COUNTY of VENTURA
Human Resources

VENTURA COUNTY
SUPPLEMENTAL RETIREMENT PLAN COMMITTEE
CEO POINT MUGU Conference Room – 4th floor

Hall of Administration, Ventura County Government Center
800 S. Victoria Avenue, Ventura, CA 93009

https://us02web.zoom.us/j/6776938984?pwd=eGRiaDdBR2JlZ3Vsd0xjeHFhWGh3dz09&omn=82718545046

February 20, 2025
2:00 p.m.

1. **Public Comments**

2. **Committee Member Comments**

3. **Minutes of Regular Meeting – September 12, 2024**

4. **Principal Semi Annual Investment Review and De-risking Strategies**

5. **Supplemental Retirement Plan Document Amendments and Summary Plan Description (SPD) Updates**

*If any accommodations are needed, please contact the Safe Harbor program at **805-654-2620** or by email at:*
Safe.Harbor@ventura.org.
Requests should be made as soon as possible but at least 48 hours prior to the scheduled meeting.

VENTURA COUNTY
SUPPLEMENTAL RETIREMENT COMMITTEE

Point Mugu Conference Room, 4th Floor
Hall of Administration, County Government Center
800 S. Victoria Ave, Ventura CA 93009

Meeting Minutes for September 12, 2024
2:00 p.m.

Members present	**Members absent**	**Also present**
Scott Powers		Patti Dowdy
Emily Gardner		Patty Zoll
Jeff Burgh		Amanda Diaz
Sue Horgan		Eric Lee
Danielle Keys		John Garrett
		Ryan Gunderson

Mr. Powers called the meeting to order at 2:03 p.m.

1. Public Comments.
None.

2. Committee Member Comments.
None.

3. Minutes of Regular Meeting March 13, 2024
Motion to approve: 1**. Ms. Horgan** 2. **Mr. Burgh** **Motion Carries**

4. Review of the Actuarial Valuation dated June 30, 2024

Mr. John Garrett, Principal and Consulting Actuary with CavMac (CM) provided an overview of the pension side reporting and mentioned that a risk addendum was added this year. There are 13 active members in Part B, last year there were 17. In addition, there are new actuarial assumptions this year as the plan adopts VCERA's assumptions for the large group and with a drop in the discount rate it provides a source to increase the measure of liability in the plan. The actuarial assumptions are used to estimate future payments from the plan, and as the number of inactive members have decreased, the compensation also continues to decline.

Mr. Garrett stated that the plan assets are suffering losses from two years ago, but the plan is making headwind on the value of assets. As a reminder, the valuation does not take the market value of assets, but the stable cost to the plan and assumptions are made over 5 years, which means that the gains and losses are spread over a 5-year period; the plan's actuarial value exceeds the market value. As far as the unfunded liability, the gains and losses are not expected to fall into here and this offers stability for the plan. The Actuarially Determined Contribution (ADC) liability is dropping, and there was a $400k gain to the plan for movement of people out of the plan. Part C of the plan has frozen retirement benefits, there are 21 beneficiaries of the plan, and it is more than assets.

Mr. Garrett then continued his review of the plan's Part D, which are elected department heads and added that there are no longer any active participants in this plan. The plan is close to being fully funded and the liability will be paid off this year. There will be investment plan options available once the liability is paid in full, since there will be a negative cash flow and the Committee should consider options. One option may be to break away from using VCERA's rates and since the plan will be just funds being paid out but no funds coming into the plan, can look at possibly using long-term bonds. Mr. Eric Lee, Senior Portfolio Manager, Principal Custody Solutions, stated that the Committee should look at different contribution rates as the plan will have less equities and moving forward more contributions will be required. This information can be presented and reviewed by the Committee, and then determine what the best fit is. Mr. Garrett suggested looking at the proposed portfolio to estimate the rate of return on those plans. Then CM can price the available options and provide results back to the Committee to decide if they want to decouple from VCERA's rate. Ms. Patti Dowdy, Employee Benefits Manager, County of Ventura, stated that the funding policy approved by the Committee includes that the plan uses VCERA's rate, but it can be updated.

Mr. Garrett noted that there was a 9% loss actuarially and that the volatility can be limited by going to a different portfolio. Mr. Garrett referenced page 5, with the 5-year smoothing, there was a $200k gain in Part B, and a magnitude of picking up $6.5M can be seen over the 5-year span as well as the spreading of the gains and losses. The return on the actuarial value is 6.2%, and costs can be expected to increase over the next couple of years. Next, Mr. Garrett reviewed the layered approach that is used, there are 13 years left and it will be closed at 25 years. There is a remaining balance of $1.3M, spreading over the current active members and the new plan. The estimated contribution rate is determined on the DB plan and 457 payroll. Mr. Garrett noted that there is some information in the draft report that does not make sense, he will look into this further and change the draft report to match the payroll for the SRP457. Mr. Garrett recommends funding this plan as a percent of payroll, a dollar amount can be calculated for the required contribution, and then allocated to parts B, C, and D since there are so few actives. If the Committee wants to keep the amount as a dollar amount, the dollar amount can be provided for the current year as this will eliminate the ongoing problem. Part C and D are in dollar amounts, Mr. Garrett recommends this change for part B to have the unfunded liability paid for.

Regarding Part C, there are no actives in this plan and the benefit was offered as an early retirement benefit. Mr. Garrett noted that there has been a decline in liability, and there is no source of growth in this plan.

Part D has no active members in the plan, there is $50k of unfunded liability in the plan and it will be paid off by the end of 2026. Mr. Garrett stated that once the 7/1/26 valuation is completed the plan should be fully funded. Mr. Garrett recommended that the valuation draft be adopted, and the materially finished product will be provided with some updates. Note that the 4.11% of payroll may produce more than what is needed, $439k, and when that number is reach contributions can stop being collected.

Moving on to the risk assessment addendum, Mr. Garrett reviewed the addendum and stated that there is a low default risk, and the obligation measure is new this year. Mr. Garrett stated that there is no maturity risk in the plan since there are very few actives, this is a closed plan where liability is measured as a percent of payroll, and the ratios have gone down. Once there are fewer or no actives, the plan can be passed onto an insurance/annuity company.

Mr. Garrett mentioned that Part B is structured more efficiently than Social Security, with the total cost of this plan to the County being 4%, the employee contributes 3%. The previous plan was starting to get quite costly prior to the plan type change to better suit the population of short-term employees who do not need a DB plan. Historically the plan was performing well until 2014-2015, and Mr. Garrett noted that it can also be a burden to track people when it comes time for RMD's. Forfeiture options will be looked at in 2025 and outside counsel will look at escheatment and forfeiture separate from the trust.

Mr. Ryan Gunderson, Senior Actuarial Analyst with CavMac (CM) discussed the results of the GASB Statement No. 67. The GASB uses a different funding method than the valuation and it responds to methods and assumptions. To determine the UFL, the market value of assets is used along with a 5-year smoothing. The idea is to fully fund all future SRP benefits, and the 7% discount rate was used. The total pension liability is $28.5M, down from $29M last year and is attributed to the migration to the SRP457. The market value is $26.8M and this value overperformed the 7% rate of return. In addition, the UFL is down $3M to $1.7M; the funded ratio was 89% last year and is at 94% this year. Note: the accounting disclosures are included in the packet.

A. Motion to Receive and file the June 30, 2024, Draft Actuarial Valuation:
Motion to approve: 1. **Ms. Keys** 2. **Mr. Burgh** **Motion Carries**

5. Semi Annual Investment Review

Mr. Eric Lee, Senior Portfolio Manager, Principal Custody Solutions presented the semi-annual investment review to the Committee. Overall, it has been a good fiscal year and inflation is moderate although not completely gone, lower rates are likely to start being seen soon. There is a lack of new job creation and things have slowed down a bit. The S&P 500 was up 25% as of the end of June for the fiscal year, landing it above value and growth stocks. Weak returns were experienced in the mid and small cap areas.

Mr. Lee gave an overview of the numbers for the Russell 2000 index, large cap stock and added that these stocks make up 30% of the indices, with ½ in the top three stocks. At some point this will break and won't have the same dominance. Regarding cash flow, 20 years ago the beginning value was $18.5M and is at $26.7M today. Over the last five years there has been $9.3M in gains, and over $10M paid out of the plan, including plan conversions. It was also noted that the gains offset most of the funds going out of the plan and there are more funds going out of the plan than coming into the plan.

Mr. Lee discussed the variance as the equities are overweight, and a little bit underweight in the large growth is being experienced after the rebalance. This was a better quarter for growth than value, and it was underweighted for fixed income; rebalancing was mainly global.

Moving on to portfolio funds and performance, the plan has active management that helps recover some of the costs. The plan has 60% stocks and 40% bonds, the idea is to broaden diversifications; there was a change in the plan in this area about four years ago. The stock performance is up 11.28% fiscal YTD. There as a net return of 11.19% and the costs are broken down in the back of the handout.

From a fiscal standpoint, the large cap is where the plan lost in performance but made up in bonds. Mr. Lee indicated that there was a mismatch with benchmarking that caused a differential; it was mentioned that the Committee can get rid of growth and value stocks and look at just using the S&P 500. Looking at the small cap, it did well YTD and the 3 and 5 years outpace the benchmark. For fixed income, there are good excess returns in each measuring period. The global and international funds have lagged in equities.

Mr. Lee wrapped up with the portfolio review, located on page 34. It was mentioned that the overall management percentages and costs are in this section, and it is annualized at a point in time.

A. Motion to Receive and File the Q4 Principal Quarterly Client Report
Motion to approve: 1. **Ms. Horgan** 2. **Ms. Gardner** **Motion Carries**

Mr. Powers adjourned the meeting at 3:37 p.m.

Respectfully submitted,

Amanda Diaz

Amanda Diaz
Deferred Compensation Program Analyst

COUNTY OF VENTURA
MEMORANDUM

HUMAN RESOURCES DIVISION

DATE: February 20, 2025

TO: Supplemental Retirement Plan Committee

FROM: Patty Zoll, Supplemental Retirement Program Manager

SUBJECT: Principal Semi-Annual Investment Review and De-risking Strategies

Background/Discussion

Attached is the current investment report from Principal Global Advisors for the quarter ending December 31, 2024 (Q4) and an Asset Allocation Analysis. Included in the report are the asset allocation overview, market values and flows, and the Plan's investment performance review, which illustrates the evaluation criteria pursuant to the *Investment Policy Statement.*

The *Investment Policy Statement* (IPS) sets an asset allocation range of 0-25% cash, 25-55% fixed income, and 45-75% equity. The Plan's allocation for cash was within the set range at 1.0%. The fixed-income allocation was within the set range at 39.6%. Equity allocation was also within the set range at 59.4% for Q4-24. (p.12)

Total 10-year returns of 6.82% are only slightly short of meeting the stated return objective criteria to meet or exceed a 7% return over every 10-year period for Q4-24. (p.15)

The objective benchmark criteria for investment results to meet or exceed the index benchmark for the 3-year (2.91%) and 5-year (6.75%) periods were very close to being met for both the 3-year (2.76%) and 5-year (6.53%) periods in Q4-24, the numbers are trending toward the benchmark. (p.15)

<u>De-risking Strategies</u>

During the September investment review presentation and valuation results discussion, it was suggested that the SRP Committee may want to cease using VCERA's assumption rate as well as analyzing the contribution rates since the plan will have less equities. The suggestion was made to look at the proposed portfolio to estimate the rate of return on those plans and then have the Plan's actuary price the available options and provide results back to the Committee to decide if it is a prudent move to decouple from VCERA's rate.

Mr. Eric Lee, Principal Client Portfolio Manager, has presented the Committee with three portfolio mixes for review. The current investment portfolio mix, as stated in the IPS, is 60/40. The two other proposed investment portfolio mixes are 40/60 and 50/50.

Given the investment return assumptions of 6.00% to 6.75% provided by Principal, the actuaries from CavMac have provided five-year projections of contributions for the SRP Parts B, C, and D under alternate investment return/discount rate assumptions of 6.00%, 6.25%. 6.50%, and 6.75%. These results are also compared to the current assumption of 7.00%.

For determining the investment rate assumption, it is important that the Committee, along with the investment consultant, considers how much risk they are willing to take on in the portfolio. If the goal of the Committee is to reduce risk, then the question of how much of an increase in contributions can be afforded, needs to be discussed. Based on the Allocation and De-risking Strategies, provided by Mr. Eric Lee, Client Portfolio Manager with Principal Custody Solutions, the long-term expected rate of return (10-20 years) of the current portfolio is 6.29% and 6.26% respectively. According to the CavMac actuary, Mr. Ryan Gundersen, if the current portfolio is chosen (60/40), it would be appropriate to reduce the investment return rate assumption to 6.25% to be used in the actuarial valuation. If either of the other portfolios are chosen (50/50 or 40/60), then an investment rate assumption of 6% or 6.15% should be used.

Provided for the Committee's review in this packet is the Allocation Analysis and De-risking Strategies. Mr. Lee will be presenting the Quarterly Client Report as well as the Allocation Analysis. Also included are the alternate investment return assumption scenarios provided by CavMac. Mr. Ryan Gundersen and Ms. Alisa Bennett, CavMac actuaries, will be available to discuss and answer questions.

Recommended Action Items

- Decide whether to change the investment portfolio mix and direct staff to update the IPS accordingly.
- Decide whether to change the assumption rate based on the scenarios provided by CavMac.
- Decide whether to amend the funding policy to no longer mirror VCERA's methods and assumptions and determine framework for ongoing selection and recommendation of actuarial methods and assumptions.
- Receive and file the Principal Quarterly Client report.

If you have any questions, please email me at: patty.zoll@ventura.org.

Attachment(s)

- Q4 2024 Principal Quarterly Client Report
- Principal Allocation Analysis De-risking Strategies – February 20, 2025
- Alternate Investment Return Assumption Scenarios, provided by CavMac
- County of Ventura Supplemental Retirement Plan Funding Policy of the Committee

Principal Asset Management℠

OCIO Solutions

County Of Ventura Retirement Plan DB

QUARTERLY CLIENT REPORT

As of December 31, 2024

Agenda

Principal Asset Management℠

Team Overview

Investment advisory team

Eric A. Lee
Director, Client Portfolio Manager
OCIO Solutions
39 Years of industry experience
3 Years of firm experience
Lee.Eric@Principal.com
213-500-0344

Kevin J. Eichinger, CIMA
Vice President, Client Portfolio Manager
OCIO Solutions
32 Years of industry experience
3 Years of firm experience
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858-344-2431

Steve Guggenberger, CIMA
Managing Director – Client Portfolio Management
OCIO Solutions
36 Years of industry experience
3 Years of firm experience
Guggenberger.Steve@Principal.com
763-232-3663

Economic and Market Review

As of December 31, 2024

Q1 2025 key themes

- **A complex global picture is emerging, with significant divergence in growth and policy actions.**
  While the U.S. has continued to thrive, China and Europe are struggling. Proposed U.S. import tariffs threaten to intensify these diverging fortunes, reinforcing the U.S. exceptionalism theme. Policymakers will need to respond accordingly.

- **The U.S. economy has remained resilient, but with pockets of weakness requiring careful watch.**
  Strong household and corporate balance sheets have created a very resilient economy. Nonetheless, low-income households and small businesses are struggling, highlighting the need for further interest rate relief to prevent weakness from spreading.

- **The Federal Reserve will likely adopt a slower, more cautious approach to policy.**
  Recent U.S. economic strength has combined with a rising threat of tariffs to increase upside inflation risks. The Fed is set to cut rates just a few times in 2025, likely hitting a floor of 3.75%. Interest rate relief will likely be shallow and restricted.

- **Equity market gains may be challenged by elevated bond yields and expensive valuations.**
  A strong economic backdrop will support continued solid earnings growth. Yet, expensive valuations imply elevated vulnerability to any earnings disappointment, while the recent rise in bond yields may exert pressure on gains.

- **Fixed income credit spreads to likely remain range bound, with a bias upwards.**
  The shallow Fed cutting cycle means that Treasury yields are unlikely to trend much lower. Credit spreads are near historic tights, but solid fundamentals and elevated starting yields imply credit could generate strong returns in 2025.

- **Flows into cash have continued, but in this constructive environment, risk assets are more favorable.**
  While broad valuation concerns and policy uncertainty persist, the numerous pockets of value, coupled with inflation pressures and reinvestment risk, underscore the importance of investors optimizing opportunities in this favorable macro environment.

Economic and Market Review

As of December 31, 2024

U.S. equity markets were mixed for the quarter; growth indexes delivered positive returns while value indexes were negative.

Longer duration fixed income indexes delivered negative returns for the quarter as long-term rates were up.

