



PRUDENT INVESTMENT • QUALITY SERVICE

**SCHEDULES OF EMPLOYER ALLOCATIONS  
AND PENSION AMOUNTS BY EMPLOYER**

*June 30, 2020*

KERN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION  
11125 River Run Boulevard Bakersfield, CA 93311  
(661) 381-7700 (661) 381-7799 fax [www.kcera.org](http://www.kcera.org)

# Table of Contents

	<u>Page</u>
Independent Auditors' Report .....	1
Schedule of Employer Allocations .....	3
Schedule of Pension Amounts by Employer .....	4
Notes to Schedules of Employer Allocations and Pension Amounts by Employer .....	8



## INDEPENDENT AUDITORS' REPORT

The Board of Retirement  
Kern County Employees' Retirement Association  
Bakersfield, California

### Report on Schedules

We have audited the accompanying schedule of employer allocations of the Kern County Employees' Retirement Association (KCERA) as of and for the year ended June 30, 2020, and the related notes.

We have also audited the total for all entities of the rows titled net pension liability, total deferred outflows of resources, total deferred inflows of resources, and total employer pension expense as of and for the year ended June 30, 2020, and the net pension liability as of June 30, 2019 (specified row totals), included in the accompanying schedule of pension amounts by employer of KCERA, and the related notes.

### Management's Responsibility for the Schedules

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

### Auditors' Responsibility

Our responsibility is to express opinions on the schedule of employer allocations and the specified row totals included in the schedule of pension amounts by employer based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the schedule of employer allocations and the specified row totals included in the schedule of pension amounts by employer are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the schedule of employer allocations and the specified row totals included in the schedule of pension amounts by employer. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the schedule of employer allocations and the specified row totals in the schedule of pension amounts by employer, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the schedule of employer allocations and specified row totals included in the schedule of pension amounts by employer 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 entity's internal control. Accordingly, we express no such opinion.

An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the schedule of employer allocations and specified row totals included in the schedule of pension amounts by employer.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

**Opinions**

In our opinion, the schedules referred to above present fairly, in all material respects, the employer allocations and the total net pension liability, total deferred outflows of resources, total deferred inflows of resources, and total employer pension expense for the total of all participating entities for KCERA as of and for the year ended June 30, 2020, and the net pension liability as of June 30, 2019, in accordance with accounting principles generally accepted in the United States of America.

**Other Matter**

We have audited, in accordance with auditing standards generally accepted in the United States of America, the financial statements of KCERA, as of and for the years ended June 30, 2020 and 2019, and our report thereon, dated December 10, 2020, expressed an unmodified opinion on those statements.

**Restriction on Use**

Our report is intended solely for the information and use of KCERA's management and Board of Retirement, the County of Kern and KCERA's employers and their auditors and is not intended to be and should not be used by anyone other than these specified parties.



**CliftonLarsonAllen LLP**

Denver, Colorado  
July 27, 2021

**Kern County Employees' Retirement Association - Schedule of Employer Allocations**  
As of and for the year ended June 30, 2020

	Actual Payroll by Employer	Employer Payroll Percentage	Total Allocated Net Pension Liability	Employer Proportionate Share
Kern County	\$ 433,696,195	71.367%	\$ 1,987,665,686	74.671%
Kern County Hospital Authority	104,248,078	17.155%	381,152,811	14.319%
Kern County Superior Courts	32,475,906	5.344%	118,738,715	4.461%
Berrenda Mesa Water District	161,005	0.026%	4,647,756	0.175%
Buttonwillow Recreation and Park District	38,085	0.006%	174,012	0.007%
East Kern Cemetery District	124,456	0.020%	568,645	0.021%
Inyokern Community Services District	-	0.000%	120,857	0.005%
Kern County Water Agency	6,118,418	1.007%	27,955,352	1.050%
Kern Mosquito and Vector Control District	1,130,067	0.186%	5,163,331	0.194%
North of the River Sanitation District	1,149,593	0.189%	5,252,547	0.197%
San Joaquin Valley Unified Air Pollution Control District	27,077,369	4.456%	123,717,825	4.648%
Shafter Recreation and Park District	175,737	0.029%	802,951	0.030%
West Side Cemetery District	403,003	0.066%	1,841,340	0.069%
West Side Mosquito and Vector Control District	500,445	0.082%	2,286,558	0.086%
West Side Recreation and Park District	396,753	0.065%	1,812,784	0.068%
<b>Total</b>	<b>\$ 607,695,110</b>	<b>100.000%</b>	<b>\$ 2,661,901,170</b>	<b>100.000%</b>

