</u>
TOTAL ADDITIONS	<u>65,905,403</u>	<u>72,551,856</u>
<b>DEDUCTIONS</b>		
BENEFITS PAID TO PARTICIPANTS		
Pension	44,640,053	42,672,326
Termination refunds	4,622,395	3,266,880
Death	<u>737,671</u>	<u>456,184</u>
Total	50,000,119	46,395,390
ADMINISTRATIVE EXPENSES	<u>690,637</u>	<u>601,472</u>
TOTAL DEDUCTIONS	<u>50,690,756</u>	<u>46,996,862</u>
NET INCREASE IN NET POSITION	15,214,647	25,554,994
NET POSITION RESTRICTED FOR PENSIONS, Beginning of year	<u>457,098,809</u>	<u>431,543,815</u>
NET POSITION RESTRICTED FOR PENSIONS, End of year	<u>\$ 472,313,456</u>	<u>\$ 457,098,809</u>

See notes to financial statements.

# EL PASO COUNTY RETIREMENT PLAN

## NOTES TO FINANCIAL STATEMENTS

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### 1. DESCRIPTION OF THE PLAN

The following brief description of the El Paso County Retirement Plan (the Plan) is provided for informational purposes only. Participants should refer to the Plan document for more complete information.

**General** — The Plan is a cost-sharing multiple employer defined benefit plan covering all permanent, full-time and job-share employees of the participating employers upon their date of employment. Employers, as defined in the Plan document, include El Paso County, El Paso County Public Health, Pikes Peak Library District, 4<sup>th</sup> Judicial District Attorney and El Paso County Retirement Plan. All employees hired after September 1, 1967 are required to participate. Employees hired from 1974 through 1981 who were age 60 or older at their date of employment could elect to become a member as of January 1, 1982.

The participants of the Plan consisted of the following as of December 31, 2023 (the most recent actuarial valuation date):

Inactive Plan members currently receiving benefits	2,087
Inactive Plan members entitled to but not yet receiving benefits	960
Active Plan members	<u>3,078</u>
Total	<u>6,125</u>

The El Paso County Board of Retirement (the Board) manages and administers the Plan. The Board consists of five members, one of whom is the El Paso County Treasurer, two of whom are appointed by the El Paso County Board of Commissioners (the Commissioners) and two of whom are employees of the participating employers elected by participants. The Board shall have all powers necessary to affect the management and administration of the Plan in accordance with its terms. The Board has the powers set forth in Part 1, Title 24, Article 54, of the Colorado Revised Statutes.

**Plan Amendments** — The Board has the right to alter, amend, or terminate the Plan or any part thereof in such manner as it may determine; provided that no such alteration or amendment shall provide that a retirement benefit payable to any retired member shall be less than that provided by his or her accumulated contributions or affect the right of any member to receive a refund of his accumulated contributions and provided further that no alteration, amendment or termination of the Plan or any part thereof shall permit any part of the Plan to revert to or be recoverable by any employer or be used for or diverted to purposes other than the exclusive benefit of members, retired members, terminated vested members or beneficiaries under the Plan, except such funds, if any, as may remain at termination of the Plan after satisfaction of all liabilities with respect to members, retired members, terminated vested members and beneficiaries under the Plan and are due solely to erroneous actuarial calculations.

The Plan is intended to comply with the requirements of the applicable provisions of Internal Revenue Service Code Section 401(a) as now in effect or hereafter amended, and any modification or amendment of the Plan may be made retroactive, as necessary or appropriate, to establish and maintain such compliance.

**Contributions** — Contribution requirements are established and may be amended by the Board. Employer contribution rates were 11.4% and 10.8% for the years ended December 31, 2024 and 2023, respectively. The employer contribution rate increases to 12% in 2025 and thereafter. The employee contribution rate is 8%. Interest is credited on employee contributions at the rate of 3% per annum, compounded monthly. Employee and employer basic contributions amounted to 19.4% and 18.8% of covered payroll for the years ended December 31, 2024 and 2023, respectively.

Contributions are tax-deferred to the participants for federal income tax purposes. If participants have at least five or eight years of credited service (see Retirement Benefits below), they are eligible to receive a future monthly retirement benefit. Any refund of contributions paid waives all future rights to any benefits. However, eligible participants who return to employment with a participating employer within forty-eight months and were previously refunded their contributions may reinstate withdrawn service if they repay the Plan the amount received when employment was terminated, plus interest, within twelve months of rehire.

A participant may elect to purchase up to five years of service credit for any reason. A participant may begin to purchase service credit after they have accrued five years of Credited Service in the Plan. However, for a non-vested participant, the amount of service credit purchased must be at least the amount required for that participant to become vested in the Plan immediately following the purchase.

Participants may elect to pay for purchases of service credit in a lump sum or on an installment basis. Service credit purchases may also be made by rollover contributions from an eligible retirement plan. Payments may be made on a monthly, quarterly or annual basis with interest due at the actuarial equivalent interest rate for periodic benefits. The period over which installment payments may be made cannot exceed a period equal to the total amount of credited service to be purchased. Purchased service is recognized when paid.

**Administrative Expenses** — The Plan's administrative expenses are paid from the assets of the Plan accumulated from contributions and investment earnings.

**Termination Benefits** — Participants vest in accumulated contributions as follows:

- (a) If hired before January 1, 2013 and credited with less than five years of service or hired on or after January 1, 2013 and credited with less than eight years of service: Refund of the participant's accumulated contributions.
- (b) If hired before January 1, 2013 and credited with five or more years of service or hired on or after January 1, 2013 and credited with eight or more years of service:

- (i) The participant may elect to receive a deferred retirement benefit which shall be equal to the participant's accrued benefit as of the date of termination and payable on the participant's normal retirement date.

The participant may elect to receive a reduced retirement benefit beginning on the first day of any month subsequent to the participant's attainment of age 55. The reduction shall be 3.00% for each year by which payments commence prior to the first of the month following the participant's normal retirement date.

- (ii) In lieu of (i), a participant may elect a current refund of accumulated contributions made by the participant.

