
CITY OF ANN ARBOR

**RETIREE HEALTH CARE BENEFIT
PLAN & TRUST (VEBA)**

***SUMMARY
ANNUAL REPORT***

**For the Fiscal Year Ended
June 30, 2025**

**CITY OF ANN ARBOR
RETIREE HEALTH CARE BENEFIT PLAN & TRUST
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Ann Arbor, MI 48103**

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Rhumblin HEDI
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Summit Credit Partners
SVB Strategic Investors Fund
Torchlight Debt Fund VII
Vanguard REIT
WCM

INVESTMENT MANAGEMENT CONSULTANT

Meketa Investment Group

LEGAL COUNSEL

Michael J. VanOverbeke; VanOverbeke, Michaud & Timmony, P.C.

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CITY OF ANN ARBOR

RETIREE HEALTH CARE BENEFITS PLAN AND TRUST

Annual Report For Year Ending June 30, 2025

The City of Ann Arbor Retiree Health Care Benefits Plan and Trust (VEBA Trust) was established to provide health and life insurance benefits or such other benefits, approved by the City or approved by collective bargaining agreements, for the welfare of the Retirees of the City who are eligible to receive a retirement benefit from the City of Ann Arbor Employees' Retirement System, and the spouses and eligible dependents of such Retirees. Health care benefits under the Plan are provided for pursuant to the City of Ann Arbor Health Care Plan, Chapter 21 of the City Code.

The Health Care Benefits Plan was established during the year ending June 30, 1999. The City is now "pre-funding" for the health and life insurance coverage provided to retirees and beneficiaries. Assets are being set aside during an active participant's career in order to provide health and life insurance coverage after retirement. This contrasts with a "pay as you go" practice of paying health and life insurance premiums as they come due.

The investment performance of the Plan was 9.3% for Fiscal Year Ended June 30, 2025. The annual money weighted rate of return was 9.3%. These returns are net of fees.

The Actuarial Determined Contribution (ADC) is \$3,915,692 for Fiscal Year 2025/2026, and \$1,849,148 for Fiscal Year 2026/2027 as detailed in page 6 of this report. The projected annual required contribution rate for advance-funding of the post-retirement health and life insurance coverage for Fiscal Year 2027 is 2.59% of active participant payroll vs. 5.69% last year.

In the year ending June 30, 2025, \$17,385,917 was contributed to the fund, including benefits paid from City assets. This contribution exceeded the recommended contribution requirement for the year ended 2025.

At the September 17, 2020 Board meeting, the Board of Trustees approved a change to the assumed rate of investment return (i.e., the discount rate) from 7.0% to 6.5% over a 5- year period, with a reduction of 0.1% per year starting with the 2020 valuation analysis. The actuary will only recognize the 0.1% reduction for all future years in the valuation. The Board will annually review the reduction in the assumed rate of return over this 5- year period to determine if additional modifications or time-line considerations should be addressed. Please note that the 6.70% discount rate is used to compute liabilities/future contributions in this valuation. Based on a vote of the Board, the Fund assumed a 6.7% investment return during July 1, 2024 through June 30, 2025 and 6.7% thereafter.

Sincerely,

Jeremy Flack

[Jeremy Flack \(Nov 24, 2025 07:41:53 EST\)](#)

Jeremy Flack
Chairperson, Board of Trustees

Wendy Orcutt

[Wendy Orcutt \(Nov 24, 2025 09:40:39 EST\)](#)

Wendy Orcutt
Executive Director

Investment Summary & Highlights

Historical Asset Class Performance (%) **Annualized Returns Over Rolling Calendar Year Periods** **as of December 31, 2024**

Asset Class	<u>1 Year</u>	<u>3 Years</u>	<u>5 Years</u>	<u>7 Years</u>	<u>10 Years</u>
Total Plan	9.1%	3.0%	7.3%	7.1%	7.1%
Domestic Equity	19.9	7.3	13.0	12.2	11.7
International Developed Market Equity	8.2	3.9	8.6	8.3	8.4
International Emerging Market Equity	7.0	3.6	7.1	5.3	6.7
Investment Grade Fixed Income	1.7	(1.9)	0.0	1.1	1.4
High Yield Fixed Income	7.8	1.6	3.8	4.2	4.9
Infrastructure	0.4	7.7	N/A	N/A	N/A
Natural Resources	1.5	1.0	4.4	5.5	N/A
Private Debt	10.4	8.7	N/A	N/A	N/A
TIPS	3.2	0.0	2.7	2.9	2.6
Real Estate	(1.6%)	(2.7%)	3.6%	5.1%	5.8%

Note: Source is Meketa Investment Group. Returns are net of fees on a rolling calendar year basis. May contain differences from audited financial statements due to timing, manner of presentation, and accounting requirements. Performance updates are available quarterly on the Retirement System's website.