The accompanying notes are an integral part of this schedule.

**Kern County Employees' Retirement Association - Schedule of Pension Amounts by Employer**  
As of and for the year ended June 30, 2020 with Net Pension Liability as of June 30, 2019

	Kern County	Kern County Hospital Authority	Kern County Superior Courts	Berrenda Mesa Water District
<b>NET PENSION LIABILITY (ASSET) as of June 30, 2019</b>	1,806,944,701	322,103,797	105,673,461	3,512,507
<b>NET PENSION LIABILITY (ASSET) as of June 30, 2020</b>	1,987,665,686	381,152,811	118,738,715	4,647,756
<b>Deferred Outflows of Resources</b>				
Net difference between projected and actual investment earnings on pension plan investments	132,006,293	25,313,397	7,885,762	308,670
Changes of assumptions	122,618,217	23,513,148	7,324,939	286,718
Changes in proportion and differences between employer contributions and proportionate share of contributions	3,462,446	25,470,537	3,989,561	1,514,536
<b>Total Deferred Outflows of Resources</b>	<b>258,086,956</b>	<b>74,297,082</b>	<b>19,200,262</b>	<b>2,109,924</b>
<b>Deferred Inflows of Resources</b>				
Differences between expected and actual experience	80,202,299	15,379,513	4,791,106	187,537
Changes in proportion and differences between employer contributions and proportionate share of contributions	40,685,721	6,977,314	-	79,880
<b>Total Deferred Inflows of Resources</b>	<b>120,888,020</b>	<b>22,356,827</b>	<b>4,791,106</b>	<b>267,417</b>
<b>Pension Expense</b>				
Proportionate share of plan pension expense	238,082,714	45,654,506	14,222,530	556,709
Net amortization of deferred amounts and expensed portion of current-period changes in proportion and differences between employer's contributions and proportionate share of contributions	(3,068,806)	(7,159,691)	3,599,011	368,142
<b>Total Employer Pension Expense</b>	<b>\$ 235,013,908</b>	<b>38,494,815</b>	<b>17,821,541</b>	<b>924,851</b>

The accompanying notes are an integral part of this schedule.

**Kern County Employees' Retirement Association – Schedule of Pension Amounts by Employer**  
As of and for the year ended June 30, 2020 with Net Pension Liability as of June 30, 2019

	Buttonwillow Recreation and Park District	East Kern Cemetery District	Inyokern Community Services District	Kern County Water Agency
<b>NET PENSION LIABILITY (ASSET) as of June 30, 2019</b>	217,227	475,004	101,953	26,191,823
<b>NET PENSION LIABILITY (ASSET) as of June 30, 2020</b>	174,012	568,645	120,857	27,955,352
<b>Deferred Outflows of Resources</b>				
Net difference between projected and actual investment earnings on pension plan investments	11,557	37,765	8,026	1,856,591
Changes of assumptions	10,735	35,079	7,456	1,724,553
Changes in proportion and differences between employer contributions and proportionate share of contributions	9,981	59,723	54,124	915,038
<b>Total Deferred Outflows of Resources</b>	<b>32,273</b>	<b>132,567</b>	<b>69,606</b>	<b>4,496,182</b>
<b>Deferred Inflows of Resources</b>				
Differences between expected and actual experience	7,021	22,945	4,877	1,127,998
Changes in proportion and differences between employer contributions and proportionate share of contributions	179,740	-	48,463	913,119
<b>Total Deferred Inflows of Resources</b>	<b>186,761</b>	<b>22,945</b>	<b>53,340</b>	<b>2,041,117</b>
<b>Pension Expense</b>				
Proportionate share of plan pension expense	20,844	68,112	14,475	3,348,494
Net amortization of deferred amounts and expensed portion of current-period changes in proportion and differences between employer's contributions and proportionate share of contributions	(52,224)	47,767	(26,261)	360,122
<b>Total Employer Pension Expense</b>	<b>(31,380)</b>	<b>115,879</b>	<b>(11,786)</b>	<b>3,708,616</b>

