

## **Sample Notes to the Financial Statements**

### **Line of Duty Act Program**

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

**Instructions:** *The Sample Notes to the Financial Statements for the Line of Duty Act Program are based on the data in Illustration 2 of GASB Statement No. 75 and the related information in the Implementation Guide. These are provided by the Virginia Retirement System as a guide for employers in the development of their GASB 75 note disclosures. The GASB 75 schedules referenced in this document can be found in the “GASB Statement No. 75 Report for the Virginia Retirement System Prepared as of June 30, 2024” on the VRS Guidelines and Resources page of the VRS website at [employers.varetire.org/financial-reporting/vrs-guidelines-and-resources-opeb](https://employers.varetire.org/financial-reporting/vrs-guidelines-and-resources-opeb).*

*Within the sample Notes to the Financial Statements, the sample Required Supplementary Information and the sample Journal Entries there are a number of variable items which each employer must fill in using their own unique information. For each of these items, we have identified the source of the information.*

*We have also provided an analysis of the change in Net OPEB Liability–LODA for each employer. This analysis includes the June 30, 2023, Net OPEB Liability–LODA and elements impacting the 2024 Net Change in OPEB Liability–LODA and the June 30, 2024, Net OPEB Liability–LODA. Most of this data is also contained in the GASB 75 Report from the VRS actuary.*

**Note:** *Disclosures required in GASB 75 paragraphs 96h and 97b are not included in the information provided below.*

*Since the LODA Net Position at June 30, 2024, is less than the projected FY 2025 benefit expense, the difference must be shown as the portion of the Net OPEB Liability–LODA that is due within one year.*

*The information in this document is provided as an additional resource for employers, but each employer is responsible for their own Notes to the Financial Statements. Employers should review the language and other information provided with their auditors.*

*If you have any questions concerning this information, please contact me at 804-771-7352 or send me an email at [lweldon@varetire.org](mailto:lweldon@varetire.org).*

**Employer Name**  
**Notes to the Financial Statements**  
**For the Year Ended June 30, 2025**

**Summary of Significant Accounting Policies**

***Line of Duty Act Program***

The Virginia Retirement System (VRS) Line of Duty Act Program (LODA) is a multiple-employer, cost-sharing plan. The Line of Duty Act Program was established pursuant to § 9.1-400 et seq. of the *Code of Virginia*, as amended, and which provides the authority under which benefit terms are established or may be amended. The Line of Duty Act Program provides death and health insurance benefits to eligible state employees and local government employees, including volunteers, who die or become disabled as a result of the performance of their duties as a public safety officer. In addition, health insurance benefits are provided to eligible survivors and family members. For purposes of measuring the net Line of Duty Act Program OPEB liability, deferred outflows of resources and deferred inflows of resources related to the Line of Duty Act Program OPEB, and Line of Duty Act Program OPEB expense, information about the fiduciary net position of the Virginia Retirement System (VRS) Line of Duty Act Program OPEB Plan and the additions to/ deductions from the VRS Line of Duty Act Program OPEB Plan's net fiduciary position have been determined on the same basis as they were reported by VRS. In addition, benefit payments are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

**General Information About the Line of Duty Act Program**

***Plan Description***

All paid employees and volunteers in hazardous duty positions in Virginia localities and hazardous duty employees who are covered under the Virginia Retirement System (VRS), the State Police Officers' Retirement System (SPORS), or the Virginia Law Officers' Retirement System (VaLORS) are automatically covered by the Line of Duty Act Program (LODA). As required by statute, the Virginia Retirement System (the System) is responsible for managing the assets of the program. Participating employers made contributions to the program beginning in FY 2012. The employer contributions are determined by the System's actuary using anticipated program costs and the number of covered individuals associated with all participating employers.

The specific information for LODA OPEB, including eligibility, coverage and benefits is set out in the table below:

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## LINE OF DUTY ACT PROGRAM (LODA) PLAN PROVISIONS

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### Eligible Employees

The eligible employees of the LODA Program include paid employees and volunteers in hazardous duty positions in Virginia localities as well as hazardous duty employees who are covered under VRS, SPORS, or VaLORS.