Actuarial Section

MEMBERSHIP

	<u>2025</u>	<u>2024</u>
Retirees and Beneficiaries currently covered	1123	1121
Spouses of Retirees currently covered	583	587
Active Participants		
Traditional Plan	153	174
RHRA Plan	<u>616</u>	<u>572</u>
Sub-total Active Participants	<u>769</u>	<u>746</u>
Total	2475	2454

The Retiree Health Care Benefits Plan financial objective is to meet long-term benefit promises through contributions that remain approximately level from year to year as a percent of active participant payroll.

CITY'S COMPUTED CONTRIBUTIONS TO THE BENEFITS PLAN
FOR THE FISCAL YEAR END JUNE 30, 2027

Contributions for	General	General RHRA	Police	Police RHRA	Fire	Fire RHRA	Total
1. Total Normal Cost of Benefits:	\$865,383	\$501,963	\$74,341	\$113,714	\$271,524	\$22,223	\$1,849,148
2. Member Contributions	0	0	0	0	0	0	0
3. Employer Normal Cost (1.- 2.)	865,383	501,963	74,341	113,714	271,524	22,223	1,849,148
4. Preliminary Payment for Unfunded Actuarial Liabilities (UAL)	(39,580)	0	(17,173)	0	(11,173)	0	(67,926)
5. Final Payment for UAL ⁽¹⁾	0	0	0	0	0	0	0
6. Preliminary Actuarially Determined Contribution (ADC) (3. + 5.)	\$865,383	\$501,963	\$74,341	\$113,714	\$271,524	\$22,223	\$1,849,148
7. Projected Fiscal Year Payroll	\$10,076,490	\$41,144,495	\$727,164	\$10,829,909	\$2,432,953	\$6,173,085	\$71,384,096
8. Preliminary ADC as a Percent of Projected Payroll	8.59%	1.22%	10.22%	1.05%	11.16%	0.36%	2.59%
9. Prior Fiscal Year Budgeted Contribution ⁽²⁾							\$17,082,364
10. Prior Fiscal Year Budgeted Contribution with 2% Increase ¹							\$17,424,011
11. Estimated City Contribution (Greater of 6. & 10.; If over 100% funded, then 6.)							\$17,424,011

(1) The Funding Policy states that to the extent that 100% funding has been achieved, the City will continue to fund, at a minimum, the Normal Cost as defined by the outside actuary (i.e., no UAL credits will be applied to offset the Normal Cost).

(2) Provided by the City.

The unfunded actuarial accrued liabilities were amortized as a level dollar amount using 15-year layered amortization. Under a layered amortization approach, the initial Unfunded Actuarial Liability would wind down until it is fully amortized. For each subsequent valuation, any new UAL created by gains/losses, assumptions changes and/or plan changes for that valuation will be amortized over a new, closed 15-year period. If the plan has a surplus (i.e., is over 100% funded), then all layers will be collapsed into a single layer amortized over a 15-year period. See the next page for details regarding layered amortization.

Assumptions and Methods Used to Determine Contributions for the FYE June 30, 2025

Valuation Date: 6/30/2023

Methods and assumptions:

Actuarial cost method	Entry Age Normal; level percent of pay
Amortization method	Level percent of pay
Asset valuation method	Actuarial value
Discount Rate	6.7%
Assumed Rate of Return	6.7%
Amortization Period	16 years*
Inflation	3.5%
Salary Increases	3.50% per annum plus merit component that varies by age
Healthcare cost trend rates	Initial trend of 7.25% decreasing to an ultimate trend rate of 3.50% in year 12.

*At the September 21, 2017 meeting, the Board adopted a closed level dollar amortization starting at 30 years, decreasing 2 years annually until the amortization period reaches 15 years.