The accompanying notes are an integral part of this schedule.

**Kern County Employees' Retirement Association – Schedule of Pension Amounts by Employer**  
As of and for the year ended June 30, 2020 with Net Pension Liability as of June 30, 2019

	Kern Mosquito and Vector Control District	North of the River Sanitation District	San Joaquin Valley Unified Air Pollution Control District	Shafter Recreation and Park District
<b>NET PENSION LIABILITY (ASSET) as of June 30, 2019</b>	4,760,174	4,299,653	102,135,944	511,209
<b>NET PENSION LIABILITY (ASSET) as of June 30, 2020</b>	5,163,331	5,252,547	123,717,825	802,951
<b>Deferred Outflows of Resources</b>				
Net difference between projected and actual investment earnings on pension plan investments	342,911	348,836	8,216,438	53,326
Changes of assumptions	318,524	324,027	7,632,098	49,534
Changes in proportion and differences between employer contributions and proportionate share of contributions	317,841	571,310	12,571,740	302,156
<b>Total Deferred Outflows of Resources</b>	<b>979,276</b>	<b>1,244,173</b>	<b>28,420,276</b>	<b>405,016</b>
<b>Deferred Inflows of Resources</b>				
Differences between expected and actual experience	208,340	211,940	4,992,013	32,399
Changes in proportion and differences between employer contributions and proportionate share of contributions	111,509	816	-	-
<b>Total Deferred Inflows of Resources</b>	<b>319,849</b>	<b>212,756</b>	<b>4,992,013</b>	<b>32,399</b>
<b>Pension Expense</b>				
Proportionate share of plan pension expense	618,464	629,151	14,818,928	96,177
Net amortization of deferred amounts and expensed portion of current-period changes in proportion and differences between employer's contributions and proportionate share of contributions	175,556	225,513	5,389,649	174,983
<b>Total Employer Pension Expense</b>	<b>794,020</b>	<b>854,664</b>	<b>20,208,577</b>	<b>271,160</b>

The accompanying notes are an integral part of this schedule.

**Kern County Employees' Retirement Association – Schedule of Pension Amounts by Employer**  
As of and for the year ended June 30, 2020 with Net Pension Liability as of June 30, 2019

	West Side Cemetery District	West Side Mosquito and Vector Control District	West Side Recreation and Park District	Total
<b>NET PENSION LIABILITY (ASSET) as of June 30, 2019</b>	1,642,239	2,154,895	1,779,816	<b>2,382,504,403</b>
<b>NET PENSION LIABILITY (ASSET) as of June 30, 2020</b>	1,841,340	2,286,558	1,812,784	<b>2,661,901,170</b>
<b>Deferred Outflows of Resources</b>				
Net difference between projected and actual investment earnings on pension plan investments	122,288	151,857	120,392	<b>176,784,109</b>
Changes of assumptions	113,591	141,057	111,830	<b>164,211,506</b>
Changes in proportion and differences between employer contributions and proportionate share of contributions	121,064	81,704	3,319	<b>49,445,080</b>
<b>Total Deferred Outflows of Resources</b>	<b>356,943</b>	<b>374,618</b>	<b>235,541</b>	<b>390,440,695</b>
<b>Deferred Inflows of Resources</b>				
Differences between expected and actual experience	74,298	92,263	73,146	<b>107,407,695</b>
Changes in proportion and differences between employer contributions and proportionate share of contributions	-	121,359	327,159	<b>49,445,080</b>
<b>Total Deferred Inflows of Resources</b>	<b>74,298</b>	<b>213,622</b>	<b>400,305</b>	<b>156,852,775</b>
<b>Pension Expense</b>				
Proportionate share of plan pension expense	220,556	273,884	217,136	<b>318,842,680</b>
Net amortization of deferred amounts and expensed portion of current-period changes in proportion and differences between employer's contributions and proportionate share of contributions	67,563	(37,357)	(63,967)	<b>-</b>
<b>Total Employer Pension Expense</b>	<b>288,119</b>	<b>236,527</b>	<b>153,169</b>	<b>318,842,680</b>