	3-months	1-year	3-year	5-year	10-year
U.S. Equities					
Russell 1000 Value Index	-1.98%	14.37%	5.63%	8.68%	8.49%
S&P 500 Index	2.41%	25.02%	8.94%	14.53%	13.10%
Russell 1000 Growth Index	7.07%	33.36%	10.47%	18.96%	16.78%
Russell Midcap Index	0.62%	15.34%	3.79%	9.92%	9.63%
Russell 2000 Index	0.33%	11.54%	1.24%	7.40%	7.82%
Non-U.S. Equities					
MSCI EAFE NTR Index	-8.11%	3.82%	1.65%	4.73%	5.20%
MSCI ACWI ex-USA Index	-7.60%	5.53%	0.82%	4.10%	4.80%
MSCI Emerging Markets Index	-8.01%	7.50%	-1.92%	1.70%	3.64%
Fixed Income					
ICE BofA U.S. Treasury Bill 3-month Index	1.17%	5.25%	3.89%	2.46%	1.77%
Bloomberg Aggregate Bond Index	-3.06%	1.25%	-2.41%	-0.33%	1.35%
Bloomberg U.S. Corp High Yld 2% Issuer Capped Index	0.17%	8.19%	2.92%	4.20%	5.16%
Bloomberg Long-Term Govt/Credit Index	-7.42%	-4.15%	-9.20%	-3.26%	0.99%
Other					
MSCI U.S. REIT Index	-6.39%	7.49%	-3.43%	3.10%	4.38%
S&P GSCI® Index	3.81%	9.25%	9.63%	7.12%	1.24%
U.S. Dollar Index	7.65%	7.06%	4.17%	2.39%	1.86%

As of December 31, 2024.
Source: Morningstar Direct. Returns are annualized. **Past performance does not guarantee future results.** Index performance information reflects no deduction for fees, expenses, or taxes. Indices are unmanaged and individuals cannot invest directly in an index. See Important Information for index descriptions

Principal Asset Management℠

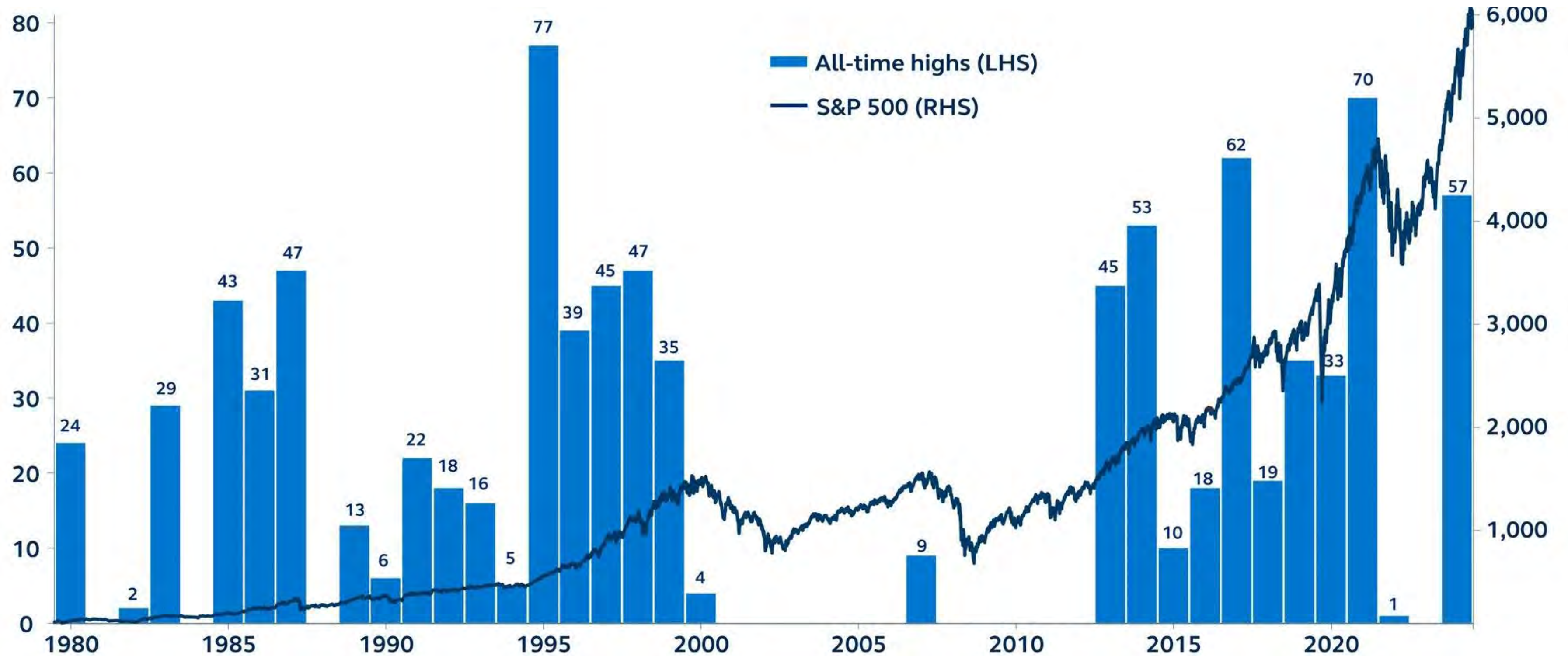
U.S. Equities: Climbing the valuation wall

INSIGHT:

Investors enter 2025 with cautious optimism following a stellar 2024 for equities, as stretched valuations and elevated bond yields pose near-term challenges. Despite these potential headwinds, strong earnings growth remains the driver of market performance—if earnings deliver as expected, equities are likely to remain biased higher.

Stock market all-time highs

The number of S&P 500 all-time highs each year



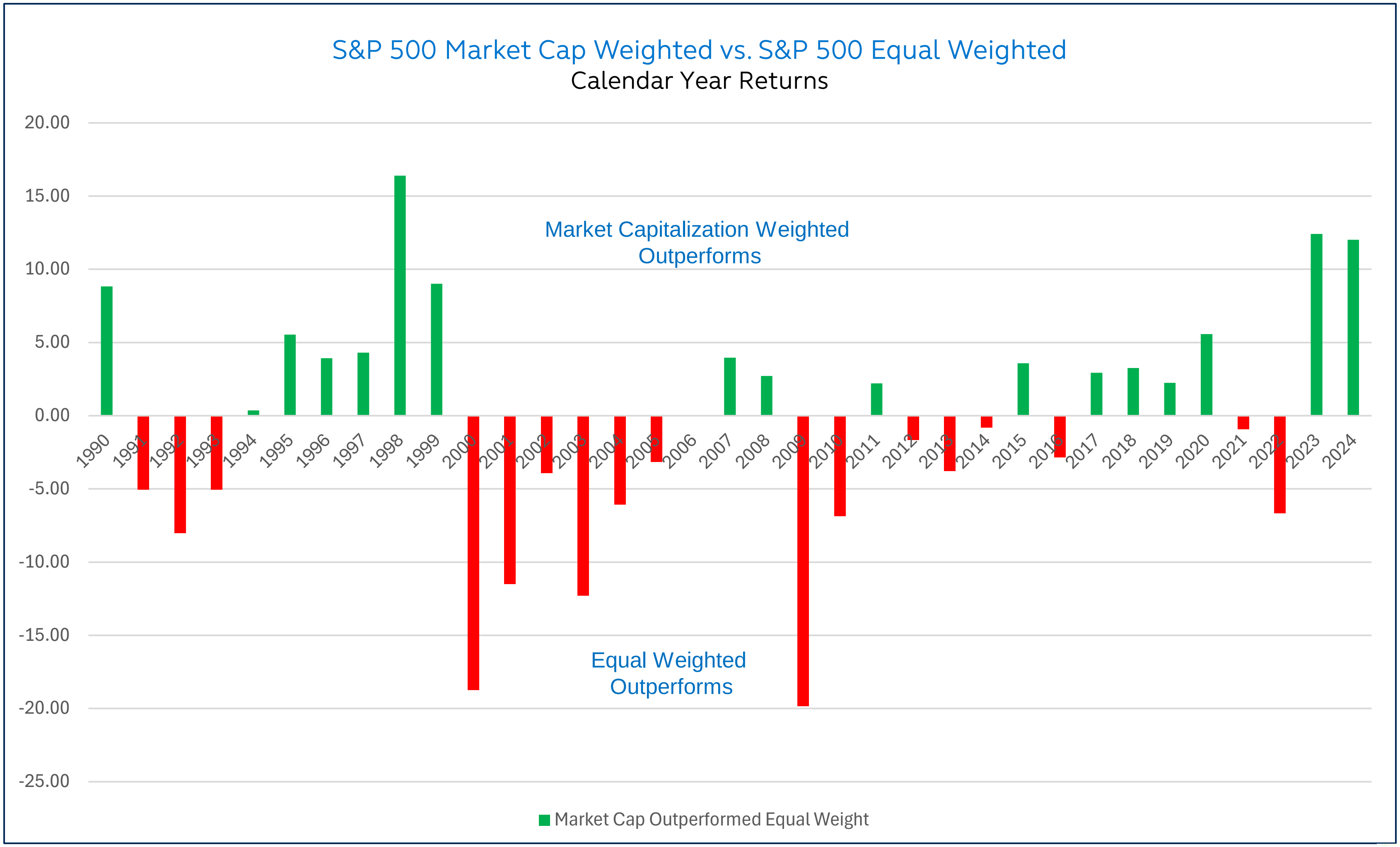
Source: Clearnomics, Standard & Poor's, Bloomberg, Principal Asset Management – *Quick takes on capital markets (January 10, 2025)*. Data as of December 31, 2024.

Principal Asset Management

U.S. Large Cap Equities: Market Cap vs. Equal Weighted

INSIGHT:

The market capitalization weighted S&P 500 Index outperformed the equal weighted version by 12 percentage points in 2024, repeating results from 2023. The largest consecutive annual observations since 1998 and 1999.



Source: Morningstar Direct

Mid cap growth equities were the best performing U.S. equity style for the quarter.

The large cap growth style was the best performing U.S. equity style for the 2024 calendar year.

QTD

	Value	Blend	Growth
Large	-2.0%	2.7%	7.1%
Mid	-1.7%	0.6%	8.1%
Small	-1.1%	0.3%	1.7%

YTD

	Value	Blend	Growth
Large	14.4%	24.5%	33.4%
Mid	13.1%	15.3%	22.1%
Small	8.1%	11.5%	15.2%

Current P/E vs. 20-year avg. P/E

	Value	Blend	Growth
Large	16.2 / 14.1	21.3 / 16.6	28.9 / 20.1
Mid	15.4 / 14.6	17.4 / 16.4	28.1 / 21.4
Small	17.2 / 16.3	24.2 / 21.0	39.5 / 31.4

Current P/E as % of 20-year avg. P/E

	Value	Blend	Growth
Large	115%	129%	144%
Mid	106%	106%	132%
Small	106%	115%	126%

Source: Morningstar Direct and FactSet Global. Data As of December 31, 2024. **Past performance is not indicative of future returns.** The Morningstar Style Box™ reveals a fund's investment strategy. For equity funds, the vertical axis shows the market capitalization of the stocks owned and the horizontal axis, shows the investment style (value, blend, or growth). Russell 1000 Value - Large Value, Russell 1000 - Large Blend, Russell 1000 Growth - Large Growth, Russell Midcap Value - Mid Value, Russell Midcap - Mid Blend, Russell Midcap Growth - Mid Growth, Russell 2000 Value - Small Value, Russell 2000 - Small Blend, Russell 2000 Growth - Small Growth

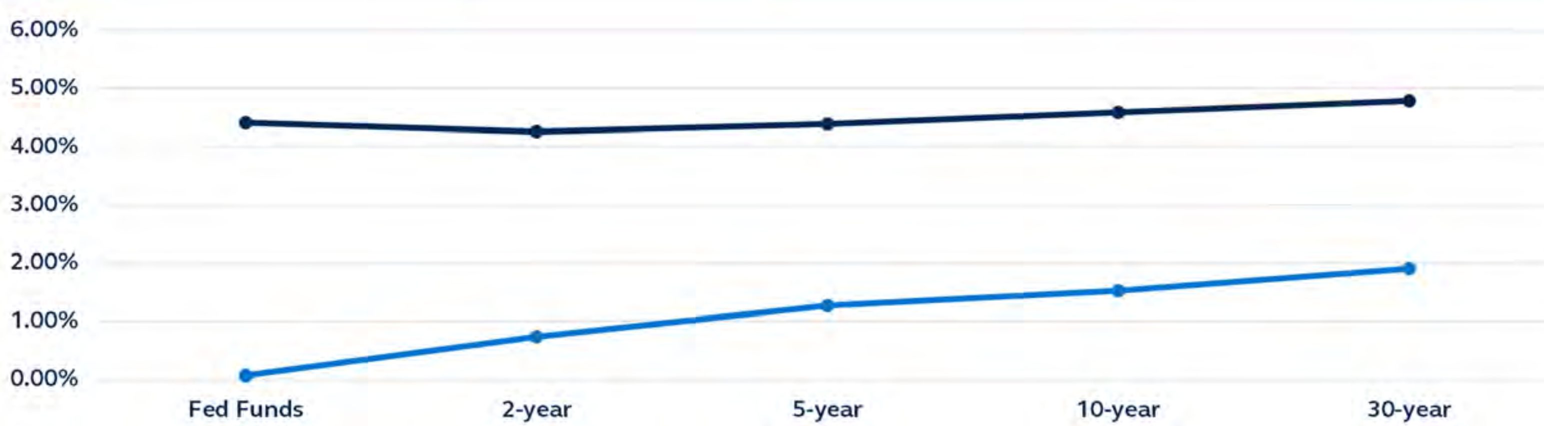
Economic and Market Review

As of December 31, 2024

The history of interest rates

How have interest rates changed in recent years?

	Dec 31, 2021	Dec 31, 2022	Dec 31, 2023	Dec 31, 2024
Fed Funds	0.06	4.12	5.60	4.40
2-year	0.73	4.41	4.23	4.25
5-year	1.26	3.99	3.84	4.38
10-year	1.52	3.88	3.88	4.58
2- to 10-year spread	0.79	-0.53	-0.35	0.33
30-year	1.90	3.97	4.03	4.78



Dec. 31, 2024	4.40%	4.25%	4.38%	4.58%	4.78%
Dec. 31, 2021	0.06%	0.73%	1.26%	1.52%	1.90%

Source: Morningstar Direct. **Past performance does not guarantee future results.**

Principal Asset Management℠

Asset Class Returns

As of December 31, 2024

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Best	Small Cap 38.82%	Real Estate 31.78%	Real Estate 4.23%	Small Cap 21.31%	Emerging Markets 37.28%	Cash 1.86%	Large Cap 31.49%	Small Cap 19.96%	Real Estate 46.18%	Commodities 16.09%	Large Cap 26.29%	Large Cap 25.02%
	Mid Cap 33.50%	Government Treasury 25.07%	Large Cap 1.38%	Mid Cap 20.74%	Intl Stocks 25.03%	Intermediate Bond 0.01%	Mid Cap 26.20%	Large Cap 18.40%	Large Cap 28.71%	Cash 1.50%	Intl Stocks 18.24%	Asset Allocation 15.04%
	Large Cap 32.39%	Large Cap 13.69%	Asset Allocation 1.28%	High Yield 17.34%	Large Cap 21.83%	Government Treasury -1.84%	Real Estate 25.76%	Emerging Markets 18.31%	Commodities 27.11%	High Yield -11.11%	Asset Allocation 17.67%	Mid Cap 13.93%
	Intl Stocks 22.78%	Asset Allocation 10.62%	Intermediate Bond 0.55%	Large Cap 11.96%	Mid Cap 16.24%	Intl Bonds -2.15%	Small Cap 25.53%	Government Treasury 17.70%	Mid Cap 24.76%	Intermediate Bond -13.01%	Small Cap 16.93%	Small Cap 11.54%
	Asset Allocation 17.56%	Mid Cap 9.77%	Cash 0.03%	Commodities 11.77%	Small Cap 14.65%	High Yield -2.26%	Asset Allocation 22.18%	Asset Allocation 14.73%	Asset Allocation 15.86%	Mid Cap -13.06%	Mid Cap 16.44%	Real Estate 9.11%
	High Yield 7.38%	Intermediate Bond 5.97%	Intl Stocks -0.81%	Emerging Markets 11.19%	Asset Allocation 14.21%	Asset Allocation -2.35%	Intl Stocks 22.01%	Mid Cap 13.66%	Small Cap 14.82%	Intl Stocks -14.45%	Real Estate 16.10%	High Yield 8.04%
	Real Estate 1.86%	Small Cap 4.89%	Government Treasury -1.21%	Asset Allocation 8.31%	Intl Bonds 10.51%	Large Cap -4.38%	Emerging Markets 18.44%	Intl Bonds 10.11%	Intl Stocks 11.26%	Asset Allocation -15.79%	High Yield 13.40%	Emerging Markets 7.50%
	Cash 0.06%	High Yield 2.44%	Mid Cap -2.18%	Real Estate 7.24%	Government Treasury 8.53%	Real Estate -4.84%	Government Treasury 14.83%	Intl Stocks 7.82%	High Yield 5.29%	Large Cap -18.11%	Emerging Markets 9.83%	Cash 5.45%
	Intermediate Bond -2.02%	Cash 0.02%	Small Cap -4.41%	Intermediate Bond 2.65%	High Yield 7.48%	Small Cap -11.01%	High Yield 14.40%	Intermediate Bond 7.51%	Cash 0.05%	Intl Bonds -18.70%	Intermediate Bond 5.53%	Commodities 5.38%
	Emerging Markets -2.60%	Emerging Markets -2.19%	High Yield -4.55%	Intl Bonds 1.49%	Real Estate 4.18%	Mid Cap -11.08%	Intermediate Bond 8.72%	High Yield 6.20%	Intermediate Bond -1.54%	Emerging Markets -20.09%	Cash 5.26%	Intl Stocks 3.82%
	Intl Bonds -3.08%	Intl Bonds -3.08%	Intl Bonds -6.02%	Government Treasury 1.33%	Intermediate Bond 3.54%	Commodities -11.25%	Commodities 7.69%	Cash 0.58%	Emerging Markets -2.54%	Small Cap -20.44%	Intl Bonds 3.99%	Intermediate Bond 1.25%
	Commodities -9.52%	Intl Stocks -4.90%	Emerging Markets -14.92%	Intl Stocks 1.00%	Commodities 1.70%	Intl Stocks -13.79%	Intl Bonds 5.09%	Commodities -3.12%	Government Treasury -4.65%	Real Estate -26.81%	Government Treasury 3.06%	Government Treasury -6.41%
Worst	Government Treasury -12.66%	Commodities -17.01%	Commodities -24.66%	Cash 0.27%	Cash 0.84%	Emerging Markets -14.58%	Cash 2.25%	Real Estate -7.90%	Intl Bonds -7.05%	Government Treasury -29.26%	Commodities -7.91%	Intl Bonds -7.79%

The returns reflect performance of certain indexes as defined below. This information is general in nature and is not intended to be reflective of any specific plan. Cash- FTSE 3-month T-bill ,Government Treasury-BBg Long Treasury, Commodities-Bloomberg Commodity Idx, Intermediate Bond-BBg US Agg Bond Idx, High Yield Bond-ICE BofA High Yield Idx, Intl Bonds-Bloomberg Global Aggregate ex USD, Asset Allocation-portfolio assumes the following weights: 60% S&P 500 and 40% BBg US Agg, Large Cap-S&P 500, Mid Cap-S&P Midcap 400, Small Cap-Russell 2000, Intl Stocks-MSCI EAFE (net), Emerging Markets-MSCI EM (net), Real Estate-Wilshire U.S. REIT. **Past performance does not guarantee future results.**

Cash flow

AS OF DECEMBER 31, 2024

	Three month	Year to-date	Fiscal year to-date	One year	Three year	Five year	Ten year
Beginning market value	27,809,748	26,650,436	26,713,498	26,650,436	35,694,228	29,387,119	19,293,678
Contributions	316,175	343,689	321,347	343,689	–	–	–
Withdrawals	-640,856	-2,589,048	-1,231,958	-2,589,048	–	–	–
Net Contributions	–	–	–	–	-9,604,374	-11,195,128	-9,751,377
Gains/loss	-435,286	2,644,702	1,246,891	2,644,702	959,926	8,857,789	17,507,479
Other	–	–	–	–	–	–	–
Ending market value	27,049,780	27,049,780	27,049,780	27,049,780	27,049,780	27,049,780	27,049,780

Portfolio inception: December 31, 1999

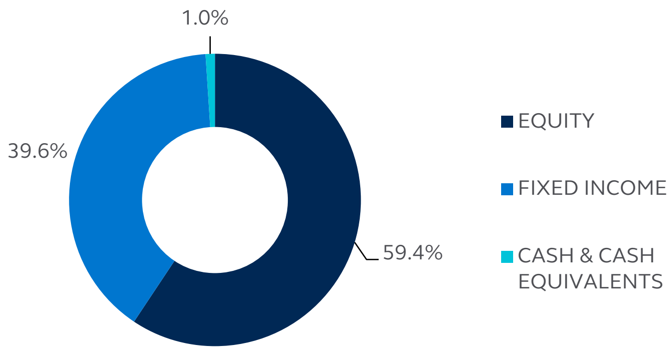
Returns for periods of less than one year are not annualized. **Past performance is not a reliable indicator of future performance and should not be relied upon to make investment decisions.** It is not possible to invest directly in an index. See Important Information for further details.