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### Benefit Amounts

LODA provides death and health insurance benefits for eligible individuals:

- *Death:* The LODA program death benefit is a one-time payment made to the beneficiary or beneficiaries of a covered individual. Amounts vary as follows:
    - \$100,000 when a death occurs as the direct or proximate result of performing duty as of January 1, 2006, or after.
    - \$25,000 when the cause of death is attributed to one of the applicable presumptions and occurred earlier than five years after the retirement date. The benefit will be \$75,000 for approved presumptive deaths occurring on or after January 1, 2025.
    - An additional \$20,000 benefit is payable when certain members of the National Guard and U.S. military reserves are killed in action in any armed conflict on or after October 7, 2001.
  - *Health Insurance:* The LODA program provides health insurance benefits.
    - The health insurance benefits are managed through the Virginia Department of Human Resource Management (DHRM). The health benefits are modeled after the State Employee Health Benefits Program plans and provide consistent, premium-free continued health plan coverage for LODA-eligible disabled individuals, survivors and family members.
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### Contributions

The contribution requirements for the LODA Program are governed by § 9.1-400.1 of the *Code of Virginia*, as amended, but may be impacted as a result of funding provided to state agencies by the Virginia General Assembly. Each employer's contractually required employer contribution rate for the LODA Program for the year ended June 30, 2025, was \$1,015.00 per covered full-time-equivalent employee. This rate was based on an actuarially determined rate from an actuarial valuation as of June 30, 2024, and represents the pay-as-you-go funding rate and not the full actuarial cost of the benefits under the program. The actuarially determined pay-as-you-go rate was expected to finance the costs and related expenses of benefits payable during the year. Contributions to the LODA Program from the entity were \$[Insert amount] and \$[Insert amount] for the years ended June 30, 2025, and June 30, 2024, respectively.

***Line of Duty Act Program (LODA) OPEB Liabilities, LODA OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to the LODA OPEB***

At June 30, 2025, the entity reported a liability of \$ [Appendix 44 – Net OPEB Liability – Line of Duty Act Plan, 6/30/2024 Net OPEB Liability] for its proportionate share of the Net LODA OPEB Liability. The Net LODA OPEB Liability was measured as of June 30, 2024 and the total LODA OPEB Liability used to calculate the Net LODA OPEB Liability was determined by an actuarial valuation as of June 30, 2023, and rolled forward to the measurement date of June 30, 2024. The entity's proportion of the Net LODA OPEB Liability was based on the entity's actuarially determined pay-as-you-go employer contributions to the LODA OPEB plan for the year ended June 30, 2024 relative to the total of the actuarially determined pay-as-you-go employer contributions for all participating employers. At June 30, 2024, the entity's proportion was [Appendix 41 – Proportionate Share of Contributions – Line of Duty Act Plan, 2024 Employer Allocation Percentage] % as compared to [Appendix 41 – Proportionate Share of Contributions – Line of Duty Act Plan, 2023 Employer Allocation Percentage] % at June 30, 2023.

For the year ended June 30, 2025, the entity recognized LODA OPEB expense of \$ [Appendix 42 – Deferred Inflows and Outflows and OPEB Expense – Line of Duty Act Plan, Total Employer OPEB Expense]. Since there was a change in proportionate share between measurement dates, a portion of the LODA OPEB expense was related to deferred amounts from changes in proportion.

At June 30, 2025, the agency reported deferred outflows of resources and deferred inflows of resources related to the LODA OPEB from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ 1	\$ 5
Net difference between projected and actual earnings on LODA OPEB program investments	2	6
Change in assumptions	3	7
Changes in proportionate share	4	8
Employer contribution subsequent to the measurement date	[Insert Amount]	—
Total	\$ —	\$ —

#### Source of Data for Deferred Outflows and Deferred Inflows Schedule:

##### Appendix 42 – Deferred Inflows and Outflows and OPEB Expense

- 1 – \$ [Deferred Outflows of Resources - Difference Between Expected and Actual Exp.]
- 2 – \$ [Deferred Outflows of Resources - Net Difference Between Projected and Actual Inv...]
- 3 – \$ [Deferred Outflows of Resources - Change of Assumptions.]
- 4 – \$ [Deferred Outflows of Resources - Changes in Proportionate Share and Differences between...]
- 5 – \$ [Deferred Inflows of Resources - Difference Between Expected and Actual Exp.]
- 6 – \$ [Deferred Inflows of Resources - Net Difference Between Projected and Actual Inv...]
- 7 – \$ [Deferred Inflows of Resources - Change of Assumptions.]
- 8 – \$ [Deferred Inflows of Resources - Changes in Proportionate Share and Differences between...]