The accompanying notes are an integral part of this schedule.

**KERN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION**

**Cost-Sharing, Multiple-Employer Pension Plan**

Notes to Schedules of Employer Allocations and Pension Amounts by Employer

As of and for the Year Ended June 30, 2020

**Note 1 – DESCRIPTION OF THE ENTITY**

***Plan Description***

The Kern County Employees' Retirement Association (KCERA) was established on January 1, 1945 by the County of Kern Board of Supervisors under the provisions of the County Employees' Retirement Law of 1937 (CERL). KCERA is a cost-sharing, multiple-employer defined benefit plan (the Plan) covering all permanent employees of the County of Kern and of the following agencies: Buttonwillow Recreation and Park District, East Kern Cemetery District, Kern County Hospital Authority, Kern County Superior Court, Kern County Water Agency, Kern Mosquito and Vector Control District, North of the River Sanitation District, San Joaquin Valley Unified Air Pollution Control District, Shafter Recreation and Park District, West Side Cemetery District, West Side Mosquito and Vector Control District, West Side Recreation and Park District, and. The Plan is administered by the Kern County Board of Retirement, which consists of nine members and two alternate members.

***Pension Benefits***

All regular, full-time employees of the County of Kern or contracting districts who work 50% or more of the regular standard hours required become members of KCERA effective on the first day of the payroll period following the date of hire. Safety membership includes those in active law enforcement, fire suppression, criminal investigation, detention and probation.

General members (excluding Tier III) are eligible to retire at age 70 regardless of service or at age 50 with 10 or more years of retirement service credit. A member with 30 years of service is eligible to retire regardless of age. General Tier III members are eligible to retire at age 70 regardless of service or at age 52 with 5 or more years of retirement service credit.

Safety members are eligible to retire at age 70 regardless of service or at age 50 with 10 or more years of retirement service credit. A member with 20 years of service is eligible to retire regardless of age.

The retirement benefit the member will receive is based on age at retirement, final average compensation (FAC), years of retirement service credit and benefit tier.

General member benefits for Tier I and Tier II are calculated pursuant to California Gov. Code Sections 31676.17 and 31676.01, respectively. The monthly allowance is equal to 1/50th of FAC times years of accrued retirement service credit times an age factor from Section 31676.17 (Tier I), or 1/90th of FAC times years of accrued retirement service credit times an age factor from Section 31676.01 (Tier II). General Tier III member benefits are calculated pursuant to the provisions found in California Government Code Section 7522.20(a). The monthly allowance is equal to the FAC multiplied by years of accrued retirement credit multiplied by an age factor from Section 7522.20(a).

Safety member benefits for Tier I and Tier II are calculated pursuant to California Gov. Code Sections 31664.1 and 31664, respectively. The monthly allowance is equal to 3% of FAC times years of accrued retirement service credit times an age factor from Section 31664.1 (Tier I), or 1/50th of FAC times years of accrued retirement service credit times an age factor from Section 31664 (Tier II).

