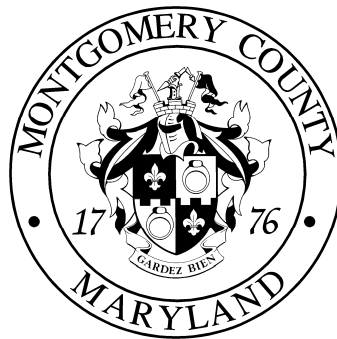


**MONTGOMERY COUNTY CONSOLIDATED RETIREE HEALTH BENEFITS TRUST**

**FINANCIAL STATEMENTS AND  
SUPPLEMENTARY INFORMATION  
YEAR ENDED JUNE 30, 2025**

**WITH  
REPORT OF INDEPENDENT PUBLIC ACCOUNTANTS**

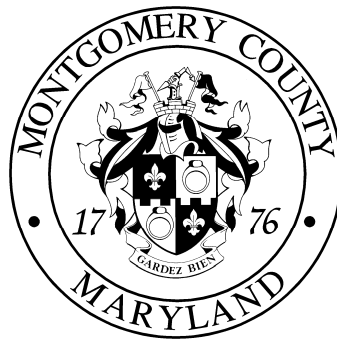




# MONTGOMERY COUNTY CONSOLIDATED RETIREE HEALTH BENEFITS TRUST

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## **REPORT OF INDEPENDENT PUBLIC ACCOUNTANTS**

The Honorable County Council of Montgomery County, Maryland  
Board of Trustees  
Montgomery County Consolidated Retiree Health Benefits Trusts

### **Report on the Audit of the Financial Statements**

#### ***Opinion***

We have audited the statement of fiduciary net position of Montgomery County Consolidated Retiree Health Benefits Trust (the Trust) as of June 30, 2025, and the related statement of changes in fiduciary net position for the year then ended and the related notes to the financial statements, as listed in the table of contents.

In our opinion, the accompanying financial statements present fairly, in all material respects, the fiduciary net position of the Trust as of June 30, 2025, and the respective changes in its fiduciary net position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

#### ***Basis for Opinion***

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of the Trust and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

#### ***Emphasis of Matter – Change in Accounting Principle***

As discussed in Note B to the financial statements, the Trust adopted new accounting guidance as issued by the Government Accounting Standards Board (GASB) for Statement No. 101, *Compensated Absences*, which resulted in a restatement of net position as of July 1, 2024. Our opinion is not modified with respect to this matter.

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

The Trust's management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal controls relevant to the

preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

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

### ***Auditor's Responsibilities for the Audit of the Financial Statements***

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS and *Government Auditing Standards*, we:

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

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

***Required Supplementary Information***

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis and the schedules of changes in the net OPEB liability and related ratios, employer contributions and investment returns and related notes, as listed in the table of contents, be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

***Other Reporting Required by Government Auditing Standards***

In accordance with *Government Auditing Standards*, we have also issued our report dated September 26, 2025 on our consideration of the Trust's internal controls over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal controls over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of internal controls over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Trust's internal controls over financial reporting and compliance.

Owings Mills, Maryland  
September 26, 2025

*SB \* Company, LLC*

# MONTGOMERY COUNTY CONSOLIDATED RETIREE HEALTH BENEFITS TRUST

## MANAGEMENT'S DISCUSSION AND ANALYSIS

### INTRODUCTION

The following Management's Discussion and Analysis (MD&A) of the Montgomery County Consolidated Retiree Health Benefits Trust (Trust) financial performance provides an introduction to the financial statements of the Trust as of and for the year ended June 30, 2025.

Since the MD&A is designed to focus on current activities, resulting changes and current known facts, it should be read in conjunction with the financial statements, notes to the financial statements and required supplementary information which follow this discussion.

### REQUIRED FINANCIAL STATEMENTS

The financial statements for the Trust have been prepared under the accrual basis of accounting in conformity with U.S. generally accepted accounting principles, promulgated by the Governmental Accounting Standards Board. The Statement of Fiduciary Net Position comprises the Trust's assets and liabilities and provides information about the nature and amount of investments, as well as the liabilities. The Statement of Changes in Fiduciary Net Position reports the changes in the Trust's net position, measured by the additions by major sources and deductions by type.

### FINANCIAL ANALYSIS OF THE CONSOLIDATED RETIREE HEALTH BENEFITS TRUST

Shown below is a condensed presentation of the net position of the Consolidated Retiree Health Benefits Trust at June 30:

	<b>Net Position</b> (Millions)		
	<u>2025</u>	<u>2024</u>	<u>Percentage</u> <u>Change</u>
<b>ASSETS</b>			
Cash and investments	\$ 2,039.9	\$ 1,844.1	10.6 %
Receivables	<u>8.8</u>	<u>10.1</u>	(12.9)
Total assets	<u>2,048.7</u>	<u>1,854.2</u>	10.5
<b>LIABILITIES</b>			
Claims payable	5.1	4.8	6.3
Other liabilities	<u>25.3</u>	<u>31.8</u>	(20.4)
Total liabilities	<u>30.4</u>	<u>36.6</u>	(16.9)
<b>NET POSITION</b>	<u>\$ 2,018.3</u>	<u>\$ 1,817.6</u>	11.0 %

Net position held in the Trust as of June 30, 2025 increased by 11.0 percent to \$2,018.3 million primarily due to contributions made to the Trust and investment gains during the fiscal year. Receivables decreased by 12.9 percent to \$8.8 million, mainly related to decreases in accrued interest and dividends from investments at the fiscal year end. Claims payable increased by 6.3 percent to \$5.1 million related to increases in incurred but not reported claims (IBNR)



for medical, dental, and life insurance. Other liabilities decreased by 20.4 percent to \$25.3 million, related to decreases in payable obligations to the Montgomery County Group Insurance Plan.

Shown below is a condensed presentation of the change in net position of the Consolidated Retiree Health Benefits Trust for the years ended June 30:

<b>Change in Net Position</b> (Millions)			
	<u>2025</u>	<u>2024</u>	<u>Percentage Change</u>
<b>ADDITIONS</b>			
Contributions and other income	\$ 107.8	\$ 96.2	12.1 %
Investment income	196.2	161.6	21.4
Purchase of units (\$1 per unit)	<u>59.1</u>	<u>62.3</u>	(5.1)
Total additions	<u>363.1</u>	<u>320.1</u>	13.4
<b>DEDUCTIONS</b>			
Claims and claims administration	109.1	96.1	13.5
Redemption of units (\$1 per unit)	52.2	37.2	40.3
Administrative expenses	<u>1.2</u>	<u>1.0</u>	20.0
Total deductions	<u>162.5</u>	<u>134.3</u>	21.0
<b>CHANGE IN NET POSITION</b>	<u>\$ 200.6</u>	<u>\$ 185.8</u>	8.0 %

The primary sources of additions to the Trust are contributions and other income, the purchase of units by Montgomery County Public Schools and Montgomery College, and net investment income. Contributions and other income comprise employer contributions, rebates from prescription drugs, and the Medicare Part D programs. In fiscal year (FY) 2025, contributions and other income increased by 12.1 percent to \$107.8 million, primarily related to increases in employer contributions and Medicare Part D program payments. The purchase of units by Montgomery County Public Schools decreased by 5.1 percent for FY 2025 based on the budgeted funding goals approved by the County Council. Net investment income increased by 21.4 percent to \$196.2 million, attributed to the stronger financial market during the fiscal year.

