

TriMet Other Postemployment Benefit Plan

**GASB 74/75 Report
as of December 31, 2024**

Produced by Cheiron

June 2025

TABLE OF CONTENTS

<u>Section</u>	<u>Page</u>
Section I Executive Summary	1
Section II Certification	7
Section III Determination of Discount Rate	9
Section IV GASB 74 Reporting Information.....	13
Section V GASB 75 Reporting Information.....	17
 <u>Appendices</u>	
Appendix A Membership Information	24
Appendix B Actuarial Assumptions and Methods	27
Appendix C Summary of Plan Provisions.....	39
Appendix D Glossary of Terms.....	47

**TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE**

SECTION I – EXECUTIVE SUMMARY

The purpose of this report is to provide accounting and financial disclosure information under the Governmental Accounting Standards Board (GASB) Statement Nos. 74 and 75 for the Other Postemployment Benefits Plan provided by the Tri-County Metropolitan Transportation District of Oregon. This information includes:

- Determination of the discount rate as of January 1, 2024, and December 31, 2024;
- Sensitivity of the Net OPEB Liability to changes in discount rates and health care cost trend rates;
- Note disclosures and required supplementary information under GASB 74 for the Plan; and,
- Note disclosures and required supplementary information under GASB 75 for the employer.

Highlights

The Other Postemployment Benefit Plan (OPEB Plan) provided by the Tri-County Metropolitan Transportation District of Oregon (TriMet) is currently funded on a pay-as-you-go basis, but there is an OPEB trust with a small amount of assets. As a result, this report contains disclosures required by GASB 74 as well as GASB 75. The measurement date is December 31, 2024, which is used for the Plan's GASB 74 reporting and for TriMet's GASB 75 reporting as of June 30, 2025. Measurements are based on the Total OPEB Liability and the fair value of assets as of December 31, 2024.

TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE

SECTION I – EXECUTIVE SUMMARY

Table I-1 below summarizes the December 31, 2024 and January 1, 2024 actuarial valuation results.

Table I - 1 Summary of Key Valuation Results		
Valuation Date	GASB 75	
	12/31/2024	1/1/2024
Discount Rate	4.08%	3.26%
Total OPEB Liability		
<u>Union</u>		
Active	\$ 227,880,415	\$ 265,912,616
Inactive	353,729,276	378,730,463
Total Union	\$ 581,609,691	\$ 644,643,079
<u>Non-Union</u>		
Active	\$ 32,511,401	\$ 33,099,994
Inactive	31,721,251	33,603,379
Total Non-Union	\$ 64,232,652	\$ 66,703,373
Total	\$ 645,842,343	\$ 711,346,452
Market Value of Assets	455,155	435,896
Net OPEB Liability	\$ 645,387,188	\$ 710,910,556

The Total OPEB Liability decreased from \$711.3 million to \$645.8 million. The expected liability for this year, reflecting an additional year of service and interest offset by the benefits paid, was \$728.4 million. The actual liability is \$82.6 million less than the expected liability, primarily due to the increase in the discount rate, which decreased the liability by \$67.0 million. In addition, the premium experience decreased the liability by \$17.6 million, demographic experience further reduced the liability by \$6.2 million, and the change in measurement date to 12/31 decreased the liability by \$1.5 million. Offsetting these reductions, changes in medical trend assumptions increased the liability by \$9.7 million.

TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE

SECTION I – EXECUTIVE SUMMARY

Table I-2 below summarizes the actuarial valuation results for union members split between Streetcar and Non-Streetcar employees.

Table I-2 Summary of Union Valuation Results December 31, 2024			
	Streetcar	Non-Streetcar	Total
Total OPEB Liability			
Active	\$ 8,532,753	\$ 219,347,662	\$ 227,880,415
Inactive	10,012,249	343,717,027	353,729,276
Total	\$ 18,545,002	\$ 563,064,689	\$ 581,609,691
Service Cost	\$ 520,699	\$ 12,769,450	\$ 13,290,149

Table I-3 summarizes the key GASB 75 results during this measurement period.

Table I-3 Summary of Key Results			
Reporting Date	6/30/2025	6/30/2024	
Measurement Date	12/31/2024	1/1/2024	
Net OPEB Liability	\$ 645,387,188	\$ 710,910,556	
Deferred Outflows	103,267,272	153,490,842	
Deferred Inflows	291,198,786	304,435,475	
Net Impact on Statement of Net Position	\$ 833,318,702	\$ 861,855,189	
Contributions Subsequent to Measurement Date			
Explicit Subsidy			
Union	\$ 11,502,186	\$ 9,937,630	
Non-Union	1,002,632	896,581	
Implicit Subsidy			
Union	1,502,032	1,346,099	
Non-Union	197,945	157,486	
Total	\$ 14,204,795	\$ 12,337,796	
OPEB Expense (\$ Amount)	\$ (4,138,789)	\$ 6,081,764	
OPEB Expense (% of Payroll)	-1.25%	2.15%	

TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE

SECTION I – EXECUTIVE SUMMARY

On the June 30, 2025 reporting date, TriMet will report a Net OPEB Liability (NOL) of \$645,387,188, deferred outflows of resources of \$103,267,272, and deferred inflows of resources of \$291,198,786 related to the Plan. Consequently, the net impact on TriMet's statement of net position due to the Plan would be \$833,318,702 [$\$833,318,702 = \$645,387,188 - \$103,267,272 + \$291,198,786$]. In addition, any contributions between the measurement date and the reporting date are to be reported as deferred outflows of resources to offset the cash outflows reported. We estimate explicit subsidy payments of \$12.5 million and implicit subsidy payments of \$1.7 million between December 31, 2024 and June 30, 2025. The estimated explicit subsidy payments shown in italics in Table I-3 should be replaced with actual amounts when those amounts are known after the fiscal year-end.

The NOL decreased approximately \$65.5 million during the measurement period. The change in NOL due to actuarial gains and losses as well as assumption changes is recognized over the average remaining service life, determined at the beginning of each measurement period, which is seven years as of the current measurement period and six years as of the prior measurement period for the Plan. The change in NOL due to investment gains and losses is recognized in OPEB expense over five years, beginning in the year of occurrence. Unrecognized amounts are reported as deferred outflows of resources and deferred inflows of resources.

For the reporting year ending June 30, 2025, the annual OPEB expense is (\$4,138,789) or (1.25%) of covered-employee payroll. This amount reflects TriMet's contributions to the Plan during the measurement period, \$24,397,698, plus the change in the net impact on TriMet's statement of net position [$(\$4,138,789) = \$24,397,698 + \$833,318,702 - \$861,855,189$]. Volatility in OPEB expense from year to year is to be expected. A breakdown of the components of the net OPEB expense is shown in Section V of this report.

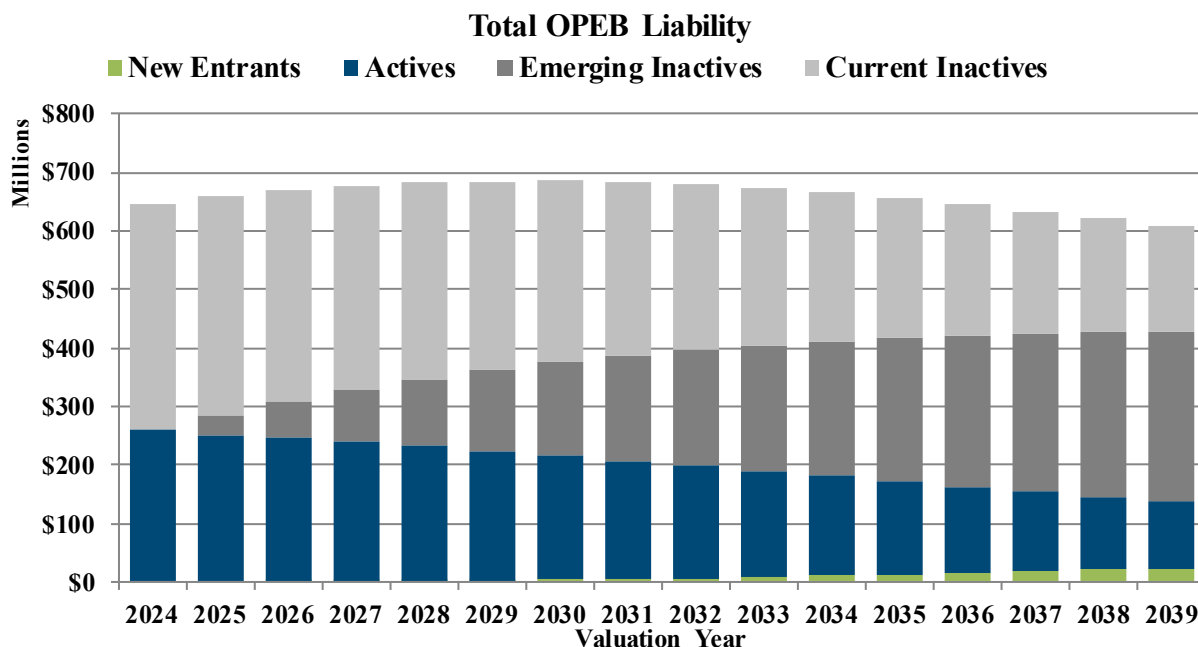
TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE

SECTION I – EXECUTIVE SUMMARY

The chart below shows the projection of the Total OPEB Liability (TOL) for the combination of union and non-union members assuming the discount rate remains constant, and all other assumptions are met. Each year, the TOL increases with interest and the accrual of additional benefits and decreases for the benefits that are paid.

The small green bars on the bottom represent the projected liability for new hires after the valuation date. Because new hires earn benefits under Tier 3, the liability for these members is much lower than for Tiers 1 and 2. The dark blue bars represent the liability for current active members while they remain active employees, and the dark gray bars represent the liability for current active members as they retire. The light gray bars represent the liability for participants currently receiving benefits.

The Total OPEB Liability is projected to grow until 2030 when it is expected to start declining, as Tier 3 becomes more dominant.