SCHEDULE OF EMPLOYER CONTRIBUTIONS

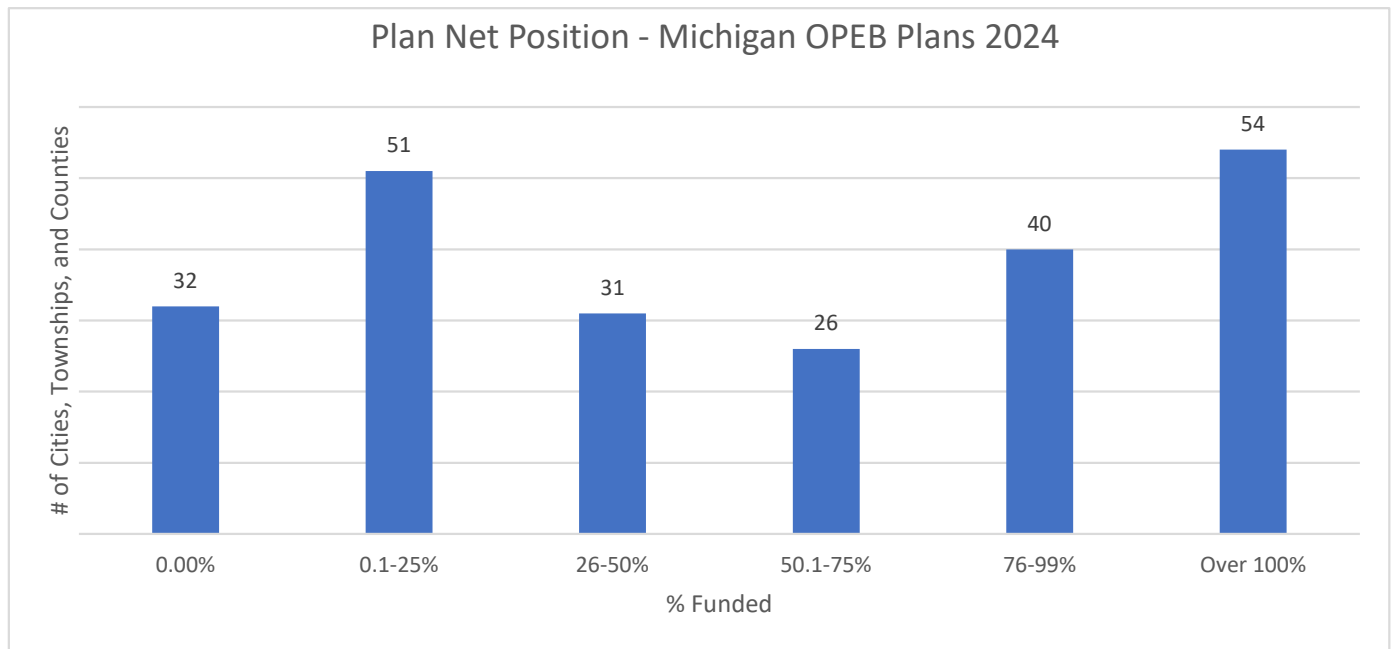
Year Ended June 30	Annual Required Contribution	Current Premiums Paid by the City	Pre Funding Contributions to Trust	Percentage Contributed
2025	\$7,529,098	\$16,888,769	\$497,147	231.0%
2024	7,085,771	15,586,298	729,626	230.3
2023	9,403,669	14,298,012	1,042,849	163.1
2022	13,001,479	13,036,696	760,564	106.0
2021	11,663,630	14,516,628	1,108,867	134.0
2020*	12,129,387	11,468,614	772,922	101.0
2019	9,234,000	13,171,225	2,816,543	173.1
2018	10,641,000	14,272,653	3,451,332	166.6
2017	11,168,000	13,360,000	3,460,057	150.6
2016	11,179,000	12,095,622	3,075,389	135.7
2015	11,974,000	10,758,954	4,220,778	125.1
2014	12,203,000	10,650,463	4,537,637	124.6
2013	12,379,000	9,207,043	5,790,086	121.1

*NOTE: Due to the COVID-19 crisis, the City temporarily suspended the funding policy for FYE20 & FYE21 and only contributed the ADC (Actuarially Determined Contribution).

FUNDING LEVEL STATUS

The City of Ann Arbor is “pre-funding” for the health insurance coverage provided to retirees and beneficiaries. In addition to contributing the Actuarial Determined Contribution (ADC), the City has historically contributed well above that amount. Per the June 30, 2025 GASB 74/75 Report, the Retiree Health Care Plan’s Net Position is 103.4%, an increase from the prior year’s 90.48% funded level. As referenced earlier on page 4, the Board has adopted a lower assumed rate of return which will also result in higher contributions to the Plan.

As you can see in the chart below, a great number of Systems are using a “pay as you go” approach. Of the 234 plans included in the sample, 14% are making no advance payments to their Plan, 35% of the plans are funded at 50% or less, 11% of the plans are funded between 50% and 75%, 17 % are funded between 50-75% and 23% are fully funded at this time.