**Retirement Benefits** — Participants hired before January 1, 2010 are eligible for normal retirement on the first of the month coincident with attainment of age 62. Participants hired after December 31, 2009 are eligible for normal retirement after attainment of age 62, but not before the completion of sixty months of continuous service. Participants hired after December 31, 2012 are eligible for normal retirement after attainment of age 62, but not before the completion of ninety-six months of continuous service.

If hired before January 1, 2010, the monthly benefit payable at normal retirement is equal to 2.22% times the final average monthly compensation, times years of credited service earned through December 31, 2012 and 2.00% times the final average monthly compensation, times years of credited service earned after December 31, 2012. If hired on or after January 1, 2010, the monthly benefit payable at normal retirement is equal to 2.00% times final average monthly compensation times years of credited service.

The normal retirement benefit will not be greater than 75% of the participant's final average monthly compensation if hired before January 1, 2013 and not greater than 60% of final average monthly compensation if hired on or after January 1, 2013. Final average compensation is the highest monthly average of considered compensation during the thirty-six consecutive calendar months of credited service out of the last 120 calendar months of credited service.

A participant is eligible for an early retirement benefit at age 55, provided the member has completed five or eight years of credited service. If the participant is hired before January 1, 2013, five years is required. If hired on or after January 1, 2013, eight years is required. The monthly pension is based on the vested portion of the normal retirement benefit, reduced by 3.00% for each year the early retirement date precedes the normal retirement date.

For employees hired prior to January 1, 2022, a participant is eligible for special early retirement benefits if the sum of the participant's age and credited service equals 75 or more. Employees hired on or after January 1, 2016 must be a minimum age of 50 to be eligible under this provision. For employees hired on and after January 1, 2022, special early retirement shall be satisfied when the sum of member's age plus credited service equals 80 or more. An exception shall exist for employees who meet the definition of a Sworn Officer, in which case Special Early Retirement shall be satisfied when the sum of member's age plus credited service equals 75 or more. The monthly benefit is equal to the normal retirement benefit and is not reduced for early commencement. The annuity for delayed retirement is computed by the normal retirement formula considering credited service and compensation to actual retirement.

**Disability Benefits** — A participant is eligible for disability benefits if the participant's employment is terminated due to total and permanent disability as determined by eligibility for and receipt of disability benefits continuously until the normal retirement date under (1) the employer's long-term disability plan; or (2) Title II of the Federal Social Security Act.

The annuity, payable at age 62, shall be calculated as for normal retirement considering the credited service that would have accrued had the participant been employed until the normal retirement date and the final average compensation during the calendar year preceding the year of the member's disability retirement.

**Payment of Benefits** — The monthly benefit, computed as set forth above, shall be paid in equal monthly payments commencing one month after the actual retirement date continuing at monthly intervals for the retired participant's lifetime thereafter. If the retired participant's death occurs prior to the payment of 120 monthly payments, the remainder of the 120 payments shall be paid to the participant's beneficiary.

**Death Benefits Prior to Retirement** — In the event that an active participant or vested participant dies prior to their normal retirement date, the participant's surviving beneficiary will be entitled to either two times the participant's accumulated contributions payable immediately or a monthly benefit equal to 60% of the monthly retirement benefit earned by the member prior to the date of death. Payment of the monthly benefit to the beneficiary will begin on the first of the month following the death or the date the member would have attained age 55, if later. If the participant met the rule of 75 while working and had not applied for retirement nor ceased employment as of date of death, their beneficiary will be entitled to a monthly benefit. Under these circumstances, the participant will be deemed to have retired on the first day of the month of their death. If no optional benefit had been elected prior to death, the participant shall be deemed to have elected the full joint and survivor benefit and such benefit shall be payable for the life of the participant's designated beneficiary, if living, following the participant's death.

**Death Benefits Between Normal and Delayed Retirement** — In the event that a participant dies after their normal retirement date but prior to their actual retirement, their beneficiary will be entitled to a monthly benefit. Under these circumstances, the participant will be deemed to have retired on the first day of the month of their death. If no optional benefit had been elected prior to death, the participant shall be deemed to have elected the full joint and survivor benefit and such benefit shall be payable for the life of the participant's designated beneficiary, if living, following the participant's death.

**Death Benefits After Retirement** — Death benefits after retirement consist of a lump-sum benefit of \$3,000 payable upon the death of a retired participant.

**Plan Termination** — Although not presently contemplated, the Board has the right to terminate the Plan at any time, subject to limitations. In the event of termination, after payment of expenses, accumulated contributions would be returned to the participants, and the remaining assets distributed on a pro rata method to the participants based on accrued benefits. Participating employers would not receive any Plan assets.

## 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

**Reporting Entity** — The Plan is considered a multi-employer cost-sharing pension trust fund.

**Basis of Accounting and Presentation** — The accompanying financial statements are presented using the economic resources measurement focus and the accrual basis of accounting in accordance with generally accepted accounting principles in the United States of America that apply to governmental accounting for fiduciary funds. Employee and employer contributions are recognized in the period they are due. Investment earnings are recognized in the period earned. Expenses are recognized when incurred. Benefits and refunds are recognized when due and payable in accordance with the Plan provisions.

**Investments** — Investments are stated at fair value. Fair value is the amount the Plan can reasonably expect to receive to sell an investment in an orderly transaction between market participants. See Note 5 for further information on the fair values of investments. Investment income is recognized when earned by the Plan. Investment income from funds and limited partnerships measured at net asset value is included in net appreciation in fair value of investments consistent with the presentation provided by the asset custodian.

**Tax Status** — The Plan is a governmental plan within the meaning of the Internal Revenue Code (the Code). The Internal Revenue Service has determined and informed the Plan by a letter dated July 1, 2014, that the Plan is designed in accordance with the applicable sections of the Code. The Plan has been subsequently amended; however, management of the Plan believes that the Plan is designed and operating in accordance with the Code. Accordingly, no provision for income taxes has been included in the accompanying financial statements.

**Subsequent Events** — The Plan has evaluated subsequent events for recognition or disclosure through the date of the Independent Auditors' Report, which is the date the financial statements were available for issuance.