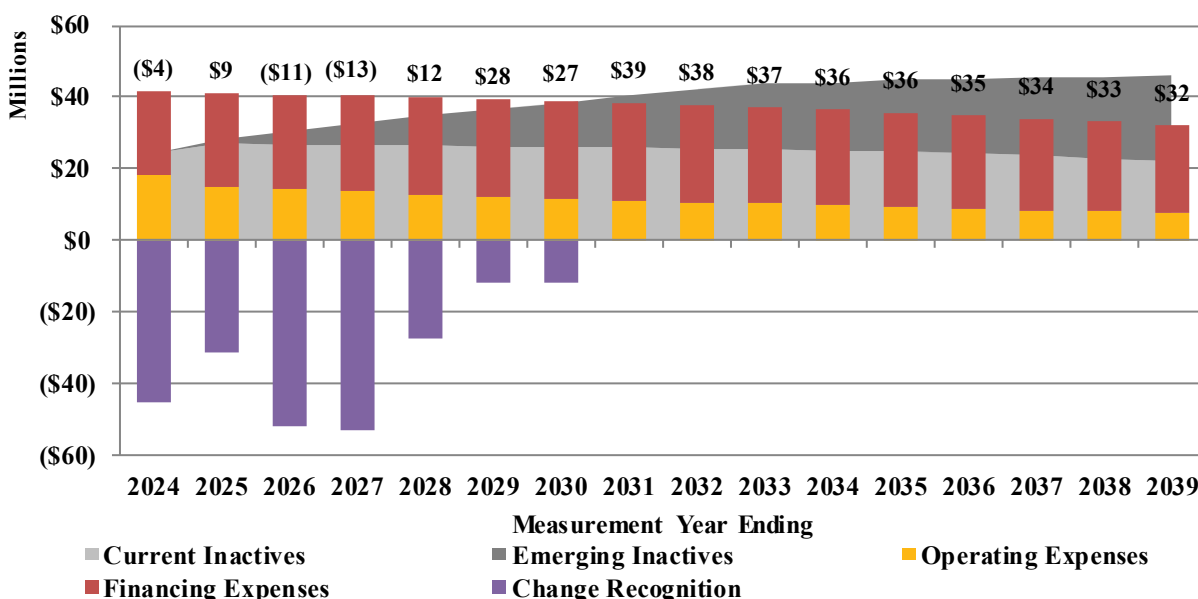
The chart on the following page shows a projection of benefit payments and OPEB expense for the next 15 years assuming the discount rate remains constant, all assumptions are met, and contributions are equal to the benefit payments each year.

The light gray area in the background represents projected benefit payments for participants currently receiving benefits. The dark gray area in the background represents projected benefit payments for participants who are currently active employees. Benefit payments (also TriMet contributions) are expected to grow significantly as current employees retire, increasing from \$24.4 million in calendar year 2024 to over \$45 million by the end of the projection period.

**TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE**

SECTION I – EXECUTIVE SUMMARY

Benefit Payments/Contributions and OPEB Expense



The annual OPEB expense under GASB 75 is shown by its key components, assuming no discount rate changes and all assumptions are met. The gold bars represent the operating expenses of the OPEB Plan. These expenses are primarily due to the benefits for active employees that are attributed to future years of service. As Tier 2 employees retire and are replaced with Tier 3 employees, the operating expenses of the OPEB plan are expected to decline from approximately \$18.4 million to approximately \$7.6 million over the projection period.

The red bars represent the financing expenses of the OPEB Plan, which are largely interest on the TOL. If the OPEB Plan were prefunded, the expected return on assets would offset the interest costs. Assuming the discount rate remains at 4.08% and all other assumptions are met, the financing expense is expected to increase gradually from \$23.1 million this year to \$27.4 million in 2030 before declining slowly to \$24.5 million at the end of the projection.

Assumption changes and experience gains and losses are also recognized over time as a component of OPEB expense. These amounts, represented by the purple bars, represent an offset to expense for seven years due primarily to the experience gains from 2021 through 2023, as well as increases in the discount rate this year and two years ago. As experience emerges, these changes are likely to be the most volatile component of OPEB expense.

The numbers at the top of the stacked bars represent the annual OPEB expense projected for each year. OPEB expense is actually income for the current year and is projected to be income for two of the next three years as historical gains are recognized. The OPEB expense is expected to jump from an income of \$13 million in 2027 to an expense of \$28 million in 2029 and then to an expense of \$39 million as gains are fully recognized and then gradually decline to \$32 million in 2039.

**TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE**

SECTION II – CERTIFICATION

The purpose of this report is to provide accounting and financial disclosure information under Governmental Accounting Standards Board (GASB) Statement Nos. 74 and 75 for the Other Postemployment Benefits (OPEB) Plan provided by the Tri-County Metropolitan Transportation District of Oregon (TriMet). This report is for the use of TriMet and its auditors in preparing financial reports in accordance with applicable law and accounting requirements. This report is not appropriate for other purposes, including the measurement of funding requirements for the Plan.

In preparing our report, we relied on information (some oral and some written) supplied by TriMet. This information includes, but is not limited to, the plan provisions, employee data, and financial information. We performed an informal examination of the obvious characteristics of the data for reasonableness and consistency in accordance with Actuarial Standard of Practice No. 23.

Cheiron utilizes ProVal, an actuarial valuation software leased from Winklevoss Technologies (WinTech) to calculate the liabilities, normal costs, and projected benefit payments. Projections of the Total OPEB Liability in this report were also developed using ProVal. We have relied on WinTech as the developer of ProVal. We have reviewed ProVal and have a basic understanding of it and have used ProVal in accordance with its original intended purpose. We have not identified any material inconsistencies in assumptions or output of ProVal that would affect this actuarial valuation.

Future actuarial measurements may differ significantly from the current measurements due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; and, changes in plan provisions or applicable law.

The claim costs and trend assumptions reflect the Inflation Reduction Act of 2022 (the Act) including associated regulations and market responses to date. As the regulations and market responses evolve, the impact on future costs could vary significantly from those assumed in this valuation.

This report and its contents have been prepared in accordance with generally recognized and accepted actuarial principles and practices and our understanding of the Code of Professional Conduct and applicable Actuarial Standards of Practice set out by the Actuarial Standards Board as well as applicable laws and regulations. Furthermore, as credentialed actuaries, we collectively meet the Qualification Standards of the American Academy of Actuaries to render the opinion contained in this report. This report does not address any contractual or legal issues. We are not attorneys, and our firm does not provide any legal services or advice.

**TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE**

SECTION II – CERTIFICATION

This report was prepared for TriMet for the purposes described herein and for the use by the auditors in completing an audit related to the matters herein. Other users of this report are not intended users as defined in the Actuarial Standards of Practice, and Cheiron assumes no duty or liability to any such other user.



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**TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE**

SECTION III – DETERMINATION OF DISCOUNT RATE

The discount rate used to measure the Total OPEB Liability as of January 1, 2024 was 3.26%. The discount rate used to measure the Total OPEB Liability as of December 31, 2024 was 4.08%.

In developing the projection of cash flows used to determine the discount rate, we assumed that employer contributions to the Plan will continue to follow the pay-as-you-go contribution policy. Based on this assumption, the discount rate used at the January 1, 2024 and December 31, 2024 measurement dates is equal to the yield on the Bond Buyer 20-Bond GO Index as of December 28, 2023 and December 26, 2024, respectively.

TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE

SECTION III – DETERMINATION OF DISCOUNT RATE

Table III-1 below summarizes the total expected net benefit payments for the next 30 years.

Table III-1					
Expected Net Benefit Payments - Total					
Measurement Year		Implicit	Explicit	Retiree Life	
Ending		Medical	Medical	Insurance	Total
December 31					
2025	\$	3,397,385	\$ 24,372,866	\$ 624,224	\$ 28,394,475
2026		3,724,731	26,089,014	654,174	30,467,919
2027		3,942,343	28,063,675	684,682	32,690,700
2028		4,299,521	29,838,640	715,782	34,853,943
2029		4,520,163	31,524,580	747,833	36,792,576
2030		4,573,388	32,947,496	779,100	38,299,984
2031		5,092,423	34,724,432	809,135	40,625,990
2032		5,104,799	36,022,787	838,261	41,965,847
2033		5,402,398	37,416,802	867,508	43,686,708
2034		5,077,235	38,119,170	898,392	44,094,797
2035		5,022,949	38,985,831	926,991	44,935,771
2036		4,714,302	39,445,358	949,450	45,109,110
2037		4,880,014	39,892,999	968,245	45,741,258
2038		4,711,467	39,907,252	983,464	45,602,183
2039		4,509,872	40,033,269	995,385	45,538,526
2040		4,754,302	40,347,110	1,003,708	46,105,120
2041		4,462,204	39,572,060	1,008,541	45,042,805
2042		4,313,531	39,147,840	1,010,068	44,471,439
2043		4,294,672	38,807,364	1,008,501	44,110,537
2044		4,165,926	38,177,047	1,004,014	43,346,987
2045		4,127,506	37,566,562	996,858	42,690,926
2046		3,944,364	36,799,428	987,189	41,730,981
2047		4,081,624	36,112,529	975,138	41,169,291
2048		3,976,441	35,149,140	961,086	40,086,667
2049		3,744,594	34,250,462	945,144	38,940,200
2050		3,559,618	33,240,422	927,611	37,727,651
2051		3,327,266	31,978,434	908,705	36,214,405
2052		2,963,186	30,818,318	888,686	34,670,190
2053		2,839,133	29,742,126	867,620	33,448,879
2054		2,539,181	28,389,939	845,643	31,774,763

**TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE**

SECTION III – DETERMINATION OF DISCOUNT RATE

Table III-2 below summarizes the Union expected net benefit payments for the next 30 years.

Table III-2 Expected Net Benefit Payments - Union					
Measurement Year Ending December 31	Implicit Medical	Explicit Medical	Retiree Life Insurance	Total	
2025	\$ 3,001,831	\$ 22,425,789	\$ 567,472	\$	25,995,092
2026	3,242,531	23,929,528	594,537		27,766,596
2027	3,406,266	25,724,886	622,008		29,753,160
2028	3,636,227	27,247,646	649,821		31,533,694
2029	3,883,971	28,850,540	678,553		33,413,064
2030	3,917,311	30,158,626	706,483		34,782,420
2031	4,377,275	31,771,742	732,998		36,882,015
2032	4,386,319	32,965,788	758,522		38,110,629
2033	4,627,529	34,285,920	784,206		39,697,655
2034	4,217,367	34,898,329	811,603		39,927,299
2035	4,179,423	35,734,171	836,758		40,750,352
2036	3,798,773	36,057,140	855,903		40,711,816
2037	3,874,415	36,411,181	871,560		41,157,156
2038	3,722,616	36,446,409	883,947		41,052,972
2039	3,548,288	36,544,874	893,339		40,986,501
2040	3,699,982	36,789,273	899,524		41,388,779
2041	3,453,016	36,070,889	902,687		40,426,592
2042	3,334,490	35,717,421	903,085		39,954,996
2043	3,285,726	35,368,879	900,911		39,555,516
2044	3,093,469	34,810,132	896,432		38,800,033
2045	3,083,018	34,295,838	889,905		38,268,761
2046	2,957,646	33,643,372	881,462		37,482,480
2047	3,013,888	32,990,205	871,159		36,875,252
2048	2,911,275	32,131,436	859,367		35,902,078
2049	2,754,016	31,291,394	846,147		34,891,557
2050	2,583,561	30,387,938	831,687		33,803,186
2051	2,348,023	29,226,696	816,166		32,390,885
2052	2,041,098	28,125,537	799,729		30,966,364
2053	1,992,211	27,172,088	782,387		29,946,686
2054	1,731,037	25,900,917	764,226		28,396,180

TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE

SECTION III – DETERMINATION OF DISCOUNT RATE

Table III-3 below shows the Non-Union expected net benefit payments for the next 30 years.