## KERN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

### Notes to Schedules of Employer Allocations and Pension Amounts by Employer (Continued)

For members in Tiers I and II, the maximum monthly retirement allowance is 100% of FAC. There is no FAC limit on the maximum retirement benefit for General Tier III members. However, the maximum amount of compensation earnable that can be taken into account for 2020 for members with membership dates on or after July 1, 1996 but before January 1, 2013 is \$285,000. For members with membership dates on or after January 1, 2013, the maximum pensionable compensation that can be taken into account for 2020 is \$126,291 for those enrolled in Social Security. These limits are adjusted on an annual basis. Members are exempt from paying member contributions and employers are exempt from paying employer contributions on compensation in excess of the annual cap.

FAC consists of the highest 12 consecutive months of pensionable pay for a General Tier I or Tier IIA member or a Safety Tier I or Tier IIA members, and the highest 36 consecutive months of pensionable pay for a General Tier IIB or Tier III member or a Safety Tier IIB member.

The member may elect an unmodified retirement allowance or choose an optional retirement allowance. The unmodified retirement allowance provides the highest monthly benefit and a 60% continuance to an eligible surviving spouse or domestic partner. An eligible spouse or partner is one married to or registered with the member one year prior to the effective retirement date. Certain surviving spouses or domestic partners may also be eligible if marriage or domestic partnership was at least two years prior to the date of death and the surviving spouse or domestic partner has attained age 55 on or prior to the date of death. There are four optional retirement allowances the member may choose. Each of the optional retirement allowances requires a reduction in the unmodified retirement allowance in order to allow the member the ability to provide certain benefits to a surviving spouse, domestic partner, or named beneficiary having an insurable interest in the life of the member to a surviving spouse, domestic partner, or named beneficiary having an insurable interest in the life of the member.

#### ***Death Benefits***

An active member's beneficiary is entitled to receive death benefits, which consist of accumulated contributions, plus interest, and one month's salary for each full year of service, up to a maximum of six months of salary.

If a member is vested and their death is not the result of a job-caused injury or disease, the spouse or registered domestic partner will be entitled to receive a lifetime monthly allowance equal to 60% of the retirement allowance to which they would have been entitled if they had retired with a nonservice-connected disability on the date of their death. The same choice is given to their minor children under the age of 18 (continuing to age 22 if enrolled full time in an accredited school).

If a member dies in the performance of duty, the spouse or registered domestic partner receives, for life, monthly allowance equal to at least 50% of the member's final average salary. This will only apply to minor children under the age of 18 (continuing to age 22 if enrolled full time in an accredited school).

If a member dies after retirement, a death benefit of \$5,000 (increased from \$3,000 to \$5,000 on January 1, 2015) is payable to their designated beneficiary or the estate.

## **KERN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION**

### **Notes to Schedules of Employer Allocations and Pension Amounts by Employer (Continued)**

If the retirement was for service-connected or nonservice-connected disability and the member chose the unmodified allowance option, their surviving spouse, registered domestic partner or minor children will receive a monthly continuance equal to 60% of the benefit.

If the retirement was for service-connected disability, their spouse, registered domestic partner or minor children will receive a 100% continuance of the member's benefit.

#### ***Disability Benefits***

A member with five years of service, regardless of age, who becomes permanently incapacitated from the performance of duty will be eligible for a nonservice-connected disability retirement. Any member who becomes permanently incapacitated for the performance of duty as a result of injury or disease arising out of and in the course of employment is eligible for a service-connected disability, regardless of service length or age.

#### ***Cost-of-Living Adjustments***

An annual cost-of-living adjustment (COLA) of up to 2.0% was adopted for all retirees and continuance beneficiaries as of April 1, 1973. An additional 0.5% COLA was granted by the Ventura Settlement as of April 1, 2002, resulting in a maximum COLA of 2.5%, depending on the rate of inflation.