Principal Asset Management℠

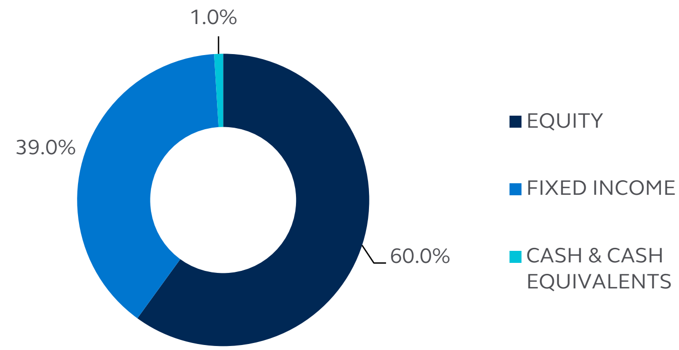
Investment policy summary

AS OF DECEMBER 31, 2024

Actual allocation



Target allocation



Asset class	Actual allocation		Minimum allocation	Target allocation	Maximum allocation	Variance
EQUITY	**16,055,504.06**	**59.36%**	**45.00%**	**60.00%**	**75.00%**	**-0.64%**
LARGE VALUE	4,296,953.41	15.89%	8.00%	15.90%	23.00%	-0.01%
LARGE GROWTH	4,232,062.95	15.65%	8.00%	15.90%	23.00%	-0.25%
U.S. MID CAP EQUITY	1,900,990.73	7.03%	4.00%	7.20%	12.00%	-0.17%
U.S. SMALL CAP EQUITY	1,592,359.55	5.89%	3.00%	6.00%	10.00%	-0.11%
DIVERSIFIED EMERGING MKTS	803,498.06	2.97%	1.00%	3.00%	6.00%	-0.03%
DEVELOPED MARKETS	3,229,639.36	11.94%	6.00%	12.00%	19.00%	-0.06%
FIXED INCOME	**10,712,173.61**	**39.60%**	**25.00%**	**39.00%**	**55.00%**	**0.60%**
INTERMEDIATE BOND	9,627,034.96	35.59%	18.00%	35.00%	54.00%	0.59%
GLOBAL BONDS	1,085,138.65	4.01%	1.00%	4.00%	7.00%	0.01%
CASH & CASH EQUIVALENTS	**282,102.54**	**1.04%**	**0.00%**	**1.00%**	**25.00%**	**0.04%**
MONEY MARKET	282,102.54	1.04%	0.00%	1.00%	25.00%	0.04%
Total market value:	**$27,049,780.21**				**Policy as amended on:**	**10/02/2023**

For asset allocation purposes and aggregate portfolio performance reporting, asset class category assignments for individual investment options are determined by OCIO Solutions and may differ from the assigned Morningstar category for a given investment.

Principal Asset Management℠

Asset allocation overview

AS OF DECEMBER 31, 2024

Fund	Market value	Actual allocation
U.S. EQUITY	**12,022,366.64**	**44.45%**
LARGE VALUE		
PRINCIPAL/BLACKROCK LC VAL IDX CIT N	4,296,953.41	15.88%
LARGE GROWTH		
PRINCIPAL/BLACKROCK LC GR IDX CIT N	4,232,062.95	15.64%
MID-CAP BLEND		
PRINCIPAL/BLACKROCK S&P MIDC IDX CIT N	1,900,990.73	7.03%
SMALL BLEND		
PRINCIPAL/BLACKROCK RUS 2000 IDX CIT N	517,683.28	1.91%
PRINCIPAL/MULTI-MANAGER SC CIT N	1,074,676.27	3.97%
NON-U.S. EQUITY	**4,033,137.42**	**14.91%**
FOREIGN LARGE BLEND		
PRINCIPAL/BLACKROCK INTL EQ IDX CIT N	3,229,639.36	11.94%
DIVERSIFIED EMERGING MKTS		
FIDELITY EMERGING MARKETS IDX	803,498.06	2.97%
FIXED INCOME	**10,712,173.61**	**39.60%**
INTERMEDIATE CORE BOND		
ALLSPRING CORE BOND CIT N	3,110,085.31	11.50%
PRINCIPAL/BLKRK US AGG BD IDX CIT N	3,412,933.81	12.62%
INTERMEDIATE CORE-PLUS BOND		
PRINCIPAL/DODGE & COX INTER BD CIT N	3,104,015.84	11.47%
WORLD BOND		
INVESCO INTERNATIONAL BOND R6	1,085,138.65	4.01%
MONEY MARKET	**282,102.54**	**1.04%**
MONEY MARKET		

For asset allocation purposes and aggregate portfolio performance reporting, asset class category assignments for individual investment options are determined by OCIO Solutions and may differ from the assigned Morningstar category for a given investment.

Asset allocation overview

AS OF DECEMBER 31, 2024

Fund	Market value	Actual allocation
SHORT-TERM INVESTMENT FUND A S1	282,102.54	1.04%
Total market value:	**$27,049,780.21**	

For asset allocation purposes and aggregate portfolio performance reporting, asset class category assignments for individual investment options are determined by OCIO Solutions and may differ from the assigned Morningstar category for a given investment.

Portfolio performance

AS OF DECEMBER 31, 2024

Time weighted returns	Three month	Year to-date	Fiscal year to-date	One year	Three year	Five year	Ten year	Since inception	Inception date
Total portfolio performance (Net)	**-1.56%**	**10.39%**	**4.73%**	**10.39%**	**2.49%**	**6.35%**	**6.58%**	**5.31%**	**12/31/1999**
COUNTY OF VENTURA RETIREMENT PLAN D TOTAL FLTX	-1.61%	10.72%	4.68%	10.72%	2.76%	6.53%	6.82%	5.94%	
Excess return	*0.05%*	*-0.33%*	*0.05%*	*-0.33%*	*-0.26%*	*-0.19%*	*-0.24%*	*-0.64%*	
Morningstar Allocation 50% - 70% Equity Average	-0.84%	11.39%	4.45%	11.39%	2.91%	6.75%	6.54%	5.13%	
Total portfolio performance (Gross)	**-1.56%**	**10.59%**	**4.73%**	**10.59%**	**2.82%**	**6.71%**	**7.01%**	**5.84%**	**12/31/1999**
COUNTY OF VENTURA RETIREMENT PLAN D TOTAL FLTX	-1.61%	10.72%	4.68%	10.72%	2.76%	6.53%	6.82%	5.94%	
Excess return	*0.05%*	*-0.14%*	*0.05%*	*-0.14%*	*0.07%*	*0.18%*	*0.19%*	*-0.10%*	

Asset class return information	Three month	Year to-date	Fiscal year to-date	One year	Three year	Five year	Ten year	Since inception	Inception date
EQUITY	**-0.74%**	**16.34%**	**6.14%**	**16.34%**	**5.40%**	**10.73%**	**10.24%**	**6.43%**	**12/31/1999**
County of Ventura Equity Custom Benchmark	-0.51%	17.53%	6.43%	17.53%	5.96%	10.91%	10.31%	6.82%	
U.S. EQUITY	**1.81%**	**20.52%**	**8.74%**	**20.52%**	**6.65%**	**12.73%**	**11.75%**	**11.25%**	**02/28/2003**
S&P 500 Index	2.41%	25.02%	8.44%	25.02%	8.93%	14.51%	13.09%	11.44%	
U.S. LARGE CAP EQUITY	**2.54%**	**23.78%**	**8.99%**	**23.78%**	**8.23%**	**14.08%**	**12.77%**	**11.44%**	**02/28/2003**
S&P 500 Index	2.41%	25.02%	8.44%	25.02%	8.93%	14.51%	13.09%	11.44%	
LARGE VALUE	**-1.99%**	**14.35%**	**7.26%**	**14.35%**	**5.61%**	**8.78%**	**8.56%**	**9.49%**	**02/28/2003**
Russell 1000® Value Index	-1.98%	14.37%	7.26%	14.37%	5.63%	8.67%	8.48%	9.51%	
LARGE GROWTH	**7.04%**	**33.24%**	**10.42%**	**33.24%**	**10.43%**	**18.96%**	**16.75%**	**13.14%**	**02/28/2003**
Russell 1000® Growth Index	7.07%	33.36%	10.49%	33.36%	10.46%	18.94%	16.76%	13.24%	
U.S. MID CAP EQUITY	**0.33%**	**13.88%**	**7.27%**	**13.88%**	**4.85%**	**10.49%**	**–**	**9.29%**	**05/31/2018**
S&P MidCap 400 Index	0.34%	13.93%	7.31%	13.93%	4.86%	10.33%	–	9.15%	
U.S. SMALL CAP EQUITY	**-0.23%**	**11.50%**	**9.05%**	**11.50%**	**0.38%**	**7.70%**	**8.27%**	**10.36%**	**02/28/2003**
Russell 2000® Index	0.33%	11.54%	9.64%	11.54%	1.24%	7.40%	7.81%	10.16%	
NON-U.S. EQUITY	**-8.19%**	**4.39%**	**-1.48%**	**4.39%**	**1.30%**	**4.57%**	**5.23%**	**6.89%**	**02/28/2003**
MSCI ACWI Ex-U.S. NTR Index	-7.60%	5.53%	-0.15%	5.53%	0.82%	4.10%	4.80%	7.39%	
DEVELOPED MARKETS	**-8.40%**	**3.76%**	**-1.81%**	**3.76%**	**1.95%**	**5.12%**	**5.64%**	**7.36%**	**02/28/2003**
MSCI EAFE NTR Index	-8.11%	3.82%	-1.44%	3.82%	1.64%	4.72%	5.19%	7.19%	
NON-U.S. EMERGING MARKETS EQUITY	**-7.39%**	**6.80%**	**-0.25%**	**6.80%**	**-1.51%**	**2.11%**	**3.63%**	**2.91%**	**03/31/2010**
MSCI Emerging Markets NTR Index	-8.01%	7.50%	0.02%	7.50%	-1.92%	1.70%	3.63%	2.90%	

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Principal Asset Management℠

Portfolio performance

AS OF DECEMBER 31, 2024

Asset class return information	Three month	Year to-date	Fiscal year to-date	One year	Three year	Five year	Ten year	Since inception	Inception date
FIXED INCOME	**-2.99%**	**2.01%**	**2.39%**	**2.01%**	**-1.48%**	**0.32%**	**1.61%**	**4.01%**	**12/31/1999**
County of Ventura Fixed Income Custom Benchmark	-3.37%	0.91%	1.95%	0.91%	-2.58%	-0.56%	1.15%	3.92%	
INTERMEDIATE BOND	**-3.01%**	**1.98%**	**2.12%**	**1.98%**	**-1.56%**	**0.44%**	**1.77%**	**3.43%**	**02/28/2003**
Bloomberg U.S. Aggregate Bond Index	-3.06%	1.25%	1.98%	1.25%	-2.41%	-0.33%	1.35%	3.08%	
INTERMEDIATE CORE BOND	**-2.99%**	**1.63%**	**2.06%**	**1.63%**	**-2.18%**	**-0.06%**	**1.51%**	**3.31%**	**02/28/2003**
Bloomberg U.S. Aggregate Bond Index	-3.06%	1.25%	1.98%	1.25%	-2.41%	-0.33%	1.35%	3.08%	
INTERMEDIATE CORE-PLUS BOND	**-3.06%**	**2.74%**	**2.25%**	**2.74%**	**-0.26%**	**1.49%**	**–**	**2.71%**	**05/31/2018**
Bloomberg US Universal TR USD	-2.73%	2.04%	2.32%	2.04%	-1.95%	0.06%	–	1.60%	
GLOBAL BONDS	**-2.75%**	**2.23%**	**4.79%**	**2.23%**	**-1.02%**	**-1.07%**	**–**	**0.17%**	**05/31/2018**
Bloomberg Global Aggregate Index	-5.10%	-1.69%	1.52%	-1.69%	-4.52%	-1.96%	–	-0.52%	
CASH & CASH EQUIVALENTS	1.28%	4.98%	2.43%	4.98%	3.79%	2.39%	1.75%	1.96%	12/31/1999
90 Day U.S. Treasury Bill	1.23%	5.45%	2.61%	5.45%	4.05%	2.54%	1.79%	1.86%	
MONEY MARKET	**1.30%**	**5.16%**	**2.49%**	**5.16%**	**4.20%**	**2.63%**	**1.86%**	**1.72%**	**02/28/2003**
90 Day U.S. Treasury Bill	1.23%	5.45%	2.61%	5.45%	4.05%	2.54%	1.79%	1.59%	

Portfolio inception: December 31, 1999

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Investment performance

AS OF DECEMBER 31, 2024

	Average annual total returns									
	Three month	Year to-date	One year	Three year	Five year	Ten year	Since inception	Inception date	Expense ratio (net/gross)	Expense limit expiration date
Large Value										
PRINCIPAL/BLACKROCK LC VAL IDX CIT N	**-1.99%**	**14.35%**	**14.35%**	**5.61%**	**8.78%**	**8.55%**	**9.85%**	**09/29/1992**	**0.08/0.08**	**–**
Russell 1000® Value Index	-1.98%	14.37%	14.37%	5.63%	8.68%	8.49%	–			
Large Value	-1.54%	14.28%	14.28%	6.10%	9.31%	8.72%				
Large Growth										
PRINCIPAL/BLACKROCK LC GR IDX CIT N	**7.04%**	**33.24%**	**33.24%**	**10.44%**	**18.98%**	**16.74%**	**11.15%**	**09/28/1992**	**0.08/0.08**	**–**
Russell 1000® Growth Index	7.07%	33.36%	33.36%	10.47%	18.96%	16.78%	–			
Large Growth	5.39%	28.96%	28.96%	6.74%	15.42%	14.02%				
Mid-Cap Blend										
PRINCIPAL/BLACKROCK S&P MIDC IDX CIT N	**0.33%**	**13.88%**	**13.88%**	**4.84%**	**10.48%**	**9.76%**	**11.03%**	**04/30/1996**	**0.06/0.06**	**–**
S&P MidCap 400 Index	0.34%	13.93%	13.93%	4.87%	10.34%	9.68%	–			
Mid Cap Blend	-0.04%	14.40%	14.40%	4.07%	9.80%	8.92%				
Small Blend										
PRINCIPAL/BLACKROCK RUS 2000 IDX CIT N	**0.34%**	**11.54%**	**11.54%**	**1.34%**	**7.58%**	**7.97%**	**7.78%**	**07/31/1997**	**0.08/0.08**	**–**
Russell 2000® Index	0.33%	11.54%	11.54%	1.24%	7.40%	7.82%	–			
Small Blend	-0.08%	11.15%	11.15%	2.58%	8.63%	7.95%				
Small Growth										
PRINCIPAL/MULTI-MANAGER SC CIT N	**-0.49%**	**11.43%**	**11.43%**	**-0.09%**	**7.75%**	**8.74%**	**8.96%**	**11/15/2013**	**0.72/0.72**	**–**
Russell 2000® Index	0.33%	11.54%	11.54%	1.24%	7.40%	7.82%	–			
Small Growth	1.73%	14.98%	14.98%	-1.29%	8.47%	9.31%				
Foreign Large Blend										
PRINCIPAL/BLACKROCK INTL EQ IDX CIT N	**-8.40%**	**3.76%**	**3.76%**	**1.95%**	**5.12%**	**5.60%**	**5.96%**	**09/28/1990**	**0.19/0.19**	**–**
MSCI EAFE NTR Index	-8.11%	3.82%	3.82%	1.65%	4.73%	5.20%	–			
Foreign Large Blend	-7.35%	4.85%	4.85%	0.77%	4.45%	4.97%				

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Investment performance

AS OF DECEMBER 31, 2024

	Average annual total returns									
	Three month	Year to-date	One year	Three year	Five year	Ten year	Since inception	Inception date	Expense ratio (net/gross)	Expense limit expiration date
Diversified Emerging Mkts										
FIDELITY EMERGING MARKETS IDX	**-7.39%**	**6.80%**	**6.80%**	**-2.22%**	**1.32%**	**3.35%**	**2.56%**	**09/08/2011**	**0.075/0.075**	**–**
MSCI Emerging Markets NTR Index	-8.01%	7.50%	7.50%	-1.92%	1.70%	3.64%	–			
Diversified Emerging Markets	-6.85%	6.04%	6.04%	-2.04%	2.26%	3.55%				
Intermediate Core Bond										
PRINCIPAL/BLKRK US AGG BD IDX CIT N	**-3.04%**	**1.38%**	**1.38%**	**-2.34%**	**-0.29%**	**1.37%**	**3.04%**	**09/29/2006**	**0.07/0.07**	**–**
Bloomberg U.S. Aggregate Bond Index	-3.06%	1.25%	1.25%	-2.41%	-0.33%	1.35%	–			
ALLSPRING CORE BOND CIT N	**-2.94%**	**1.90%**	**1.90%**	**-2.00%**	**0.18%**	**1.62%**	**7.17%**	**01/30/1981**	**0.2/0.2**	**–**
Bloomberg U.S. Aggregate Bond Index	-3.06%	1.25%	1.25%	-2.41%	-0.33%	1.35%	–			
Intermediate Core Bond	-2.87%	1.68%	1.68%	-2.29%	-0.20%	1.30%				
Intermediate Core-Plus Bond										
PRINCIPAL/DODGE & COX INTER BD CIT N	**-3.06%**	**2.74%**	**2.74%**	**-0.24%**	**1.43%**	**2.43%**	**0.16%**	**10/09/2020**	**0.23/0.23**	**–**
Bloomberg U.S. Aggregate Bond Index	-3.06%	1.25%	1.25%	-2.41%	-0.33%	1.35%	–			
Intermediate Core-Plus Bond	-2.76%	2.37%	2.37%	-1.92%	0.19%	1.63%				
Global Bond										
INVESCO INTERNATIONAL BOND R6	**-2.75%**	**2.23%**	**2.23%**	**-1.03%**	**-1.08%**	**1.23%**	**1.33%**	**01/27/2012**	**0.75/0.75**	**–**
FTSE WGBI Non-U.S. Index	-7.10%	-5.32%	-5.32%	-7.91%	-4.81%	-1.53%	–			
Global Bond	-4.31%	-0.76%	-0.76%	-2.73%	-1.19%	0.07%				
Money Market-Non-40 Act										
SHORT-TERM INVESTMENT FUND A S1	**1.24%**	**5.45%**	**5.45%**	**4.14%**	**2.59%**	**1.90%**	**3.40%**	**02/29/1988**	**0.09/0.09**	**–**
ICE BofA USD 3M Dep OR CM TR USD	1.22%	5.47%	5.47%	3.92%	2.59%	1.96%	–			
	–	–	–	–	–	–				