Deductions from the Trust's net position are primarily comprised of claims and redemption of units by Montgomery County Public Schools. Costs related to claims and claims administration increased by 13.5 percent to \$109.1 million, largely driven by specialty pharmacy growth, provider price inflation, and higher utilization in FY 2025. Redemption of units increased by 40.3 percent to \$52.2 million based on the approved budget resolution to redirect \$25 million of funds allocated for prefunding in FY25 to current payments for MCPS retiree health care expenditures. Administrative expenses increased by 20.0 percent to \$1.2 million, mainly related to increases in salaries for staff and increases in professional legal fees related to complex investment contracts.

For additional information regarding this report, please contact the Montgomery County Employee Retirement Plans at 240-777-8230.

**MONTGOMERY COUNTY CONSOLIDATED RETIREE HEALTH BENEFITS TRUST**  
**STATEMENTS OF FIDUCIARY NET POSITION**  
**AS OF JUNE 30, 2025**

	Montgomery County Government and Participating Agencies	Montgomery County Public Schools	Montgomery College	Total Trust
<b>ASSETS</b>				
Equity in pooled cash and investments	\$ 427,879	\$ 437,759	\$ 50,919	\$ 916,557
Investments				
Government and agency obligations	294,690	301,495	35,069	631,254
Corporate bonds	64,519,081	66,008,766	7,677,980	138,205,827
Common and preferred stock	247,797,550	253,518,967	29,488,715	530,805,232
Mutual and commingled funds	448,281,791	458,632,203	53,346,991	960,260,985
Short-term investments	28,012,443	28,659,223	3,333,572	60,005,238
Cash collateral received under securities lending agreements	10,070,010	10,302,517	1,198,364	21,570,891
Private real assets	40,369,519	41,301,614	4,804,104	86,475,237
Private equity/debt	112,528,445	115,126,623	13,391,251	241,046,319
Total investments	951,873,529	973,851,408	113,276,046	2,039,000,983
Dividend, interest, and other assets	1,696,575	1,735,748	201,898	3,634,221
Contributions receivable	5,138,329	-	-	5,138,329
Total assets	959,136,312	976,024,915	113,528,863	2,048,690,090
<b>LIABILITIES</b>				
Payable for collateral received under securities lending agreements	10,070,010	10,302,517	1,198,364	21,570,891
Accounts payable and other liabilities	1,740,032	1,780,207	207,069	3,727,308
Claims payable	5,138,329	-	-	5,138,329
Total liabilities	16,948,371	12,082,724	1,405,433	30,436,528
<b>Fiduciary net position held in trust</b>	<b>\$ 942,187,941</b>	<b>\$ 963,942,191</b>	<b>\$ 112,123,430</b>	<b>\$ 2,018,253,562</b>

See accompanying notes to financial statements.

**MONTGOMERY COUNTY CONSOLIDATED RETIREE HEALTH BENEFITS TRUST**  
**STATEMENTS OF CHANGES IN FIDUCIARY NET POSITION**  
**FOR THE YEAR ENDED JUNE 30, 2025**

	Montgomery County Government and Participating Agencies	Montgomery County Public Schools	Montgomery College	Total Trust
<b>ADDITIONS</b>				
Contributions and other income				
Employer contributions	\$ 76,902,038	\$ -	\$ -	\$ 76,902,038
Federal government - Medicare Part D	30,917,110	-	-	30,917,110
Total contributions and other income	107,819,148	-	-	107,819,148
Investment income	94,206,314	95,581,667	11,198,059	200,986,040
Less investment expenses	2,339,840	2,334,117	273,458	4,947,415
Net gain from investment activities	91,866,474	93,247,550	10,924,601	196,038,625
Income from securities lending	574,198	582,580	68,253	1,225,031
Less securities lending expenses	461,781	460,651	53,969	976,401
Net income from securities lending	112,417	121,929	14,284	248,630
Purchase of units (\$1 per unit)	-	59,106,261	-	59,106,261
Total additions	199,798,039	152,475,740	10,938,885	363,212,664
<b>DEDUCTIONS</b>				
Claims and claims administration	109,147,148	-	-	109,147,148
Redemption of units (\$1 per unit)	-	52,200,000	-	52,200,000
Administrative expenses	564,926	563,543	66,023	1,194,492
Total deductions	109,712,074	52,763,543	66,023	162,541,640
Net increase	90,085,965	99,712,197	10,872,862	200,671,024
<b>Fiduciary net position held in trust</b>				
Beginning of year	852,106,003	864,229,994	101,250,568	1,817,586,565
Restatements	(4,027)	-	-	(4,027)
Beginning of year, as restated	852,101,976	864,229,994	101,250,568	1,817,582,538
End of year	\$ 942,187,941	\$ 963,942,191	\$ 112,123,430	\$ 2,018,253,562

See accompanying notes to financial statements.

## MONTGOMERY COUNTY CONSOLIDATED RETIREE HEALTH BENEFITS TRUST

### NOTES TO FINANCIAL STATEMENTS

Year Ended June 30, 2025

#### INTRODUCTION

During FY 2008, the Montgomery County Council enacted legislation to establish a trust effective July 1, 2007 to fund certain County retiree health benefit plans. Effective July 1, 2011, the Montgomery County Council enacted legislation to change the name to Consolidated Retiree Health Benefits Trust (Trust) due to the addition of County-funded agency retiree health benefits plans for Montgomery County Public Schools and Montgomery College. The purpose of the Trust is to provide funding for retiree health benefits for retirees and their dependents pursuant to Section 115 of the Internal Revenue Code of 1986, as amended.

The Trust is considered part of the County's financial reporting entity and is included in the County's basic financial statements. The accompanying financial statements present only the operations of the Trust in conformity with accounting principles generally accepted in the United States of America (GAAP) applicable to the Trust. They are not intended to present fairly the financial position and results of operations of the entire County. The accompanying notes summarize the significant accounting policies and plan provisions established under the Montgomery County Code.

#### A. Plan Description and Contribution Information

*Plan Membership.* For FY2025, using the most recent valuation data, plan membership consisted of the following:

Active plan members <sup>1</sup>	10,749
Retirees <sup>2</sup>	7,817
Spouses <sup>3</sup>	3,123
Total	<u>21,689</u>

<sup>1</sup> Excludes 448 employees as of May 1, 2025 who are ineligible for benefits upon retirement.

<sup>2</sup> Counts shown include retirees and surviving spouses with medical, Rx, and/or life insurance coverage.

<sup>3</sup> Counts shown include spouses with medical and/or Rx coverage.

*Plan Administration.* Montgomery County Government and the participating agencies and political subdivisions have elected to participate in the Montgomery County Group Insurance Plan (Plan). The Plan is a cost-sharing multiple-employer defined benefit healthcare plan. The benefits available under the Plan are delivered through various providers, each with its own separate rules governing coverage and administration. Montgomery County Public Schools and Montgomery College do not participate in the Plan and have separate plans.