#### ***Supplemental Benefits***

The Board of Retirement and the Board of Supervisors adopted Government Code Section 31618 on April 23, 1984, which provides for the establishment of the Supplemental Retiree Benefit Reserve (SRBR). The SRBR is used only for the benefit of future and current retired members and their beneficiaries. The supplemental benefit is not a guaranteed benefit. The distribution of the SRBR is determined by the Board of Retirement. SRBR currently provides for 82% purchasing power protection and a \$5,000 death benefit.

#### ***Contributions***

Eligible employees and their beneficiaries are entitled to pension, disability and survivors' benefits under the provision of the CERL with the establishment of KCERA on January 1, 1945. As a condition of participation under the provisions of the CERL, members are required to pay a percentage of their salaries, depending up their age at date of entry in the Plan, membership type and benefit tier.

Members are required to make contributions to KCERA regardless of the retirement plan or tier in which they are included. The average member contribution rate as of June 30, 2020 for 2019-2020 (based on the June 30, 2018 valuation) was 6.58% of compensation.

Interest is credited to member contributions semi-annually on June 30 and December 31, in accordance with Article 5.5 of the CERL. Member contributions and credited interest are refundable upon termination of membership.

The County of Kern and contracting districts contribute to the retirement plan based upon actuarially determined contribution rates adopted by the Board of Retirement. Employer contribution rates are adopted annually based upon recommendations received from KCERA's actuary after the completion of the annual actuarial valuation. The average employer contribution rate as of June 30, 2020 for 2019-2020 (based on the June 30, 2018 valuation and after reflecting the phase-in of the impact of the assumption changes) was 45.71% of compensation.

## KERN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

### Notes to Schedules of Employer Allocations and Pension Amounts by Employer (Continued)

#### **Note 2 - MEASUREMENT FOCUS AND BASIS OF ACCOUNTING**

Employers participating in the Plan are required to report pension information in their financial statements for fiscal periods beginning on or after June 15, 2015, in accordance with Governmental Accounting Standards Board (GASB) Statement No. 68, Accounting and Financial Reporting for Pensions an Amendment of GASB Statement No. 27. In accordance with GASB Statement No. 82, Pension Issues an Amendment of GASB Statements No. 67, No. 68 and No. 73, employer-paid member contributions are classified as employee contributions for purposes of GASB Statement 68. Starting with the June 30, 2016 measurement date for the employers, employer-paid member contributions are excluded from employer contributions.

The accompanying schedules were prepared by KCERA's independent actuary and were derived from information provided by KCERA in accordance with the standards issued by the Governmental Accounting Standards Board (GASB), which is the nationally accepted standard-setting body for establishing accounting principles generally accepted in the United States of America for governmental entities. As prescribed by GASB, they are reported using the economic resources measurement focus and the accrual basis of accounting.

Employer-covered payroll KCERA received within the fiscal year ended June 30, 2020, is used as the basis for determining each employer's proportionate share reported in the Schedule of Employer Allocations. The following items for each membership class is based on the corresponding proportionate share within each membership class:

- Net Pension Liability
- Service cost
- Interest on the Total Pension Liability
- Expensed portion of the current-period benefit changes
- Expensed portion of current-period difference between expected and actual experience in the Total Pension Liability
- Member contributions
- Projected earnings on plan investments
- Expensed portion of current-period differences between actual and projected earnings on plan investments
- Administrative expense
- Recognition of beginning-of-year deferred outflows of resources as pension expense
- Recognition of beginning-of-year deferred inflows of resources as pension expense

The Fiduciary Net Position of KCERA and additions to/deductions from KCERA's Fiduciary Net Position have been determined on the same basis as they are reported in KCERA's Comprehensive Annual Financial Report. Benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value. The reporting date and measurement date for the plan is June 30, 2020. For purposes of measuring the Net Pension Liability, deferred outflows of resources and deferred inflows of resources related to pensions and pension expense.