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Statistical summary

AS OF DECEMBER 31, 2024

	Three year return	Three year alpha	Three year beta	Three year r-squared	Three year standard deviation	Three year sharpe ratio	Three year tracking error
Large Value							
PRINCIPAL/BLACKROCK LC VAL IDX CIT N	**5.61%**	**-0.02%**	**1.00%**	**100.00%**	**16.89%**	**0.16%**	**0.02%**
Russell 1000® Value Index	5.63%	–	–	–	16.89%	0.16%	–
Large Value	6.10%	–	–	–	16.47%	0.18%	–
Large Growth							
PRINCIPAL/BLACKROCK LC GR IDX CIT N	**10.44%**	**-0.03%**	**1.00%**	**100.00%**	**20.61%**	**0.39%**	**0.06%**
Russell 1000® Growth Index	10.47%	–	–	–	20.62%	0.39%	–
Large Growth	6.74%	–	–	–	21.66%	0.22%	–
Mid-Cap Blend							
PRINCIPAL/BLACKROCK S&P MIDC IDX CIT N	**4.84%**	**-0.02%**	**1.00%**	**100.00%**	**21.03%**	**0.13%**	**0.05%**
S&P MidCap 400 Index	4.87%	–	–	–	21.05%	0.13%	–
Mid Cap Blend	4.07%	–	–	–	20.11%	0.09%	–
Small Blend							
PRINCIPAL/BLACKROCK RUS 2000 IDX CIT N	**1.34%**	**0.10%**	**1.00%**	**100.00%**	**23.64%**	**-0.01%**	**0.08%**
Russell 2000® Index	1.24%	–	–	–	23.63%	-0.01%	–
Small Blend	2.58%	–	–	–	22.00%	0.03%	–
Small Growth							
PRINCIPAL/MULTI-MANAGER SC CIT N	**-0.09%**	**-1.81%**	**0.90%**	**97.52%**	**21.52%**	**-0.10%**	**4.13%**
Russell 2000® Index	1.24%	–	–	–	23.63%	-0.01%	–
Small Growth	-1.29%	–	–	–	23.39%	-0.12%	–

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Statistical summary

AS OF DECEMBER 31, 2024

	Three year return	Three year alpha	Three year beta	Three year r-squared	Three year standard deviation	Three year sharpe ratio	Three year tracking error
Foreign Large Blend							
PRINCIPAL/BLACKROCK INTL EQ IDX CIT N	**1.95%**	**0.49%**	**1.04%**	**97.53%**	**17.77%**	**-0.04%**	**2.86%**
MSCI EAFE NTR Index	1.65%	–	–	–	16.85%	-0.07%	–
Foreign Large Blend	0.77%	–	–	–	17.24%	-0.11%	–
Diversified Emerging Mkts							
FIDELITY EMERGING MARKETS IDX	**-2.22%**	**-0.25%**	**1.00%**	**98.06%**	**18.01%**	**-0.27%**	**2.49%**
MSCI Emerging Markets NTR Index	-1.92%	–	–	–	17.75%	-0.26%	–
Diversified Emerging Markets	-2.04%	–	–	–	17.67%	-0.26%	–
Intermediate Core Bond							
ALLSPRING CORE BOND CIT N	**-2.00%**	**0.44%**	**1.00%**	**99.84%**	**7.87%**	**-0.77%**	**0.31%**
Bloomberg U.S. Aggregate Bond Index	-2.41%	–	–	–	7.83%	-0.82%	–
PRINCIPAL/BLKRK US AGG BD IDX CIT N	**-2.34%**	**0.06%**	**1.00%**	**99.94%**	**7.82%**	**-0.82%**	**0.19%**
Bloomberg U.S. Aggregate Bond Index	-2.41%	–	–	–	7.83%	-0.82%	–
Intermediate Core Bond	-2.29%	–	–	–	7.68%	-0.83%	–
Intermediate Core-Plus Bond							
PRINCIPAL/DODGE & COX INTER BD CIT N	**-0.24%**	**2.20%**	**1.00%**	**97.68%**	**7.92%**	**-0.53%**	**1.18%**
Bloomberg U.S. Aggregate Bond Index	-2.41%	–	–	–	7.83%	-0.82%	–
Intermediate Core-Plus Bond	-1.92%	–	–	–	7.84%	-0.75%	–
Money Market-Non-40 Act							
SHORT-TERM INVESTMENT FUND A S1	**4.14%**	**0.03%**	**0.43%**	**79.94%**	**0.56%**	**-1.33%**	**0.11%**
ICE BofA USD 3M Dep OR CM TR USD	3.92%	–	–	–	0.61%	-1.85%	–

Category performance is calculated by Morningstar, is reflective of the peer group assigned by Morningstar, and is shown for comparison purposes. Benchmark indexes shown are determined by OCIO Solutions based on index assignments by Morningstar. Returns for periods of less than one year are not annualized. **Past performance is not a reliable indicator of future performance and should not be relied upon to make investment decisions.** It is not possible to invest directly in an index. See Important Information for further details.

Principal Asset Management℠

Important information

Important information

Alpha - The difference between an investment's actual returns and its expected performance, given its level of risk (as measured by beta).

Beta - An investment's sensitivity to market movements.

R-Squared - Ranges from 0 to 100 and reveals how closely an investment's returns track those of a benchmark index.

Standard Deviation - Measures how much an investment's returns are likely to fluctuate.

Sharpe Ratio - Measures how an investment balances risks and rewards. The higher the Sharpe ratio, the better the investment's historical risk-adjusted performance.

Excess Return - The difference between a manager's return and the return of an external standard such as a passive index.

Tracking Error - The standard deviation or volatility of excess returns.

Percentile rankings are based on total returns in accordance with the appropriate Morningstar peer group. Returns shown for periods of less than one year are not annualized. All returns displayed here are after Total Investment Expense of the investment option. Investment options are subject to investment risk. Shares or unit values will fluctuate and investments, when redeemed, may be worth more or less than their original cost.

Important information

Before investing, carefully consider the investment option objectives, risks, charges, and expenses. Contact a financial professional or visit principal.com for a prospectus or, if available, a summary prospectus containing this and other information. Please read it carefully before investing.

This report is prepared solely for existing client use and not for any other purpose.

Past performance is not indicative of future performance or a guarantee of future return. Investing involves risk, including the potential loss of some or all invested capital, and may yield results that are significantly different from that shown herein.

The information in this report should not be considered investment, legal, accounting, or tax advice. Appropriate counsel, financial professionals or other advisors should be consulted for advice on matters pertaining to investment, legal, accounting, or tax obligations and requirements.

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Investing involves risk, including possible loss of principal.

Asset allocation and diversification does not ensure a profit or protect against a loss. Equity investment options involve greater risk, including heightened volatility, than fixed-income investment options. Fixed-income investments are subject to interest risk; as interest rates rise their value will decline. International and global investing involves greater risks such as currently fluctuations, political/social instability, and differing accounting standards. These risks are magnified in emerging markets.

Portfolio profile

AS OF DECEMBER 31, 2024

County of Ventura Retirement Plan

Portfolio Profile (As of December 31, 2024)

60% Equity (31.8% Large Cap, 7.2% Mid Cap, 6.0% Small Cap, 15% International)
35% Core Fixed Income
4% International & Emerging Market Bond
1% Cash

Fund	Asset Class	Target Allocation	Current Allocation	Market Value	Expense Ratio	Revenue Share
Equities:		**60.0%**	**59.4%**			
Principal / BlackRock Large Cap Value Index CIT N	Large Cap Value	15.90%	15.89%	$ 4,296,953	0.039%	0.000%
Principal / BlackRock Large Cap Growth Index CIT N	Large Cap Growth	15.90%	15.65%	$ 4,232,063	0.038%	0.000%
Principal / BlackRock S&P MidCap Index CIT N	Mid Cap Core	7.20%	7.03%	$ 1,900,991	0.028%	0.000%
Principal / Multi-Manager Small Cap CIT N *	Small Cap Core	4.00%	3.97%	$ 1,074,676	0.631%	0.000%
Principal / BlackRock Russell 2000 Index CIT N	Small Cap Core	2.00%	1.91%	$ 517,683	0.033%	0.000%
Principal / BlackRock International Equity Index CIT N	Foreign Large Core	12.00%	11.94%	$ 3,229,639	0.055%	0.000%
Fidelity Emerging Markets Index	Emerging Markets	3.00%	2.97%	$ 803,498	0.075%	0.000%
Fixed Income:		**39.0%**	**39.6%**			
Principal / Dodge & Cox Intermediate Bond CIT N	Core Bond Plus	11.30%	11.48%	$ 3,104,016	0.231%	0.000%
Allspring Core Bond CIT N	Core Bond	11.30%	11.50%	$ 3,110,085	0.200%	0.000%
Principal / BlackRock U.S. Aggregate Bond Index CIT N	Core Bond	12.40%	12.62%	$ 3,412,934	0.034%	0.000%
Invesco International Bond R6	International Bond	4.00%	4.01%	$ 1,085,139	0.750%	0.000%
Cash:		**1.0%**	**1.0%**			
Principal / BlackRock ST Investment CIT S1	Money Market	1.00%	1.04%	$ 282,103	0.090%	0.000%
		100.0%	100.0%	$27,049,780	**0.133%**	**0.000%**

Market Value of Assets:		**$ 27,049,780**
Annualized Weighted Average Net Fund Manager Expense Estimate:	0.133%	$ 36,091
Discretionary Management and Trustee Annual Fee Estimate:	0.300%	$ 81,149
Annualized Net Fund Manager Expense Estimate:	**0.433%**	**$ 117,240**

* Managers include: 25% Invesco Small Cap Growth; 50% JP Morgan Small Cap Equity; and 25% Goldman Sachs Small Cap Value

Principal Asset Management℠

Glossary

Account:	Client account holding assets under Principal Global Investors discretionary authority.
Expense Ratio:	Fee charged at the fund level for investment management and administrative services.
Net Fund Manager Expense:	Calculated by subtracting any Revenue Share of a fund from its Expense ratio.
Revenue Share:	Shareholder servicing fees received by Principal from an affiliated or unaffiliated mutual fund and credited to the Account. These fees are not in addition to fees already being charged at the fund level and do not result in an increased payment by the Account.

Important information

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County of Ventura SRP

Allocation Analysis
De-risking Strategies

Eric A. Lee
Director, Client Portfolio Manager
213.500.0344

February 20, 2025

Analysis Methodology Overview

Utilize forward-looking returns and projected volatility (risk) for various investable asset classes, along with historical return correlations in order to derive portfolio level expectations.

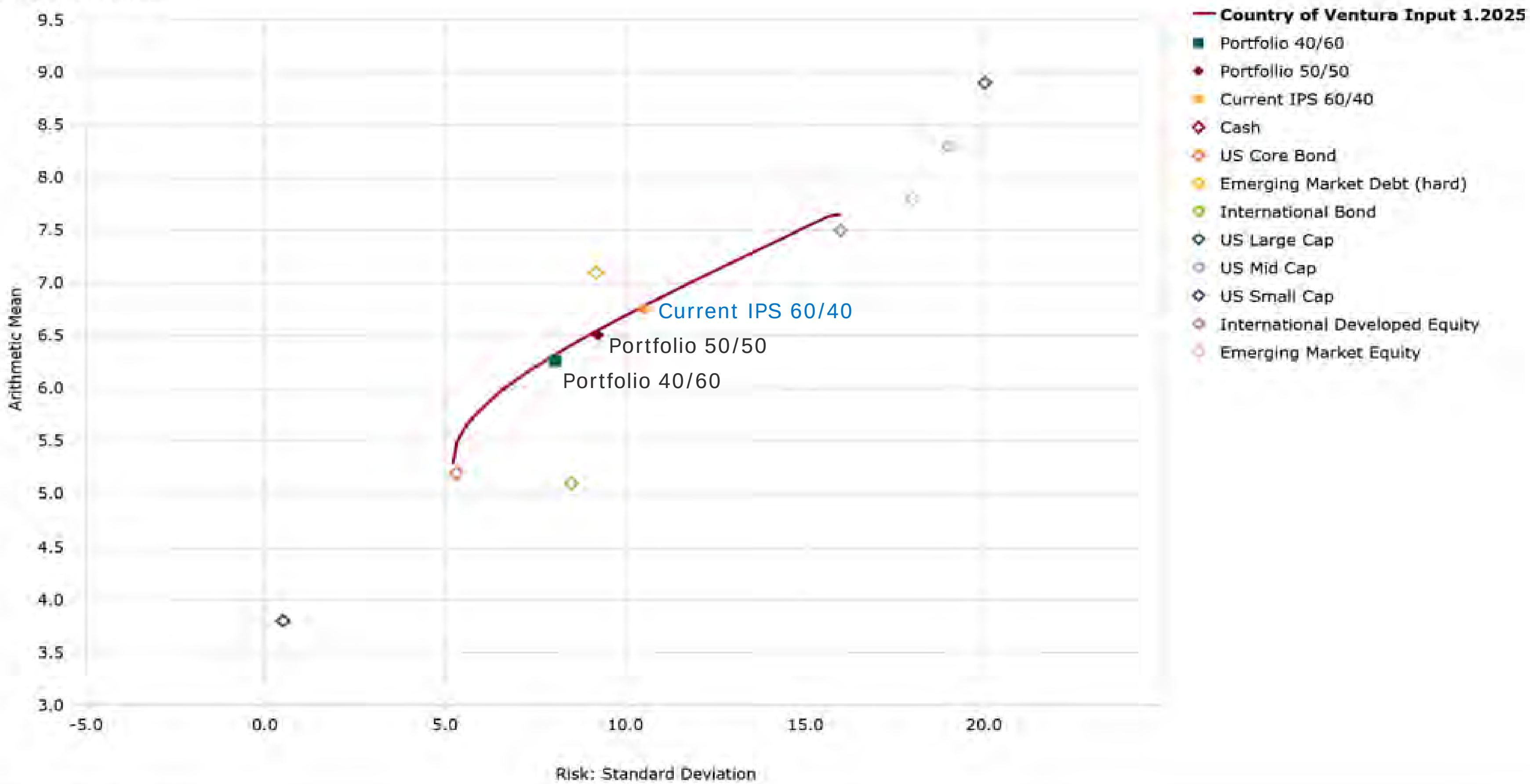
Ex-ante return and risk assumption inputs were sourced from Principal Asset Allocation (PAA). The projected returns and risk values assume a long-term time horizon of approximately 10 years, or at least one "normal" full market cycle.

Methodologies are specific to the particular asset class universe while using a consistent set of assumptions. Equities follow the Black-Litterman (B-L) approach for most markets, or the Dividend Discount Model (DDM) and Internal Rate of Return (IRR) based approached where Black-Litterman is more difficult. For fixed income, a valuation-adjusted IRR-based approach is used.

The objective is to utilize resulting projected risk & return outputs from this forward-looking mean-variance allocation analysis, along with initial market value and future cash flow assumptions to generate simulated portfolio scenario market value outcomes over extended time periods.

Efficient Frontier

Efficient Frontier



Asset Mix Statistics

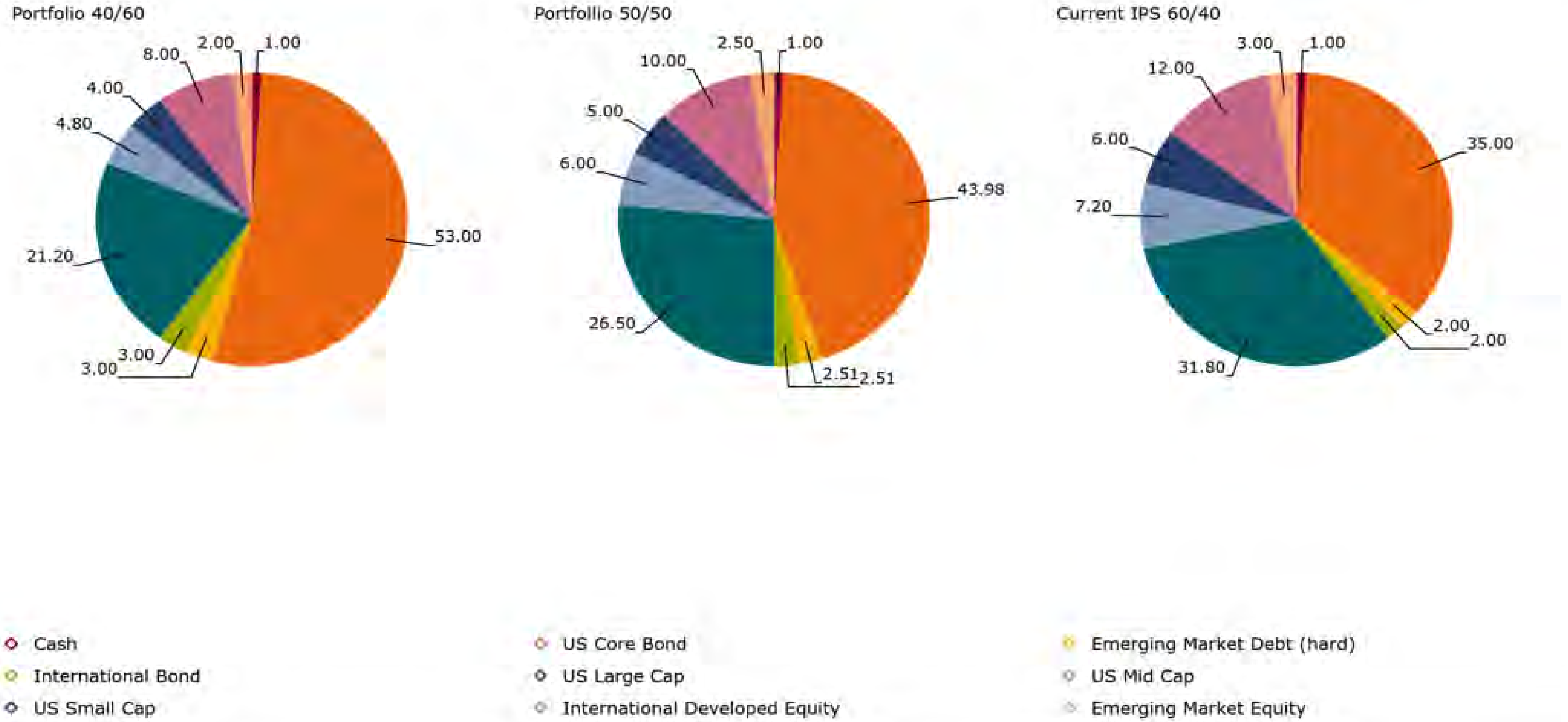
	Arithmetic Mean	Standard Deviation	Sharpe Ratio
Portfolio 40/60	6.26	8.05	0.78
Portfollio 50/50	6.51	9.25	0.70
Current IPS 60/40	6.75	10.53	0.64

Source: Morningstar Direct

Important Information:
The forward-looking Capital Market assumptions and resulting forecasted returns contained here do not represent a guaranteed rate of return. Principal Financial Group makes no representation or warranty regarding the accuracy of this data nor guarantees the projected return estimates provided herein. This is not an offer to sell shares of any of the funds referenced. That can only be done through the applicable Prospectus. Past performance is no indication of future results; obtain and review fund prospectuses before making investment decisions.