## 3. NET PENSION LIABILITY

**Net Pension Liability** — The measurement date for the net pension liability is the Plan's year-end, December 31, 2024. Plan fiduciary net position is measured at December 31, 2024. The total pension liability is determined by an actuarial valuation as of December 31, 2023, and rolled forward to the measurement date of December 31, 2024. Adjustments to roll forward the total pension liability include service cost, interest on total pension liability and benefit payments. The net pension liability is the difference between the total pension liability and fiduciary net position as of December 31, 2024.

The components of the net pension liability as of December 31, 2024 are as follows:

Total pension liability	\$ 815,286,080
Plan fiduciary net position	<u>472,313,456</u>
Net pension liability	<u>\$ 342,972,624</u>
Plan fiduciary net position as a percentage of the total pension liability	57.93%

**Actuarial Assumptions** — The total pension liability was determined by an actuarial valuation as of December 31, 2023, and rolled forward to the measurement date of December 31, 2024. The following is a summary of the actuarial assumptions as of December 31, 2024:

Inflation	2.50%
Salary increases	Graded by service, from 9.00% to 3.00%.
Investment rate of return	7.00%, net of investment expenses. This is based on an average inflation rate of 2.50% and a real rate of return of 4.50%.
Mortality rates	Based on the PubG-2010 Employee Mortality Table for General Employees. Mortality rates used for disabled members is based on the PubG-2010 Disabled Mortality Table for General Employees. Future Mortality improvements are assumed each year using the ultimate rates from the MP-2020 tables. This is a new assumption in 2024.

The Plan's last actuarial experience study was for the period from January 1, 2020 to December 31, 2023.

The long-term expected rate of return on pension plan investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighing the expected future real rates of return by the target asset allocation percentage and adding expected inflation.

Best estimates of arithmetic rates of return for each major asset class included in the pension plan's target asset allocation are summarized in the following table (note that the rates shown below exclude the inflation component):

<b>Asset Class</b>	<b>Long-Term Expected Real Rate of Return</b>
Public and private equities (domestic and international)	6.60%
Fixed income	4.30%
Real assets	6.45%
Diversifying alternative investments	5.30%

**Discount Rate** — The discount rate used to measure the total pension liability was 7.00%. The Plan's fiduciary net position was projected to be available to make all projected future benefit payments of current Plan members. Therefore, the long-term expected rate of return on pension plan investments of 7.00% was applied to all periods of projected benefit payments to determine the total pension liability.



**Sensitivity of the Net Pension Liability to Changes in the Discount Rate** — The following presents the net pension liability, calculated using the discount rate of 7.00%, as well as what the Plan's net pension liability would be if it were calculated using a discount rate that is 1-percentage-point lower (6.00%) or 1-percentage-point higher (8.00%) than the current rate:

	<b>1% Decrease (6.00%)</b>	<b>Current Discount Rate (7.00%)</b>	<b>1% Increase (8.00%)</b>
Net pension liability	<u>\$ 444,476,644</u>	<u>\$ 342,972,624</u>	<u>\$ 260,400,987</u>

**Actuarial Measurements** — Future actuarial measurements may differ materially from the above measurements due to Plan experience differing from that anticipated by the economic and demographic assumptions, increases or decreases expected as the natural result of the methodology used for these measurements, and changes in Plan provisions and applicable law.

#### 4. DEPOSITS

The Plan has bank balances of \$9,239,320 and \$8,704,970 on deposit with banking institutions at December 31, 2024 and 2023, respectively. Of the bank balances, up to \$250,000 per institution is insured by the Federal Deposit Insurance Corporation at December 31, 2024 and 2023. The uninsured balance is collateralized with securities held by the banking institutions but not in the Plan's name. In addition, \$298,693 and \$49,159 was held by money managers in banking institutions at December 31, 2024 and 2023, respectively.

#### 5. INVESTMENTS

**Fair Value Measurements** — The Plan categorizes its fair value measurements within the fair value hierarchy established by generally accepted accounting principles. The hierarchy is based on the valuation inputs used to measure the fair value of the asset and give the highest level to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest level to unobservable inputs (Level 3), as follows:

- Level 1 Unadjusted quoted prices for identical instruments in active markets.
- Level 2 Observable inputs other than quoted market prices.
- Level 3 Valuation derived from valuation techniques in which significant inputs are unobservable.

Investments that are measured at fair value using the net asset value (NAV) per share (or its equivalent) as a practical expedient are not classified in the fair value hierarchy.

The Plan has the following fair value measurements as of December 31, 2024 and 2023:

		Fair Value Measurements Using:		
	Fair Value	Quoted Prices In Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
<b>December 31, 2024:</b>				
Investments by fair value level:				
Equities:				
Domestic equity funds	\$ 51,397,964	\$ 51,397,964		
International equity funds	27,598,106	27,598,106		
Fixed income:				
Fixed income funds	55,573,206	55,573,206		
U.S. government agencies	7,119,921		\$ 7,119,921	
Corporate securities	3,603,216		3,603,216	
Municipal bonds	2,033,226		2,033,226	
U.S. treasuries	2,436,434		2,436,434	
Real asset funds	<u>43,065,475</u>	<u>43,065,475</u>		
Total investments by fair value level	<u>192,827,548</u>	<u>\$ 177,634,751</u>	<u>\$ 15,192,797</u>	<u>\$ —</u>
Investments measured at NAV:				
Domestic equity funds	86,069,065			
Diversifying alternatives	61,499,799			
Real asset funds	46,296,127			
International equity funds	41,947,255			
Fixed income funds	32,787,562			
Commodities fund	<u>1,998,293</u>			
Total investments measured at NAV	<u>270,598,101</u>			
Total investments at fair value	<u>\$ 463,425,649</u>			