\$[Insert amount] reported as deferred outflows of resources related to the LODA OPEB resulting from the entity's contributions subsequent to the measurement date will be recognized as a reduction of the Net LODA OPEB Liability in the fiscal year ending June 30, 2026. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to the LODA OPEB will be recognized in LODA OPEB expense in future reporting periods as follows:

**Year ended June 30**

FY 2026	\$ [Appendix 43, Year 1]
FY 2027	\$ [Appendix 43, Year 2]
FY 2028	\$ [Appendix 43, Year 3]
FY 2029	\$ [Appendix 43, Year 4]
FY 2030	\$ [Appendix 43, Year 5]
Thereafter	\$ [Appendix 43, Thereafter]

**Source of Data for Amortization of Deferred Outflows and Deferred Inflows Schedule:**  
**Appendix 43 – Amortization of Deferred Inflows and Outflows – Line of Duty Act Plan**

**Actuarial Assumptions**

The total LODA OPEB liability was based on an actuarial valuation as of June 30, 2023, using the Entry Age Normal actuarial cost method and the following assumptions, applied to all periods included in the measurement and rolled forward to the measurement date of June 30, 2024.

Inflation	2.50%
Salary increases, including inflation –	
General state employees	N/A
SPORS employees	N/A
VaLORS employees	N/A
Locality employees	N/A
Medical cost trend rates assumption –	
Under age 65	7.25% – 4.25%
Ages 65 and older	6.50% – 4.25%
Year of ultimate trend rate	
Under age 65	Fiscal year ended 2034
Ages 65 and older	Fiscal year ended 2034
Investment rate of return	3.97%, including inflation*

\* Since LODA is funded on a current-disbursement basis, the assumed annual rate of return of 3.97% was used since it approximates the risk-free rate of return.

## Mortality rates – General State Employees

### Pre-Retirement:

Pub-2010 Amount Weighted General Employee Rates projected generationally;  
females set forward 2 years.

### Post-Retirement:

Pub-2010 Amount Weighted General Healthy Retiree Rates projected  
generationally; 110% of rates for females.

### Post-Disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally;  
males and females set forward 3 years.

### Beneficiaries and Survivors:

Pub-2010 Amount Weighted General Contingent Annuitant Rates projected  
generationally; 110% of rates for males and females.

### Mortality Improvement Scale:

Rates projected generationally with Modified MP-2020 Improvement Scale that is  
75% of the MP-2020 rates.

The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period from July 1, 2016, through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience for Plan 1; set separate rates based on experience for Plan 2/Hybrid; changed final retirement age from 75 to 80 for all
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service through 9 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change

## Mortality rates – SPORS Employees

### Pre-Retirement:

Pub-2010 Amount Weighted Safety Employee Rates projected generationally; 95% of rates for males; 105% of rates for females set forward 2 years.

### Post-Retirement:

Pub-2010 Amount Weighted Safety Healthy Retiree Rates projected generationally; 110% of rates for males; 105% of rates for females set forward 3 years.

### Post-Disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally; 95% of rates for males set back 3 years; 90% of rates for females set back 3 years.

### Beneficiaries and Survivors:

Pub-2010 Amount Weighted Safety Contingent Annuitant Rates projected generationally; 110% of rates for males and females set forward 2 years.

### Mortality Improvement Scale:

Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates.

The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period from July 1, 2016, through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. Increased disability life expectancy. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Increased rates for ages 55 to 61, 63, and 64 with 26 or more years of service and changed final retirement age from 65 to 70
Withdrawal Rates	Decreased rate for 0 years of service and increased rates for 1 to 6 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change



## Mortality rates – ValORS Employees

### Pre-Retirement:

Pub-2010 Amount Weighted Safety Employee Rates projected generationally; 95% of rates for males; 105% of rates for females set forward 2 years.

### Post-Retirement:

Pub-2010 Amount Weighted Safety Healthy Retiree Rates projected generationally; 110% of rates for males; 105% of rates for females set forward 3 years.

### Post-Disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally; 95% of rates for males set back 3 years; 90% of rates for females set back 3 years.

### Beneficiaries and Survivors:

Pub-2010 Amount Weighted Safety Contingent Annuitant Rates projected generationally; 110% of rates for males and females set forward 2 years.