Portfolio Asset Allocation

Composition



Composition

	Cash	US Core Bond	Emerging Market Debt (hard)	International Bond	US Large Cap	US Mid Cap	US Small Cap	International Developed Equity	Emerging Market Equity
Portfolio 40/60	1.00	53.00	3.00	3.00	21.20	4.80	4.00	8.00	2.00
Portfollio 50/50	1.00	43.98	2.51	2.51	26.50	6.00	5.00	10.00	2.50
Current IPS 60/40	1.00	35.00	2.00	2.00	31.80	7.20	6.00	12.00	3.00

Source: Morningstar Direct

Projected Range of Returns

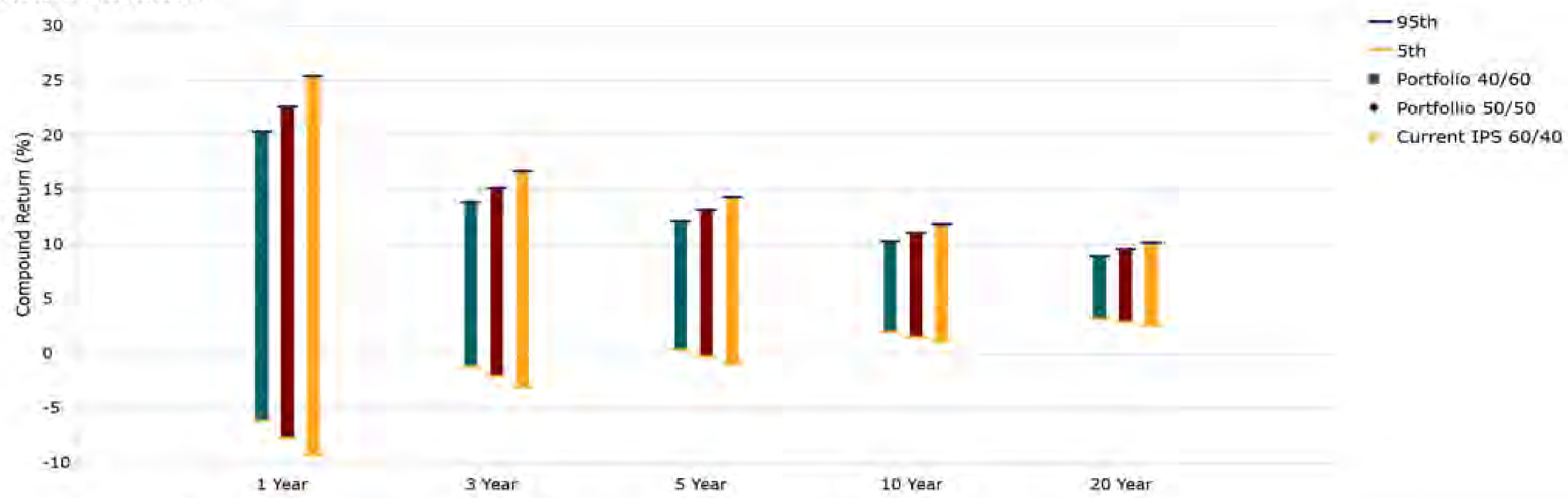
Summary Results

Portfolio Mixes	Potential Outcomes	One Year	Three Year	Five Year	Ten Year	Twenty Year
Portfolio 40/60	Best Case Return	20.37	13.89	12.10	10.30	8.96
	Expected Return	**6.26**	**6.06**	**6.02**	**5.99**	**5.97**
	Worst Case Return	-6.12	-1.22	0.40	2.01	3.16
Portfolio 50/50	Best Case Return	22.62	15.19	13.13	11.05	9.56
	Expected Return	**6.51**	**6.24**	**6.19**	**6.15**	**6.13**
	Worst Case Return	-7.72	-2.05	-0.21	1.56	2.89
Current IPS 60/40	Best Case Return	25.43	16.70	14.30	11.88	10.15
	Expected Return	**6.75**	**6.41**	**6.34**	**6.29**	**6.26**
	Worst Case Return	-9.23	-3.06	-0.91	1.08	2.59

Source: Morningstar Direct

Analysis Data as of July 2024

Projected Range of Returns – Best/Worst Case



Return Percentiles

	Percentile	
	95th	5th
Portfolio 40/60		
1 Year	20.37%	-6.12%
3 Year	13.89%	-1.22%
5 Year	12.10%	0.40%
10 Year	10.30%	2.01%
20 Year	8.96%	3.16%
Portfollio 50/50		
1 Year	22.62%	-7.72%
3 Year	15.19%	-2.05%
5 Year	13.13%	-0.21%
10 Year	11.05%	1.56%
20 Year	9.56%	2.89%
Current IPS 60/40		
1 Year	25.43%	-9.23%
3 Year	16.70%	-3.06%
5 Year	14.30%	-0.91%
10 Year	11.88%	1.08%
20 Year	10.15%	2.59%

Source: Morningstar Direct

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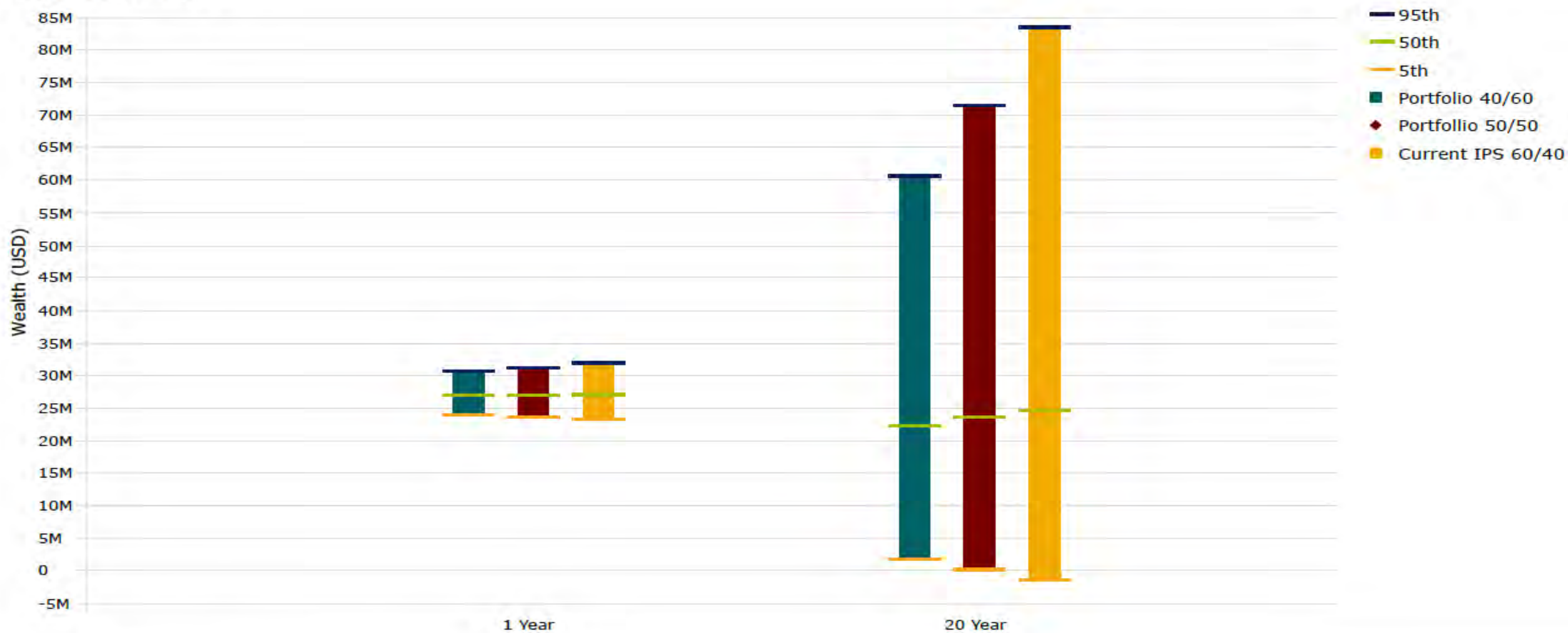
Projected Plan Market Value

Wealth Percentiles



Wealth Percentiles

	Percentile		
	95th	50th	5th
Portfolio 40/60			
1 Year	30,748,035.80	27,084,114.29	24,103,876.81
20 Year	60,795,941.63	22,421,371.49	1,868,873.56
Portfollio 50/50			
1 Year	31,314,785.68	27,106,173.41	23,701,495.62
20 Year	71,682,745.79	23,677,737.31	225,689.07
Current IPS 60/40			
1 Year	32,019,572.61	27,145,264.59	23,321,866.09
20 Year	83,647,030.81	24,710,176.36	-1,404,051.42

Source: Morningstar Direct

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Appendix

Analysis Inputs - Capital Market Assumptions

Risk & return projections used in the allocation analysis:

Input Summary

Model: Log-Normal

	Arithmetic Mean	Standard Deviation
Cash	3.80	0.50
US Core Bond	5.20	5.30
Emerging Market Debt (hard)	7.10	9.20
International Bond	5.10	8.50
US Large Cap	7.50	16.00
US Mid Cap	8.30	19.00
US Small Cap	8.90	20.00
International Developed Equity	7.50	16.00
Emerging Market Equity	7.80	18.00

Sources: The return and risk inputs shown are Capital Market Assumptions (CMA's) provided by Principal Asset Allocation (PAA) as-of August 2024.

Risk defined as Standard Deviation. Arithmetic Return, i.e., for any given 1-year period during a forward-looking 10-15 year market cycle

Analysis Inputs - Correlations Historical Data

15-Year historical market index correlations data used in the allocation analysis:

Asset Class Correlation Matrix

Time Period: 01/01/2009 to 01/01/2024

	Asset Class	1	2	3	4	5	6	7	8	9
1	Cash	1.00								
2	US Core Bond	0.06	1.00							
3	Emerging Market Debt (hard)	0.01	0.61	1.00						
4	International Bond	0.04	0.68	0.69	1.00					
5	US Large Cap	0.00	0.26	0.61	0.50	1.00				
6	US Mid Cap	-0.05	0.20	0.59	0.41	0.93	1.00			
7	US Small Cap	-0.05	0.16	0.53	0.37	0.89	0.97	1.00		
8	International Developed Equity	0.02	0.28	0.69	0.62	0.88	0.83	0.79	1.00	
9	Emerging Market Equity	-0.03	0.30	0.72	0.63	0.74	0.72	0.70	0.84	1.00

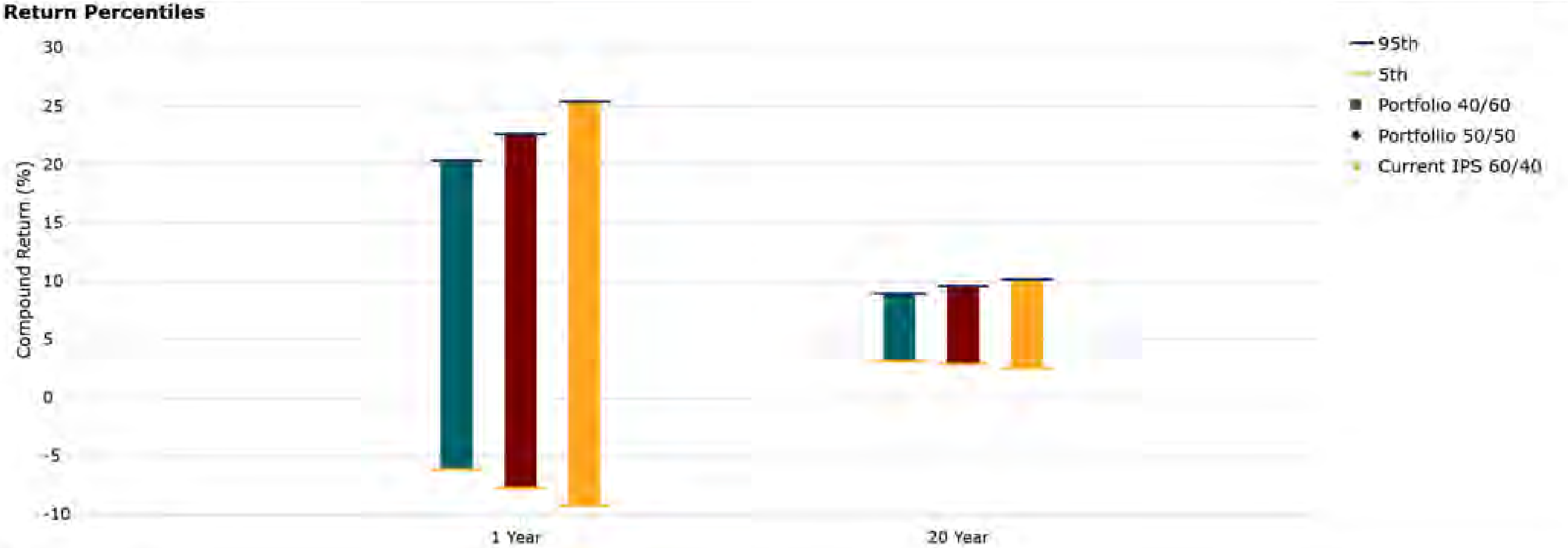
1.00 to 0.80 · 0.80 to 0.60 · 0.60 to 0.40 · 0.40 to 0.20 · 0.20 to 0.00
0.00 to -0.20 · -0.20 to -0.40 · -0.40 to -0.60 · -0.60 to -0.80 · -0.80 to -1.00

<u>Historical Index Return Sources (Jan 2009-Dec 2023):</u>

- Cash Equivalents – FTSE 3-Month T-Bill Index
- Core Fixed Income – Bloomberg US Aggregate Bond Index
- Emerging Market Debt – JPM EMBI Global TR Index
- International Bond – Bloomberg Global Agg Ex US
- U.S. Large Cap Equity - S&P 500 Index
- U.S. Mid Cap Equity – S&P Mid Cap 400 Index
- U.S. Small Cap Equity - Russell 2000 Index
- Int'l Developed Equity - MSCI EAFE Index (net)
- Int'l Emerging Equity – MSCI EM Index (net)

Source: Morningstar Direct

Projected Range of Returns – Best/Worst Case



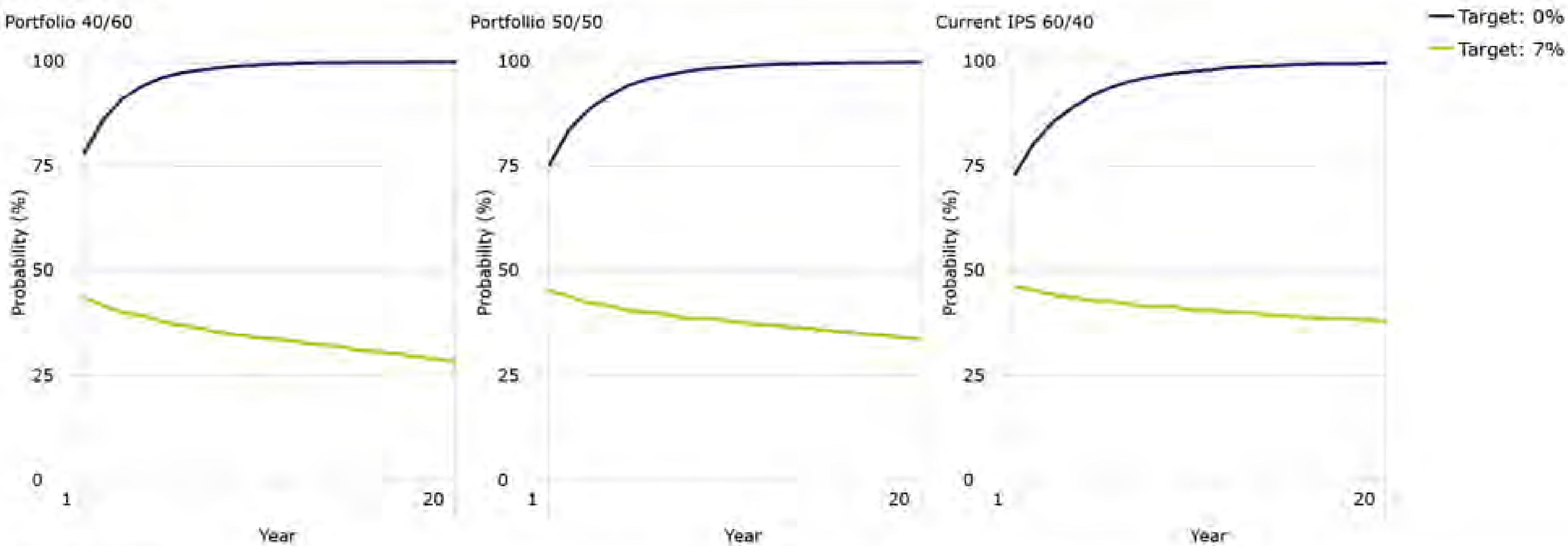
Return Percentiles

	Percentile	
	95th	5th
Portfolio 40/60		
1 Year	20.37%	-6.12%
20 Year	8.96%	3.16%
Portfolio 50/50		
1 Year	22.62%	-7.72%
20 Year	9.56%	2.89%
Current IPS 60/40		
1 Year	25.43%	-9.23%
20 Year	10.15%	2.59%

Source: Morningstar Direct

Probability of Target Return Over Time

Target Return



Target Return

	Target Return	
	0%	7%
Portfolio 40/60		
1 Year	77.86%	43.72%
20 Year	99.97%	28.46%
Portfollio 50/50		
1 Year	75.27%	45.25%
20 Year	99.93%	33.74%
Current IPS 60/40		
1 Year	72.93%	46.28%
20 Year	99.78%	38.15%