Table III-3								
Expected Net Benefit Payments - Non Union								
Measurement Year		Implicit	Explicit	Retiree Life				
Ending		Medical	Medical	Insurance	Total			
December 31								
2025	\$	395,554	\$	1,947,077	\$	56,752	\$	2,399,383
2026		482,200		2,159,486		59,637		2,701,323
2027		536,077		2,338,789		62,674		2,937,540
2028		663,294		2,590,994		65,961		3,320,249
2029		636,192		2,674,040		69,280		3,379,512
2030		656,077		2,788,870		72,617		3,517,564
2031		715,148		2,952,690		76,137		3,743,975
2032		718,480		3,056,999		79,739		3,855,218
2033		774,869		3,130,882		83,302		3,989,053
2034		859,868		3,220,841		86,789		4,167,498
2035		843,526		3,251,660		90,233		4,185,419
2036		915,529		3,388,218		93,547		4,397,294
2037		1,005,599		3,481,818		96,685		4,584,102
2038		988,851		3,460,843		99,517		4,549,211
2039		961,584		3,488,395		102,046		4,552,025
2040		1,054,320		3,557,837		104,184		4,716,341
2041		1,009,188		3,501,171		105,854		4,616,213
2042		979,041		3,430,419		106,983		4,516,443
2043		1,008,946		3,438,485		107,590		4,555,021
2044		1,072,457		3,366,915		107,582		4,546,954
2045		1,044,488		3,270,724		106,953		4,422,165
2046		986,718		3,156,056		105,727		4,248,501
2047		1,067,736		3,122,324		103,979		4,294,039
2048		1,065,166		3,017,704		101,719		4,184,589
2049		990,578		2,959,068		98,997		4,048,643
2050		976,057		2,852,484		95,924		3,924,465
2051		979,243		2,751,738		92,539		3,823,520
2052		922,088		2,692,781		88,957		3,703,826
2053		846,922		2,570,038		85,233		3,502,193
2054		808,144		2,489,022		81,417		3,378,583

TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE

SECTION IV – GASB 74 REPORTING INFORMATION

Note Disclosures

The table below shows the changes in the Total OPEB Liability (TOL), the Plan fiduciary net position (i.e., fair value of Plan assets) (FNP), and the Net OPEB Liability (NOL) during the measurement period ending on December 31, 2024.

Table IV - 1 Change in Net OPEB Liability					
	Increase (Decrease)				
	Union	Total OPEB Liability Non Union	Total	Plan Fiduciary Net Position	Net OPEB Liability
Balances at 1/1/2024	\$ 644,643,079	\$ 66,703,373	\$ 711,346,452	\$ 435,896	\$ 710,910,556
Changes for the year:					
Service cost	17,012,637	1,386,173	18,398,810		18,398,810
Interest	20,929,321	2,163,576	23,092,897		23,092,897
Changes of benefits	0	0	0		0
Differences between expected and actual experience	(23,924,482)	141,824	(23,782,658)		(23,782,658)
Changes of assumptions	(54,716,831)	(4,098,629)	(58,815,460)		(58,815,460)
Contributions - employer				24,397,698	(24,397,698)
Contributions - member				0	0
Net investment income				19,259	(19,259)
Benefit payments					0
Explicit subsidy	(19,865,660)	(1,791,879)	(21,657,539)	(21,657,539)	
Implicit subsidy	(2,468,373)	(271,786)	(2,740,159)	(2,740,159)	
Administrative expense				0	0
Net changes	<u>(63,033,388)</u>	<u>(2,470,721)</u>	<u>(65,504,109)</u>	<u>19,259</u>	<u>(65,523,368)</u>
Balances at 12/31/2024	<u>\$ 581,609,691</u>	<u>\$ 64,232,652</u>	<u>\$ 645,842,343</u>	<u>\$ 455,155</u>	<u>\$ 645,387,188</u>

During the measurement year, the NOL decreased by approximately \$65.5 million. The service cost and interest cost increased the NOL by approximately \$41.5 million while contributions and net investment earnings decreased the NOL by approximately \$24.4 million.

There were no changes in benefits during the year. There were changes in assumptions during the measurement year, which decreased the TOL by approximately \$58.8 million. There was a liability gain during the year due to experience (population and health claims experience), which decreased the TOL by approximately \$23.8 million.

TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE

SECTION IV – GASB 74 REPORTING INFORMATION

Changes in the discount rate affect the measurement of the TOL. Lower discount rates produce a higher TOL and higher discount rates produce a lower TOL. The table below shows the sensitivity of the NOL to the discount rate.

Table IV - 2 Sensitivity of NOL to Changes in Discount Rate December 31, 2024			
	1% Decrease 3.08%	Discount Rate 4.08%	1% Increase 5.08%
Total OPEB Liability	\$ 729,002,300	\$ 645,842,343	\$ 576,561,577
Plan Fiduciary Net Position	455,155	455,155	455,155
Net OPEB Liability	<u>\$ 728,547,145</u>	<u>\$ 645,387,188</u>	<u>\$ 576,106,422</u>
Plan Fiduciary Net Position as a Percentage of the Total OPEB Liability	0.1%	0.1%	0.1%

A one percent decrease in the discount rate increases the TOL by approximately 13% and increases the NOL by approximately 13%. A one percent increase in the discount rate decreases the TOL by approximately 11% and decreases the NOL by approximately 11%.

Changes in healthcare trends also affect the measurement of the TOL. Lower healthcare trends produce a lower TOL and higher healthcare trends produce a higher TOL. The table below shows the sensitivity of the NOL to healthcare trends.

Table IV - 3 Sensitivity of NOL to Changes in Healthcare Cost Trend Rates December 31, 2024			
	1% Decrease	Healthcare Trend	1% Increase
Total OPEB Liability	\$ 573,008,077	\$ 645,842,343	\$ 734,218,654
Plan Fiduciary Net Position	455,155	455,155	455,155
Net OPEB Liability	<u>\$ 572,552,922</u>	<u>\$ 645,387,188</u>	<u>\$ 733,763,499</u>
Plan Fiduciary Net Position as a Percentage of the Total OPEB Liability	0.1%	0.1%	0.1%

A one percent decrease in the healthcare trends decreases the TOL by approximately 11% and decreases the NOL by approximately 11%. A one percent increase in the healthcare trends increases the TOL by approximately 14% and increases the NOL by approximately 14%.

TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE

SECTION IV – GASB 74 REPORTING INFORMATION

Required Supplementary Information

The schedules of Required Supplementary Information start with information as of the implementation of GASB 74 and eventually will build up to 10 years of information. The schedules below show the changes in NOL and related ratios required by GASB.

Table IV - 4 Schedule of Changes in Net OPEB Liability and Related Ratios				
	MYE 12/2024	MYE 01/2024	MYE 01/2023	MYE 01/2022
<u>Total OPEB Liability</u>				
Service cost (MOY)	\$ 18,398,810	\$ 16,458,981	\$ 26,073,357	\$ 37,110,964
Interest	23,092,897	23,063,654	16,489,531	20,148,914
Changes of benefit terms	0	0	0	0
Differences between expected and actual experience	(23,782,658)	(5,841,825)	(58,317,428)	(181,903,149)
Changes of assumptions	(58,815,460)	77,446,538	(136,869,026)	4,557,383
Benefit payments	(24,397,698)	(23,024,287)	(23,133,038)	(25,618,517)
Net change in TOL	\$ (65,504,109)	\$ 88,103,061	\$ (175,756,604)	\$ (145,704,405)
TOL - beginning	711,346,452	623,243,391	798,999,995	944,704,400
TOL - ending	\$ 645,842,343	\$ 711,346,452	\$ 623,243,391	\$ 798,999,995
<u>Plan fiduciary net position</u>				
Contributions - employer	\$ 24,397,698	\$ 23,024,287	\$ 23,133,038	\$ 25,618,517
Contributions - member	0	0	0	0
Net investment income	19,259	21,077	(13,166)	(3,088)
Benefit payments	(24,397,698)	(23,024,287)	(23,133,038)	(25,618,517)
Administrative expense	0	0	0	0
Net change in plan fiduciary net position	\$ 19,259	\$ 21,077	\$ (13,166)	\$ (3,088)
Plan fiduciary net position - beginning	435,896	414,819	427,985	431,073
Plan fiduciary net position - ending	\$ 455,155	\$ 435,896	\$ 414,819	\$ 427,985
NOL - ending	\$ 645,387,188	\$ 710,910,556	\$ 622,828,572	\$ 798,572,010
Plan fiduciary net position as a percentage of the TOL	0.07%	0.06%	0.07%	0.05%
Covered employee payroll	\$ 331,426,402	\$ 282,312,781	\$ 251,642,570	\$ 242,736,619
NOL as a percentage of covered employee payroll	194.7%	251.8%	247.5%	329.0%

TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE

SECTION IV – GASB 74 REPORTING INFORMATION

Table IV - 4 (continued)				
Schedule of Changes in Net OPEB Liability and Related Ratios				
	MYE 01/2021	MYE 01/2020	MYE 01/2019	MYE 01/2018
<u>Total OPEB Liability</u>				
Service cost (MOY)	\$ 34,523,816	\$ 27,058,839	\$ 33,512,062	\$ 34,417,175
Interest	24,849,490	29,810,733	27,235,927	28,332,896
Changes of benefit terms	0	0	0	0
Differences between expected and actual experience	(83,329,443)	(22,271,619)	(32,503,320)	1,528,926
Changes of assumptions	91,128,110	165,525,233	(66,328,099)	1,192,225
Benefit payments	(24,311,699)	(23,714,966)	(23,022,074)	(22,646,628)
Net change in TOL	\$ 42,860,274	\$ 176,408,220	\$ (61,105,504)	\$ 42,824,594
TOL - beginning	901,844,126	725,435,906	786,541,410	743,716,816
TOL - ending	\$ 944,704,400	\$ 901,844,126	\$ 725,435,906	\$ 786,541,410
<u>Plan fiduciary net position</u>				
Contributions - employer	\$ 24,311,699	\$ 23,714,966	\$ 23,022,074	\$ 22,646,628
Contributions - member	0	0	0	0
Net investment income	6,488	13,468	7,777	1,914
Benefit payments	(24,311,699)	(23,714,966)	(23,022,074)	(22,646,628)
Administrative expense	0	0	0	0
Net change in plan fiduciary net position	\$ 6,488	\$ 13,468	\$ 7,777	\$ 1,914
Plan fiduciary net position - beginning	424,585	411,117	403,340	401,426
Plan fiduciary net position - ending	\$ 431,073	\$ 424,585	\$ 411,117	\$ 403,340
NOL - ending	\$ 944,273,327	\$ 901,419,541	\$ 725,024,789	\$ 786,138,070
Plan fiduciary net position as a percentage of the TOL	0.05%	0.05%	0.06%	0.05%
Covered employee payroll	\$ 234,229,741	\$ 236,032,015	\$ 219,239,977	\$ 198,559,646
NOL as a percentage of covered employee payroll	403.1%	381.9%	330.7%	395.9%

TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE

SECTION V – GASB 75 REPORTING INFORMATION

The schedules in this section provide the information TriMet needs to report under GASB 75. The impact of experience gains or losses and assumption changes on the TOL are recognized in expense over the average expected remaining service life of all active and inactive members of the Plan. As of the beginning of the measurement year, this recognition period is seven years.

The table below summarizes the current balances of deferred outflows and deferred inflows of resources related to the Plan along with the net recognition over the next five years and the total recognition thereafter if any. Amounts are split between the union and non-union groups, but only the total applies to TriMet's financial statements. For this purpose, the assets in the Trust were allocated to the union and non-union groups in proportion to the TOL at the beginning and end of the year, and the actual earnings for each group also include the impact of any change in proportion during the year.

