



REQUIRED SUPPLEMENTARY INFORMATION OTHER POSTEMPLOYMENT BENEFIT PLANS – EMPLOYERS (PRIMARY GOVERNMENT AND COMPONENT UNITS)

Required supplementary information for employers provides information on the allocations of net OPEB liabilities and employer contributions.

The Required Supplementary Information for Employers includes the following schedules:

Schedule of the Primary Government's and Component Units' Proportionate Share of the Net OPEB Liability

Schedule of the Primary Government's and Component Units' Proportionate Share of the Net OPEB Liability (Asset)

Schedule of the Primary Government's and Component Units' Contributions: Cost-Sharing, Multiple-Employer, Defined Benefit OPEB Plans

REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULE OF THE PRIMARY GOVERNMENT'S AND COMPONENT UNITS'
PROPORTIONATE SHARE OF THE NET OPEB LIABILITY

Last Seven Fiscal Years*

(Dollars in Thousands)

Cost-Sharing, Multiple-Employer, Defined Benefit OPEB Plans

| Retiree Health Benefit | 2024 | 2023 | 2022 | 2021 | 2020 |
|--|--------------|--------------|--------------|--------------|--------------|
| Primary Government | | | | | |
| Proportion of the net OPEB liability | 19.89% | 19.96% | 20.69% | 19.57% | 19.38% |
| Proportionate share of the net OPEB liability | \$ 5,300,543 | \$ 4,740,298 | \$ 6,397,613 | \$ 5,429,964 | \$ 6,130,058 |
| Covered payroll | \$ 4,069,376 | \$ 4,022,687 | \$ 4,069,356 | \$ 3,858,114 | \$ 3,624,657 |
| Proportionate share of the net OPEB liability as a percentage of covered payroll | 130.25% | 117.84% | 157.21% | 140.74% | 169.12% |
| Component Units | | | | | |
| University of North Carolina System | | | | | |
| Proportion of the net OPEB liability | 25.36% | 25.31% | 25.57% | 25.33% | 25.12% |
| Proportionate share of the net OPEB liability | \$ 6,757,009 | \$ 6,010,509 | \$ 7,905,263 | \$ 7,025,953 | \$ 7,946,586 |
| Covered payroll | \$ 5,049,507 | \$ 4,687,949 | \$ 4,531,662 | \$ 4,477,867 | \$ 4,401,308 |
| Proportionate share of the net OPEB liability as a percentage of covered payroll | 133.82% | 128.21% | 174.45% | 156.90% | 180.55% |
| Community Colleges | | | | | |
| Proportion of the net OPEB liability | 4.86% | 4.76% | 4.77% | 4.70% | 4.86% |
| Proportionate share of the net OPEB liability | \$ 1,295,344 | \$ 1,130,722 | \$ 1,475,791 | \$ 1,304,098 | \$ 1,536,342 |
| Covered payroll | \$ 994,543 | \$ 942,719 | \$ 910,883 | \$ 918,872 | \$ 980,064 |
| Proportionate share of the net OPEB liability as a percentage of covered payroll | 130.25% | 119.94% | 162.02% | 141.92% | 156.76% |
| Other Component Units | | | | | |
| Proportion of the net OPEB liability | 0.17% | 0.17% | 0.16% | 0.16% | 0.15% |
| Proportionate share of the net OPEB liability | \$ 44,999 | \$ 40,107 | \$ 49,541 | \$ 43,564 | \$ 46,204 |
| Covered payroll | \$ 38,911 | \$ 34,436 | \$ 32,275 | \$ 31,376 | \$ 29,330 |
| Proportionate share of the net OPEB liability as a percentage of covered payroll | 115.65% | 116.47% | 153.50% | 138.84% | 157.53% |
| Plan fiduciary net position as a percentage of the total OPEB liability | 10.73% | 10.58% | 7.72% | 6.92% | 4.40% |

* The amounts presented for each fiscal year were determined as of the prior fiscal year ending June 30.