### Mortality Improvement Scale:

Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates.

The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period from July 1, 2016, through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. Increased disability life expectancy. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Increased rates at some younger ages, decreased at age 62, and changed final retirement age from 65 to 70
Withdrawal Rates	Adjusted rates to better fit experience at each age and service decrement through 9 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change

## Mortality rates – Largest 10 Locality Employers With Public Safety Employees

### Pre-Retirement:

Pub-2010 Amount Weighted Safety Employee Rates projected generationally; 95% of rates for males; 105% of rates for females set forward 2 years.

### Post-Retirement:

Pub-2010 Amount Weighted Safety Healthy Retiree Rates projected generationally; 110% of rates for males; 105% of rates for females set forward 3 years.

### Post-Disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally; 95% of rates for males set back 3 years; 90% of rates for females set back 3 years.

### Beneficiaries and Survivors:

Pub-2010 Amount Weighted Safety Contingent Annuitant Rates projected generationally; 110% of rates for males and females set forward 2 years.

### Mortality Improvement Scale:

Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates.

The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period from July 1, 2016, through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. Increased disability life expectancy. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience and changed final retirement age from 65 to 70
Withdrawal Rates	Decreased rates
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change

## Mortality rates – Non-Largest 10 Locality Employers With Public Safety Employees

### Pre-Retirement:

Pub-2010 Amount Weighted Safety Employee Rates projected generationally; 95% of rates for males; 105% of rates for females set forward 2 years.

### Post-Retirement:

Pub-2010 Amount Weighted Safety Healthy Retiree Rates projected generationally; 110% of rates for males; 105% of rates for females set forward 3 years.

### Post-Disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally; 95% of rates for males set back 3 years; 90% of rates for females set back 3 years.

### Beneficiaries and Survivors:

Pub-2010 Amount Weighted Safety Contingent Annuitant Rates projected generationally; 110% of rates for males and females set forward 2 years.

### Mortality Improvement Scale:

Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates.

The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period from July 1, 2016, through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. Increased disability life expectancy. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience and changed final retirement age from 65 to 70
Withdrawal Rates	Decreased rates and changed from rates based on age and service to rates based on service only to better fit experience and to be more consistent with Locals Top 10 Hazardous Duty
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change

### ***Net LODA OPEB Liability***

The net OPEB liability (NOL) for the Line of Duty Act Program (LODA) represents the program's total OPEB liability determined in accordance with GASB Statement No. 74, less the associated fiduciary net position. As of the Measurement Date of June 30, 2024, NOL amounts for the Line of Duty Act Program (LODA) are as follows (amounts expressed in thousands):

Total LODA OPEB Liability	\$	398,395
Plan Fiduciary Net Position		4,841
LODA Net OPEB Liability (Asset)	\$	<u>393,554</u>
Plan Fiduciary Net Position as a Percentage of the Total LODA OPEB Liability		1.22%

The total LODA OPEB liability is calculated by the System's actuary, and each plan's fiduciary net position is reported in the System's financial statements. The net OPEB liability is disclosed in accordance with the requirements of GASB Statement No. 74 in the System's notes to the financial statements and required supplementary information.

### ***Long-Term Expected Rate of Return***

The long-term expected rate of return on LODA OPEB Program's investments was set at 3.97% for this valuation. Since LODA is funded on a current-disbursement basis, it is not able to use the VRS Pooled Investments' 6.75% assumption. Instead, the assumed annual rate of return of 3.97% was used since it approximates the risk-free rate of return. This Single Equivalent Interest Rate (SEIR) is the applicable municipal bond index rate based on the Fidelity Fixed Income General Obligation 20-year Municipal Bond Index as of the measurement date of June 30, 2024.

### ***Discount Rate***

The discount rate used to measure the total LODA OPEB liability was 3.97%. The projection of cash flows used to determine the discount rate assumed that employer contributions will be made per the VRS Statutes and that they will be made in accordance with the VRS funding policy and at rates equal to the actuarially determined contribution rates adopted by the VRS Board of Trustees. Through the fiscal year ending June 30, 2024, the rate contributed by participating employers to the LODA OPEB Program will be subject to the portion of the VRS Board-certified rates that are funded by the Virginia General Assembly.