Table V - 1						
Schedule of Deferred Inflows and Outflows of Resources as of December 31, 2024						
	Deferred Outflows of Resources			Deferred Inflows of Resources		
	Union	Non-Union	Total	Union	Non-Union	Total
Differences between expected and actual experience	\$ 0	\$ 121,564	\$ 0	\$ 141,396,825	\$ 21,277,233	\$ 162,552,494
Changes in assumptions	92,863,360	10,547,571	103,267,272	117,961,932	10,805,848	128,624,121
Net difference between projected and actual earnings on OPEB plan investments	0	0	0	18,882	3,289	22,171
Total	\$ 92,863,360	\$ 10,669,135	\$ 103,267,272	\$ 259,377,639	\$ 32,086,370	\$ 291,198,786
Amounts reported as deferred outflows and deferred inflows of resources will be recognized in OPEB expense as follows:						
	Year ended June 30:			Union	Non-Union	Total
	2026	(26,613,133)	(4,897,287)	(31,510,420)		
	2027	(44,181,768)	(7,794,066)	(51,975,834)		
	2028	(46,795,088)	(6,297,481)	(53,092,569)		
	2029	(26,455,342)	(1,297,886)	(27,753,228)		
	2030	(11,234,473)	(565,258)	(11,799,731)		
	Thereafter	\$ (11,234,475)	\$ (565,257)	\$ (11,799,732)		

The tables on the following pages provide details on the current balances of deferred inflows and outflows of resources, along with the recognition of each base for the current and remaining years in each base's recognition period.

TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE

SECTION V – GASB 75 REPORTING INFORMATION

Table V - 2a
Recognition of Experience (Gains) and Losses

Experience Year	Recognition Period	Total Amount	Beginning Remaining Amount	Ending Remaining Amount	Recognition Year						
					2025	2026	2027	2028	2029	2030	Thereafter
12/2024	7	\$(23,782,658)	\$ (23,782,658)	\$ (20,385,135)	\$ (3,397,523)	\$ (3,397,523)	\$ (3,397,523)	\$ (3,397,523)	\$ (3,397,523)	\$ (3,397,523)	\$ (3,397,520)
01/2024	6	(5,841,825)	(4,868,187)	(3,894,549)	(973,638)	(973,638)	(973,638)	(973,638)	(973,635)	0	0
01/2023	7	(58,317,428)	(41,655,306)	(33,324,245)	(8,331,061)	(8,331,061)	(8,331,061)	(8,331,061)	(8,331,062)	0	0
01/2022	7	(181,903,149)	(103,944,657)	(77,958,493)	(25,986,164)	(25,986,164)	(25,986,164)	(25,986,165)	0	0	0
01/2021	7	(83,329,443)	(35,712,619)	(23,808,413)	(11,904,206)	(11,904,206)	(11,904,207)	0	0	0	0
01/2020	7	(22,271,619)	(6,363,319)	(3,181,659)	(3,181,660)	(3,181,659)	0	0	0	0	0
01/2019	7	(32,503,320)	(4,643,334)	0	(4,643,334)	0	0	0	0	0	0
Deferred Outflows			0	0	0	0	0	0	0	0	0
Deferred (Inflows)			(220,970,080)	(162,552,494)	(58,417,586)	(53,774,251)	(50,592,593)	(38,688,387)	(12,702,220)	(3,397,523)	(3,397,520)
Net Change in OPEB Expense			\$(220,970,080)	\$(162,552,494)	\$(58,417,586)	\$(53,774,251)	\$(50,592,593)	\$(38,688,387)	\$(12,702,220)	\$(3,397,523)	\$(3,397,520)

TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE

SECTION V – GASB 75 REPORTING INFORMATION

Table V - 2b											
Recognition of Assumption Changes											
Change Year	Recognition Period	Total Amount	Beginning Remaining Amount	Ending Remaining Amount	2025	2026	2027	2028	2029	2030	Thereafter
12/2024	7.0	\$(58,815,460)	\$(58,815,460)	\$(50,413,252)	\$(8,402,208)	\$(8,402,208)	\$(8,402,208)	\$(8,402,208)	\$(8,402,208)	\$(8,402,208)	\$(8,402,212)
01/2024	6.0	77,446,538	64,538,783	51,631,028	12,907,755	12,907,755	12,907,755	12,907,755	12,907,763	0	0
01/2023	7.0	(136,869,026)	(97,763,588)	(78,210,869)	(19,552,719)	(19,552,719)	(19,552,719)	(19,552,719)	(19,552,712)	0	0
01/2022	7.0	4,557,383	2,604,221	1,953,167	651,054	651,054	651,054	651,059	0	0	0
01/2021	7.0	91,128,110	39,054,910	26,036,610	13,018,300	13,018,300	13,018,310	0	0	0	0
01/2020	7.0	165,525,233	47,292,928	23,646,467	23,646,461	23,646,467	0	0	0	0	0
01/2019	7.0	(66,328,099)	(9,475,441)	0	(9,475,441)	0	0	0	0	0	0
Deferred Outflows			153,490,842	103,267,272	50,223,570	50,223,576	26,577,119	13,558,814	12,907,763	0	0
Deferred (Inflows)			(166,054,489)	(128,624,121)	(37,430,368)	(27,954,927)	(27,954,927)	(27,954,927)	(27,954,920)	(8,402,208)	(8,402,212)
Net Change in OPEB Expense			\$(12,563,647)	\$(25,356,849)	\$12,793,202	\$22,268,649	\$(1,377,808)	\$(14,396,113)	\$(15,047,157)	\$(8,402,208)	\$(8,402,212)

TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE

SECTION V – GASB 75 REPORTING INFORMATION

Table V - 2c												
Recognition of Investment (Gains) and Losses												
Experience Year	Recognition Period	Total Amount	Beginning	Ending	Recognition Year							
			Remaining Amount	Remaining Amount	2025	2026	2027	2028	2029	2030	Thereafter	
12/2024	5.0	\$ (19,259)	\$ (19,259)	\$ (15,407)	\$ (3,852)	\$ (3,852)	\$ (3,852)	\$ (3,852)	\$ (3,851)	\$ 0	\$ 0	\$ 0
01/2024	5.0	(21,077)	(16,862)	(12,647)	(4,215)	(4,215)	(4,215)	(4,217)	0	0	0	0
01/2023	5.0	13,166	7,900	5,267	2,633	2,633	2,634	0	0	0	0	0
01/2022	5.0	3,088	1,234	616	618	616	0	0	0	0	0	0
01/2021	5.0	(6,488)	(1,296)	0	(1,296)	0	0	0	0	0	0	0
Net Change in OPEB Expense			\$ (28,283)	\$ (22,171)	\$ (6,112)	\$ (4,818)	\$ (5,433)	\$ (8,069)	\$ (3,851)	\$ 0	\$ 0	\$ 0

SECTION V – GASB 75 REPORTING INFORMATION

Annual OPEB Expense

The annual OPEB expense can be calculated in two different ways. First, it is the change in the amounts reported on TriMet's Statement of Net Position that relate to the Plan and are not attributable to employer contributions. That is, it is the change in the NOL minus the change in deferred outflows plus the change in deferred inflows plus employer contributions during the year.

Alternatively, annual OPEB expense can be calculated by its individual components. While GASB does not require or suggest the organization of the individual components shown in the table on the next page, we believe it helps to understand the level and volatility of the OPEB expense.

In the calculation of OPEB expense by individual components, there are three separate sections: operating expenses, financing expenses, and changes. Operating expenses are items directly attributable to the operation of the Plan during the measurement year. Service cost less employee contributions represents the increase in employer-provided benefits attributable to the measurement year, and administrative expenses are the cost of operating the Plan for the year.

Financing expenses equal the interest on the TOL less the expected return on assets.

The final category is changes. This category drives most of the volatility in OPEB expenses from year to year. It includes any changes in benefits made during the year and the recognized amounts due to assumption changes, gains or losses on the TOL, and investment gains or losses.

TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE

SECTION V – GASB 75 REPORTING INFORMATION

The table shows the development of OPEB expense using both methodologies. In addition to the information shown below, any contributions between the measurement date and the reporting date would be reported as deferred outflows of resources to offset the cash outflows reported.

Table V - 3 Calculation of OPEB Expense				
	Measurement Year Ending December 31, 2024			January 1, 2024
	Union	Non-Union	Total	
Change in Net OPEB Liability	\$ (63,048,253)	\$ (2,475,115)	\$ (65,523,368)	\$ 88,081,984
Change in Deferred Outflows	44,640,589	5,511,788	50,223,570	(26,827,134)
Change in Deferred Inflows	(4,713,055)	(8,452,441)	(13,236,689)	(78,197,373)
Employer Contributions	<u>22,334,033</u>	<u>2,063,665</u>	<u>24,397,698</u>	<u>23,024,287</u>
OPEB Expense	\$ (786,686)	\$ (3,352,103)	\$ (4,138,789)	\$ 6,081,764
Operating Expenses				
Service cost	\$ 17,012,637	\$ 1,386,173	\$ 18,398,810	\$ 16,458,981
Employee contributions	0	0	0	0
Administrative expenses	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total	\$ 17,012,637	\$ 1,386,173	\$ 18,398,810	\$ 16,458,981
Financing Expenses				
Interest cost	\$ 20,929,321	\$ 2,163,576	\$ 23,092,897	\$ 23,063,654
Expected return on assets	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total	\$ 20,929,321	\$ 2,163,576	\$ 23,092,897	\$ 23,063,654
Changes				
Benefit changes	\$ 0	\$ 0	\$ 0	\$ 0
Recognition of assumption changes	10,941,783	1,851,419	12,793,202	21,365,725
Recognition of liability gains and losses	(49,662,937)	(8,754,649)	(58,417,586)	(54,801,642)
Recognition of investment gains and losses	<u>(7,490)</u>	<u>1,378</u>	<u>(6,112)</u>	<u>(4,954)</u>
Total	\$ (38,728,644)	\$ (6,901,852)	\$ (45,630,496)	\$ (33,440,871)
OPEB Expense	\$ (786,686)	\$ (3,352,103)	\$ (4,138,789)	\$ 6,081,764

TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE

SECTION V – GASB 75 REPORTING INFORMATION

The table below shows the projection of OPEB expense for the 2025 measurement year assuming that all assumptions are exactly met and that the discount rate, which is based on a municipal bond index, remains at 4.08%. This expense amount would be different if TriMet starts contributing to the Trust fund.