Source: Morningstar Direct

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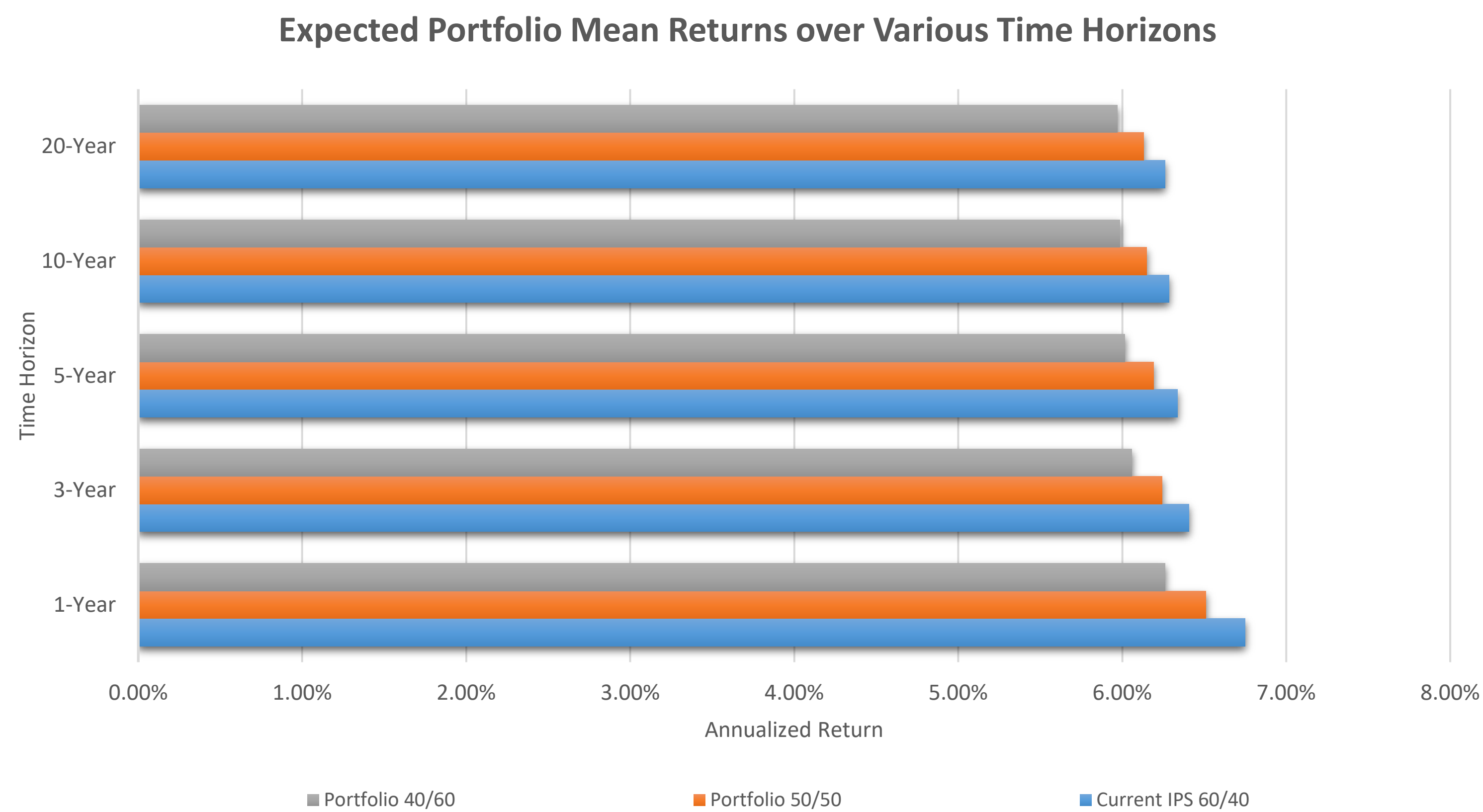
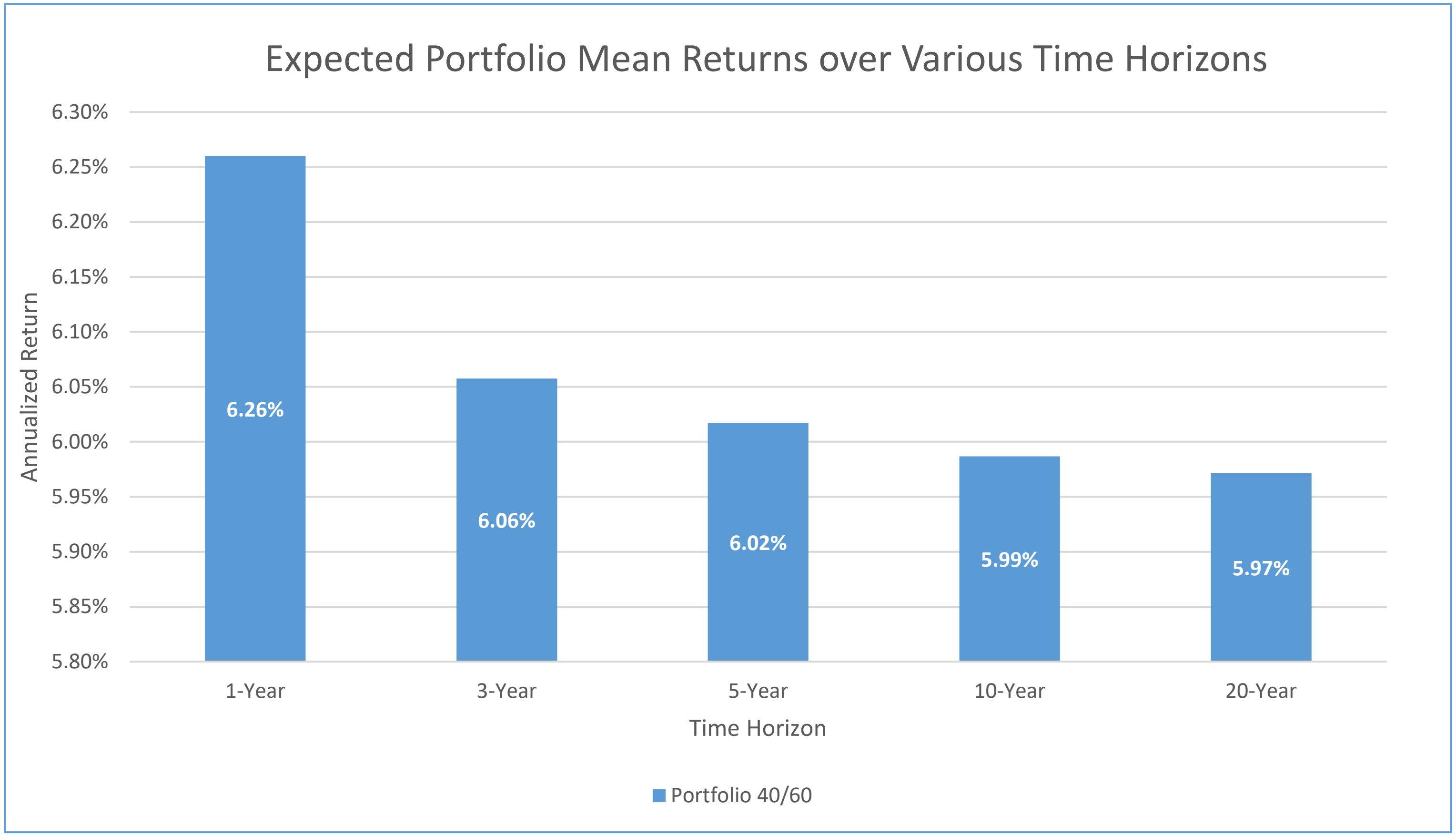
Projected Average Returns Over Time Horizon



Portfolio Mix	1-Year	3-Year	5-Year	10-Year	20-Year
Portfolio 40/60	6.26%	6.06%	6.02%	5.99%	5.97%
Portfolio 50/50	6.51%	6.24%	6.19%	6.15%	6.13%
Current IPS 60/40	6.75%	6.41%	6.34%	6.29%	6.26%

Note: 1-Year figures are arithmetic mean; all other time periods shown are geometric (i.e., annualized compounded) mean return.

Projected Average Time Horizon Returns – 40/60



Portfolio Mix	1-Year	3-Year	5-Year	10-Year	20-Year
Portfolio 40/60	6.26%	6.06%	6.02%	5.99%	5.97%

Note: 1-Year figures are arithmetic mean; all other time periods shown are geometric (i.e., annualized compounded) mean return.

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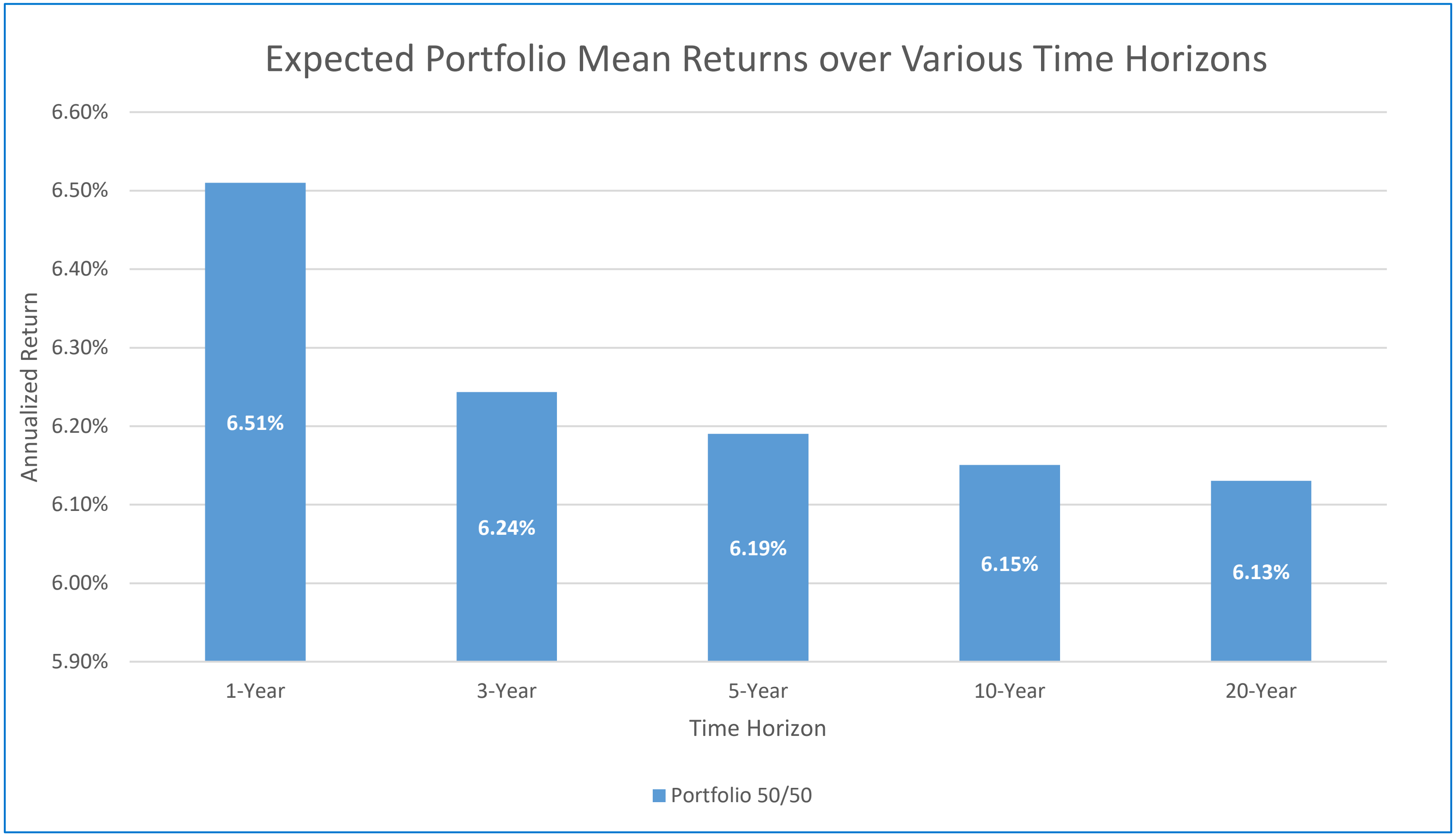
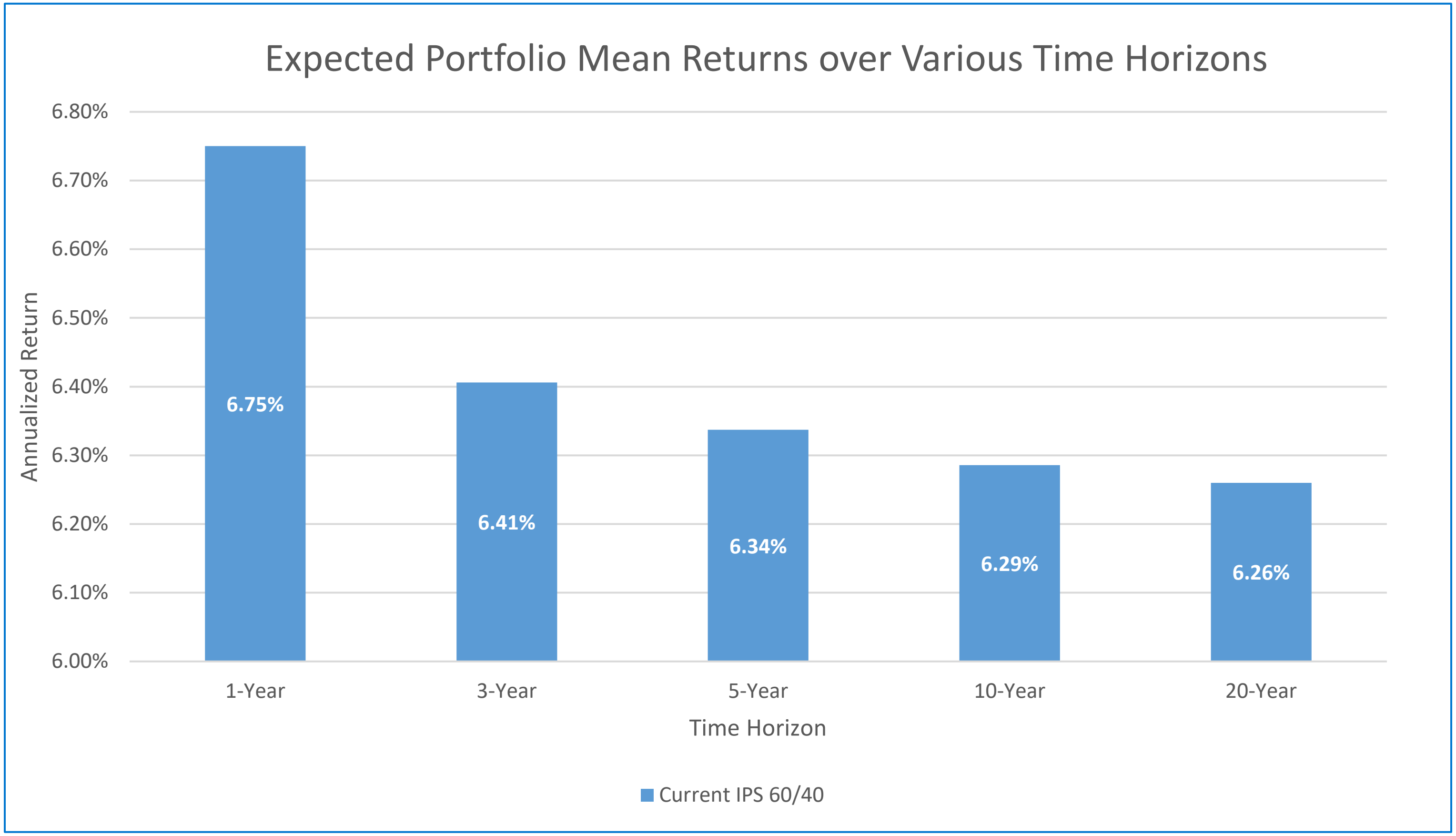
Projected Average Time Horizon Returns – 50/50



Portfolio Mix	1-Year	3-Year	5-Year	10-Year	20-Year
Portfolio 50/50	6.51%	6.24%	6.19%	6.15%	6.13%

Note: 1-Year figures are arithmetic mean; all other time periods shown are geometric (i.e., annualized compounded) mean return.

Projected Average Time Horizon Returns – 60/40



Portfolio Mix	1-Year	3-Year	5-Year	10-Year	20-Year
Current IPS 60/40	6.75%	6.41%	6.34%	6.29%	6.26%

Note: 1-Year figures are arithmetic mean; all other time periods shown are geometric (i.e., annualized compounded) mean return.

Important Information

The risks associated with derivative investments include that the underlying security, interest rate, market index, or other financial asset will not move in the direction the Investment Adviser and/or Sub-Advisor anticipated, the possibility that there may be no liquid secondary market, the risk that adverse price movements in an instrument can result in a loss substantially greater than a fund's initial investment, the possibility that the counterparty may fail to perform its obligations; and the inability to close out certain hedged positions to avoid adverse tax consequences.

Investing involves risk, including possible loss of principal.

Asset allocation and diversification does not ensure a profit or protect against a loss. Equity investment options involve greater risk, including heightened volatility, than fixed-income investment options. Fixed-income investments are subject to interest rate risk; as interest rates rise their value will decline. International and global investing involves greater risks such as currency fluctuations, political/social instability and differing accounting standards. These risks are magnified in emerging markets. Fixed-income and asset allocation investment options that invest in mortgage securities are subject to increased risk due to real estate exposure. Small and mid-cap stocks may have additional risks including greater price volatility.

Each index-based investment option is invested in the stocks or bonds of the index it tracks. Performance of indexes reflects the unmanaged result for the market segment the selected stocks or bonds represents. There is no assurance an index-based investment option will match the performance of the index tracked.

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Ventura County SRP Part B Projection Results Under Alternate Investment Return Assumption Scenarios
($ in Thousands)

7.00% Investment Return Assumption				
Fiscal Year Ending	Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC in $
6/30/2026	$26,147	$24,862	$1,285	$433
6/30/2027	26,256	25,063	1,193	431
6/30/2028	26,321	24,213	2,108	535
6/30/2029	26,375	24,672	1,703	505
6/30/2030	26,423	25,065	1,358	480

6.75% Investment Return Assumption				
Fiscal Year Ending	Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC in $
6/30/2026	$26,915	$24,862	$2,053	$514
6/30/2027	27,015	25,004	2,011	520
6/30/2028	27,068	24,173	2,895	623
6/30/2029	27,111	24,661	2,450	592
6/30/2030	27,146	25,083	2,063	568

$ Change from Baseline			
Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC in $
$768	$0	$768	$81
759	(59)	818	89
747	(40)	787	88
736	(11)	747	87
723	18	705	88

6.50% Investment Return Assumption				
Fiscal Year Ending	Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC in $
6/30/2026	$27,724	$24,862	$2,862	$595
6/30/2027	27,812	24,945	2,867	610
6/30/2028	27,854	24,135	3,719	713
6/30/2029	27,884	24,653	3,231	683
6/30/2030	27,905	25,108	2,797	659

$ Change from Baseline			
Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC in $
$1,577	$0	$1,577	$162
1,556	(118)	1,674	179
1,533	(78)	1,611	178
1,509	(19)	1,528	178
1,482	43	1,439	179

6.25% Investment Return Assumption				
Fiscal Year Ending	Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC in $
6/30/2026	$28,577	$24,862	$3,715	$680
6/30/2027	28,653	24,886	3,767	702
6/30/2028	28,681	24,099	4,582	805
6/30/2029	28,697	24,650	4,047	775
6/30/2030	28,703	25,139	3,564	752

$ Change from Baseline			
Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC in $
$2,430	$0	$2,430	$247
2,397	(177)	2,574	271
2,360	(114)	2,474	270
2,322	(22)	2,344	270
2,280	74	2,206	272

6.00% Investment Return Assumption				
Fiscal Year Ending	Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC in $
6/30/2026	$29,477	$24,862	$4,615	$765
6/30/2027	29,538	24,826	4,712	796
6/30/2028	29,552	24,065	5,487	898
6/30/2029	29,552	24,652	4,900	870
6/30/2030	29,542	25,177	4,365	847

$ Change from Baseline			
Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC in $
$3,330	$0	$3,330	$332
3,282	(237)	3,519	365
3,231	(148)	3,379	363
3,177	(20)	3,197	365
3,119	112	3,007	367

Ventura County SRP Part B Projection Results Under Alternate Investment Return Assumption Scenarios
($ in Thousands)

7.00% Investment Return Assumption					
Fiscal Year Ending	Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC as % of DB Payroll	Employer ADC as % of 457 Payroll
6/30/2026	$26,147	$24,862	$1,285	2.63%	2.87%
6/30/2027	26,256	25,063	1,193	2.53%	2.77%
6/30/2028	26,321	24,213	2,108	3.11%	3.35%
6/30/2029	26,375	24,672	1,703	2.81%	3.05%
6/30/2030	26,423	25,065	1,358	2.58%	2.82%