### ***Sensitivity of the Covered Employer's Proportionate Share of the Net LODA OPEB Liability to Changes in the Discount Rate***

The following presents the covered employer's proportionate share of the net LODA OPEB liability using the discount rate of 3.97%, as well as what the covered employer's proportionate share of the net LODA OPEB liability would be if it were calculated using a discount rate that is one percentage point lower 2.97% or one percentage point higher 4.97% than the current rate:

	<b>1.00% Decrease 2.97%</b>	<b>Current Discount Rate 3.97%</b>	<b>1.00% Increase 4.97%</b>
Covered Employers Proportionate Share of the LODA Net OPEB Liability	\$ [Appendix 44 - Net OPEB Liability - Line of Duty Act Plan, Net OPEB Liability 1% Decrease 2.97%]	\$ [Appendix 44 - Net OPEB Liability - Line of Duty Act Plan, 6/30/2024 Net OPEB Liability]	\$ [Appendix 44 - Net OPEB Liability - Line of Duty Act Plan, Net OPEB Liability 1% Increase 4.97%]

### ***Sensitivity of the Covered Employer's Proportionate Share of the Net LODA OPEB Liability to Changes in the Health Care Trend Rate***

Because the Line of Duty Act Program (LODA) contains provisions for the payment of health insurance premiums, the liabilities are also impacted by the health care trend rates. The following presents the covered employer's proportionate share of the net LODA OPEB liability using health care trend rate of 7.25% decreasing to 4.25%, as well as what the covered employer's proportionate share of the net LODA OPEB liability would be if it were calculated using a health care trend rate that is one percentage point lower (6.25% decreasing to 3.25%) or one percentage point higher (8.25% decreasing to 5.25%) than the current rate:

	<b>1.00% Decrease (6.25% decreasing to 3.25%)</b>	<b>Current Trend Rate (7.25% decreasing to 4.25%)</b>	<b>1.00% Increase (8.25% decreasing to 5.25%)</b>
Covered employers proportionate share of the LODA Net OPEB Liability	\$ [Appendix 44 - Net OPEB Liability - Line of Duty Act Plan, Net OPEB Liability 1% Decrease 6.25% decreasing to 3.25%]	\$ [Appendix 44 - Net OPEB Liability - Line of Duty Act Plan, 6/30/2024 Net OPEB Liability]	\$ [Appendix 44 - Net OPEB Liability - Line of Duty Act Plan, Net OPEB Liability 1% Increase 8.25% decreasing to 5.25%]

### ***LODA OPEB Plan Fiduciary Net Position***

Detailed information about the Line of Duty Act Program (LODA) Fiduciary Net Position is available in the separately issued VRS 2024 *Annual Comprehensive Financial Report* (Annual Report). A copy of the 2024 VRS Annual Report may be downloaded from the VRS website at [varetire.org/pdf/publications/2024-annual-report.pdf](https://varetire.org/pdf/publications/2024-annual-report.pdf), or by writing to the System's Chief Financial Officer at P.O. Box 2500, Richmond, VA 23218-2500.

### ***Payables to the Line of Duty Act Program (LODA) OPEB Plan***

[If the employer reported payables to the VRS, it should disclose information required by paragraph 142 of GASB 75. It is the covered employer's responsibility to calculate this amount and complete the required disclosure.]

**Required Supplementary Information (RSI) Template**  
**Cost-Sharing Employer Plans – Line of Duty Act Program (LODA)**  
**For the Fiscal Year Ended June 30, 2025**

**Instructions:** *This template includes two sample schedules and the language for Notes to RSI to be used as a guide in the development of the RSI section of your financial statements:*

- *Schedule of Employer's Share of Net LODA OPEB Liability*
- *Schedule of Employer Contributions*
- *Notes to Required Supplementary Information*

*The sample schedules presented in this section will each eventually show a 10-year history of data related to GASB 75. You may create your own tables based on the examples VRS has provided. Each year, VRS will update the data highlighted in accordance with the legend. However, the employer is responsible for providing the remainder of the information and calculations as indicated.*

*Each employer is responsible for maintaining its own schedules, retaining prior year data, and updating the schedules each year based on the new information. Contributions for the Line of Duty Act Program are based on the number of participants in the Program using a per capita-based contribution versus a payroll-based contribution. Therefore, covered-employee payroll is the relevant measurement, which is the total payroll of employees in the OPEB plan. However, when volunteers and part-time employees make up a significant percentage of the employer's members in the plan, the employer may determine that covered-employee payroll is misleading and, therefore, not applicable for disclosure. See GASB codification section P50.728-1 for related guidance. If this is the case, the employer will need to modify the notes in the following schedules accordingly.*