*Benefits Provided.* Substantially all retirees of Montgomery County Government (includes Circuit Court and District Court), Montgomery County Revenue Authority, Housing Opportunities Commission of Montgomery County, Washington Suburban Transit Commission, Strathmore Hall Foundation, Village of Friendship Heights, SkyPoint Federal Credit Union and certain retirees of the State Department of Assessments and Taxation, are provided postemployment benefits such as medical, life, dental, vision, and prescription coverage under the Plan. Retirees may also elect coverage for their eligible dependents. A member of the Employees' Retirement System of Montgomery County, who retires under a normal, early, disability or discontinued service retirement, is eligible for group insurance benefits under the Plan. However, the member is not eligible for group insurance benefits if the member leaves County service prior to retirement eligibility with a deferred vested benefit payable upon the member's future retirement date. A member of the Retirement Savings Plan or the Guaranteed Retirement Income Plan is eligible for group insurance upon separation from service based upon the member's age and credited service at the time of separation. Postemployment benefit provisions and eligibility requirements for retirees are described in the Montgomery County Group Insurance Summary Plan Description.

*Plan Contributions.* The County Council has the authority to establish and amend contribution requirements of the plan members and the County. The Plan is a contributory plan in which the County and the retired members and beneficiaries contribute, based on an actuarial valuation, certain amounts toward the current cost of healthcare benefits. During FY 2025, the County and other contributing entities contributed \$76,902,038 for current premiums, claims and prefunding future benefits.

*Unit Purchases.* This amount represents the County Council's action to fund the retiree health care benefits on behalf of Montgomery County Public Schools in the amount of \$59,106,261 during FY 2025.

## **B. Summary of Significant Accounting Policies**

*Basis of Accounting.* The Trust's financial statements have been prepared under the accrual basis of accounting. Contributions are recognized in the period in which the contributions are required to be made as specified under the County Code. Expenses and claims are recognized when due in accordance with the terms of the Plan.

*Method Used to Value Investments.* Investments are stated at fair value. The fair value for public securities is generally based on quoted market prices at June 30, 2025. Fair value for private investment funds, including private equity/debt and private real assets, is determined using net asset values supplied by the fund managers, which are based upon the fund managers' valuations of the funds' underlying holdings. Such values involve subjective judgment and may differ from amounts which would be realized if such holdings were actually sold. The fair value of limited partnership investments are based on valuations of the underlying assets of the limited partnerships as reported by the general partner. Cash received as collateral on securities lending transactions and investments made with such cash are reported at fair value along with a related liability for collateral received.

*Equity in County's Pooled Cash and Investments.* The Trust maintains its short-term cash with the County, which invests cash and allocates interest earned, on a quarterly basis to the Trust based on the Trust's average daily balance of its equity in pooled cash. The County's policy is to fully collateralize the cash maintained in the pool.

*Accounting Changes.* The Trust has implemented GASB Statement No. 101, Compensated Absences, for the fiscal year ended, June 30, 2025. The statement establishes updated accounting and financial reporting requirements for compensated absences. GASB Statement No.101 requires a liability for compensated absences is recognized when the following criteria are met: (a) the leave is attributable to services already rendered, (b) the leave accumulates, and (c) the leave is more likely than not to be used for time off or otherwise paid in cash or settled through noncash means upon termination or retirement. The liability is measured based on the pay rates in effect at the balance sheet date, including salary-related payments. The implementation of GASB statement No. 101 required a restatement of beginning net position in the funds financial statements to reflect the cumulative effect of applying the new standard. This change in accounting principle is reflected in the Statement of Changes in Fiduciary Net Position.

*Subsequent Events.* The Board of Investment Trustees and Board of Trustees entered into a new office lease agreement at 6903 Rockledge Drive, North Bethesda, Maryland 20817. The lease has a term of 136 months, which is expected to commence in fiscal year 2026. The agreement includes an initial annual base rent of approximately \$317,000, with annual increases of 2.5%. The trust funds expect to incur initial costs related to tenant improvements and moving expenses in fiscal year 2026. The full financial impact of this lease has not been reflected in the financial statements as of June 30, 2025. The undiscounted future minimum lease payments over the non-cancelable term of the lease are approximately \$3.67 million.

## **C. Net OPEB Liability**

The components of the Plan's net OPEB liability as of June 30, 2025, were as follows:

Total OPEB Liability (a)	Plan Fiduciary Net Position (b)	Net OPEB Liability (a-b)	Plan Fiduciary Net Position as a % of Total OPEB Liability (b/a)
\$1,264,302,543	\$942,187,941	\$322,114,602	74.52%

*Actuarial assumptions.* The total OPEB liability is based on valuation data on May 1, 2025, with a measurement date of July 1, 2025. Key assumptions are listed as follows, but not limited to:

Valuation Date	May 1, 2025
Measurement Date	July 1, 2025
Actuarial Cost Method	Entry age normal
Asset Valuation Method	Market value of assets
Discount Rate	7.50%
Expected Return on Assets	7.50%
Payroll Growth	3.00%
Election Assumption	For retirees, actual medical, Rx, and life insurance coverage elections are provided by the County. For future retirees, the following election rates were used:

	General <sup>1</sup>	Public Safety	GRIP/RSP
Medical	85%	85%	70%
Rx	85%	85%	70%
Life Insurance	100%	100%	85%

Actual spouse information provided by the County is used for current retirees. For future retirees, 55% of General<sup>1</sup> and GRIP/RSP employees and 70% of Public Safety employees are assumed to cover a spouse at retirement. Spouses were assumed to be the opposite gender of retirees. For General<sup>1</sup> and GRIP/RSP employees, females were assumed to be 3 years younger than male spouses, and for Public Safety employees, females were assumed to be 2 years younger than male spouses. These assumptions were based on the 2023 experience study using data from 2019-2023.

Mortality Assumptions	
Active Employees	
Groups A, H, J, and GRIP/RSP	SOA Pub-2010 General Employees Headcount-weighted Mortality Table, projected on a fully generational basis using mortality improvement scale MP-2021
Groups E, F, and G	SOA Pub-2010 Public Safety Employees Headcount-weighted Mortality Table, projected on a fully generational basis using mortality improvement scale MP-2021
Retirees and Spouses	
Groups A, H, J, and GRIP/RSP	SOA Pub-2010 General Retirees Headcount-weighted Mortality Table, projected on a fully generational basis using mortality improvement scale MP-2021
Groups E, F, and G	SOA Pub-2010 Public Safety Retirees Headcount-weighted Mortality Table, projected on a fully generational basis using mortality improvement scale MP-2021
Disabled Retirees	
Groups A, H, J, and GRIP/RSP	SOA Pub-2010 Disabled Employees Headcount-weighted Mortality Table, projected on a fully generational basis using mortality improvement scale MP-2021
Groups E, F, and G	SOA Pub-2010 Public Safety Employees Headcount-weighted Mortality Table, projected on a fully generational basis using mortality improvement scale MP-2021
Health care cost trend rates	The healthcare cost trend assumption was developed using the 2023 version of the Society of Actuaries (SOA) Long-Run Medical Cost Trend Model.