## KERN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

### Notes to Schedules of Employer Allocations and Pension Amounts by Employer (Continued)

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

#### **Note 3 – NET PENSION LIABILITY**

The Net Pension Liability of \$2,661,901,170 was measured as of June 30, 2020. The Net Pension Liability (NPL) is the Total Pension Liability reduced by the Plan's Fiduciary Net Position. The Plan's Fiduciary Net Position (plan assets) was valued as of the measurement date while the Total Pension Liability was determined based upon rolling forward the Total Pension Liability from the actuarial valuation as of June 30, 2019 to the measurement date of June 30, 2020. The Plan provisions used in the measurement of the Net Pension Liability are the same as those used in the KCERA actuarial valuation as of June 30, 2020. The Total Pension Liability and the Plan's Fiduciary Net Position include liabilities and assets held for the Supplemental Retiree Benefit Reserve (SRBR). The employers' proportions of the NPL are based on the employers' share of covered payroll for each membership class.

The NPL for each membership class is obtained from internal valuation results based on the actual participants in each membership class.

- The safety membership class has only one employer (Kern County), so all of the NPL for safety is allocated to the County.
- For general and district membership classes, the NPL is allocated based on the covered payroll within their respective classes.
  - Calculate ratio of employer's payroll to the total payroll for the membership class.
  - This ratio is multiplied by the NPL for the membership class to determine the employer's proportionate share of the NPL for the membership class.
- If the employer is in several membership classes, the employer's total allocated NPL is the sum of its allocated NPL from each membership class. Proportionate share of total plan NPL is then the ratio of the employer's total allocated NPL to the total NPL of all employers.
- The negative NPL associated with the SRBR is allocated based on the actual total payroll for each employer within KCERA.

## KERN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

### Notes to Schedules of Employer Allocations and Pension Amounts by Employer (Continued)

#### **Note 4 – ACTUARIAL ASSUMPTIONS**

The Total Pension Liability as of June 30, 2020 was determined by an actuarial valuation as of June 30, 2019 rolled forward to the measurement date of June 30, 2020. The actuarial assumptions used in the June 30, 2019 valuation were based on the results of an experience study for the period from July 1, 2016 through June 30, 2019. In particular, the following actuarial assumptions were applied to all periods included in the measurement:

<i>Inflation:</i>	2.75%
<i>Salary Increases:</i>	General: 4.00% to 8.75%. Safety: 3.75% to 12.00%. Varies by service, including inflation.
<i>Investment Rate of Return:</i>	7.25%, net of pension plan investment expenses, including inflation.
<i>Administrative Expenses:</i>	0.90% of payroll allocated to both the employer and member based on the components of the total contribution rate (before expenses) for the employer and member.
<i>Other Assumptions:</i>	The information and analysis used in selecting each assumption that has a significant effect on this actuarial valuation is shown in the July 1, 2016 through June 30, 2019 Actuarial Experience Study dated August 3, 2020. Unless otherwise noted, all actuarial assumptions and methods apply to members for all tiers. These assumptions were adopted by the Board.

The Entry Age Actuarial Cost Method used in KCERA's annual actuarial valuation has also been applied in measuring the Service Cost and TPL with one exception. For purposes of measuring the Service Cost and TPL, KCERA has reflected the same plan provisions used in determining the member's Actuarial Present Value of Projected Benefits. This is different from the version of this method applied in KCERA's annual funding valuation, where the Normal Cost and Actuarial Accrued Liability are determined as if the current benefit accrual rate had always been in effect.

The long-term expected rate of return on pension plan investments was determined using a building-block method in which expected future real rates of return (expected returns net of pension plan investment expenses and inflation) are developed for each major asset class. This data is combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentages and by adding expected inflation. The target allocation and projected arithmetic real rates of return for each major asset class, after deducting inflation but before investment expenses, used in the derivation of the long-term expected investment rate of return assumption are summarized in the chart on page 14.