6.75% Investment Return Assumption					
Fiscal Year Ending	Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC as % of DB Payroll	Employer ADC as % of 457 Payroll
6/30/2026	$26,915	$24,862	$2,053	3.34%	3.39%
6/30/2027	27,015	25,004	2,011	3.28%	3.33%
6/30/2028	27,068	24,173	2,895	3.83%	3.88%
6/30/2029	27,111	24,661	2,450	3.53%	3.58%
6/30/2030	27,146	25,083	2,063	3.28%	3.33%

$ Change from Baseline				
Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC as % of DB Payroll	Employer ADC as % of 457 Payroll
$768	$0	$768	0.71%	0.52%
759	(59)	818	0.75%	0.56%
747	(40)	787	0.72%	0.53%
736	(11)	747	0.72%	0.53%
723	18	705	0.70%	0.51%

6.50% Investment Return Assumption					
Fiscal Year Ending	Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC as % of DB Payroll	Employer ADC as % of 457 Payroll
6/30/2026	$27,724	$24,862	$2,862	4.07%	3.92%
6/30/2027	27,812	24,945	2,867	4.05%	3.90%
6/30/2028	27,854	24,135	3,719	4.58%	4.43%
6/30/2029	27,884	24,653	3,231	4.26%	4.11%
6/30/2030	27,905	25,108	2,797	4.00%	3.85%

$ Change from Baseline				
Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC as % of DB Payroll	Employer ADC as % of 457 Payroll
$1,577	$0	$1,577	1.44%	1.05%
1,556	(118)	1,674	1.52%	1.13%
1,533	(78)	1,611	1.47%	1.08%
1,509	(19)	1,528	1.45%	1.06%
1,482	43	1,439	1.42%	1.03%

6.25% Investment Return Assumption					
Fiscal Year Ending	Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC as % of DB Payroll	Employer ADC as % of 457 Payroll
6/30/2026	$28,577	$24,862	$3,715	4.83%	4.46%
6/30/2027	28,653	24,886	3,767	4.85%	4.48%
6/30/2028	28,681	24,099	4,582	5.36%	4.99%
6/30/2029	28,697	24,650	4,047	5.03%	4.66%
6/30/2030	28,703	25,139	3,564	4.75%	4.38%

$ Change from Baseline				
Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC as % of DB Payroll	Employer ADC as % of 457 Payroll
$2,430	$0	$2,430	2.19%	1.59%
2,397	(177)	2,574	2.31%	1.71%
2,360	(114)	2,474	2.24%	1.64%
2,322	(22)	2,344	2.21%	1.61%
2,280	74	2,206	2.16%	1.56%

6.00% Investment Return Assumption					
Fiscal Year Ending	Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC as % of DB Payroll	Employer ADC as % of 457 Payroll
6/30/2026	$29,477	$24,862	$4,615	5.62%	5.02%
6/30/2027	29,538	24,826	4,712	5.68%	5.08%
6/30/2028	29,552	24,065	5,487	6.16%	5.56%
6/30/2029	29,552	24,652	4,900	5.82%	5.22%
6/30/2030	29,542	25,177	4,365	5.53%	4.93%

$ Change from Baseline				
Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC as % of DB Payroll	Employer ADC as % of 457 Payroll
$3,330	$0	$3,330	2.98%	2.15%
3,282	(237)	3,519	3.14%	2.31%
3,231	(148)	3,379	3.04%	2.21%
3,177	(20)	3,197	3.00%	2.17%
3,119	112	3,007	2.94%	2.11%

Ventura County SRP Part C Projection Results Under Alternate Investment Return Assumption Scenarios
($ in Thousands)

7.00% Investment Return Assumption				
Fiscal Year Ending	Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC in $
6/30/2026	$259	$403	($144)	$0
6/30/2027	237	391	(154)	0
6/30/2028	215	365	(150)	0
6/30/2029	193	360	(167)	0
6/30/2030	171	354	(183)	0

6.75% Investment Return Assumption				
Fiscal Year Ending	Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC in $
6/30/2026	$262	$403	($141)	$0
6/30/2027	240	390	(150)	0
6/30/2028	217	364	(147)	0
6/30/2029	195	357	(162)	0
6/30/2030	173	350	(177)	0

$ Change from Baseline			
Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC in $
$3	$0	$3	$0
3	(1)	4	0
2	(1)	3	0
2	(3)	5	0
2	(4)	6	0

6.50% Investment Return Assumption				
Fiscal Year Ending	Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC in $
6/30/2026	$265	$403	($138)	$0
6/30/2027	242	389	(147)	0
6/30/2028	220	362	(142)	0
6/30/2029	197	354	(157)	0
6/30/2030	175	346	(171)	0

$ Change from Baseline			
Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC in $
$6	$0	$6	$0
5	(2)	7	0
5	(3)	8	0
4	(6)	10	0
4	(8)	12	0

6.25% Investment Return Assumption				
Fiscal Year Ending	Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC in $
6/30/2026	$268	$403	($135)	$0
6/30/2027	245	388	(143)	0
6/30/2028	222	360	(138)	0
6/30/2029	199	351	(152)	0
6/30/2030	176	342	(166)	0

$ Change from Baseline			
Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC in $
$9	$0	$9	$0
8	(3)	11	0
7	(5)	12	0
6	(9)	15	0
5	(12)	17	0

6.00% Investment Return Assumption				
Fiscal Year Ending	Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC in $
6/30/2026	$271	$403	($132)	$0
6/30/2027	248	387	(139)	0
6/30/2028	224	358	(134)	0
6/30/2029	201	349	(148)	0
6/30/2030	178	338	(160)	0

$ Change from Baseline			
Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC in $
$12	$0	$12	$0
11	(4)	15	0
9	(7)	16	0
8	(11)	19	0
7	(16)	23	0

Ventura County SRP Part D Projection Results Under Alternate Investment Return Assumption Scenarios
($ in Thousands)

7.00% Investment Return Assumption				
Fiscal Year Ending	Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC in $
6/30/2026	$2,092	$2,040	$52	$56
6/30/2027	2,045	2,005	40	44
6/30/2028	1,993	1,946	47	50
6/30/2029	1,935	1,961	(26)	0
6/30/2030	1,872	1,968	(96)	0

6.75% Investment Return Assumption				
Fiscal Year Ending	Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC in $
6/30/2026	$2,133	$2,040	$93	$100
6/30/2027	2,084	2,000	84	90
6/30/2028	2,029	1,981	48	51
6/30/2029	1,969	2,042	(73)	0
6/30/2030	1,904	2,050	(147)	0

$ Change from Baseline			
Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC in $
$41	$0	$41	$44
39	(5)	44	46
36	35	1	1
34	81	(46)	0
32	82	(51)	0

6.50% Investment Return Assumption				
Fiscal Year Ending	Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC in $
6/30/2026	$2,175	$2,040	$135	$145
6/30/2027	2,124	1,995	129	137
6/30/2028	2,067	2,018	49	52
6/30/2029	2,004	2,125	(120)	0
6/30/2030	1,936	2,135	(198)	0

$ Change from Baseline			
Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC in $
$83	$0	$83	$89
79	(10)	89	93
74	72	3	2
69	164	(94)	0
64	167	(103)	0

6.25% Investment Return Assumption				
Fiscal Year Ending	Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC in $
6/30/2026	$2,219	$2,040	$179	$191
6/30/2027	2,165	1,990	175	186
6/30/2028	2,106	2,055	51	54
6/30/2029	2,041	2,210	(169)	0
6/30/2030	1,970	2,221	(251)	0

$ Change from Baseline			
Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC in $
$127	$0	$127	$135
120	(15)	135	142
113	109	4	4
106	249	(143)	0
98	253	(155)	0

6.00% Investment Return Assumption				
Fiscal Year Ending	Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC in $
6/30/2026	$2,265	$2,040	$225	$239
6/30/2027	2,208	1,985	223	236
6/30/2028	2,146	2,094	52	55
6/30/2029	2,078	2,297	(219)	0
6/30/2030	2,005	2,310	(305)	0

$ Change from Baseline			
Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Employer ADC in $
$173	$0	$173	$183
163	(20)	183	192
153	148	5	5
143	336	(193)	0
133	342	(209)	0

COUNTY OF VENTURA SUPPLEMENTAL RETIREMENT PLAN
FUNDING POLICY OF THE COMMITTEE

I. Objective

The objective of the Committee's Funding Policy is to ensure the actuarial soundness of the Plan while providing stability in required contributions. The Committee established the Funding Policy as a means to provide the actuary with the framework for selection and recommendation of the actuarial methods and assumptions utilized in the actuarial valuations of each Part. The Committee's intention is to employ the methods and assumptions as utilized in the Ventura County Employees' Retirement Association (VCERA) where appropriate and reasonable.

II. Policy

For all plans, the valuation results will apply to the fiscal year beginning one year after the valuation date (e.g., the June 30, 2009 valuation results apply to the fiscal year beginning July 1, 2010 and ending June 30, 2011.)

a. Part B – Safe Harbor Retirement Benefits

Part B membership consists of temporary and part-time employees not covered under VCERA or Social Security. In order to provide contribution stability, the actuary will use methods and assumptions that consider the demographics of current and future participants and the expectation of economic experience for salary growth, payroll growth and investment returns. The Committee currently has accepted the following method and assumption recommendations of the actuary.

<u>Actuarial Cost Method</u> - Entry Age Normal Cost Method. Along with use of this method, active members are assumed to have annual salary increase similar to the expected increase in base wages of VCERA general employees and rates of mortality, turnover and retirement as assumed for general employees under VCERA.

<u>Actuarial Value of Assets</u> - The asset value used for development of the required contribution uses a smoothing technique intended to dampen the impact of market volatility on valuation results. The current technique recognizes a portion of the difference between the actual and the expected market value of assets based on the actuarially assumed investment rate of return. The amount recognized each year is 20% of the difference between the actual market value and expected market value.

<u>Amortization of Unfunded Actuarial Accrued Liability (UAAL) -</u> The excess of the total actuarial accrued liability over the actuarial value of Plan assets is called the unfunded actuarial accrued liability. The UAAL is composed of an initial base amount with a new base established each year equaling the difference between the expected and actual UAAL on the valuation date. The

initial base is equal to the expected UAAL as of June 1, 2012 and is amortized over 13-year period (15 years as of the June 30, 2010 method changes). Each new base is amortized over a closed 15-year period as a level dollar amount. The actuary may recommend the combination of certain amortization bases to add stability to the amortization cost.

b. Part C – Early Retirement Benefits

Part C membership consists entirely of retirees. Contribution stability will be primarily driven by asset performance and mortality experience. Cash flow should be monitored to assess the expected erosion of Plan assets. Amortization period adjustments will be the lever to assist with moderating the negative cash flow.

Actuarial Cost Method – Part C has no active members and therefore does not use a specific funding method.

Actuarial Value of Assets - The asset value used for development of the required contribution uses a smoothing technique intended to dampen the impact of market volatility on valuation results. The current technique recognizes a portion of the difference between the actual and the expected market value of assets based on the actuarially assumed investment rate of return. The amount recognized each year is 20% of the difference between the actual market value and expected market value.

Amortization of Unfunded Actuarial Accrued Liability (UAAL) - The excess of the total actuarial accrued liability over the actuarial value of Plan assets is called the unfunded actuarial accrued liability. The UAAL is amortized over a 10-year period closed as of June 30, 2010 as a level dollar amount.

c. Part D – Elected Department Head Retirement Benefits

Part D membership consists of a closed group of active members and retirees. Actuarial valuations are preformed on an individual basis and in aggregate. Contribution stability will modest and will be driven by asset performance and the experience of the individual active members and retirees. Amortization period adjustments will be the lever to assist with moderating the eventual negative cash flow.

Actuarial Cost Method - Entry Age Normal Cost Method. Along with use of this method, active members are assumed to have annual salary increase similar to the expected increase in base wages of VCERA general employees and rates of mortality, turnover and retirement as assumed for general employees under VCERA.

Actuarial Value of Assets - The asset value used for development of the required contribution uses a smoothing technique intended to dampen the impact of market volatility on valuation results. The current technique recognizes a portion of the difference between the actual and the expected market value of assets based on the actuarially assumed investment rate of return. The amount recognized each year is 20% of the difference between the actual market value and expected market value.

Amortization of Unfunded Actuarial Accrued Liability (UAAL) - The excess of the total actuarial accrued liability over the actuarial value of Plan assets is called the unfunded actuarial accrued liability. The UAAL is amortized over a 15-year period closed as of June 30, 2010 as a level dollar amount.

III. Metrics

The primary metric used to assess the effectiveness of the funding policy will be the trend in required funding and the secondary measure is the funded ratio (the ratio of the actuarial value of assets to the actuarial accrued liability).

IV. Goals

The goal of the funding policy is to minimize volatility in the required funding of all Parts of the Plan while maintaining steady improvement of the funded ratio.

V. Actions

The Committee will annually assess the trend in employer contribution rates and the funding progress of each Part. This will be either through the performance of full annual valuation or an update of prior year valuation results using actual asset experience and expected liabilities.

After the review of appropriate actuarial information, the Committee may make modifications to the valuation methods and assumptions or this policy as deemed necessary to maintain the actuarial soundness of the Plan.

Adopted by the Committee on 9/23/2020.

Signed: Kay Mead

Chairman, County of Ventura SRP Committee

COUNTY OF VENTURA
MEMORANDUM

HUMAN RESOURCES DIVISION

DATE: February 20, 2025

TO: Supplemental Retirement Plan (SRP) Committee

FROM: Patty Zoll, Supplemental Retirement Program Manager

SUBJECT: Supplemental Retirement Plan Document Amendment and Summary Plan Description (SPD) Updates

Background/Discussion

Supplemental Retirement (SRP) Plan Document

Effective December 22, 2024, the Superior Court of Ventura began to independently administer the benefit programs and payroll system that had been previously managed by the County of Ventura for court employees. The most recent version of the Plan Document for the Supplemental Retirement Plan, dated May 15, 2012, stipulates that the term "County" used in the document, shall include the Ventura Superior Court.

Summary Plan Description (SPD) Updates

As part of annual communications and/or benefit application packets, Safe Harbor Plan participants receive a Summary Plan Description - SPD (last amended in November 2020). This version of the SPD includes a Social Security disclosure outlining the impact that the Safe Harbor Supplemental Retirement Plan benefit may have on the member's Social Security benefit. Specifically, the Windfall Elimination Provision (WEP) and the Government Pension Offset Provision (GPO). The passing of HR 82, the Social Security Fairness Act of 2023 became public law on January 5, 2025. The bill eliminates the WEP and the GPO, which is some instances reduced Social Security benefits for individuals who also receive a pension from an employer that did not withhold Social Security taxes. The WEP and the GPO had previously impacted former County employees who received a benefit from the Safe Harbor Plan (a defined benefit plan).

With the enactment of HR 82, the Social Security disclosure statement on the WEP and the GPO is no longer applicable and should be removed from the SPD.

Other sections of the SPD that require updates as well are as follows:

- Verb tense (Safe Harbor members are no longer actively contributing to the plan)
- RMD age
- Age factors used in the benefit calculation examples

A redline version and a clean copy of the Summary Plan Description are attached for the Committee's review.

Recommended Action Items

- Approve the amendment to SRP Plan Document to reflect removal of Ventura Superior Court from participating employer; direct staff to prepare Board Letter to BOS to approve such amendment.
- Approve the amended Summary Plan Description (SPD).

If you have any questions, please email me at: patty.zoll@ventura.org.

Attachment(s)

- Summary Plan Description (SPD) revisions, redlined, 2-20-2025
- Summary Plan Description (SPD) revisions, clean copy, 2-20-2025

COUNTY OF VENTURA
SAFE HARBOR RETIREMENT PLAN
SUMMARY PLAN DESCRIPTION
~~March 2018~~February 2025

INTRODUCTION

The County of Ventura Safe Harbor Retirement Plan, part of the Supplemental Retirement Plan ("Plan"), is a defined benefit pension plan implemented effective January 1, 1992. The purpose of the Plan is to provide eligible employees with an additional source of income upon retirement, in compliance with the Omnibus Reconciliation Act of 1990 (OBRA '90).

As an extra-help, intermittent, or part-time employee, you were required to participate in the Plan if you were excluded from participation in the Ventura County Employees Retirement Association (VCERA). ~~You are required to participate in the Plan if you are designated as an extra-help, intermittent, or part-time employee and you are excluded from participation in the Ventura County Employees Retirement Association (VCERA).~~ This Plan is in lieu of Social Security. While eligible for the Plan, you were~~are~~ not required to pay into Social Security. However, you ~~will be~~were required to contribute 3% of your pay to the Plan ~~beginning~~which commenced with your first pay period of eligible employment. The County ~~will~~ also provided contributions to the Plan. The employer contribution rates vary annually based on an actuarial valuation. Reserve firefighters and those persons who are already receiving a pension benefit from the County of Ventura ~~are~~were excluded from participation in this Plan.

If you~~ are~~ were an ineligible employee, but ~~and~~ later become eligible to participate in the Plan, you ~~will begin~~began your ~~to~~ participation~~e~~ on the date you~~r~~ first beca~~o~~me eligible. If you ~~are~~ were an eligible employee and later beca~~o~~me ineligible to participate in the Plan, no further contributions ~~will be~~were required on your behalf. Contributions cannot be transferred to another retirement system and are not refunded to you when you terminate service with the County of Ventura. Your contributions ~~will~~ have remained in the Plan until you are eligible for a retirement benefit as described in the "Retirement Eligibility" section of this Summary Plan Description (SPD).

RETIREMENT ELIGIBILITY

If you are age 65, and no longer employed by the County in any capacity, you are eligible to apply for your full, or maximum, retirement benefit (normal retirement) under the Plan. If you are between ages 50 and 65, and no longer employed by the County in any capacity, you are eligible to apply for an early, or reduced, retirement benefit. Both the normal retirement benefit at age 65 and the early retirement benefit are described later in this SPD.

DEFERRED RETIREMENT

You may~~, if you choose,~~ delay your application for retirement benefits. ~~If you continue to work, you will continue to accrue (accumulate) benefits under the Plan.~~ Benefit calculations will be based on the date that you ~~notify the Plan you wish to begin benefits~~apply for your benefit, or your employment termination date, whichever is later. Benefit payments begin approximately four to six weeks following the date you ~~return~~ submit the signed application for distribution, or your employment termination/retirement date, whichever is later. Federal law requires you~~s that you begin~~ to receive your benefit payment(s) when you reach the Required Minimum

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Distribution (RMD) age as set forth in Section 401(a)(9) of the Internal Revenue Code of 1986, as amended, ~~age 70½,~~ or when you retire, whichever occurs later. If you have reached the RMD age ~~70½~~, are not currently employed by the County, and have not filed a pension application, the Safe Harbor Retirement Plan Administrator will file on your behalf.

PRE-RETIREMENT DEATH BENEFIT

In the event of your death before ~~retirement,~~you apply for your benefit, your beneficiary will be entitled to receive a lump sum payment of your accumulated contributions, plus interest, credited at the rate of 5% annually.

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BENEFICIARY DESIGNATION

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It is important to ~~k~~~~K~~eep your beneficiary designation current. Beneficiary forms are available from the Safe Harbor Retirement Plan Administrator. Both you and your spouse, or Domestic Partner, must sign the beneficiary form if you are married and designate a primary beneficiary other than your spouse. In the event you survive your designated beneficiary or do not have a beneficiary designation on file, distribution will be paid in the following order: surviving spouse or Domestic Partner, dependents, executor, or next of kin.