<sup>1</sup>General refers to pension-eligible employees who are in Member Groups A, H, and J.

The decrement assumptions in addition to mortality rates used in the valuation are based on the experience studies covering the period July 1, 2018, through July 1, 2023. For additional details on decremental assumptions, expected per capita costs, and healthcare cost trend assumptions, please refer to the GASB 74 Actuarial Report prepared by Bolton Consulting for the fiscal year ending June 30, 2025.

The long-term expected rate of return on OPEB plan investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of OPEB plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. Best estimates of geometric real rates of return for each major asset class included in the OPEB plan's target asset allocation as of June 30, 2025 are summarized in the following table:

Asset Class	Long-Term Expected	
	Real Rate of Return	
Global Public Equity	3.13	%
Private Equity	5.73	
Private Credit	5.66	
U.S. High Yield Bonds	3.49	
Emerging Markets Debt	4.03	
Long Duration U.S. Treasury Bonds	2.08	
U.S. Treasury Bonds	1.83	
U.S. Investment Grade Corporate Bonds	2.93	
U.S. TIPS	1.99	
Diversifying Hedge Funds	3.63	
Private Real Assets	5.13	
Cash	1.24	

*Discount Rate.* The discount rate of 7.50% was used to measure the total OPEB liability as of June 30, 2025. This single discount rate was based on the expected long-term rate of return on OPEB plan investments of 7.50%. The members and the County are assumed to continue to make all required actuarially determined contributions. Based on that assumption, the plan's fiduciary net position is expected to remain solvent, and the expected rate of return on plan assets of 7.50% was used as the discount rate.

*Sensitivity of the Net OPEB Liability to Changes in the Discount Rate.* The following presents the net OPEB liability calculated using the discount rate of 7.50%, as well as what the net OPEB liability would be if it were calculated using a discount rate that is 1-percentage-point lower (6.50%) or 1-percentage-point higher (8.50%) than the current rate:

	1% Decrease	Discount Rate	1% Increase
	6.50%	7.50%	8.50%
Net OPEB Liability	\$470,713,513	\$322,114,602	\$197,461,650

*Sensitivity of the Net OPEB Liability to Changes in the Healthcare Cost Trend Rate.* The following presents the net OPEB liability of the Plan using the healthcare cost trend rate of 3.68%, as well as what the Plan's net OPEB liability would be if it were calculated using healthcare cost trend rates that are 1-percentage-point lower (2.68%) or 1-percentage-point higher (4.68%) than the current healthcare cost trend rate:

	1% Decrease	Trend Rate	1% Increase
	2.68%	3.68%	4.68%
Net OPEB Liability	\$191,322,966	\$322,114,602	\$481,349,038

#### D. Trustees of the Plan

The County established a Board of Trustees (Board) for the Trust to be responsible for the investment management of the Trust's assets for the exclusive benefit of the members. The Board consists of nineteen members appointed by the County Executive and confirmed by the County Council.

## E. Investments

Section 33-163 of the Code authorizes the Board to act with the care, skill, prudence and diligence under the circumstances that a prudent person acting in a similar capacity and familiar with the same matters would use to conduct a similar enterprise with similar purposes. The Code also requires that such investments be diversified so as to minimize the risk of large losses unless it is clearly not prudent to diversify under the circumstances. The Board has adopted an investment policy that works to control the extent of downside risk to which the Trust is exposed while maximizing the potential for long-term increases in the value of assets. The overall investment policies do not address specific levels of credit risk, interest rate risk or foreign currency risk. The Board believes that risks can be managed, but not eliminated, by establishing constraints on the investment portfolios and by monitoring the financial markets, the Trust's asset allocation and the investment managers hired by the Trust. Each investment manager has a specific benchmark and investment guidelines appropriate for the type of investments they are managing.

The table below shows the Board's adopted asset allocation policy as of June 30, 2025:

<b>Asset Class</b>	<b>Target Allocation</b>	<b>Allowable Ranges</b>
Global Public Equity	40.00 %	37.0 - 43.0 %
Private Equity	12.00 *	9.0 - 15.0
Private Credit	5.00 *	2.0 - 8.0
U.S. High Yield Bonds	6.50	3.5 - 9.5
Emerging Markets Debt	1.50	0.0 - 3.0
Long Duration U.S. Treasury Bonds	2.50	1.0 - 4.0
U.S Treasury Bonds	6.50	3.5 - 9.5
U.S. Investment Grade Corporate Bonds	2.00	0.5 - 3.5
U.S. TIPS	10.00	7.0 - 13.0
Diversifying Hedge Funds	5.00	2.0 - 8.0
Private Real Assets	8.00 *	5.0 - 11.0
Cash	1.00	0.5 - 1.5
<b>Total</b>	<b>100.00 %</b>	

\*Alternative assets target allocations and recent changes to the target allocation may be reached over a long time horizon. Therefore, funds to be invested in these asset classes may temporarily reside in other asset classes. The target allocation and allowable ranges of the affected asset classes may be temporarily altered to account for this.

*Rate of Return.* The annual money-weighted rate of return on the Trust investments, net of investment expenses, for FY 2025 was 10.77%. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

*Fair Value Measurement.* The Trust categorizes its fair value measurements within the fair value hierarchy established by generally accepted accounting principles. The hierarchy is based on the valuation inputs used to measure the fair value of the asset and gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level I measurements) and the lowest priority to unobservable inputs (level III measurements).

Level I – Unadjusted quoted prices for identical assets or liabilities in active markets.

Level II – Quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in markets are not active; and model-derived valuations in which all significant inputs are observable.

Level III – Valuations derived from valuation techniques in which significant inputs are unobservable.

Investments that are measured at fair value using the net asset value per share (or its equivalent) as a practical expedient are not classified in the fair value hierarchy. In instances where inputs used to measure fair value fall into different levels in the fair value hierarchy, fair value measurements in their entirety are categorized based on the lowest level input that is significant to the valuation. The Trust's assessment of the significance of particular inputs to these fair value measurements requires judgment and considers factors specific to each asset or liability.



The table below shows the fair value leveling of the Trust's investments:

	6/30/2025	Fair Value Measurements Using		
		Quoted Prices in Active Markets for Identical Assets	Significant Other Observable Inputs	Significant Unobservable Inputs
		Level I	Level II	Level III
<b>Investments by fair value level</b>				
Debt securities				
Government and agency obligations	\$ 631,254	\$ -	\$ 631,254	\$ -
Commercial Mortgage-Backed	-	-	-	-
Municipal/Provincial obligations	-	-	-	-
Corporate bonds	138,205,827	-	137,471,754	734,073
Total debt securities	138,837,081	-	138,103,008	734,073
Equity securities				
Consumer goods	82,294,102	82,294,102	-	-
Communication Services	39,273,872	39,273,872	-	-
Energy	14,889,946	14,882,446	-	7,500
Financials	83,297,217	83,297,217	-	-
Health Care	53,787,443	53,787,443	-	-
Industrials	79,917,286	79,917,286	-	-
Information Technology	132,353,381	132,353,381	-	-
Materials	21,872,299	21,872,299	-	-
Real Estate	12,881,512	12,881,512	-	-
Utilities	9,859,698	9,859,698	-	-
Miscellaneous	378,476	41,829	11,557	325,090
Total equity securities	530,805,232	530,461,085	11,557	332,590
Securities lending collateral fund	21,570,891	-	21,570,891	-
Total investments by fair value level	691,213,204	\$ 530,461,085	\$ 159,685,456	\$ 1,066,663
<b>Investments Measured at the Net Asset Value (NAV)</b>				
Commingled equity funds	362,755,511			
Commingled bond funds	497,442,941			
Fund-of-hedge funds	100,062,533			
Private real assets	86,475,237			
Private equity/debt	241,046,319			
Total investments measured at the NAV	1,287,782,541			
<b>Investments measured at amortized cost</b>				
Short-term investments	60,005,238			
Total investments measured at amortized cost	60,005,238			
Total investments	\$ 2,039,000,983			
<b>Investment derivative instruments:</b>				
Foreign exchange contracts	\$ (1,623,310)	\$ -	\$ (1,623,310)	
Credit Default Swaps	\$ 377,342	\$ -	\$ 377,342	

Equity securities classified in Level I are valued using prices quoted in active markets for those securities.

Debt securities classified in Level II and Level III are valued using either a bid evaluation, or matrix pricing technique. Bid evaluations may include market quotations, yields, maturities, call features and ratings. Matrix pricing is used to value securities based on the securities relationship to benchmark quoted prices. Level II debt securities have non-

proprietary information that was readily available to market participants, from multiple independent sources, which are known to be actively involved in the market. Level III debt securities use proprietary information or single source pricing. Equity securities classified in Level II are securities whose values are derived daily from associated traded securities. Short-term investments are cash or cash equivalents and generally include investments in money market-type securities reported at cost plus accrued interest, which approximates market or fair value.

The valuation method for investments measured at the net asset value (NAV) per share, or equivalent, is presented in the table below:

**Investments Measured at the Net Asset Value (NAV)**

	<b>Fair Value</b>	<b>Unfunded Commitments</b>	<b>Redemption Frequency</b>	<b>Redemption Notice Period</b>
Commingled equity funds	\$ 362,755,511	\$ -	Daily, Weekly, Monthly	0-30 days
Commingled bond funds	497,442,941	-	Daily, Monthly	0-5 days
Fund-of-hedge funds	100,062,533	-	Quarterly	95 days
Private real assets	86,475,237	35,210,212	Not eligible	N/A
Private equity/debt	241,046,319	30,943,518	Not eligible	N/A
Total investments measured at the NAV	<u>\$ 1,287,782,541</u>	<u>\$ 66,153,730</u>		

*Commingled Bond Funds and Equity Funds.* Six bond funds and seven equity funds are considered to be commingled in nature. The fair value of the investments in these types of funds has been determined using the NAV per share of the investments.

*Fund-of-Hedge Funds.* The fair value of these funds are based upon information provided by underlying hedge fund investments using the NAV per share of the funds. Fund-of-hedge funds provide additional opportunities in terms of manager access, investment structuring, and fees. These funds also could be subject to varying degrees of redemption restrictions based on market conditions that may impact their underlying portfolios.

*Private Real Assets.* The portfolio consists of fifty-five private real asset limited partnerships. Private real asset funds include U.S. real estate, oil and gas, timber, agriculture and other real asset investments. The fair value of these funds has been determined using net asset values supplied by the fund managers, which are based upon the fund managers' valuations of the funds' underlying holdings. Such values involve subjective judgment and may differ from amounts which would be realized if such holdings were actually sold. Net asset values one quarter in arrears plus current quarter cash flows are used when the most recent information is not available. These funds are not eligible for redemption. Distributions are received as underlying investments within the funds are liquidated, which on average can occur over a span of 5 to 10 years.

*Private Equity/Debt.* The portfolio consists of ninety-four private equity/debt limited partnerships. Private equity funds include buyout, turnaround, and fund-of-funds investments. Private debt funds include distressed and structured equity investments. The fair value of these funds has been determined using net asset values supplied by the fund managers, which are based upon the fund managers' valuations of the funds' underlying holdings. Such values involve subjective judgment and may differ from amounts which would be realized if such holdings were actually sold. Net asset values one quarter in arrears plus current quarter cash flows are used when the most recent information is not available. These funds are not eligible for redemption. Distributions are received as underlying investments within the funds are liquidated, which on average can occur over a span of 3 to 10 years.

*Interest Rate Risk.* Interest rate risk is the risk that changes in interest rates will adversely affect the fair value of the investment. The Board's investment policies and guidelines manage interest rate risk by establishing duration constraints on each fixed income manager's portfolio based on the duration of each manager's respective benchmark. Duration is a measure of interest rate risk based on a bond price's sensitivity to a 100-basis point change in interest rates. The greater the duration of a bond, or a portfolio of bonds, the greater its price volatility will be in response to a change in interest rates and vice-versa. Duration of eight would mean that, given a 100-basis point change up/down in rates, a bond's price would move down/up by 8 percent.

As of June 30, 2025, the Trust's fixed income portfolio had the following sensitivity to changes in interest rates as shown below:

<b>Type of Investment</b>	<b>Effective Duration in Years</b>	<b>Fair Value</b>	<b>Percentage of Portfolio</b>
Corporate Bonds	3.26	\$ 138,205,827	19.85 %
Fixed Income Pooled Funds	6.27	497,442,941	71.44
Foreign Government Obligations	2.18	631,254	0.09
Short-term Investments and Others *	N/A	60,005,238	8.62
Total Fixed Income Securities		<u>\$ 696,285,260</u>	<u>100.00 %</u>

\*Short-term investments consist of U.S. Treasury and government sponsored securities, money market funds, commercial paper, certificates of deposit, repurchase agreements, asset backed securities, notes and bonds issued by U.S. corporations, and other allowable instruments that meet short-term maturity or average life, diversification, and credit quality restrictions.

*Credit Risk/Concentration of Credit Risk.* Credit risk is the risk that an issuer or other counterparty to an investment will not fulfill its obligations. The Board's investment policies and guidelines limit the percentage of the total fund and individual manager's account which can be invested in fixed income securities rated below investment grade. In addition, the Board's investment policies and guidelines, for the majority of public fund managers, limit the percentage of each investment manager's account that may be allocated to any one security, position, issuer or affiliated issuer, to less than 5 percent of the fair value of the investment manager's account. The Trust does not have investments (other than those issued or explicitly guaranteed by the U.S. Government, pooled investments or short-term investments) in any one company that represents 5 percent or more of net assets.