Table V - 4				
Projection of OPEB Expense at 4.08%				
	Measurement Year Ending December 31, 2025			
	Union	Non-Union	Total	
Change in Net OPEB Liability	\$ 11,041,174	\$ 1,540,348	\$ 12,581,522	
Change in Deferred Outflows	44,640,592	5,651,132	50,291,724	
Change in Deferred Inflows	(71,253,725)	(10,548,419)	(81,802,144)	
Employer Contributions	<u>25,995,874</u>	<u>2,399,436</u>	<u>28,395,310</u>	
OPEB Expense	\$ 10,423,916	\$ (957,504)	\$ 9,466,412	
Operating Expenses				
Service cost	\$ 13,558,558	\$ 1,340,478	\$ 14,899,036	
Employee contributions	0	0	0	
Administrative expenses	<u>0</u>	<u>0</u>	<u>0</u>	
Total	\$ 13,558,558	\$ 1,340,478	\$ 14,899,036	
Financing Expenses				
Interest cost	\$ 23,478,491	\$ 2,599,305	\$ 26,077,796	
Expected return on assets	<u>0</u>	<u>0</u>	<u>0</u>	
Total	\$ 23,478,491	\$ 2,599,305	\$ 26,077,796	
Changes				
Benefit changes	\$ 0	\$ 0	\$ 0	
Recognition of assumption changes	19,058,455	3,210,194	22,268,649	
Recognition of liability gains and losses	(45,666,395)	(8,107,856)	(53,774,251)	
Recognition of investment gains and losses	<u>(5,193)</u>	<u>375</u>	<u>(4,818)</u>	
Total	\$ (26,613,133)	\$ (4,897,287)	\$ (31,510,420)	
OPEB Expense	\$ 10,423,916	\$ (957,504)	\$ 9,466,412	

TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE

APPENDIX A – MEMBERSHIP INFORMATION

The census data used to develop the Total OPEB Liability (TOL) as of December 31, 2024 was provided by TriMet.

Union Membership Summary			
Valuation Date	1/1/2024	12/31/2024	% Change
Actives with coverage			
Kaiser Permanente	1,306	1,463	12.0%
Regence HSA	177	191	7.9%
Regence PPO 80/20	735	888	20.8%
Regence Union PPO 90/10	302	249	-17.5%
Total Actives with medical coverage	2,520	2,791	10.8%
Actives without medical coverage, with Dental	52	78	50.0%
Actives above with medical coverage, without Dental	0	18	
Actives without medical coverage, without Dental	0	0	
Total Actives	2,572	2,869	11.5%
Active Employees by Tier			
Tier 1	0	0	
Tier 2	981	875	-10.8%
Tier 3	1,591	1,994	25.3%
Total Actives	2,572	2,869	11.5%
Retirees with coverage			
Kaiser	103	95	-7.8%
Regence	152	151	-0.7%
Kaiser Senior Advantage	607	616	1.5%
UnitedHealthcare PPO	894	912	2.0%
Total Retirees with medical and dental coverage	1,756	1,774	1.0%
Total Retirees with Life Insurance	1,675	1,711	2.1%
Total Retirees with Stipend	70	82	17.1%
Inactive Population Distribution			
Retirees	1,466	1,501	2.4%
Disableds	209	210	0.5%
Survivors	217	202	-6.9%
Total Inactive Population	1,892	1,913	1.1%

TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE

APPENDIX A – MEMBERSHIP INFORMATION

Non-Union Membership Summary			
Valuation Date	1/1/2024	12/31/2024	% Change
Actives with coverage			
Kaiser Permanente	239	261	9.2%
Regence HSA	59	70	18.6%
Regence PPO 80/20	307	331	7.8%
Total Actives with medical coverage	605	662	9.4%
Actives without medical coverage, with Dental	5	11	120.0%
Actives above with medical coverage, without Dental	0	1	
Actives without medical coverage, without Dental	32	35	9.4%
Total Actives	642	708	10.3%
Active Employees by Tier			
Tier 1	83	76	-8.4%
Tier 2	51	55	7.8%
Tier 3	508	577	13.6%
Total Actives	642	708	10.3%
Retirees with coverage			
Kaiser Retiree - Open	13	14	7.7%
Kaiser Permanente	0	0	
Regence HSA-Retiree	1	1	0.0%
Regence Retiree - Closed	1	1	0.0%
Regence Retiree 80/20	16	12	-25.0%
Kaiser Senior Advantage	49	52	6.1%
UnitedHealthcare PPO	153	157	2.6%
Total Retirees with medical and dental coverage	233	237	1.7%
Total Retirees with Life Insurance	239	243	1.7%
Inactive Population Distribution			
Retirees	235	239	1.7%
Disableds	4	4	0.0%
Survivors	16	16	0.0%
Total Inactive Population	255	259	1.6%

**TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE**

APPENDIX A – MEMBERSHIP INFORMATION

Active Member Data as of December 31, 2024:

ACTIVE UNION EMPLOYEES WITH MEDICAL COUNTS BY AGE/SERVICE											
Age	Service										Total
	Under 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	35	33	0	0	0	0	0	0	0	0	68
25 to 29	68	89	28	0	0	0	0	0	0	0	185
30 to 34	93	99	73	13	0	0	0	0	0	0	278
35 to 39	63	104	100	44	8	0	0	0	0	0	319
40 to 44	66	103	104	56	23	3	0	0	0	0	355
45 to 49	52	80	102	57	43	21	9	0	0	0	364
50 to 54	60	86	105	72	46	16	36	9	0	0	430
55 to 59	41	58	95	73	45	42	40	18	5	0	417
60 to 64	26	36	95	48	31	26	20	12	8	3	305
65 to 69	4	10	39	33	12	5	8	2	1	0	114
70 & up	2	10	13	2	3	4	0	0	0	0	34
Total	510	708	754	398	211	117	113	41	14	3	2,869

ACTIVE NON-UNION EMPLOYEES WITH MEDICAL COUNTS BY AGE/SERVICE											
Age	Service										Total
	Under 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	1	1	0	0	0	0	0	0	0	0	2
25 to 29	11	24	3	0	0	0	0	0	0	0	38
30 to 34	22	28	15	0	0	0	0	0	0	0	65
35 to 39	12	37	25	16	3	0	0	0	0	0	93
40 to 44	19	44	40	13	4	3	1	0	0	0	124
45 to 49	11	29	29	9	13	5	4	0	0	0	100
50 to 54	11	27	33	12	8	9	10	2	0	0	112
55 to 59	2	19	13	11	14	7	7	7	2	0	82
60 to 64	1	16	14	6	7	6	9	5	1	0	65
65 to 69	1	7	5	4	1	1	0	1	1	0	21
70 & up	0	1	1	3	0	0	0	0	0	1	6
Total	91	233	178	74	50	31	31	15	4	1	708

**TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE**

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

The discount rate and per person health care cost trend assumptions were updated as described below. The price inflation, wage inflation, and demographic assumptions are the same as those used in the pension valuations. Please refer to the pension valuation reports for the rationale for these assumptions. Other OPEB-specific assumptions were selected based on recent experience and expectations for the future. We believe the assumptions to be reasonable.

Economic Assumptions

- | | |
|-------------------------------------|---|
| 1. Expected Return on Assets | 0.00% per year. There is a very small amount of assets in an OPEB trust that if used to pay benefits would not last a month. The assets are invested in short-term fixed-income securities. For simplicity, we have assumed no investment earnings on these assets. |
| 2. Municipal Bond Yield | 3.26% as of January 1, 2024
4.08% as of December 31, 2024
Bond Buyer 20-Bond GO Index, December 28, 2023, and December 26, 2024 |
| 3. Discount Rate: | 3.26% as of January 1, 2024
4.08% as of December 31, 2024 |
| 4. Wage Inflation: | 3.00% per year for Management and 3.25% for ATU for purposes of attributing individual costs under the Entry Age Actuarial Cost Method. |
| 5. Price Inflation: | 2.75% per year. |
| 6. Dental Trends: | Dental premiums and costs are assumed to increase at 3.0% per year in all years. |
| 7. Stipend Trends: | The monthly stipend is assumed to increase at 2.75% per year (the same as inflation). The Tier 3 stipend does not increase until 2025. |

**TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE**

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

8. Per Person Health Care Cost Trends:

Medical Trend assumptions were developed using the Society of Actuaries (SOA) Long-Run Medical Cost Trend Model version 2025-1b. The following assumptions were input into this model:

Trend Assumption Inputs	
Variable	Rate
Rate of Inflation	2.75%
Rate of Growth in Real Income/GDP per capita 2034+	1.25%
Extra Trend due to Taste/Technology 2034+	0.90%
Expected Health Share of GDP 2034	19.80%
Health Share of GDP Resistance Point	18.00%
Year for Limiting Cost Growth to GDP Growth	2045

The SOA Long-Run Medical Cost Trend Model and its baseline projection are based on an econometric analysis of historical U.S. medical expenditures and the judgments of experts in the field. The long-run baseline projection and input variables have been developed under the guidance of the SOA Project Oversight Group.

We have relied on the Society of Actuaries as the developer of the Model. We have reviewed the Model, have a basic understanding of the Model, and have used the Model in accordance with its original intended purpose. We have reviewed the baseline assumptions for the model and found them to be reasonable and consistent with the other economic assumptions used in the valuation, with the exceptions discussed below.

The trends selected from 2025 to 2028 were based on plan design, population weighting, renewal projections from the current health care actuary, and market analysis. The trend assumptions for this period also reflect the Inflation Reduction Act of 2022 (the Act), including associated regulations and market responses to date. As the regulations and market responses evolve, the impact on future costs could vary significantly from those assumed in this valuation.

The expected health share of GDP in 2034 is set to 19.8% of GDP. This assumption is consistent with the trends through 2034 and also with the 2024 Medicare Trustees report projection for 2032.

Medicare Part B Trends are developed from the published 2024 Medicare Trustees Report as the 2025 report was not available when the assumptions were developed. The trend rates from 2025 through 2034 are the short-term trends stated in the report. The Trustee report then grades the trend down to an assumption of GDP plus 0.2% by 2048 and GDP minus 0.1% by 2098. The Trustee report is based on a long-term GDP assumption of 3.7%, which is lower than our assumption of 4.03%. We have used our 4.03% assumption in place of the Trustee report assumption so that the trend grades down from 7.03% in 2032 to 4.03% by 2045.

TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

Deductibles, Co-payments, and Out-of-Pocket Maximums are assumed to increase at the above trend rates. The ultimate trend rate reflects an assumed nominal per capita GDP growth.

Per Person Health Care Cost Trends:

Year	Union Plans Trend			Non Union Plans Trend		
	Medical and Prescription Drug		Medicare Part B	Medical and Prescription Drug		Medicare
	Pre-Medicare	Medicare		Year	Pre-Medicare	
2025	8.00%	7.00%	1.03%	2025	10.00%	7.00%
2026	7.75%	6.50%	10.97%	2026	9.00%	6.50%
2027	7.50%	6.25%	4.77%	2027	8.50%	6.25%
2028	7.25%	6.00%	7.13%	2028	8.00%	6.00%
2029	6.87%	5.83%	5.84%	2029	7.50%	5.83%
2030	6.49%	5.66%	6.25%	2030	6.99%	5.66%
2031	6.11%	5.49%	6.99%	2031	6.49%	5.49%
2032	5.73%	5.31%	7.03%	2032	5.98%	5.31%
2033	5.35%	5.14%	5.14%	2033	5.48%	5.14%
2034	4.97%	4.97%	4.97%	2034	4.97%	4.97%
2035	4.67%	4.67%	4.67%	2035	4.67%	4.67%
2036	4.45%	4.45%	4.45%	2036	4.45%	4.45%
2037	4.35%	4.35%	4.35%	2037	4.35%	4.35%
2038	4.28%	4.28%	4.28%	2038	4.28%	4.28%
2039	4.24%	4.24%	4.24%	2039	4.24%	4.24%
2040	4.21%	4.21%	4.21%	2040	4.21%	4.21%
2041	4.19%	4.19%	4.19%	2041	4.19%	4.19%
2042	4.17%	4.17%	4.17%	2042	4.17%	4.17%
2043	4.16%	4.16%	4.16%	2043	4.16%	4.16%
2044	4.09%	4.09%	4.09%	2044	4.09%	4.09%
2045+	4.03%	4.03%	4.03%	2045+	4.03%	4.03%

9. Changes Since the Last Valuation

The discount rate increased from 3.26% to 4.08% as of December 31, 2024. The per person health care cost trends rates were updated to reflect the current marketplace.

TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

Demographic Assumptions

1. Retirement Rates

Retirement Assumptions					
Age	Union				Non-Union
	Male < 20 yrs	Male 20+ yrs	Female < 20 yrs	Female 20+ yrs	
55	3.00%	4.00%	4.00%	6.00%	2.00%
56	3.00%	4.00%	6.00%	6.00%	2.00%
57	3.00%	7.50%	8.00%	8.00%	2.00%
58	4.00%	15.00%	15.00%	20.00%	7.00%
59	6.00%	7.00%	15.00%	15.00%	7.00%
60	8.00%	11.00%	15.00%	15.00%	7.00%
61	10.00%	15.00%	25.00%	25.00%	15.00%
62	20.00%	35.00%	35.00%	35.00%	35.00%
63	17.50%	20.00%	25.00%	25.00%	30.00%
64	22.50%	25.00%	20.00%	25.00%	30.00%
65	27.50%	30.00%	35.00%	35.00%	30.00%
66	35.00%	35.00%	40.00%	40.00%	30.00%
67	35.00%	35.00%	40.00%	40.00%	100.00%
68	35.00%	35.00%	40.00%	40.00%	100.00%
69	35.00%	35.00%	40.00%	40.00%	100.00%
70 +	100.00%	100.00%	100.00%	100.00%	100.00%

2. Rates of Termination/Withdrawal

Service	Termination Assumptions			
	Union		Non-Union	
	Male	Female	Male	Female
0	2.00%	3.00%	12.00%	12.00%
1 - 2	2.00%	3.00%	12.00%	12.00%
3 - 4	2.00%	3.00%	9.00%	9.00%
5 - 6	2.00%	3.00%	5.00%	5.00%
7 - 9	2.00%	3.00%	3.50%	3.50%
10	5.00%	5.00%	3.50%	3.50%
11	3.50%	3.50%	2.50%	2.50%
12	3.00%	3.00%	2.50%	2.50%
13	2.50%	2.75%	2.50%	2.50%
14	2.25%	2.60%	2.50%	2.50%
15	2.00%	2.50%	2.50%	2.50%
16	1.90%	2.40%	1.00%	1.00%
17	1.80%	2.30%	1.00%	1.00%
18	1.70%	2.20%	1.00%	1.00%
19	1.60%	2.10%	1.00%	1.00%
20 +	1.50%	2.00%	1.00%	1.00%

TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

3. Rates of Mortality

Union Employees

Employee Mortality: 2016 Cheiron ATU employee mortality table with generational projection using SOA Scale MP-2020.

Healthy Retiree Mortality: 2016 Cheiron AT/U retiree mortality table with generational projection using SOA Scale MP-2020.

Disabled Mortality: 2016 Cheiron ATU disabled mortality table with generational projection using SOA Scale MP-2020.

2016 Cheiron ATU Mortality Tables						
Age	Active Employees		Service Retirees		Disabled Retirees	
	Male	Female	Male	Female	Male	Female
30	0.0485%	0.0380%			0.9632%	0.3098%
35	0.0562%	0.0513%			1.1224%	0.4766%
40	0.0640%	0.0723%			1.2844%	0.6769%
45	0.0793%	0.1008%			1.8315%	0.9686%
50	0.1134%	0.1514%	0.6846%	0.3411%	2.1187%	1.4759%
55	0.1735%	0.2387%	0.8977%	0.5195%	2.4130%	1.8518%
60	0.2724%	0.3645%	1.1230%	0.7617%	2.7997%	2.0617%
65	0.4082%	0.5243%	1.3088%	1.1026%	3.3476%	2.2110%
70	0.7245%	0.8362%	1.9829%	1.6328%	4.1983%	2.7203%
75	1.3403%	1.3785%	3.2716%	2.6310%	5.7023%	3.8567%
80	2.5212%	2.2850%	5.5953%	4.4327%	8.1570%	5.9047%
85			9.6469%	7.6908%	12.1627%	9.2619%
90			15.7074%	13.4105%	18.6161%	13.5816%

Non-Union Employees

Employee Mortality: None.

Healthy Retiree Mortality: PubG-2010(A) Healthy Retiree projected fully generational with SOA Scale MP-2019.

Disabled Mortality: PubG-2010(A) Healthy Retiree projected fully generational with SOA Scale MP-2019.

4. Disability Rates

Sample rates of disability for Union employees are shown in the table on the following page.

**TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE**

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

Disability Assumptions - Union Employees			
Age	Disability Rate	Age	Disability Rate
20	0.10%	45	0.57%
25	0.14%	50	0.85%
30	0.21%	55	1.47%
35	0.30%	60	2.17%
40	0.41%	62 +	0.00%

No disability was assumed for Non-Union employees.

5. Percent of Retirees Electing Coverage

All active union members are assumed to elect coverage at retirement. All active non-union members hired before May 1, 2009, and 50% of active non-union members hired on or after May 1, 2009, are assumed to elect coverage at retirement.

Non-union members hired on or after May 1, 2009 are assumed to decline renewal of coverage after retirement at a rate of 3% per year.

6. Medical and Dental Plan Elections

Below is a summary of medical plan election rates for future union retirees by Medicare status.

Medical Plan Elections for Future Union Retirees			
Plan	Pre-Medicare	Plan	Medicare Eligible
Kaiser	48%	Kaiser	44%
Regence HSA	7%	UHC	54%
Regence PPO	45%	Stipend	2%

Below is a summary of medical plan election rates for future non-union retirees by Medicare status.

Medical Plan Elections for Future Non Union Retirees		
Plan	Pre-Medicare	Medicare Eligible
Kaiser	30%	30%
UHC	0%	70%
Regence PPO	70%	0%

**TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE**

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

Below is a summary of dental plan election rates for future union and non-union retirees.

Dental Elections for Future Retirees		
Plan	Union	Non-Union
Moda	80%	95%
Kaiser	20%	5%

These weights were used to blend premium and claims cost for pre-Medicare medical plan, Medicare plan, and dental plan.

7. Spousal Coverage:

The table below shows the percentage of future retirees who are assumed to elect to cover a spouse at retirement.

Retiree Gender	Union	Non-Union Tier 2	Non-Union Tier 3
Male	65%	79%	70%
Female	30%	56%	35%

8. Dependent Age:

For current retirees, the actual spouse date of birth was used when available.

- For future union retirees, male retirees are assumed to be three years older than their partner, and female retirees are assumed to be two years younger than their partner.
- For future non-union retirees, male retirees are assumed to be two years older than their partner, and female retirees are assumed to be two years younger than their partner.

9. Administrative Expenses

Administrative expenses for the Trust and operation of the OPEB plan are assumed to be \$0.

10. Changes Since the Last Valuation

None.

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

11. New Entrant Assumptions

The following new entrant assumptions were used for the projections shown in the Executive Summary.

- Union: The new entrant profile consists of 10 equally weighted individuals based on actual recent new entrants. The individuals range in age from 27 to 49 with an average age of 36 and 70% of the individuals are male.
- Non-Union: The new entrant profile consists of 10 equally weighted individuals based on actual recent new entrants. The individuals range in age from 28 to 44 with an average age of 36 and 50% of the individuals are male.

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

Claim and Expense Assumptions

Different methods are used to develop the claims and expense assumptions for the self-insured plans and the fully insured plans.

The claim costs and trend assumptions reflect the Inflation Reduction Act of 2022 (the Act) based on an estimated industry impact. However, as the regulations and market responses evolve, the impact on future costs could vary significantly from those assumed in this valuation. Additional market responses are expected to be known by early September.

Self-Insured Plans: The claims costs were developed based on actual medical, prescription drug, and dental claims paid from January 1, 2022 to December 31, 2024. The claims analysis combined plans offered to Union Retirees (Regence PPO plans, Regence HSA plan, and Regence Closed Retiree plan for medical and prescription drug, and Moda dental). As well, 85% of enrollees and claims paid from the Regence / Moda Open Retiree plan were assumed to be of Union Retirees, since separate Union and Non-Union claims data was not available for these plans. An adjustment is made to the claims to account for the children of retirees and 2025 contractual administrative expenses are added. The resulting per person per month (PPPM) cost is then adjusted using age curves.

Fully Insured Plans: The claims costs are based on the fully insured Kaiser premiums charged to TriMet in 2025. For pre-Medicare retirees, this is solely based on Kaiser's medical/dental plans. An adjustment is made to the premiums to account for the children of retirees. For Medicare retirees, the premiums of Kaiser Senior Advantage and United Healthcare's plan were blended based on enrollment data for the 2025 calendar year for eligible members. The resulting per person per month (PPPM) costs are then adjusted using age curves.

**TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE**

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

1. Average Annual Claims and Expense Assumptions

The following claims costs were developed based on actuarial experience paid from January 1, 2022 to December 31, 2024 for the self-insured plans and based on the premiums in effect on December 31, 2024 for the fully-insured plans.