**Notes:**

- *Schedule of Employer's Share of Net LODA OPEB Liability for the Measurement Dates of June 30, 2017 - 2024. This schedule will now have eight years because this is the eighth year for this presentation.*
- *Schedule of Employer Contributions. This schedule should have 10 years. Pre-GASB Statement No. 75 information can be taken from the RSI data previously required under GASB Statement No. 45.*

**Sample Schedule of Employer's Share of Net LODA OPEB Liability**

<b>Schedule of Employer's Share of Net OPEB Liability</b>								
<b>Line of Duty Act Program (LODA)</b>								
<b>For the Measurement Dates of June 30, 2017 through 2024</b>								
	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>
Employer's Proportion of the Net LODA OPEB Liability (Asset)	[Appendix 41 - Proportionate Share of Contributions - Line of Duty Act Program, 2024 Employer Allocation Percentage]%	[Appendix 41 - Proportionate Share of Contributions - Line of Duty Act Program, 2023 Employer Allocation Percentage]%	[Appendix 41 - Proportionate Share of Contributions - Line of Duty Act Program, 2022 Employer Allocation Percentage]%	[Schedule A - Proportionate Share of Contributions - Line of Duty Act Program, 2021 Employer Allocation Percentage]%	[Schedule A - Proportionate Share of Contributions - Line of Duty Act Program, 2020 Employer Allocation Percentage]%	[Schedule A - Proportionate Share of Contributions - Line of Duty Act Program, 2019 Employer Allocation Percentage]%	[Schedule A - Proportionate Share of Contributions - Line of Duty Act Program, 2018 Employer Allocation Percentage]%	[Schedule A - Proportionate Share of Contributions - Line of Duty Act Program, 2017 Employer Allocation Percentage]%
Employer's Proportionate Share of the Net LODA OPEB Liability (Asset)	\$ [Appendix 44 - Net OPEB Liability - Line of Duty Act Program, 6/30/2024 Net OPEB Liability]	\$ [Appendix 44 - Net OPEB Liability - Line of Duty Act Program, 6/30/2023 Net OPEB Liability]	\$ [Appendix 41 - Net OPEB Liability - Line of Duty Act Program, 6/30/2022 Net OPEB Liability]	\$ [Schedule D - Net OPEB Liability - Line of Duty Act Program, 6/30/2021 Net OPEB Liability]	\$ [Schedule D - Net OPEB Liability - Line of Duty Act Program, 6/30/2020 Net OPEB Liability]	\$ [Schedule D - Net OPEB Liability - Line of Duty Act Program, 6/30/2019 Net OPEB Liability]	\$ [Schedule D - Net OPEB Liability - Line of Duty Act Program, 6/30/2018 Net OPEB Liability]	\$ [Schedule D - Net OPEB Liability - Line of Duty Act Program, 6/30/2017 Net OPEB Liability]
Covered - Employee Payroll	\$ [Insert Amount] *	\$ [Insert Amount] *	\$ [Insert Amount] *	\$ [Insert Amount] *	\$ [Insert Amount] *	\$ [Insert Amount] *	\$ [Insert Amount] *	\$ [Insert Amount] *
Employer's Proportionate Share of the Net LODA OPEB Liability (Asset) as a Percentage of its Covered - Employee Payroll	[Calculation: line 2 divided by Line 3] % *	[Calculation: line 2 divided by Line 3] % *	[Calculation: line 2 divided by Line 3] % *	[Calculation: line 2 divided by Line 3] % *	[Calculation: line 2 divided by Line 3] % *	[Calculation: line 2 divided by Line 3] % *	[Calculation: line 2 divided by Line 3] % *	[Calculation: line 2 divided by Line 3] % *
Plan Fiduciary Net Position as a Percentage of the Total LODA OPEB Liability	1.22%	1.31%	1.87%	1.68%	1.02%	0.79%	0.60%	1.30%

*Schedule is intended to show information for 10 years. Since 2024 is the eighth year for this presentation, there are only eight years available. However, additional years will be included as they become available.*

*\*The contributions for the Line of Duty Act Program are based on the number of participants in the program using a per capita-based contribution versus a payroll-based contribution. Therefore, covered-employee payroll is the relevant measurement, which is the total payroll of the employees in the OPEB plan.*

**For Reference Only:** The Plan Fiduciary Net Position as a Percentage of the Total OPEB Liability for the Line of Duty Act Program (LODA) for each year is presented on pages 138 and 139 of the VRS 2024 Annual Report.