IF YOU BECOME INELIGIBLE OR TERMINATE EMPLOYMENT

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If you become ineligible for the Plan or terminate employment with the County of Ventura for any reason other than death or retirement, your funds will remain on deposit and you will be entitled to receive your accrued benefit commencing no earlier than age 50. If your employment terminates after you have reached the RMD age ~~70½~~, the Safe Harbor Retirement Plan Administrator will file a pension application on your behalf.

STANDARD BENEFIT CALCULATION

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The standard benefit calculation is based on the Plan's normal retirement age of 65. This is the maximum benefit you will receive from the Plan and will not increase after age 65 ~~unless you continue to work for the County~~. Your benefit is determined by adding your eligible career earnings (as defined under the Plan), up to the Social Security wage limit, for each of the years you participated in the Plan. Under no circumstances shall any employment with the County prior to January 1, ~~1992~~1992, be included in the computation of any benefit under this Plan. The sum of your earnings is multiplied by 2% to calculate the annual benefit, and then divided by 12 to determine the monthly benefit amount. This amount is then multiplied by an age-based actuarial factor to determine the present value of your retirement benefit. If the present value is greater than $5,000, you will receive a monthly lifetime annuity (see Example 1). If the present value is less than $5,000, your benefit will be paid to you in a lump sum, in lieu of receiving a monthly lifetime annuity (see Example 2).

Example 1
Standard Benefit Calculation – Age 65
Present Value Greater than $5,000

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Assuming you ~~first began participation in the Plan in 1992 and retire in 1995 at 65, the retirement benefit calculation would be as follows:~~participated in the Safe Harbor plan any time between January 1, 1992 and April 17, 2021 and had a total eligible career earnings of $60,900 and are currently 65 years old or older.

~~Step 1: Add total career earnings, multiply by 2% to determine the annual benefit, then divide by 12 to determine the estimated monthly benefit amount.~~

~~1992 earnings~~	~~$14,900~~
~~1993 earnings~~	~~10,800~~
~~1994 earnings~~	~~18,700~~
~~1995 earnings~~	~~16,500~~
~~Total earnings~~	~~$60,900~~

- Total Eligible Career Earnings = $60,900

- $60,900 x 2% = $1,218.00 ÷ 12 = $101.50 monthly benefit

~~Step 2:~~Calculate the present value of the benefit by multiplying the monthly benefit by an age-based actuarial factor.

- $101.50 x ~~125.0637~~129.8991 (age 65 actuarial factor) = $ ~~12,693.97~~13,184.76 present value of benefit

Since the present value of $~~12,693.97~~13,184.76 is greater than $5,000, the benefit would be payable to you in monthly installments of $101.50.

Example 2
Standard Benefit Calculation – Age 65
Present Value Less than $5,000

Assuming you participated in the Safe Harbor plan any time between January 1, 1992 and April 17, 2021 and had a total eligible career earnings of $11,250 and are currently 65 years old or older. ~~first began participation in the Plan in 2001 and retire in 2003 at 65, the retirement benefit calculation would be as follows:~~

~~Step 1: Add total career earnings, multiply by 2% to determine the annual benefit, then divide by 12 to determine the estimated monthly benefit amount.~~

~~2001 earnings~~	~~$5,000~~
~~2002 earnings~~	~~4,250~~
~~2003 earnings~~	~~2,000~~
~~Total earnings~~	~~$11,250~~

- Total Eligible Career Earnings = $11,250

  $11,250 x 2% = $225.00 ÷ 12 = $18.75 monthly benefit

- ~~Step 2:~~Calculate the present value of the benefit by multiplying the monthly benefit by an age-based actuarial factor.

  $18.75 x ~~125.0637~~129.8991 (age 65 actuarial factor) = $~~2,344.94~~2,435.61 present value of benefit

Since the present value of $~~2,344.94~~2,435.61 is less than $5,000, the benefit would be payable to you in a lump sum.

EARLY RETIREMENT OPTION

If you choose to ~~retire~~ claim your benefit earlier than age 65, the benefit you receive will be actuarially adjusted (reduced) for the earlier retirement age. Assuming the same total career earnings of $60,900 and a monthly benefit of $101.50 (as in Example 1~~, Step 1~~), the benefit amount for earlier ages is shown below in Examples 3 and 4. ~~(which pick up at Step 2 of the calculation).~~

Example 3
Early Retirement Benefit Calculation – Age 63
Present Value Greater than $5,000

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- ~~Step 2:~~Calculate the present value of the benefit by multiplying the monthly benefit by the age-based actuarial factor.

  $101.50 x ~~106.8497~~ 112.7857(age 63 actuarial factor) = $~~10,845.24~~11,447.75 present value of benefit

Since the present value of $~~10,845.24~~11,447.75 is greater than $5,000, the calculation continues to determine the actuarially adjusted monthly payment amount.

- ~~Step 3:~~ $101.50 x .~~8274~~ 8390 (age 63 actuarial adjustment) = $~~83.98~~85.16 monthly benefit age 63

Example 4
Early Retirement Benefit Calculation – Age 50
Present Value Less than $5,000

- ~~Step 2:~~Calculate the present value of the benefit by multiplying the monthly benefit by the age-based actuarial factor.

  $101.50 x ~~40.0236~~45.7905 (age 50 actuarial factor) = $ ~~4062.40~~4,647.74 present value of benefit

Since the present value of $~~4062.40~~4,647.74 is less than $5,000, the benefit would be payable to you in a lump sum.

JOINT AND SURVIVOR ANNUITY OPTION

The examples above assume you have selected the standard or "single life" option. There is also a joint and survivor annuity option available ~~to you~~ if you are married, or have a Domestic Partner,~~-~~ for at least one year as of the date that is 90 days prior to your retirement date and your retirement benefit is paid as a monthly annuity (present value greater than $5,000). You ~~will be~~are required to provide a marriage certificate or registered Domestic Partner certification if you select this option.

Under this option, you will receive a reduced monthly benefit amount that continues to be paid to your eligible surviving spouse or Domestic Partner after your death. The monthly benefit is actuarially adjusted for the ages of you and your spouse or Domestic Partner. Example 5 assumes the same total career earnings of $60,900 and a "single life" monthly benefit of $101.50 (as in Example 1~~, Step 1~~). ~~The benefit amount for the joint and survivor annuity option below picks up at Step 2 of the calculation.~~

Example 5
Joint and Survivor Annuity Benefit Calculation

The example assumes a participant age 65 and a spouse/Domestic Partner age 66.

- ~~Step 2:~~$101.50 x .8950~~12~~00 (joint and survivor annuity factor) = $90.8~~4~~45 monthly benefit payable to retiree and continuing to eligible spouse/Domestic Partner after retiree's death.

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LUMP SUM DISTRIBUTION OPTIONS

If your benefit is payable as a lump sum, you may elect either of these options:

- Taxable distribution: You will receive the net amount, after applicable federal and state taxes are withheld. Benefit amounts of less than $200 are not subject to taxes.
- Nontaxable rollover distribution: The benefit will be paid directly to an eligible retirement plan with no taxes withheld.

HOW TO APPLY FOR RETIREMENT BENEFITS

When you are ready to apply for retirement benefits, contact the Safe Harbor Retirement Plan Administrator for an estimate of the benefits payable to you and the forms you will need to start payment of your retirement benefit. The monthly retirement benefit will not start automatically, or be retroactive to, when you become eligible to retire. You must file a Safe Harbor Application for Distribution of Plan Benefits ~~in order to~~to begin receiving retirement benefits.

The Ventura County Employees' Retirement Association (VCERA) and this Safe Harbor Retirement Plan are separate plans. If you are also entitled to VCERA retirement benefits, you do not need to file for Safe Harbor and VCERA benefits at the same time. You can have different retirement dates for each plan. To apply for VCERA benefits, contact VCERA directly at 805/339-4250.

SAFE HARBOR RETIREMENT PLAN ADMINISTRATOR

If you have any questions regarding your benefits under this Plan, please contact the Safe Harbor Retirement Plan Administrator by mail, e-mail, or phone:

Safe Harbor Retirement Plan Administrator
CEO – Human Resources Division
800 South Victoria Avenue #1970
Ventura, CA 93009 – 1970
safe.harbor@ventura.org
805/654-2921

~~**SOCIAL SECURITY DISCLOSURE**~~

~~The pension benefit you receive from this Plan may affect the amount of Social Security benefit you receive. Under the Windfall Elimination Provision, your Social Security benefit is figured using a modified formula when you are also entitled to a pension from a job where you did not pay Social Security tax. As a result, you will receive a lower Social Security benefit than if you were not entitled to a pension benefit from this Plan. Under the Government Pension Offset~~

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~~Provision, any Social Security spouse or widow(er) benefit to which you become entitled will be offset if you also receive a federal, state, or local government pension based on work where you did not pay Social Security tax. The offset reduces the amount of your Social Security spouse or widow(er) benefit.~~

~~For additional information on your Social Security benefits, the Windfall Elimination Provision, or the Government Pension Offset Provision, contact Social Security by phone at 800/772-1213 or by logging on at www.socialsecurity.gov. You could also contact your local Social Security office.~~

IMPORTANT NOTICE

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The preceding information is intended to provide you with a summary description of the retirement plan that has been implemented for eligible extra-help, intermittent, and part-time employees. Consequently, regardless of any inferences you may have drawn from this information, if there is any conflict between this information and the Plan Document, the Plan Document shall prevail. No statement in this summary description shall be considered a legally binding interpretation, enlargement, or amendment of the provisions within the Plan Document or applicable federal law.

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The employer reserves the right at any time, or times, to amend or terminate this Plan. All participants and any persons claiming any interest in the Plan may be bound by any amendments. This Plan is not in any way to be deemed a contract between the employer and the employee and it in no way affects the employment contract of any employee.

COUNTY OF VENTURA
SAFE HARBOR RETIREMENT PLAN
SUMMARY PLAN DESCRIPTION
February 2025

INTRODUCTION

The County of Ventura Safe Harbor Retirement Plan, part of the Supplemental Retirement Plan ("Plan"), is a defined benefit pension plan implemented effective January 1, 1992. The purpose of the Plan is to provide eligible employees with an additional source of income upon retirement, in compliance with the Omnibus Reconciliation Act of 1990 (OBRA '90).

As an extra-help, intermittent, or part-time employee, you were required to participate in the Plan if you were excluded from participation in the Ventura County Employees Retirement Association (VCERA). This Plan is in lieu of Social Security. While eligible for the Plan, you were not required to pay into Social Security. However, you were required to contribute 3% of your pay to the Plan which commenced with your first pay period of eligible employment. The County also provided contributions to the Plan. The employer contribution rates vary annually based on an actuarial valuation. Reserve firefighters and those persons who are already receiving a pension benefit from the County of Ventura were excluded from participation in this Plan.

If you were an ineligible employee, but later become eligible to participate in the Plan, you began your participation on the date you first became eligible. If you were an eligible employee and later became ineligible to participate in the Plan, no further contributions were required on your behalf. Contributions cannot be transferred to another retirement system and are not refunded to you when you terminate service with the County of Ventura. Your contributions have remained in the Plan until you are eligible for a retirement benefit as described in the "Retirement Eligibility" section of this Summary Plan Description (SPD).

RETIREMENT ELIGIBILITY

If you are age 65, and no longer employed by the County in any capacity, you are eligible to apply for your full, or maximum, retirement benefit (normal retirement) under the Plan. If you are between ages 50 and 65, and no longer employed by the County in any capacity, you are eligible to apply for an early, or reduced, retirement benefit. Both the normal retirement benefit at age 65 and the early retirement benefit are described later in this SPD.

DEFERRED RETIREMENT

You may delay your application for retirement benefits. Benefit calculations will be based on the date that you apply for your benefit, or your employment termination date, whichever is later. Benefit payments begin approximately four to six weeks following the date you submit the signed application for distribution, or your employment termination/retirement date, whichever is later. Federal law requires you to receive your benefit payment(s) when you reach the Required Minimum Distribution (RMD) age as set forth in Section 401(a)(9) of the Internal Revenue Code of 1986, as amended, or when you retire, whichever occurs later. If you have reached the RMD age, are not currently employed by the County, and have not filed a pension application, the Safe Harbor Retirement Plan Administrator will file on your behalf.

PRE-RETIREMENT DEATH BENEFIT

In the event of your death before you apply for your benefit, your beneficiary will be entitled to receive a lump sum payment of your accumulated contributions, plus interest, credited at the rate of 5% annually.

BENEFICIARY DESIGNATION

It is important to keep your beneficiary designation current. Beneficiary forms are available from the Safe Harbor Retirement Plan Administrator. Both you and your spouse, or Domestic Partner, must sign the beneficiary form if you are married and designate a primary beneficiary other than your spouse. In the event you survive your designated beneficiary or do not have a beneficiary designation on file, distribution will be paid in the following order: surviving spouse or Domestic Partner, dependents, executor, or next of kin.

IF YOU BECOME INELIGIBLE OR TERMINATE EMPLOYMENT

If you become ineligible for the Plan or terminate employment with the County of Ventura for any reason other than death or retirement, your funds will remain on deposit and you will be entitled to receive your accrued benefit commencing no earlier than age 50. If your employment terminates after you have reached the RMD age, the Safe Harbor Retirement Plan Administrator will file a pension application on your behalf.

STANDARD BENEFIT CALCULATION

The standard benefit calculation is based on the Plan's normal retirement age of 65. This is the maximum benefit you will receive from the Plan and will not increase after age 65. Your benefit is determined by adding your eligible career earnings (as defined under the Plan), up to the Social Security wage limit, for each of the years you participated in the Plan. Under no circumstances shall any employment with the County prior to January 1, 1992, be included in the computation of any benefit under this Plan. The sum of your earnings is multiplied by 2% to calculate the annual benefit, and then divided by 12 to determine the monthly benefit amount. This amount is then multiplied by an age-based actuarial factor to determine the present value of your retirement benefit. If the present value is greater than $5,000, you will receive a monthly lifetime annuity (see Example 1). If the present value is less than $5,000, your benefit will be paid to you in a lump sum, in lieu of receiving a monthly lifetime annuity (see Example 2).

Example 1
Standard Benefit Calculation – Age 65
Present Value Greater than $5,000

Assuming you participated in the Safe Harbor plan any time between January 1, 1992 and April 17, 2021 and had a total eligible career earnings of $60,900 and are currently 65 years old or older.

- Total Eligible Career Earnings = $60,900
    - $60,900 x 2% = $1,218.00 ÷ 12 = $101.50 monthly benefit

- Calculate the present value of the benefit by multiplying the monthly benefit by an age-based actuarial factor.
    - $101.50 x 129.8991 (age 65 actuarial factor) = $ 13,184.76 present value of benefit

Since the present value of $13,184.76 is greater than $5,000, the benefit would be payable to you in monthly installments of $101.50.

Example 2
Standard Benefit Calculation – Age 65
Present Value Less than $5,000

Assuming you participated in the Safe Harbor plan any time between January 1, 1992 and April 17, 2021 and had a total eligible career earnings of $11,250 and are currently 65 years old or older.

- Total Eligible Career Earnings = $11,250

  $11,250 x 2% = $225.00 ÷ 12 = $18.75 monthly benefit

- Calculate the present value of the benefit by multiplying the monthly benefit by an age-based actuarial factor.

  $18.75 x 129.8991 (age 65 actuarial factor) = $2,435.61 present value of benefit

Since the present value of $2,435.61 is less than $5,000, the benefit would be payable to you in a lump sum.

EARLY RETIREMENT OPTION

If you choose to claim your benefit earlier than age 65, the benefit you receive will be actuarially adjusted (reduced) for the earlier retirement age. Assuming the same total career earnings of $60,900 and a monthly benefit of $101.50 (as in Example 1), the benefit amount for earlier ages is shown below in Examples 3 and 4.

Example 3
Early Retirement Benefit Calculation – Age 63
Present Value Greater than $5,000

- Calculate the present value of the benefit by multiplying the monthly benefit by the age-based actuarial factor.

  $101.50 x 112.7857(age 63 actuarial factor) = $11,447.75 present value of benefit

Since the present value of $11,447.75 is greater than $5,000, the calculation continues to determine the actuarially adjusted monthly payment amount.

- $101.50 x .8390 (age 63 actuarial adjustment) = $85.16 monthly benefit age 63

Example 4
Early Retirement Benefit Calculation – Age 50
Present Value Less than $5,000

- Calculate the present value of the benefit by multiplying the monthly benefit by the age-based actuarial factor.

  $101.50 x 45.7905 (age 50 actuarial factor) = $ 4,647.74 present value of benefit

Since the present value of $4,647.74 is less than $5,000, the benefit would be payable to you in a lump sum.

JOINT AND SURVIVOR ANNUITY OPTION

The examples above assume you have selected the standard or "single life" option. There is also a joint and survivor annuity option available if you are married, or have a Domestic Partner, for at least one year as of the date that is 90 days prior to your retirement date and your retirement benefit is paid as a monthly annuity (present value greater than $5,000). You are required to provide a marriage certificate or registered Domestic Partner certification if you select this option.

Under this option, you will receive a reduced monthly benefit amount that continues to be paid to your eligible surviving spouse or Domestic Partner after your death. The monthly benefit is actuarially adjusted for the ages of you and your spouse or Domestic Partner. Example 5 assumes the same total career earnings of $60,900 and a "single life" monthly benefit of $101.50 (as in Example 1).

Example 5
Joint and Survivor Annuity Benefit Calculation

The example assumes a participant age 65 and a spouse/Domestic Partner age 66.

- $101.50 x .89500 (joint and survivor annuity factor) = $90.84 monthly benefit payable to retiree and continuing to eligible spouse/Domestic Partner after retiree's death.

LUMP SUM DISTRIBUTION OPTIONS

If your benefit is payable as a lump sum, you may elect either of these options:

- Taxable distribution: You will receive the net amount, after applicable federal and state taxes are withheld. Benefit amounts of less than $200 are not subject to taxes.
- Nontaxable rollover distribution: The benefit will be paid directly to an eligible retirement plan with no taxes withheld.

HOW TO APPLY FOR RETIREMENT BENEFITS

When you are ready to apply for retirement benefits, contact the Safe Harbor Retirement Plan Administrator for an estimate of the benefits payable to you and the forms you will need to start payment of your retirement benefit. The monthly retirement benefit will not start automatically, or be retroactive to, when you become eligible to retire. You must file a Safe Harbor Application for Distribution of Plan Benefits to begin receiving retirement benefits.

The Ventura County Employees' Retirement Association (VCERA) and this Safe Harbor Retirement Plan are separate plans. If you are also entitled to VCERA retirement benefits, you do not need to file for Safe Harbor and VCERA benefits at the same time. You can have different retirement dates for each plan. To apply for VCERA benefits, contact VCERA directly at 805/339-4250.

SAFE HARBOR RETIREMENT PLAN ADMINISTRATOR

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IMPORTANT NOTICE

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The employer reserves the right at any time, or times, to amend or terminate this Plan. All participants and any persons claiming any interest in the Plan may be bound by any amendments. This Plan is not in any way to be deemed a contract between the employer and the employee and it in no way affects the employment contract of any employee.