Union Members

Age	<u>Regence Medical</u>		<u>Kaiser Medical</u>		<u>Moda Dental</u>		<u>Kaiser Dental</u>	
	Male	Female	Male	Female	Male	Female	Male	Female
40	\$ 8,102	\$ 11,593	\$ 9,626	\$ 13,774	\$ 613	\$ 702	\$ 550	\$ 630
45	9,883	12,580	11,743	14,947	681	766	611	687
50	12,206	14,399	14,502	17,108	783	847	702	760
55	15,402	16,948	18,300	20,137	900	926	807	831
60	19,913	19,379	23,659	23,025	986	980	885	879
64	24,834	20,169	29,506	23,964	1,038	1,009	932	905

Age	<u>Kaiser Medicare</u>		<u>UHC Medicare</u>		<u>Moda Dental</u>		<u>Kaiser Dental</u>	
	Male	Female	Male	Female	Male	Female	Male	Female
65	\$ 5,256	\$ 4,637	\$ 2,122	\$ 1,872	\$ 1,052	\$ 1,017	\$ 944	\$ 912
70	5,582	4,727	2,254	1,909	1,118	1,054	1,003	946
75	6,415	5,316	2,590	2,147	994	941	892	844
80	7,284	6,029	2,941	2,434	871	828	781	743
85	7,867	6,588	3,177	2,660	747	715	670	642
90	7,991	6,817	3,226	2,752	623	602	559	540

Non-Union Members

Age	<u>Regence Medical</u>		<u>Kaiser Medical</u>		<u>Moda Dental</u>		<u>Kaiser Dental</u>	
	Male	Female	Male	Female	Male	Female	Male	Female
40	\$ 7,406	\$ 10,597	\$ 7,656	\$ 10,955	\$ 693	\$ 793	\$ 817	\$ 935
45	9,034	11,499	9,339	11,887	769	866	907	1,021
50	11,157	13,162	11,534	13,606	884	957	1,043	1,128
55	14,079	15,492	14,554	16,015	1,017	1,047	1,199	1,235
60	18,202	17,714	18,817	18,312	1,114	1,107	1,314	1,306
64	22,700	18,436	23,467	19,059	1,173	1,140	1,384	1,345

Age	<u>Kaiser Medicare</u>		<u>UHC Medicare</u>		<u>Moda Dental</u>		<u>Kaiser Dental</u>	
	Male	Female	Male	Female	Male	Female	Male	Female
65	\$ 5,256	\$ 4,637	\$ 2,122	\$ 1,872	\$ 1,188	\$ 1,149	\$ 1,402	\$ 1,355
70	5,582	4,727	2,254	1,909	1,263	1,191	1,490	1,405
75	6,415	5,316	2,590	2,147	1,123	1,064	1,325	1,254
80	7,284	6,029	2,941	2,434	984	936	1,160	1,104
85	7,867	6,588	3,177	2,660	844	808	995	953
90	7,991	6,817	3,226	2,752	704	680	831	802

**TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE**

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

Health plan administrative expenses are included in the average monthly premiums. For Union Regence plans, we assumed \$25.31 per member per month, for Non-Union Regence plans, we assumed \$22.04 per member per month and for Moda dental plans, we assumed \$3.21 per member per month.

Cheiron uses a claim curve model to develop age and gender specific costs for the benefits offered. The claim curve factors were developed from an analysis of publicly available industry data and actual de-identified claims experience from Cheiron’s health database. This information varied between Medicare-eligible and non-Medicare eligible members to reflect the impact of Medicare coverage. The resulting data was smoothed using polynomial functions and the resulting factors were compared to actual results to confirm the reasonableness of the claim cost curves. We have not identified any material inconsistencies in assumptions or output of the Model that would affect this report.

2. Average Annual Premium Assumptions

The following table shows the blended premium for pre-Medicare medical, Medicare, and dental plans. We used the composite premium (per-employee-per-month) for each plan and weighted based on TriMet retirees’ enrollment.

Union Plans	Employee/Retiree	Spouse	Weights Used for Blending
Medical	\$ 1,255.52	\$ 1,255.52	PPO 90 / PPO 80 / HSA / Kaiser: 15% / 30% / 7% / 48%
Dental	\$ 69.67	\$ 69.67	80% / 20% for all
Medicare	\$ 337.97	\$ 337.97	Kaiser / UHC / Stipend: 44% / 54% / 2%

Non Union Plans	Employee/Retiree	Spouse	Weights Used for Blending
Medical	\$ 1,071.05	\$ 1,071.05	PPO 80 / HSA / Kaiser: 70% / 0% / 30%
Dental	\$ 83.25	\$ 83.25	95% / 5% for all
Medicare	\$ 289.53	\$ 289.53	Kaiser / UHC: 30% / 70%

3. Medicare Part D Subsidy

Per GASB guidance, the Part D Subsidy has not been reflected in this valuation.

4. Medicare Stipend

Tier	Stipend
Tier 3 Retiree	\$ 827.20
Tier 2 Retiree	\$ 589.44
Tier 2 Surviving Spouse	\$ 580.61

APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

5. Medicare Part B

All Union Medicare eligible retirees in Tier 1 and 2 are assumed to participate in Medicare Part B and receive monthly premium reimbursement.

6. Medicare Eligibility

All retirees who turn age 65 are assumed to be eligible for Medicare.

7. Geography

Implicitly assumed to remain the same as current retirees.

8. Changes Since the Last Valuation

There was no change to the claims costs process. The claim costs were updated to reflect experience over the past two years. Health plan administrative expenses were updated to reflect the current market experience. The blended percentages for the average annual premiums for the pre-Medicare Union plan were updated based on current enrollment.

Contribution Allocation Procedure

Contributions to the Plan are made on a pay-as-you-go basis.

Pursuant to GASB 75, the Entry Age Actuarial Cost Method is used, and assumption changes and experience gains and losses are recognized over the average future working life of Plan participants. As of this valuation, the average future working life is seven years.

APPENDIX C – SUMMARY OF PLAN PROVISIONS

Summary of Key Substantive Plan Provisions – Union Members

Eligibility: Retirees who were employees immediately prior to retirement after attaining age 55 and 10 years of continuous service or who became disabled after 10 years of continuous service are eligible for the benefit.

Healthcare Benefit:

Tier 1 – Retirees who retired prior to February 1, 1992

Medical, prescription drug, and dental benefits are provided to all covered retirees, spouses, and domestic partners. Dependents receive all benefits except for dental. Retirees also are reimbursed for Medicare Part B premiums.

Benefits are payable over the life of the retiree and spouse or domestic partner while both are alive. Following the retiree's death, benefits continue to the surviving spouse or domestic partner until the earlier of the survivor's death or 16 years after the retiree's death.

Retirees and their dependents under age 65 may continue to receive the same healthcare coverage received prior to retirement, subject to plan changes made by insurers from time to time.

Tier 2 – Retirees who retire on or after February 1, 1992 and were hired on or before October 24, 2014

Medical, prescription drug, and dental benefits are provided to all covered retirees, spouses, and domestic partners until the age of 65. Dependents receive all benefits except for dental.

Benefits are payable over the life of the retiree and spouse or domestic partner while both are alive. Following the retiree's death, benefits continue to the surviving spouse or domestic partner until the earlier of the survivor's death or 16 years after the retiree's death.

Upon attaining Medicare eligibility, retirees and dependents may enroll in a Medicare Advantage plan and dental plan or elect to receive a monthly stipend. But he/she must maintain Medicare Parts A & B. Once the stipend option is selected, the retiree may not opt back to the Medicare Advantage plan and dental plan option. Retirees who maintain Medicare Part B are reimbursed for the premiums.

**TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE**

APPENDIX C – SUMMARY OF PLAN PROVISIONS

Retirees and their dependents under age 65 may continue to receive the same healthcare coverage received prior to retirement. Retirees under age 65 and are non-Medicare eligible, and who do not elect a stipend, will pay a monthly contribution according to the schedule shown in the previous section.

Tier 3 – Retirees hired on or after October 25, 2014

A monthly stipend is provided to retirees until the age of 65. Retiree health benefits cease when the employee turns 65. There are no benefits for the spouse, domestic partner, or dependents.

Retiree Contributions

Tier 1 retirees do not contribute to coverage. Tier 2 retirees who are not Medicare eligible and do not elect the stipend option to contribute according to the following schedule:

Union Plans	Premium Contribution
Regence 90/10	Retirees pay the difference between Regence 90/10 premium and TriMet's employer contribution for the Regence PPO 80/20
Regence 80/20	Retirees pay 5% of the premium cost
Regence HSA	Retirees receive HSA deposit from TriMet equal to the difference between the HSA premium and TriMet's employer contribution for the Regence PPO 80/20
All other Medical and Dental	Retirees pay 5% of the premium cost

Life Insurance Benefits:

Eligible retirees in all tiers are provided a \$10,000 whole life insurance fully paid by TriMet.

TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE

APPENDIX C – SUMMARY OF PLAN PROVISIONS

Summary of 2025 Benefit Plans

TriMet Medical Plan – Union				
Plan	Regence PPO 90/10	Regence PPO 80/20	Regence HSA	Kaiser HMO
<u>In-Network (INN) Benefits</u>				
Deductible (Individual/Family)	\$150 / \$450	\$300 / \$900	\$1,650 / \$3,300	None
Coinsurance	90%	80%	80%	100%
Out-of-Pocket Max (Individual/Family)	\$1,650 / \$4,950	\$2,300 / \$6,900	\$5,000 / \$10,000 ¹	\$600 / \$1,200
Coverages				
Preventive Care	Fully Covered	Fully Covered	Fully Covered	Fully Covered
Well Woman (Mamm/Annual GYN/Pap)	Fully Covered	Fully Covered	Fully Covered	Fully Covered
OV Visit (OV) – Primary Care (PCP)	Deduct + Coinsurance	Deduct + Coinsurance	Deduct + Coinsurance	\$10 Copay
OV – Specialist Care Provider (SCP)	Deduct + Coinsurance	Deduct + Coinsurance	Deduct + Coinsurance	\$10 Copay
Hospital Emergency Room (ER)	\$50 Copay ¹	\$50 Copay ¹	Deduct + Coinsurance	\$100 Copay ²
Ambulance	Fully Covered up to 500 Miles	\$50 Copay; \$500 Miles annual limit	Deduct + Coinsurance	\$75 Copay
Outpatient Surgery	Deduct + Coinsurance	Deduct + Coinsurance	Deduct + Coinsurance	\$20 Copay
Hospital Inpatient	Deduct + Coinsurance	Deduct + Coinsurance	Deduct + Coinsurance	\$50 Copay/day, up to \$250/admission
Lifetime MAX	No Limit	No Limit	No Limit	No Limit
<u>Out-of-Network (OON) Benefits</u>				
Deductible (Individual/Family)	\$450 / \$1,350	\$900 / \$2,700	Combined with INN	
Coinsurance	70%	60%	60%	
Office Visits (PCP) & (SCP)	Deduct + Coinsurance	Deduct + Coinsurance	Deduct + Coinsurance	
Out-of-Pocket Max (Individual/Family)	\$3,450 / \$10,350	\$4,900 / \$14,700	Combined with INN	
Lifetime MAX	No Limit	No Limit	No Limit	
<u>Prescription Drugs</u>				
Out-of-Pocket Max (Individual/Family)	\$1,000 / \$3,000	\$2,000 / \$5,000	Combined with Medical	N/A
Retail (30 Days)	20% with \$5 min / 20% with \$15 min/ 50% ²	\$10 / 20% with \$25 min / 50% ²	Deduct + Coinsurance ³	\$10 Copay
Mail Order (90 Days)	20% with \$5 min / 20% with \$15 min/ 50% ²	\$30 / 20% with \$75 min / 50% ²	Deduct + Coinsurance ³	\$20 Copay
<u>Mental Health and Substance Abuse</u>				
Mental Health and Substance Abuse Inpatient	Deduct + Coinsurance	Deduct + Coinsurance	Deduct + Coinsurance	\$50 Copay/day, up to \$250/admission
Mental Health and Substance Abuse Outpatient	Coinsurance only (no Deduct)	Coinsurance only (no Deduct)	Deduct + Coinsurance	\$10 Copay
<u>Vision Care Services</u>				
Exam	Fully Covered	Fully Covered	Fully Covered	\$10 Copay
Frames / Lens	Hardware: Up to \$200 allowance	Hardware: Up to \$200 allowance	Hardware: Up to \$200 allowance	Up to \$150 allowance every two calendar years ⁴

¹ For the family out-of-pocket maximum, an individual's out-of-pocket expenses won't exceed \$6,850 (2021)