**KERN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION**

Notes to Schedules of Employer Allocations and Pension Amounts by Employer (Continued)

Asset Class	Target Allocation	Long-Term Expected Arithmetic Real Rate of Return
Global Equity	37%	6.51%
Core Fixed Income	14%	1.09%
High Yield Corporate Credit	6%	3.38%
Emerging Market Debt Blend	4%	3.41%
Commodities	4%	3.08%
Core Real Estate	5%	4.59%
Private Real Estate	5%	9.50%
Midstream	5%	8.20%
Capital Efficiency Alpha Pool	5%	2.40%
Hedge Funds	10%	2.40%
Private Equity	5%	9.40%
Private Credit	5%	5.60%
Cash	-5%	0.00%
<b>Total</b>	<b>100%</b>	

**Note 5 – DISCOUNT RATE**

The discount rates used to measure the Total Pension Liability was 7.25% as of June 30, 2020 and June 30, 2019. The projection of cash flows used to determine the discount rates assumed member contributions would be made at the current contribution rate and that employer contributions would be made at rates equal to the actuarially determined contribution rates.

For this purpose, only employee and employer contributions intended to fund benefits for current plan members and their beneficiaries are included. Projected employer contributions intended to fund the service costs for future plan members and their beneficiaries, as well as projected contributions from future plan members, are not included. Based on those assumptions, the Plan's Fiduciary Net Position was projected to be available to make all projected future benefit payments for current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the Total Pension Liability as of both June 30, 2020 and June 30, 2019.

The discount rate assumptions have been developed without taking into consideration any impact of the 50/50 allocation of future excess earnings between the retirement and Supplemental Retiree Benefit Reserve SRBR asset pools.

*Sensitivity of the Net Pension Liability to changes in the discount rate.* The following presents the Net Pension Liability as of June 30, 2020, calculated using a discount rate of 7.25%, and what the Net Pension Liability would be if it were calculated using a discount rate that is one point lower (6.25%) or one point higher (8.25%) than the current rate:

**KERN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION**

Notes to Schedules of Employer Allocations and Pension Amounts by Employer (Continued)

	1% Decrease (6.25%)	Current Rate (7.25%)	1% Increase (8.25%)
Net Pension Liability as of June 30, 2020	\$ 3,609,272,609	\$ 2,661,901,170	\$ 1,892,133,726

**Note 6 - AMORTIZATION OF DEFERRED OUTFLOWS AND DEFERRED INFLOWS OF RESOURCES**

There are changes in each employer's proportionate share of the total Net Pension Liability (NPL) during the measurement period ended June 30, 2020. The net effect of the change on the employer's proportionate share of the collective NPL and collective deferred outflows of resources and deferred inflows of resources for the current period is recognized over the average of the expected remaining service lives of all employees that are provided with pensions through KCERA which is 5.08 years determined as of June 30, 2019 (the beginning of the measurement period ending June 30, 2020).

Deferred outflows of resources and deferred inflows of resources related to pensions will be recognized as follows:

Reporting Date for Employer under GAS 68 Year Ended June 30:	
2021	N/A
2022	\$40,989,345
2023	59,927,797
2024	68,882,664
2025	61,782,004
2026	2,006,110
Thereafter	0

**Note 7 – ADDITIONAL FINANCIAL AND ACTUARIAL INFORMATION**

Additional financial information supporting the preparation of the Schedule of Employer Allocations and the Schedule of Pension Amounts by Employer (including the disclosure of the Net Pension Liability and the unmodified audit opinion on the financial statements) is located in the Kern County Employees' Retirement Association's Comprehensive Annual Financial Report for the fiscal year ended June 30, 2020. The supporting actuarial information is included in the Governmental Accounting Standards (GAS) 67 Actuarial Valuation as of June 30, 2020 and Governmental Accounting Standard (GAS) 68 Actuarial Valuation as of June 30, 2020. The additional financial and actuarial information is available at [www.kcera.org](http://www.kcera.org) or by contacting KCERA's office, 11125 River Run Blvd., Bakersfield, CA 93311, or by calling (661) 381-7700.