		Fair Value Measurements Using:		
	Fair Value	Quoted Prices In Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
<b>December 31, 2023:</b>				
Investments by fair value level:				
Equities:				
International equity funds	\$ 27,695,288	\$ 27,695,288		
Domestic equity funds	23,156,196	23,156,196		
Fixed income:				
Fixed income funds	9,393,694	9,393,694		
U.S. government agencies	13,198,231		\$ 13,198,231	
Corporate securities	5,445,782		5,445,782	
Municipal bonds	3,921,190		3,921,190	
U.S. treasuries	4,007,973		4,007,973	
Commodities funds	15,053,962	15,053,962		
Real asset funds	<u>16,041,585</u>	<u>16,041,585</u>		
Total investments by fair value level	<u>117,913,901</u>	<u>\$ 91,340,725</u>	<u>\$ 26,573,176</u>	<u>\$ —</u>
Investments measured at NAV:				
Domestic equity funds	105,148,001			
Fixed income funds	66,342,321			
Diversifying alternatives	60,799,038			
Real asset funds	53,063,131			
International equity funds	42,991,985			
Commodities fund	<u>2,382,852</u>			
Total investments measured at NAV	<u>330,727,328</u>			
Total investments at fair value	<u>\$ 448,641,229</u>			

Investments classified in Level 1 of the fair value hierarchy are valued using prices quoted in active markets for those securities. Fixed income securities classified in Level 2 of the fair value hierarchy are valued primarily using quoted prices in inactive markets, as well as other pricing methods using observable inputs.

**Investments Measured at NAV as of December 31, 2024:**

	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Domestic equity funds (1)	\$ 86,069,065	\$ 4,601,707	Daily, monthly, none	1-5 days, N/A
Diversifying alternatives (2)	61,499,799	N/A	Weekly, monthly, qtrly, none	15-90 days, N/A
Real asset funds (3)	46,296,127	3,965,535	Qtrly, none	90 Days, N/A
International equity funds (4)	41,947,255	N/A	Daily, none	1-2 days, N/A
Fixed income funds (5)	32,787,562	1,984,954	Daily, monthly, none	31 days, N/A
Commodities fund (6)	<u>1,998,293</u>	N/A	None	N/A
Total investments measured at NAV	<u>\$ 270,598,101</u>			

- (1) *Domestic Equity Funds* – Domestic equity funds reported at net asset value consist of 27 limited partnerships and collective investment funds with various investment objectives. The domestic equity funds are diversified by investment type with respect to the underlying company size, industry and other factors. The funds have redemption features from daily to non-redeemable. The non-redeemable funds total \$29.3 million.
- (2) *Diversifying Alternatives* – Diversifying alternatives consists primarily of 2 funds valued at \$22.0 million and \$21.7 million, respectively, as well as seven other alternative investment funds totaling \$17.8 million as of December 31, 2024. The objective of these funds is to provide uncorrelated sources of return versus traditional equity and fixed income classes. The underlying investments may include exposure to marketable alternatives, risk balancing strategies and unconstrained multi-asset class opportunities.
- (3) *Real Asset Funds* – Real asset funds stated at net asset value consist of 11 limited partnerships and limited liability corporations. 54% of the real asset funds stated at net asset value consists of an investment in a core-style, open-end real estate fund that holds a strategically diversified portfolio of real estate assets across the four main property types in major markets throughout the United States. The primary performance objective is to combine an attractive income yield with long-term capital growth. This fund allows for quarterly redemptions with ninety days notice and values its underlying real estate investments using income, cost and sales comparison approaches. The remaining real estate investments valued at net asset value consist primarily of investments in limited partnerships and limited liability corporations that are diversified by investment type and cannot be redeemed. Instead, the nature of the investments in these limited partnerships and limited liability corporations are that distributions are received through the liquidation of the underlying properties over seven to twelve years.
- (4) *International Equity Funds* – International equity funds stated at net asset value consist of collective investment funds that invest in global equity securities. 51% of the international equity funds stated at net asset value consists of an investment in a global minimum volatility index fund, which seeks to track the investment results of an index composed of global equities that, in the aggregate, have lower volatility characteristics relative to the broader markets.
- (5) *Fixed Income Funds* – Fixed income funds stated at net asset value include 16 funds that seek results which correspond generally to the price and yield performance of a particular index or to produce returns in excess of the total rate of return of a particular benchmark. The funds include both domestic and international fixed income investments. Redemption frequencies vary from daily to monthly to none. The non-redeemable funds total \$10.8 million.
- (6) *Commodities Fund* – The commodities fund stated at net asset value consists of a limited liability corporation, valued at \$2.0 million. The fund seeks to generate absolute returns over the long term, with low correlation to other strategies and styles, through the systematic application of modern trend-following technology to commodity futures markets in which systematic managers do not typically trade, or play a minor role relative to physical producers and consumers.

### Investments Measured at NAV as of December 31, 2023:

	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Domestic equity funds (1)	\$ 105,148,001	\$ 6,556,825	Daily, monthly, none	1-5 days, N/A
Fixed income funds (2)	66,342,321	8,252,520	Daily, monthly, none	31 days, N/A
Diversifying alternatives (3)	60,799,038	N/A	Weekly, monthly, qtrly, none	15-90 days, N/A
Real asset funds (4)	53,063,131	8,596,172	Qtrly, none	90 Days, N/A
International equity funds (5)	42,991,985	1,014,116	Daily, none	1-2 days, N/A
Commodities fund (6)	<u>2,382,852</u>	N/A	None	N/A
Total investments measured at NAV	<u>\$ 330,727,328</u>			

- (1) *Domestic Equity Funds* – Domestic equity funds reported at net asset value consist of 27 limited partnerships and collective investment funds with various investment objectives. The domestic equity funds are diversified by investment type with respect to the underlying company size, industry and other factors. The funds have redemption features from daily to non-redeemable. The non-redeemable funds total \$31.6 million.
- (2) *Fixed Income Funds* – Fixed income funds stated at net asset value include 17 funds that seek results which correspond generally to the price and yield performance of a particular index or to produce returns in excess of the total rate of return of a particular benchmark. The funds include both domestic and international fixed income investments. Redemption frequencies vary from daily to monthly to none. The non-redeemable funds total \$12.4 million.
- (3) *Diversifying Alternatives* – Diversifying alternatives consists primarily of a multi-asset fund valued at \$43.6 million, as well as seven other alternative investment funds totaling \$17.2 million as of December 31, 2023. The multi-asset fund's objective is to generate absolute risk adjusted returns over time by utilizing a multi-asset investing approach through a combination of strategic asset allocation and tactical portfolio management and by balancing risk across and within a broad array of asset classes. The fund is redeemable monthly with fifteen days notice. The other funds employ a variety of strategies to provide returns largely uncorrelated to traditional asset classes.
- (4) *Real Asset Funds* – Real asset funds stated at net asset value consist of 14 limited partnerships and limited liability corporations. 54% of the real asset funds stated at net asset value consists of an investment in a core-style, open-end real estate fund that holds a strategically diversified portfolio of real estate assets across the four main property types in major markets throughout the United States. The primary performance objective is to combine an attractive income yield with long-term capital growth. This fund allows for quarterly redemptions with ninety days notice and values its underlying real estate investments using income, cost and sales comparison approaches. The remaining real estate investments valued at net asset value consist primarily of investments in limited partnerships and limited liability corporations that are diversified by investment type and cannot be redeemed. Instead, the nature of the investments in these limited partnerships and limited liability corporations are that distributions are received through the liquidation of the underlying properties over seven to twelve years.