* This graph includes 234 Cities, Townships and Counties with a minimum of \$1,000,000 in OPEB liabilities. The source of the data is the State of Michigan Local Retirement System Status Report.

ACCOUNTING INFORMATION FOR GASB 74/75

The components of the New OPEB Liability of the City at June 30, 2025 are as follows:

Total OPEB Liability	\$293,950,668
Plan Fiduciary net position	303,976,879
Net OPEB Liability	(10,026,211)
Plan Fiduciary net position as a percentage of the total OPEB Liability	103.41%

Sensitivity of the Net OPEB Liability to Changes in the Discount Rate

Decrease to 5.7%	Discount Rate – 6.7%	Increase to 7.7%
\$24,474,634	(\$10,026,211)	(\$38,812,216)

Sensitivity of the Net OPEB Liability to Changes in Healthcare Cost Trend Rate

1% Decrease	Current	1% Increase
(\$40,470,808)	(\$10,026,211)	\$26,228,288

SCHEDULE OF REQUIRED SUPPLEMENTARY INFORMATION SCHEDULE OF THE NET OPEB LIABILITY MULTIYEAR (\$ in thousands)

FY Ending, June 30	Total OPEB Liability	Plan Net Position	Net OPEB Liability	Plan Net Position as a % of Total OPEB Liability	Covered Payroll ⁽¹⁾	Net OPEB Liability as a % of Covered Payroll
2017	\$254,029,000	\$157,339,000	\$96,690,000	61.94%	\$53,583,000	180.45%
2018	261,367,000	171,807,000	89,560,000	65.73	55,458,000	161.49
2019	293,406,401	186,331,562	107,074,839	63.51	57,077,636	187.60
2020	289,866,913	193,649,479	96,217,434	66.81	57,970,915	165.98
2021	313,723,384	244,344,934	69,378,450	77.89	60,232,543	115.18
2022	297,184,636	226,358,005	70,826,631	76.17	62,187,947	113.89
2023	291,775,386	249,832,624	41,942,762	85.62	63,136,097	66.43
2024	306,944,217	277,712,068	29,232,149	90.48	65,870,440	44.38
2025	293,950,668	303,976,879	(10,026,211)	103.41	68,723,397	(14.59)

⁽¹⁾ Covered payroll was provided by the City of Ann Arbor and may or may not meet the GASB Statement Nos. 74 and 75 definition of Covered Payroll.

⁽²⁾ A 27th pay was included in this figure. Prospectively, this number will be prorated when there is a “split pay” at fiscal year end.

FINANCIAL SECTION

The purpose of the Financial Section is to provide the reader with the present financial position and condition of the Plan & Trust.

This section contains:

**Independent Auditors' Report &
Audited Financial Statements**

CITY OF ANN ARBOR
RETIREE HEALTH CARE BENEFITS PLAN AND TRUST

Statement of Fiduciary Net Position

June 30, 2025

Assets

Investments, at fair value:

Equities	\$ 192,697,884
Fixed income	52,500,650
Other	<u>58,652,379</u>
Total investments	303,850,913

Equity in City of Ann Arbor pooled cash and investments	268,908
Accrued interest and dividends	<u>373,208</u>

Total assets	<u><u>304,493,029</u></u>
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Liabilities

Accrued liabilities	<u>516,150</u>
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Net position restricted for other postemployment benefits	<u><u>\$ 303,976,879</u></u>
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CITY OF ANN ARBOR

RETIREE HEALTH CARE BENEFITS PLAN AND TRUST

Statement of Changes in Fiduciary Net Position

For the Year Ended June 30, 2025

Additions

Investment income:

From investing activities:

Net appreciation in fair value of investments	\$ 20,323,188
Interest and dividends	<u>5,977,718</u>
Total investment income	26,300,906
Investment management fees	<u>(183,726)</u>
Net investment income from investing activities	<u>26,117,180</u>

From securities lending activities:

Gross earnings	20,218
Borrower rebates received (paid)	(16,927)
Securities lending fees	<u>(983)</u>
Net investment income from securities lending activities	<u>2,308</u>

Total net investment income	<u>26,119,488</u>
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Employer contributions	<u>17,385,917</u>
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Total additions	<u>43,505,405</u>
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Deductions

Participant benefits	16,888,770
Administrative expenses	<u>351,824</u>

Total deductions	<u>17,240,594</u>
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Change in net position	<u>26,264,811</u>
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Net position, beginning of year	<u>277,712,068</u>
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Net position, end of year	<u>\$ 303,976,879</u>
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