The quality ratings of investments in fixed income securities as described by nationally recognized rating organizations as of June 30, 2025 are as follows:

<b>Type of Investment</b>	<b>Quality Rating</b>	<b>Fair Value</b>	<b>Percentage of Portfolio</b>
Corporate Bonds	A	\$ 385,124	0.06 %
	BBB	4,491,310	0.65
	BB	66,175,078	9.50
	B	46,958,869	6.74
	CCC	14,574,395	2.09
	CC	21,601	0.01
	C	9,127	0.00
	D	840,099	0.12
	Unrated	4,750,225	0.68
Fixed Income Pooled Funds*	AAA	6,995,143	1.01
	AA	419,320,288	60.22
	A	18,064,027	2.59
	BBB	19,090,029	2.74
	BB	33,919,144	4.87
	Unrated	54,309	0.01
Foreign Government Obligations	BB	449,228	0.06
	B	182,026	0.03
Short-term Investments and others	Unrated	60,005,238	8.62
Total Fixed Income Securities		<u>\$ 696,285,260</u>	<u>100.00 %</u>

\*Fixed Income Pooled Funds include funds holding U.S. government obligations or obligations explicitly guaranteed by the U.S. government.

*Foreign Currency Risk.* Foreign currency risk is the risk that changes in exchange rates will adversely affect the fair value of an investment. The Board's International Investing Policy's objective is to achieve long-term capital appreciation and current income by investing in diversified portfolios of non-U.S. equities and bonds. The Trust has indirect exposure to foreign currency risk as shown in the table below:

<b>International Securities</b>	<b>Equity</b>	<b>Fixed Income</b>	<b>Short-Term and Other</b>	<b>Total Non-U.S. Dollar</b>
British pound sterling	\$ 22,440,603	\$ -	\$ 4,828,514	\$ 27,269,117
Japanese yen	22,831,924	-	(2,782,413)	20,049,511
Swedish krona	5,346,445	-	2,000,334	7,346,779
South Korean won	-	-	5,620,993	5,620,993
Brazilian real	-	-	5,526,029	5,526,029
Norwegian krone	1,666,061	-	3,558,799	5,224,860
Indonesian rupiah	-	-	4,765,790	4,765,790
Hong Kong dollar	3,992,450	-	-	3,992,450
Mexican peso	-	-	2,943,628	2,943,628
Danish krone	2,933,907	-	-	2,933,907
Other Currencies	33,196,264	-	(78,117,477)	(44,921,213)
Total International Securities	\$ 92,407,654	\$ -	\$ (51,655,803)	\$ 40,751,851

*Derivatives.* In accordance with the Board's Statement of Investment Policy and Objectives, the Trust regularly invests in derivative financial instruments in the normal course of its investing activities to manage exposure to certain risks within the fund. During FY 2025, the Trust invested directly in various derivatives including exchange-traded futures contracts, forward currency contracts, and swaps. Investment managers are prohibited from purchasing securities on margin or using leverage unless specifically permitted within the investment manager's guidelines. These investments generally contain market risk resulting from fluctuations in interest and currency rates. The credit risk of these investments is associated with the creditworthiness of the related parties to the contracts. The Trust could be exposed to risk if the counterparties to the contracts are unable to meet the terms of the contracts. The Board's Statement of Investment Policy and Objectives seeks to control this risk through counterparty credit evaluations and approvals, counterparty credit limits, and exposure monitoring procedures. In addition, the Trust has indirect exposure to market and credit risk through its ownership interests in certain mutual and commingled funds which may hold derivative financial instruments. The Trust is not a dealer, but an end-user of these instruments.

The notional or contractual amounts of derivatives indicate the extent of the Trust's involvement in the various types of derivative financial instruments and do not measure the Trust's exposure to credit or market risk and do not necessarily represent amounts exchanged by the parties. The amounts exchanged are determined by reference to the notional amounts and the other terms of the derivatives.

As permitted by the Board's policies, the Trust holds off-financial statement derivatives in the form of exchange-traded financial futures.

Futures contracts are contracts in which the buyer agrees to purchase and the seller agrees to make delivery of a specified financial instrument at a predetermined date and price. Gains and losses on futures contracts are settled daily. Futures contracts are standardized and are traded on exchanges. The exchange assumes the risk that a counterparty will not pay. As of June 30, 2025, the Trust held 127 long US Treasury futures contracts with total notional exposure of \$16,955,859. The Trust also held 12 currency futures contracts with total notional exposure of \$884,160 and 299 equity futures contracts with total notional exposure of \$40,007,265.

Foreign exchange contracts involve an agreement to exchange the currency of one country for the currency of another country at an agreed-upon price and settlement date. Foreign exchange contracts contain market risk resulting from fluctuations in currency rates. The credit risk is associated with the creditworthiness of the related parties to the contracts. As of June 30, 2025, the Trust held \$232,359,498 buy foreign exchange contracts and \$233,982,808 sell foreign exchange contracts. The unrealized loss on the Trust's contracts was \$1,623,310 for the fiscal year ended June 30, 2025.

Credit default swaps are credit derivative contracts that enable investors to transfer the credit risk of fixed income securities to another counterparty. As of June 30, 2025, the Trust held one credit default swap sell contract with a fair value of \$377,342 and notional exposure of \$4,932,000.

*Securities Lending.* Board policy permits the Trust to lend its securities to broker-dealers and other entities (borrowers) for collateral that will be returned for the same securities in the future. The Trust's custodian is the agent in lending the Trust's securities for collateral of 103 percent for domestic and 106 percent for international securities. The custodian receives cash, securities or irrevocable bank letters of credit as collateral. All securities loans can be terminated on demand by either the Trust or the borrower. Cash collateral received from the borrower is invested by the lending agent, as an agent for the Trust, in a short-term investment pool in the name of the Trust, with guidelines approved by the Board. Such investments are considered a collateralized investment pool. The relationship between the maturities of the investment pool and the Trust's loans are affected by the maturities of securities loans made by other plan entities that invest cash collateral in the investment pool, which the Trust cannot determine. The Trust records a liability for the return of the cash collateral shown as collateral held for securities lending in the statement of fiduciary net position. The agent indemnifies the Trust by agreeing to purchase replacement securities, or return the cash collateral thereof, in the event a borrower fails to return loaned securities or pay distributions thereon. There were no such failures by any borrower during the fiscal year, nor were there any losses during the period resulting from a default of the borrower or lending agent.

As of June 30, 2025, the fair value of securities on loan was \$113,244,057. Cash received as collateral and the related liability of \$21,570,891 as of June 30, 2025, is shown on the Statement of Fiduciary Net Position. Securities received as collateral are not reported as assets since the Trust does not have the ability to pledge or sell the collateral securities absent borrower default. Securities lending revenues and expenses amounting to \$1,225,031 and \$976,401 respectively, have been classified with investment income and investment expenses, respectively, in the accompanying financial statements.

The following represents the balances relating to the securities lending transactions at June 30, 2025:

Securities Lent	Underlying Securities	Non-Cash Collateral Value	Cash Collateral Investment Value
Lent for Cash Collateral:			
Corporate Bonds	\$ 16,873,069	\$ -	\$ 17,265,226
Equities	4,154,636	-	4,305,665
Lent for Non-Cash Collateral:			
Corporate Bonds	21,384,297	22,040,356	-
Equities	70,832,055	74,583,602	-
Total	<u>\$ 113,244,057</u>	<u>\$ 96,623,958</u>	<u>\$ 21,570,891</u>

At year-end, the Trust has no credit risk exposure to borrowers because the amounts the Trust owes the borrowers exceeded the amounts the borrowers owe the Trust. The Trust is fully indemnified by its custodial bank against any losses incurred as a result of borrower default.