- (5) *International Equity Funds* – International equity funds stated at net asset value consist of collective investment funds that invest in global equity securities. 49% of the international equity funds stated at net asset value consists of an investment in a global minimum volatility index fund, which seeks to track the investment results of an index composed of global equities that, in the aggregate, have lower volatility characteristics relative to the broader markets.
- (6) *Commodities Fund* – The commodities fund stated at net asset value consists of a limited liability corporation, valued at \$2.4 million. The fund seeks to generate absolute returns over the long term, with low correlation to other strategies and styles, through the systematic application of modern trend-following technology to commodity futures markets in which systematic managers do not typically trade, or play a minor role relative to physical producers and consumers.

**Investment Policies** — Funds of the Plan are managed in accordance with Colorado statutes and any other applicable law, and in compliance with the prudent investor rule. The investment of the Plan's assets shall be for the exclusive purpose of providing benefits for the participants and their beneficiaries and paying the Plan's administrative expenses. The investments shall be prudently selected and properly diversified to fulfill fiduciary responsibilities.

The Plan's policy in regard to the allocation of invested assets is established and may be amended by the Board.

The following is the Plan's asset allocation targets as of December 31, 2024:

<b>Asset Class</b>	<b>Target Allocation</b>
Public and private equities (domestic and international)	45.25%
Real assets	20.00%
Fixed income (defensive growth and rate sensitive)	20.00%
Diversifying alternative investments	14.25%
Cash	0.50%

**Rate of Return** — For the years ended December 31, 2024 and 2023, the annual money-weighted rate of return on pension plan investments, net of pension plan investment expense, was 5.75% and 6.01%, respectively. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

**Credit Risk** — Credit risk is the risk that an issuer or counterparty to an investment will not fulfill its obligations. The purpose of the Plan's fixed income segment is to provide diversification to reduce the overall volatility of the portfolio, and therefore reduce the variability of contribution amounts required. This segment also provides for current income and liquidity in support of current benefit payments. The fixed income segment may be invested across both investment grade and below investment grade opportunities and may include both fixed rate and floating rate obligations.

**Concentration of Credit Risk** — Concentration of credit risk is the risk of loss attributed to the magnitude of the Plan's investment in a single issuer. The Plan limits its investments in any one issuer of equity securities, fixed income securities, short-term investments and commercial paper to no more than 5% of the applicable portfolio. No limitation is placed on investments in U.S. Government guaranteed obligations. No individual investments exceeded 5% of the Plan's net position at December 31, 2024 and 2023.

**Interest Rate Risk** — Interest rate risk is the risk that changes in interest rates of debt securities will adversely affect the fair value of an investment. Unless expressly permitted by the Board, the effective duration of any fixed income portfolio shall not exceed 120% of the effective duration of the broad market benchmark included in the instructions to the portfolio manager. As of December 31, 2024 and 2023, the effective duration of the Plan's fixed income portfolio was 4.8 and 5.5, respectively. The Plan's exposure to fixed income credit risk based on Standard & Poor's ratings is as follows as of December 31, 2024 and 2023:

<b>2024:</b>						
<b>Credit Rating</b>	<b>Corporate Securities</b>	<b>US Treasuries</b>	<b>US Govt Agencies &amp; Mortgage Backed Securities</b>	<b>Municipal Bonds</b>	<b>Fixed Income Funds</b>	<b>Total</b>
AAA	\$ 77,079			\$ 889,951	\$ 14,598,796	\$ 15,565,826
AA+		\$ 2,436,434	\$ 7,119,921	745,065		10,301,420
AA				398,210	12,634,513	13,032,723
AA-	261,989					261,989
A+	1,132,468					1,132,468
A	823,063				5,521,080	6,344,143
A-	703,706					703,706
BBB+	302,399					302,399
BBB	302,512				8,487,524	8,790,036
BB					6,379,173	6,379,173
B					7,799,362	7,799,362
B-					3,047,473	3,047,473
CCC and below					1,441,522	1,441,522
Not rated					28,451,325	28,451,325
<b>Total</b>	<b>\$ 3,603,216</b>	<b>\$ 2,436,434</b>	<b>\$ 7,119,921</b>	<b>\$ 2,033,226</b>	<b>\$ 88,360,768</b>	<b>\$ 103,553,565</b>

  

<b>2023:</b>						
<b>Credit Rating</b>	<b>Corporate Securities</b>	<b>US Treasuries</b>	<b>US Government Agencies</b>	<b>Municipal Bonds</b>	<b>Fixed Income Funds</b>	<b>Total</b>
AAA	\$ 132,474	\$ 4,007,973		\$ 1,727,479	\$ 157,076	\$ 6,025,002
AA+			\$ 13,198,231	893,956		14,092,187
AA				752,960		752,960
AA-	384,323					384,323
A+	167,823				21,922,365	22,090,188
A	891,532			215,134	11,781	1,118,447
A-	2,341,320			87,072		2,428,392
BBB+	976,602					976,602
BBB	551,708				212,052	763,760
BBB-					13,364,281	13,364,281
BB					1,676,784	1,676,784
B+					3,899,733	3,899,733
B					6,605,975	6,605,975
CCC and below					494,789	494,789
Not rated				244,589	27,391,179	27,635,768
<b>Total</b>	<b>\$ 5,445,782</b>	<b>\$ 4,007,973</b>	<b>\$ 13,198,231</b>	<b>\$ 3,921,190</b>	<b>\$ 75,736,015</b>	<b>\$ 102,309,191</b>