² Copay waived if admitted

³ No deductible for preferred brand-name insulin or preventive medications; coinsurance for preferred brand-name insulin not to exceed \$100 for retail and \$300 for mail

⁴ If you are age 18 years or younger, there is no charge for one pair of standard frames and lenses (or contact lenses) every 12 months¹ Copay waived if admitted

TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE

APPENDIX C – SUMMARY OF PLAN PROVISIONS

TriMet Medicare Plans – Union		
Plan	United Healthcare	Kaiser Senior Advantage
<u>In-Network (INN) Benefits</u>	<u>In- / Out-of-Network</u>	<u>In-Network Only</u>
Deductible	None	None
Coinsurance	N/A	N/A
Out-of-Pocket Max	\$1,500	\$600
Coverages		
Preventive Care	Fully Covered	Fully Covered
Office Visit (OV) – Primary Care (PCP)	\$10 Copay	\$10 Copay
OV – Specialist Care Provider (SCP)	\$20 Copay	\$10 Copay
Hospital Emergency Room (ER)	\$65 Copay ¹	\$50 Copay ¹
Outpatient Surgery	\$100 Copay	\$20 Copay
Hospital Inpatient	\$250 Copay	\$50 Copay/day, up to \$250/admission
<u>Prescription Drugs</u>		
Out-of-Pocket Max	None	None
Retail (30 Days)	\$10 / \$25 / 50% up to \$95 / 33% up to \$95	\$10 Copay
Mail Order (90 Days)	\$30 / \$75 / 50% up to \$95 / 33% up to \$95	\$20 Copay
<u>Vision Care Services</u>		
Exam	\$20 Copay every 12 months	\$10 Copay
Frames / Lens	Up to \$130 allowance (\$175 for contacts) every 2 years	Up to \$150 allowance every 2 years

¹ Copay waived if admitted

**TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE**

APPENDIX C – SUMMARY OF PLAN PROVISIONS

Summary of Key Substantive Plan Provisions – Non-Union Members

Eligibility: Retirees who were employees immediately prior to retirement are eligible for OPEB benefit if the following requirements are met:

Tier 1 (hired prior to April 27, 2003): Age 55 and 5 years of credited service as a Non-Union employee.

Tier 2 (hired on or after April 27, 2003 and before May 1, 2009): Age 55 and 10 years of credited service as a Non-Union employee.

Tier 3 (hired on or after May 1, 2009): Age 62 and 3 years of credited service as a Non-Union employee.

Healthcare Benefit:

Medical, prescription drug, dental, and vision benefits are provided to all covered retirees, spouses, and domestic partners. Dependents receive all benefits.

Benefits are payable over the life of the retiree and spouse or domestic partner while both are alive. Following the retiree's death, benefits continue to the surviving spouse or domestic partner, and qualified dependent(s) until the earlier of the survivor's death or 10 years after the retiree's death.

Retirees and their dependents under age 65 and non-Medicare eligible may continue to receive the same healthcare coverage received prior to retirement. Upon Medicare eligibility, retirees must enroll in a Medicare Advantage plan.

Retiree health benefits cease for Tier 3 retirees when the employee becomes Medicare eligible.

Retiree Contributions

Retirees pay a portion of the health care premium according to the following schedule:

Non-Union Tiers	Premium Contribution
Grandfathered (retired prior to January 1, 1988)	0%
Tier 1 and Tier 2 (hired before May 1, 2009)	
Full Time	6%
Part Time (over 30 hours / week)	6%
Part Time (less than 30 hours / week)	25%
Tier 3	100%

**TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE**

APPENDIX C – SUMMARY OF PLAN PROVISIONS

Life Insurance Benefits:

Grandfathered retirees and eligible retirees in Tiers 1 and 2 are provided a \$10,000 whole life insurance fully paid by TriMet.

**TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE**

APPENDIX C – SUMMARY OF PLAN PROVISIONS

Summary of 2025 Benefit Plans

TriMet Medical Plan – Non-Union			
Plan	Regence PPO 80/20	Regence HSA	Kaiser HMO
<u>In-Network (INN) Benefits</u>			
Deductible (Individual/Family)	\$300 / \$900	\$1,650 / \$3,300	None
Coinsurance	80%	80%	100%
Out-of-Pocket Max (Individual/Family)	\$2,300 / \$6,900	\$5,000 / \$10,000 ¹	\$600 / \$1,200
<u>Coverages</u>			
Preventive Care	Fully Covered	Fully Covered	Fully Covered
Well Woman (Mamm/Annual GYN/Pap)	Fully Covered	Fully Covered	Fully Covered
OV Visit (OV) – Primary Care (PCP)	Deduct + Coinsurance	Deduct + Coinsurance	\$10 Copay
OV – Specialist Care Provider (SCP)	Deduct + Coinsurance	Deduct + Coinsurance	\$10 Copay
Hospital Emergency Room (ER)	\$50 Copay ²	Deduct + Coinsurance	\$100 Copay ²
Ambulance	\$50 Copay; 500 Mile annual limit	Deduct + Coinsurance	\$75 Copay
Outpatient Surgery	Deduct + Coinsurance	Deduct + Coinsurance	\$20 Copay
Hospital Inpatient	Deduct + Coinsurance	Deduct + Coinsurance	\$50 Copay/day, up to \$250/admission
Lifetime MAX	No Limit	No Limit	No Limit
<u>Out-of-Network (OON) Benefits</u>			
Deductible (Individual/Family)	\$900 / \$2,700	Combined with INN	
Coinsurance	60%	60%	
Office Visits (PCP) & (SCP)	Deduct + Coinsurance	Deduct + Coinsurance	
Out-of-Pocket Max (Individual/Family)	\$4,900 / \$14,700	Combined with INN	
Lifetime MAX	No Limit	No Limit	
<u>Prescription Drugs</u>			
Out-of-Pocket Max (Individual/Family)	\$2,000 / \$5,000	Combined with Medical	N/A
Retail (30 Days)	\$10 / 20% with \$25 min / 50% ³	Deduct + Coinsurance ³	\$10 Copay
Mail Order (90 Days)	\$30 / 20% with \$75 min / 50% ³	Deduct + Coinsurance ³	\$20 Copay
<u>Mental Health and Substance Abuse</u>			
Mental Health and Substance Abuse Inpatient	Deduct + Coinsurance	Deduct + Coinsurance	\$50 Copay/day, up to \$250/admission
Mental Health and Substance Abuse Outpatient	Coinsurance only (no Deduct)	Deduct + Coinsurance	\$10 Copay
<u>Vision Care Services</u>			
Exam	Fully Covered	Fully Covered	\$10 Copay
Frames / Lens	Up to \$200 allowance every 24 months	Up to \$200 allowance every 24 months	Up to \$150 allowance every two calendar years ⁴

¹ For the family out-of-pocket maximum, an individual's out-of-pocket expenses won't exceed \$6,850 (2021)

² Copay waived if admitted

³ No deductible for preferred brand-name insulin or preventive medications; coinsurance for preferred brand-name insulin not to exceed \$100 for retail and \$300 for mail

⁴ If you are age 18 years or younger, there is no charge for one pair of standard frames and lenses (or contact lenses) every 12 months

**TRIMET OTHER POSTEMPLOYMENT BENEFIT PLAN
GASB 74/75 REPORTING FOR DECEMBER 31, 2024 MEASUREMENT DATE**

APPENDIX C – SUMMARY OF PLAN PROVISIONS

TriMet Medicare Plans – Non-Union		
Plan	United Healthcare	Kaiser Senior Advantage
<u>In-Network (INN) Benefits</u>	<u>In- / Out-of-Network</u>	<u>In-Network Only</u>
Deductible	None	None
Coinsurance	N/A	N/A
Out-of-Pocket Max	\$1,500	\$600
Coverages		
Preventive Care	Fully Covered	Fully Covered
Office Visit (OV) – Primary Care (PCP)	\$10 Copay	\$10 Copay
OV – Specialist Care Provider (SCP)	\$20 Copay	\$10 Copay
Hospital Emergency Room (ER)	\$65 Copay ¹	\$50 Copay ¹
Outpatient Surgery	\$100 Copay	\$20 Copay
Hospital Inpatient	\$250 Copay	\$50 Copay/day, up to \$250/admission
<u>Prescription Drugs</u>		
Out-of-Pocket Max	None	None
Retail (30 Days)	\$10 / \$25 / 50% up to \$95 / 33% up to \$95	\$10 Copay
Mail Order (90 Days)	\$30 / \$75 / 50% up to \$95 / 33% up to \$95	\$20 Copay
<u>Vision Care Services</u>		
Exam	\$20 Copay every 12 months	\$10 Copay
Frames / Lens	Up to \$130 allowance (\$175 for contacts) every 2 years	Up to \$150 allowance every 2 years

¹ Copay waived if admitted

APPENDIX D – GLOSSARY OF TERMS

1. Actuarially Determined Contribution

A target or recommended contribution for the reporting period, determined in conformity with Actuarial Standards of Practice based on the most recent measurement available when the contribution for the reporting period was adopted.

2. Actuarial Valuation Date

The date as of which an actuarial valuation is performed. This date may be up to 24 months prior to the measurement date and up to 30 months prior to the employer's reporting date.

3. Deferred Inflow of Resources

An acquisition of net assets by a government employer that is applicable to a future reporting period. In the context of GASB 75, these are experience gains on the Total OPEB Liability, assumption changes reducing the Total OPEB Liability, or investment gains that are recognized in future reporting periods.

4. Deferred Outflow of Resources

A consumption of net assets by a government employer that is applicable to a future reporting period. In the context of GASB 75, these are experience losses on the Total OPEB Liability, assumption changes increasing the Total OPEB Liability or investment losses that are recognized in future reporting periods.

5. Entry Age Actuarial Cost Method

The actuarial cost method required for GASB 74 and 75 calculations. Under this method, the actuarial present value of the projected benefits of each individual included in an actuarial valuation is allocated on a level basis over the earnings of the individual between entry age and assumed exit ages. The portion of this actuarial present value allocated to a valuation year is called the service cost. The portion of this actuarial present value not provided for at a valuation date by the actuarial present value of future service costs is called the Total OPEB Liability.

6. Measurement Date

The date as of which the Total OPEB Liability and plan fiduciary net position are measured. The Total OPEB Liability may be projected from the actuarial valuation date to the measurement date. The measurement date must be the same as the reporting date for the plan.

APPENDIX D – GLOSSARY OF TERMS

7. Net OPEB Liability

The liability of employers and nonemployer contributing entities for employees for benefits provided through a defined benefit OPEB plan. It is calculated as the Total OPEB Liability less the plan fiduciary net position.

8. Plan Fiduciary Net Position

The fair or Market Value of Assets.

9. Reporting Date

The last day of the plan or employer's fiscal year.

10. Service Cost

The portion of the actuarial present value of projected benefit payments that is attributed to the current period of employee service in conformity with the requirements of GASB 74 and 75. The service cost is the normal cost calculated under the Entry Age Actuarial Cost Method.

11. Total OPEB Liability

The portion of the actuarial present value of projected benefit payments that is attributed to past periods of employee service in conformity with the requirements of GASB 74 and 75. The Total OPEB Liability is the Actuarial Liability calculated under the Entry Age Actuarial Cost Method.



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