*Custodial Credit Risk.* Custodial credit risk is the risk that, in the event of the failure of the counterparty, the Trust will not be able to recover the value of its investments or collateral securities that are in the possession of an outside party. As of June 30, 2025, there were no funds held by a counterparty that was acting as the Trust's agent in securities lending transactions.

## REQUIRED SUPPLEMENTARY INFORMATION

The following required supplementary information is intended to help users assess the Trust's net position as a percentage of total OPEB liability, assess progress made in accumulating assets to pay benefits when due, and make comparisons among employers.

### SCHEDULE OF CHANGES IN THE NET OPEB LIABILITY AND RELATED RATIOS

Fiscal Year Ending	June 30, 2025	June 30, 2024	June 30, 2023
<b>Total OPEB Liability</b>			
Service Cost	\$ 37,018,453	\$ 44,598,765	\$ 49,345,956
Interest Cost	110,641,952	100,993,243	94,002,214
Changes in Benefit Terms	-	-	-
Differences between Expected and Actual Experiences	(260,850,425)	(7,621,933)	(169,881,523)
Changes of Assumptions	(21,599,989)	(116,909,729)	60,797,023
Medicare Part D Reimbursement	30,917,110	30,598,827	20,896,180
Benefit Payments	(109,147,148)	(96,085,768)	(88,829,790)
Net Change in Total OPEB Liability	(213,020,047)	(44,426,595)	(33,669,940)
Total OPEB Liability – Beginning	1,477,322,590	1,521,749,185	1,555,419,125
Total OPEB Liability – Ending (a)	<u>\$ 1,264,302,543</u>	<u>\$ 1,477,322,590</u>	<u>\$ 1,521,749,185</u>
<b>Plan Fiduciary Net Position</b>			
Contributions - Employer	\$ 76,902,038	\$ 65,574,697	\$ 67,933,610
Net Investment Income (Loss)	91,974,864	76,756,752	32,388,897
Medicare Part D Reimbursement	30,917,110	30,598,827	20,896,180
Benefit Payments	(109,147,148)	(96,085,768)	(88,829,790)
Administrative Expense	(564,926)	(491,920)	(428,183)
Net Change in Plan Fiduciary Net Position	90,081,938	76,352,588	31,960,714
Plan Fiduciary Net Position – Beginning	852,106,003	775,753,415	743,792,701
Plan Fiduciary Net Position – Ending (b)	<u>\$ 942,187,941</u>	<u>\$ 852,106,003</u>	<u>\$ 775,753,415</u>
Net OPEB Liability – Ending (a-b)	<u>\$ 322,114,602</u>	<u>\$ 625,216,587</u>	<u>\$ 745,995,770</u>
Plan Fiduciary Net Position as a Percentage of Total OPEB Liability	<u>74.52%</u>	<u>57.68%</u>	<u>50.98%</u>
Covered Payroll <sup>1</sup>	\$ 1,071,329,327	\$ 894,375,000	\$ 871,711,000
Net OPEB Liability as a Percentage of Covered Payroll <sup>1</sup>	<u>30.07%</u>	<u>69.91%</u>	<u>85.58%</u>
Expected Average Remaining Service Years of All Participants	6.48	6.54	6.54

**Notes to Schedule:**

Benefit changes: None

Changes of assumptions: The discount rate was changed as follows:

The discount rate changes year-to-year: 7.50% 7.50% 6.80%

The healthcare cost trend assumption for Medicare Rx benefits was adjusted to reflect the expected impact of the Inflation Reduction Act.

The decrement and salary scale assumptions were updated based on those developed in Phase 2 of the pension experience study completed in December 2023.

<sup>1</sup> Payroll includes the base salary for all eligible employee groups. Temporary employees and employment groups that are not eligible for OPEB have been excluded.

For years prior to FY2020, payroll is based on that reported in the prior actuarial disclosure reports.

For FY2020 and after, payroll is based on the salary information in the census data provided by Montgomery County.

For FY2025, payroll was based on the salary information provided by Montgomery County in the census data as of May 1, 2025.

There were assumed to be no changes in covered payroll from this date to the measurement date of June 30, 2025.

*Note: Schedule is intended to show information for 10 years. Additional years will be displayed as they become available.*

**Continued**

	June 30, 2022	June 30, 2021	June 30, 2020	June 30, 2019	June 30, 2018	June 30, 2017
\$	57,865,960	\$ 56,485,667	\$ 50,603,665	\$ 70,518,206	\$ 65,155,686	\$ 73,126,875
	85,811,013	90,817,670	84,115,630	111,580,719	117,685,710	116,270,504
	-	(21,037,342)	-	-	-	-
	(8,212,818)	(117,357,835)	76,398,324	(351,021,508)	(1,877,264)	(22,113,781)
	(177,130,712)	78,158,490	69,533,390	(191,917,617)	(268,604,422)	(261,363,550)
	17,898,804	16,973,453	13,625,461	11,094,679	10,453,719	6,345,721
	(82,357,432)	(74,561,769)	(69,398,524)	(66,208,939)	(60,773,387)	(63,284,352)
	(106,125,185)	29,478,334	224,877,946	(415,954,460)	(137,959,958)	(151,018,583)
	1,661,544,310	1,632,065,976	1,407,188,030	1,823,142,490	1,961,102,448	2,112,121,031
\$	1,555,419,125	\$ 1,661,544,310	\$ 1,632,065,976	\$ 1,407,188,030	\$ 1,823,142,490	\$ 1,961,102,448
\$	69,423,628	\$ 93,686,185	\$ 88,939,381	\$ 77,208,188	\$ 63,725,810	\$ 122,466,187
	(79,633,451)	162,514,922	33,971,605	39,922,676	40,066,004	42,759,085
	17,898,804	16,973,453	13,625,461	11,094,679	10,453,719	6,345,721
	(82,357,432)	(74,561,769)	(69,398,524)	(66,208,939)	(60,773,387)	(63,284,352)
	(360,885)	(343,120)	(341,413)	(339,355)	(276,553)	(4,292,538)
	(75,029,336)	198,269,671	66,796,510	61,677,249	53,195,593	103,994,103
	818,822,037	620,552,366	553,755,856	492,078,607	438,883,014	334,888,911
\$	743,792,701	\$ 818,822,037	\$ 620,552,366	\$ 553,755,856	\$ 492,078,607	\$ 438,883,014
\$	811,626,424	\$ 842,722,273	\$ 1,011,513,610	\$ 853,432,174	\$ 1,331,063,883	\$ 1,522,219,434
	47.82%	49.28%	38.02%	39.35%	26.99%	22.38%
\$	840,692,000	\$ 817,394,000	\$ 803,597,000	\$ 785,379,904	\$ 766,111,522	\$ 750,986,381
	96.54%	103.10%	125.87%	108.66%	173.74%	202.70%
	6.41	6.41	6.63	6.63	7.06	7.63
	6.20%	5.28%	5.68%	6.10%	6.26%	5.88%

## SCHEDULE OF EMPLOYER CONTRIBUTIONS

FY Ended June 30	Actuarially Determined Contribution	Actual Contribution	Contribution Deficiency (Excess)	Covered Payroll <sup>1</sup>	Actual Contribution as a % of Covered Payroll <sup>1</sup>
2017	\$ 112,702,000	\$ 122,466,187	\$ (9,764,187)	\$750,986,381	16.31 %
2018	117,474,000	63,725,810	53,748,190	766,111,522	8.32
2019	116,737,000	77,208,188	39,528,812	785,379,904	9.83
2020	72,150,000	88,939,381	(16,789,381)	803,597,000	11.07
2021	75,979,000	93,686,185	(17,707,185)	817,384,000	11.46
2022	65,113,000	69,423,628	(4,310,628)	840,692,000	8.26
2023	65,946,000	67,933,610	(1,987,610)	871,711,000	7.79
2024	66,789,000	65,574,697	1,214,303	894,375,000	7.33
2025	70,429,000	76,902,038	(6,473,038)	1,071,329,327	7.18

*Note: Schedule is intended to show information for 10 years. Additional years will be displayed as they become available.*

<sup>1</sup> Payroll includes the base salary for all eligible employee groups. Temporary employees and employment groups that are not eligible for OPEB have been excluded.