**Foreign Currency Risk** — Foreign currency risk is the risk that changes in exchange rates will adversely affect the fair value of an investment. The Plan's foreign currency risk exposure resides primarily within the international equities asset class. As of December 31, 2024 and 2023, the Plan's investments denominated in currencies other than the United States dollar were as follows:

	<b>2024</b>	<b>2023</b>
Euro	\$ 7,450,596	\$ 5,993,984
Other	<u>5,838,244</u>	<u>4,695,841</u>
Total	<u>\$ 13,288,840</u>	<u>\$ 10,689,825</u>

**Appreciation (Depreciation) in Fair Value of Investments** — During the years ended December 31, 2024 and 2023, the Plan's investments (including investments bought, sold and held during the year) appreciated (depreciated) in value as follows:

	<b>2024</b>	<b>2023</b>
Equities:		
Domestic	\$ 19,115,884	\$ 20,285,945
International	3,201,945	6,018,726
Fixed income	1,177,865	7,382,512
Real assets	(5,868,895)	(7,658,925)
Other	<u>(1,310,002)</u>	<u>1,891,440</u>
Net appreciation in fair value of investments	<u>\$ 16,316,797</u>	<u>\$ 27,919,698</u>



**EL PASO COUNTY RETIREMENT PLAN**

**REQUIRED SUPPLEMENTARY INFORMATION**

# EL PASO COUNTY RETIREMENT PLAN

## REQUIRED SUPPLEMENTARY INFORMATION SCHEDULE OF CHANGES IN THE EMPLOYERS' NET PENSION LIABILITY FOR THE YEARS ENDED DECEMBER 31, 2015 THROUGH 2024

	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
<b>TOTAL PENSION LIABILITY</b>										
Service cost	\$ 26,392,781	\$ 25,204,911	\$ 22,607,480	\$ 49,309,813	\$ 31,983,784	\$ 25,693,335	\$ 14,603,164	\$ 14,137,051	\$ 13,323,018	\$ 12,598,114
Interest	51,939,420	49,035,612	47,519,193	36,173,983	41,517,844	40,262,706	42,220,721	40,612,030	38,646,606	36,512,406
Differences between expected and actual experience	17,378,377	14,825,838	(3,305,203)	7,780,958	(12,426,786)	6,493,184	(692,671)	2,645,182	5,389,208	1,041,616
Changes of assumptions	15,979,871			(398,694,229)	240,914,197	(13,948,350)	205,487,369			
Benefit payments	<u>(50,000,119)</u>	<u>(46,395,390)</u>	<u>(46,473,494)</u>	<u>(43,166,345)</u>	<u>(39,834,794)</u>	<u>(37,793,171)</u>	<u>(37,589,712)</u>	<u>(31,961,194)</u>	<u>(29,760,901)</u>	<u>(27,333,365)</u>
Net change in total pension liability	61,690,330	42,670,971	20,347,976	(348,595,820)	262,154,245	20,707,704	224,028,871	25,433,069	27,597,931	22,818,771
Total pension liability, Beginning	<u>753,595,750</u>	<u>710,924,779</u>	<u>690,576,803</u>	<u>1,039,172,623</u>	<u>777,018,378</u>	<u>756,310,674</u>	<u>532,281,803</u>	<u>506,848,734</u>	<u>479,250,803</u>	<u>456,432,032</u>
Total pension liability, Ending (a)	<u>\$ 815,286,080</u>	<u>\$ 753,595,750</u>	<u>\$ 710,924,779</u>	<u>\$ 690,576,803</u>	<u>\$ 1,039,172,623</u>	<u>\$ 777,018,378</u>	<u>\$ 756,310,674</u>	<u>\$ 532,281,803</u>	<u>\$ 506,848,734</u>	<u>\$ 479,250,803</u>
<b>PLAN FIDUCIARY NET POSITION</b>										
Contributions - employer	\$ 25,606,613	\$ 22,894,284	\$ 19,089,097	\$ 14,078,462	\$ 14,230,827	\$ 12,912,807	\$ 12,329,099	\$ 11,941,183	\$ 11,315,200	\$ 10,638,797
Contributions - member	20,719,063	19,292,372	17,822,474	16,013,442	15,314,376	13,332,171	13,230,297	12,526,961	11,757,671	11,620,764
Net investment income (loss)	19,576,350	30,359,327	(49,755,957)	71,958,827	38,401,653	52,894,552	(11,425,480)	45,641,047	29,392,926	(2,031,080)
Benefit payments	(50,000,119)	(46,395,390)	(46,473,494)	(43,166,345)	(39,834,794)	(37,793,171)	(37,589,712)	(31,961,194)	(29,760,901)	(27,333,365)
Administrative expense	(690,637)	(601,472)	(623,115)	(724,768)	(727,872)	(974,243)	(761,400)	(787,070)	(685,555)	(667,752)
Other	<u>3,377</u>	<u>5,873</u>	<u>2,560</u>	<u>2,925,145</u>	<u>1,076,764</u>	<u>1,081,371</u>	<u>1,108,794</u>	<u>465,966</u>	<u>7,438</u>	<u>28,420</u>
Net change in plan fiduciary net position	15,214,647	25,554,994	(59,938,435)	61,084,763	28,460,954	41,453,487	(23,108,402)	37,826,893	22,026,779	(7,744,216)
Recognition of pension liability under GASB 68										(160,000)
Plan fiduciary net position, Beginning	<u>457,098,809</u>	<u>431,543,815</u>	<u>491,482,250</u>	<u>430,397,487</u>	<u>401,936,533</u>	<u>360,483,046</u>	<u>383,591,448</u>	<u>345,764,555</u>	<u>323,737,776</u>	<u>331,641,992</u>
Plan fiduciary net position, Ending (b)	<u>\$ 472,313,456</u>	<u>\$ 457,098,809</u>	<u>\$ 431,543,815</u>	<u>\$ 491,482,250</u>	<u>\$ 430,397,487</u>	<u>\$ 401,936,533</u>	<u>\$ 360,483,046</u>	<u>\$ 383,591,448</u>	<u>\$ 345,764,555</u>	<u>\$ 323,737,776</u>
Employer net pension liability, Ending ((a)-(b))	<u>\$ 342,972,624</u>	<u>\$ 296,496,941</u>	<u>\$ 279,380,964</u>	<u>\$ 199,094,553</u>	<u>\$ 608,775,136</u>	<u>\$ 375,081,845</u>	<u>\$ 395,827,628</u>	<u>\$ 148,690,355</u>	<u>\$ 161,084,179</u>	<u>\$ 155,513,027</u>

See notes to required supplemental information.