## Sample Schedule of Employer Contributions

### Schedule of Employer Contributions Line of Duty Act Program (LODA) For the Years Ended June 30, 2016 through 2025

Date	Contractually Required Contribution (1)	Contribution in Relation to Contractually Required Contribution (2)	Contribution Deficiency (Excess) (3)	Covered - Employee Payroll (4)	Contributions as a % of Covered - Employee Payroll (5)
2025	\$(Insert Amount)	\$(Insert Amount)	Col (1) -(2)	\$(Insert Amount) *	Col (2) / (4) *
2024	\$(Insert Amount)	\$(Insert Amount)	Col (1) -(2)	\$(Insert Amount) *	Col (2) / (4) *
2023	\$(Insert Amount)	\$(Insert Amount)	Col (1) -(2)	\$(Insert Amount) *	Col (2) / (4) *
2022	\$(Insert Amount)	\$(Insert Amount)	Col (1) -(2)	\$(Insert Amount) *	Col (2) / (4) *
2021	\$(Insert Amount)	\$(Insert Amount)	Col (1) -(2)	\$(Insert Amount) *	Col (2) / (4) *
2020	\$(Insert Amount)	\$(Insert Amount)	Col (1) -(2)	\$(Insert Amount) *	Col (2) / (4) *
2019	\$(Insert Amount)	\$(Insert Amount)	Col (1) -(2)	\$(Insert Amount) *	Col (2) / (4) *
2018	\$(Insert Amount)	\$(Insert Amount)	Col (1) -(2)	\$(Insert Amount) *	Col (2) / (4) *
2017	\$(Insert Amount)	\$(Insert Amount)	Col (1) -(2)	\$(Insert Amount) *	Col (2) / (4) *
2016	\$(Insert Amount)	\$(Insert Amount)	Col (1) -(2)	\$(Insert Amount) *	Col (2) / (4) *

\* The contributions for the Line of Duty Act Program are based on the number of participants in the program using a per capita-based contribution versus a payroll-based contribution. Therefore, covered-employee payroll is the relevant measurement, which is the total payroll of the employees in the OPEB plan.

#### For Reference Only:

Column 1 – Employer contribution rate multiplied by the covered-employee payroll.

Column 2 – Employer contributions as referenced in Covered Payroll & Contributions report on VRS website.

Column 4 – Covered-employee payroll amount for the fiscal year.

## Notes to Required Supplementary Information For the Year Ended June 30, 2025

**Changes of benefit terms:** There have been no actuarially material changes to the System benefit provisions since the prior actuarial valuation.

**Changes of assumptions:** The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period from July 1, 2016, through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study are as follows:

### General State Employees:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience for Plan 1; set separate rates based on experience for Plan 2/Hybrid; changed final retirement age from 75 to 80 for all
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service through 9 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change

### SPORS Employees:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. Increased disability life expectancy. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Increased rates for ages 55 to 61, 63, and 64 with 26 or more years of service and changed final retirement age from 65 to 70
Withdrawal Rates	Decreased rate for 0 years of service and increased rates for 1 to 6 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change

**VaLORS Employees:**

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. Increased disability life expectancy. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Increased rates at some younger ages, decreased at age 62, and changed final retirement age from 65 to 70
Withdrawal Rates	Adjusted rates to better fit experience at each age and service decrement through 9 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change

**Employees in the Largest 10 Locality Employers With Public Safety Employees:**

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. Increased disability life expectancy. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience and changed final retirement age from 65 to 70
Withdrawal Rates	Decreased rates
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change

**Employees in the Non-Largest 10 Locality Employers With Public Safety Employees:**

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. Increased disability life expectancy. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience and changed final retirement age from 65 to 70
Withdrawal Rates	Decreased rates and changed from rates based on age and service to rates based on service only to better fit experience and to be more consistent with Locals Top 10 Hazardous Duty
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change