For years prior to FY2020, payroll is based on that reported in the prior actuarial disclosure reports.

For FY2020 and after, payroll is based on the salary information in the census data provided by Montgomery County.

For FY2025, payroll was based on the salary information provided by Montgomery County in the census data as of May 1, 2025.

There were assumed to be no changes in covered payroll from this date to the measurement date of June 30, 2025.

## NOTES TO SCHEDULE OF EMPLOYER CONTRIBUTIONS

### *Benefit changes*

None

### *Changes of assumptions*

The healthcare cost trend assumption was updated based on the 2023 version of the SOA Getzen Model and inputs selected by Montgomery County. The election, spousal coverage, and spouse age differential assumptions were updated based on the experience study performed by Bolton in December 2023 and approved by the County in February 2024. The mortality improvement scale was updated to MP-2021 based on the Phase 1 of the pension experience study completed by GRS in July 2023. The County's funding policy was updated to reflect the new policy adopted on December 5, 2023. The new policy includes changing the amortization period from a 30-year open to a 15-year closed period and setting the contribution amount that is estimated to result in 75 percent funding by July 1, 2039.

### *Methods and assumptions used to determine contribution rates:*

Valuation Date	4/1/2023
Actuarial cost method	Projected Unit Credit
Amortization method	Level percent of payroll, closed
Remaining amortization period	15 Years
Asset valuation method	Market value of assets
Investment rate of return	7.50%
Payroll growth rate	3.00%
Inflation	2.60%



Mortality	<p>For active employees - PUB-2010 Healthy Mortality, Headcount weighted Sex Distinct, Fully Generational projected from 2010 using scale MP-2021. Public safety employees are assumed to use the public safety version of the mortality table and the rest of the employees are assumed to use the general employees version of the mortality table.</p> <p>For healthy retirees and beneficiaries - PUB-2010 Healthy Mortality, Headcount weighted Sex Distinct, Fully Generational projected from 2010 using scale MP-2021. Public safety retirees are assumed to use the public safety version of the mortality table and the rest of the retirees are assumed to use the general retirees version of the mortality table.</p> <p>For disabled retirees - PUB-2010 Disabled Mortality, Headcount weighted Sex Distinct, Fully Generational projected from 2010 using scale MP-2021. Public safety disabled retirees are assumed to use the public safety version of the mortality table and the rest of the disabled retirees are assumed to use the general disabled retirees version of the mortality table.</p>												
Healthcare cost trend rate	<p>The medical trend assumption was developed using the 2023 version of the Society of Actuaries (SOA) Long-Run Medical Cost Trend Model. The SOA model is flexible and allows for adjustments that ultimately control how quickly the current trend converges to the percentage increase in the GDP. Montgomery County has selected the following assumptions were used as input variables into the SOA model:</p> <table> <tr> <td>Rate of Inflation</td><td>2.50%</td></tr> <tr> <td>Rate of Growth in Real Income / GDP per Capita</td><td>1.25%</td></tr> <tr> <td>Excess Medical Growth</td><td>0.80%</td></tr> <tr> <td>Expected Health Share of GDP in 2028</td><td>19.80%</td></tr> <tr> <td>Health Share of GDP Resistance Point</td><td>15.00%</td></tr> <tr> <td>Year for Limiting Cost Growth to GDP Growth</td><td>2045</td></tr> </table> <p>The initial trend rate is 8.00% in 2023 and decreases until reaching the ultimate rate of 3.78% in 2045.</p> <p>The dental trend is set to 4.50% per year.</p>	Rate of Inflation	2.50%	Rate of Growth in Real Income / GDP per Capita	1.25%	Excess Medical Growth	0.80%	Expected Health Share of GDP in 2028	19.80%	Health Share of GDP Resistance Point	15.00%	Year for Limiting Cost Growth to GDP Growth	2045
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Expected Health Share of GDP in 2028	19.80%												
Health Share of GDP Resistance Point	15.00%												
Year for Limiting Cost Growth to GDP Growth	2045												

The actuarially determined contribution and contributions in relation to the actuarially determined contribution are provided as of the measurement date. For example, the FY2025 GASB 74 disclosure (using a measurement date of June 30, 2025) is reporting the ADC and contributions made during the period July 1, 2024 through June 30, 2025.

#### **SCHEDULE OF INVESTMENT RETURNS**

<b>Fiscal Year Ended June 30</b>	<b>Annual Money Weighted Rate of Return, Net of Investment Expenses</b>
2017	11.99 %
2018	8.82
2019	8.26
2020	4.69
2021	26.09
2022	(8.30)
2023	3.93
2024	10.16
2025	10.77

*Note: Schedule is intended to show information for 10 years. Additional years will be displayed as they become available.*

**REPORT OF INDEPENDENT PUBLIC ACCOUNTANTS ON INTERNAL CONTROLS  
OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS  
BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN  
ACCORDANCE WITH *GOVERNMENT AUDITING STANDARDS***

The Honorable County Council of Montgomery County, Maryland  
Board of Trustees  
Montgomery County Consolidated Retiree Health Benefits Trust

We have audited, in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the Montgomery County Consolidated Retiree Health Benefits Trust (the Trust), as of and for the year ended June 30, 2025, and the related notes to the financial statements, and have issued our report thereon dated September 26, 2025.

***Report on Internal Controls over Financial Reporting***

In planning and performing our audit of the financial statements, we considered the Trust's internal controls over financial reporting (internal controls) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Trust's internal controls. Accordingly, we do not express an opinion on the effectiveness of the Trust's internal controls.

A *deficiency in internal controls* exists when the design or operation of a control does not allow management or employees in the normal course of performing their assigned functions, to prevent, or detect and correct misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal controls, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal controls that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal controls was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal controls that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal controls that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

***Report on Compliance and Other Matters***

As part of obtaining reasonable assurance about whether the Trust's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit and, accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

**Purpose of this Report**

The purpose of this report is solely to describe the scope of our testing of internal controls and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal controls or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal controls and compliance. Accordingly, this communication is not suitable for any other purpose.

Owings Mills, Maryland  
September 26, 2025

*SB + Company, LLC*