## EL PASO COUNTY RETIREMENT PLAN

### REQUIRED SUPPLEMENTARY INFORMATION SCHEDULE OF EMPLOYERS' NET PENSION LIABILITY FOR THE YEARS ENDED DECEMBER 31, 2015 THROUGH 2024

	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
Total pension liability	\$ 815,286,080	\$ 753,595,750	\$ 710,924,779	\$ 690,576,803	\$ 1,039,172,623	\$ 777,018,378	\$ 756,310,674	\$ 532,281,803	\$ 506,848,734	\$ 479,250,803
Plan fiduciary net position	<u>472,313,456</u>	<u>457,098,809</u>	<u>431,543,815</u>	<u>491,482,250</u>	<u>430,397,487</u>	<u>401,936,533</u>	<u>360,483,046</u>	<u>383,591,448</u>	<u>345,764,555</u>	<u>323,737,776</u>
Employers' net pension liability	<u>\$ 342,972,624</u>	<u>\$ 296,496,941</u>	<u>\$ 279,380,964</u>	<u>\$ 199,094,553</u>	<u>\$ 608,775,136</u>	<u>\$ 375,081,845</u>	<u>\$ 395,827,628</u>	<u>\$ 148,690,355</u>	<u>\$ 161,084,179</u>	<u>\$ 155,513,027</u>
Plan fiduciary net position as a percentage of the total pension liability	57.93%	60.66%	60.70%	71.17%	41.42%	51.73%	47.66%	72.07%	68.22%	67.55%
Covered-employee payroll	\$ 224,619,412	\$ 211,984,111	\$ 187,148,010	\$ 175,980,775	\$ 177,885,338	\$ 158,714,516	\$ 151,258,230	\$ 146,372,726	\$ 138,679,959	\$ 130,478,820
Employer net pension liability as a percentage of covered-employee payroll	152.69%	139.87%	149.28%	113.13%	342.23%	236.32%	261.69%	101.58%	116.16%	119.19%

See notes to required supplemental information.

## EL PASO COUNTY RETIREMENT PLAN

### REQUIRED SUPPLEMENTARY INFORMATION

#### SCHEDULE OF EMPLOYER CONTRIBUTIONS

FOR THE YEARS ENDED DECEMBER 31, 2015 THROUGH 2024 (dollar amounts in thousands)

Year	Actuarially Determined Employer Contribution	Contributions in Relation to the Actuarially Determined Contribution	Contribution Deficiency	Covered- Employee Payroll	Contributions as a Percentage of Covered- Employee Payroll
2015	10,763	10,639	124	130,479	8.2
2016	11,629	11,315	314	138,680	8.2
2017	12,260	11,941	319	146,373	8.2
2018	12,466	12,329	137	151,258	8.2
2019	16,314	12,912	3,401	158,715	8.1
2020	18,838	14,231	4,607	177,885	8.0
2021	23,071	14,078	8,993	175,981	8.0
2022	23,805	19,089	4,716	187,148	10.2
2023	26,668	22,894	3,773	211,984	10.8
2024	31,379	25,606	5,773	224,619	11.4

See notes to required supplemental information.

## EL PASO COUNTY RETIREMENT PLAN

REQUIRED SUPPLEMENTARY INFORMATION  
SCHEDULE OF INVESTMENT RETURNS  
FOR THE YEARS ENDED DECEMBER 31, 2015 THROUGH 2024

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<u>Year</u>	<u>Annual Money- Weighted Rate of Return, Net of Investment Expense</u>
2024	5.75%
2023	6.01%
2022	-10.03%
2021	18.46%
2020	9.98%
2019	15.18%
2018	-2.74%
2017	13.50%
2016	9.20%
2015	-0.66%

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See notes to required supplemental information.

# EL PASO COUNTY RETIREMENT PLAN

## NOTES TO REQUIRED SUPPLEMENTARY INFORMATION

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### 1. CHANGES IN BENEFIT TERMS AND CONTRIBUTION RATES

Several significant amendments to the Plan became effective as of January 1, 2022, including the following:

**Employer Contributions** — Employer contributions will be made to the Plan in an amount equal to or greater than the following percentage of its' participants' monthly compensation: 10.20% for the period January 1, 2022 through December 31, 2022, 10.80% for the period January 1, 2023 through December 31, 2023, 11.40% for the period January 1, 2024 through December 31, 2024, and 12.00% for the period January 1, 2025 and thereafter.

**Service Credit** — A participant may elect to purchase up to five years of service credit for any reason; there will be no requirement to link this to previous employment. A participant may begin to purchase service credit after they have accrued five years of Credited Service in the Plan; Participants are no longer required to be fully vested in the Plan before purchasing service. However, for a non-vested participant, the amount of service credit purchased must be at least the amount required for that participant to become vested in the Plan immediately following the purchase.

**Vesting Service** — Vesting service means the period of Credited Service earned for service as a full-time employee, plus any (1) qualified military service earned by the participant and (2) service purchased under those newly defined rules above. Vesting service shall only include periods during which the participant is disabled if the participant remains disabled upon attaining his disability retirement age.

**Breaks in Service** — For purposes of vesting, a participant who terminates service as a full-time employee and returns to service as a full-time employee shall receive credit for all vesting service, whether or not contiguous, so long as the participant has not taken a refund of his accumulated contributions.

**Rule of 75 or 80** — For participants hired on or before December 31, 2015, a participant shall be eligible for retirement under the Rule of 75 if the sum of his age plus vesting service equals 75 or more. Payment of a rule of 75 retirement benefit may be made on and after his early retirement date and before his normal retirement date and shall be made in the same manner as a regular early retirement benefit, but without reduction for early payment.

#### **For employees hired on and after January 1, 2022:**

- 1) Accrued Benefit shall be a monthly life annuity without a minimum of 120 monthly payments.
- 2) Final Average Monthly Compensation will be based on the last sixty months of full-time employment.

(Continued)

# EL PASO COUNTY RETIREMENT PLAN

## NOTES TO REQUIRED SUPPLEMENTARY INFORMATION

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- 3) Special Early Retirement shall be satisfied when the sum of participant's age plus credited service equals 80 or more (Rule of 80). An exception shall exist for employees who meet the definition of a Sworn Officer, in which case Special Early Retirement shall be satisfied when the sum of participant's age plus credited service equals 75 or more (Rule of 75).

## 2. CHANGES IN ASSUMPTIONS

### 2024

The Board adopted various new assumptions based on an experience study as of January 1, 2024. The changes in assumptions included the following:

*Economic Assumptions* — Increased service-based salary rates consistent with actual experience.

*Mortality Assumptions* — Updated to the Pub-2010 Mortality Tables for General Employees. Future mortality improvements are assumed each year using the ultimate rates from the MP-2020 tables.

Various smaller demographic assumptions were also changed.

### 2021

*Discount Rate* — Increased from 3.39% as of December 31, 2020 to 7.00% as of December 31, 2021. The Plan's fiduciary net position as of December 31, 2021 was projected to be available to make all projected future benefit payments of current Plan members. Therefore, the long-term expected rate of return on pension plan investments of 7.00% was applied to all periods of projected benefit payments to determine the total pension liability.

### 2020

*Discount Rate* — Decreased from 5.37% as of December 31, 2019 to 3.39% as of December 31, 2020. The Plan's fiduciary net position as of December 31, 2020 was projected to be available to make all projected future benefit payments of current Plan members until 2044. In accordance with GASB requirements, a municipal bond rate was used in the development of the blended GASB discount rate after that point. Based on the long-term investment rate of return of 7.00% and the municipal bond rate of 2.00%, the blended GASB discount rate was 3.39% as of December 31, 2020.

*Investment Rate of Return* — Reduced from 7.50% to 7.00%, net of investment expenses. This is based on an average inflation rate of 2.50% and a real rate of return of 4.50%.

(Continued)

## EL PASO COUNTY RETIREMENT PLAN

### NOTES TO REQUIRED SUPPLEMENTARY INFORMATION

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#### 2019

*Discount Rate* — Increased from 5.23% as of December 31, 2018 to 5.37% as of December 31, 2019. The Plan's fiduciary net position as of December 31, 2019 was projected to be available to make all projected future benefit payments of current Plan members until 2050. In accordance with GASB requirements, a municipal bond rate was used in the development of the blended GASB discount rate after that point. Based on the long-term investment rate of return of 7.50% and the municipal bond rate of 3.26%, the blended GASB discount rate was 5.37% as of December 31, 2019.

#### 2018

The Board adopted various new assumptions in October 2018 based on an experience study for the period January 1, 2013 to December 31, 2017. The changes in assumptions included the following:

*Investment Rate of Return* — Reduced from 8.00% to 7.50%, net of investment expenses. This is based on an average inflation rate of 2.50% and a real rate of return of 5.00%.

*Discount Rate* — Reduced from 8.00% as of December 31, 2018 to 5.23% as of December 31, 2019. The Plan's fiduciary net position as of December 31, 2019 was projected to be available to make all projected future benefit payments of current Plan members until 2045. In accordance with GASB requirements, a municipal bond rate was used in the development of the blended GASB discount rate after that point. Based on the long-term investment rate of return of 7.50% and the municipal bond rate of 3.64%, the blended GASB discount rate was 5.23%.

*Inflation* — Reduced from 3.50% to 2.50%.

*Salary Increases* — Graded by service, from 8.00% to 3.00%. Previously, graded by service, from 7.76% to 3.75%.

*Mortality* — Based on the RP-2000 Generational Mortality Table projected generationally using Projection Scale MP-2017 and for disabled members the RP-2000 Disabled Mortality Table projected generationally using Projection Scale MP-2017.

*Retirement and Withdrawal Rates* — Changes made to assumed retirement and withdrawal rates throughout age ranges.

*Percent Married* — 75% assumed to have eligible spouses, reduced from 85%.

(Continued)



# EL PASO COUNTY RETIREMENT PLAN

## NOTES TO REQUIRED SUPPLEMENTARY INFORMATION

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### 3. METHODS AND ASSUMPTIONS USED IN CALCULATIONS OF ACTUARIALLY DETERMINED AMOUNTS

Valuation date (rollforward)                      December 31, 2024 (rolled forward from last actuarial valuation date of December 31, 2023).

Actuarially determined contribution rates are calculated as of December 31.

Methods and assumptions used:

Actuarial cost method	Entry Age Normal
Amortization method	Level Percent, Closed
Remaining amortization period	25 years
Asset valuation method	Actuarial value that recognizes investment gains and losses over five years, constrained to a range of 80% - 120% of fair value.
Investment rate of return	7.00%, net of pension plan investment expenses. This is based on an average inflation rate of 2.50% and a real rate of return of 4.50%.
Inflation	2.50% per annum.
Salary increases	Graded by service, from 9.00% to 3.00%.
Retirement age	Experience-based tables specific to the type of eligibility condition.    RP-2010 Mortality Table Projected Generationally with Scale MP-2010.
Mortality	Based on the PubG-2010 Employee Mortality Table for General Employees. Mortality rates used for disabled members is based on the PubG-2010 Disabled Mortality Table for General Employees. Future Mortality improvements are assumed each year using the ultimate rates from the MP-2020 tables.
Discount rate	The discount rate used to measure the total pension liability was 7.00%, based on the long-term investment rate of return of 7.00%.

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(Concluded)