| <u>2019</u> | <u>2018</u> |
|--------------|--------------|
| 19.06% | 19.24% |
| \$ 5,428,301 | \$ 6,308,532 |
| \$ 3,575,074 | \$ 3,272,409 |
| 151.84% | 192.78% |
| 24.31% | 23.06% |
| \$ 6,924,221 | \$ 7,560,701 |
| \$ 4,068,314 | \$ 4,632,586 |
| 170.20% | 163.21% |
| 5.02% | 4.93% |
| \$ 1,429,417 | \$ 1,617,372 |
| \$ 889,736 | \$ 853,363 |
| 160.66% | 189.53% |
| 0.14% | 0.14% |
| \$ 40,997 | \$ 44,486 |
| \$ 28,298 | \$ 26,235 |
| 144.88% | 169.57% |
| 4.40% | 3.52% |

REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULE OF THE PRIMARY GOVERNMENT'S AND COMPONENT UNITS'
PROPORTIONATE SHARE OF THE NET OPEB LIABILITY (ASSET)

Last Seven Fiscal Years*

(Dollars in Thousands)

Cost-Sharing, Multiple-Employer, Defined Benefit OPEB Plans

| Disability Income | 2024 | 2023 | 2022 | 2021 | 2020 |
|--|--------------|--------------|--------------|--------------|--------------|
| Primary Government | | | | | |
| Proportion of the net OPEB liability (asset) | 19.12% | 19.45% | 20.54% | 19.23% | 18.85% |
| Proportionate share of the net OPEB liability (asset) | \$ 5,085 | \$ 5,785 | \$ (3,354) | \$ (9,458) | \$ (8,135) |
| Covered payroll | \$ 3,979,000 | \$ 3,937,778 | \$ 3,986,667 | \$ 3,779,000 | \$ 3,547,857 |
| Proportionate share of the net OPEB liability (asset) as a percentage of covered payroll | 0.13% | 0.15% | (0.08%) | (0.25%) | (0.23%) |
| Component Units | | | | | |
| University of North Carolina System | | | | | |
| Proportion of the net OPEB liability (asset) | 26.25% | 25.52% | 25.30% | 25.85% | 25.35% |
| Proportionate share of the net OPEB liability (asset) | \$ 6,981 | \$ 7,592 | \$ (4,133) | \$ (12,715) | \$ (10,937) |
| Covered payroll | \$ 5,049,000 | \$ 4,678,889 | \$ 4,532,222 | \$ 7,853,000 | \$ 4,402,143 |
| Proportionate share of the net OPEB liability (asset) as a percentage of covered payroll | 0.14% | 0.16% | (0.09%) | (0.16%) | (0.25%) |
| Community Colleges | | | | | |
| Proportion of the net OPEB liability (asset) | 4.86% | 4.79% | 4.88% | 4.79% | 4.92% |
| Proportionate share of the net OPEB liability (asset) | \$ 1,292 | \$ 1,426 | \$ (797) | \$ (2,356) | \$ (2,124) |
| Covered payroll | \$ 1,010,000 | \$ 933,333 | \$ 941,111 | \$ 1,560,000 | \$ 981,429 |
| Proportionate share of the net OPEB liability (asset) as a percentage of covered payroll | 0.13% | 0.15% | (0.08%) | (0.15%) | (0.22%) |
| Other Component Units | | | | | |
| Proportion of the net OPEB liability (asset) | 0.17% | 0.17% | 0.16% | 0.16% | 0.15% |
| Proportionate share of the net OPEB liability (asset) | \$ 46 | \$ 50 | \$ (26) | \$ (80) | \$ (65) |
| Covered payroll | \$ 39,000 | \$ 34,444 | \$ 32,222 | \$ 32,000 | \$ 27,143 |
| Proportionate share of the net OPEB liability (asset) as a percentage of covered payroll | 0.12% | 0.15% | (0.08%) | (0.25%) | (0.24%) |
| Plan fiduciary net position as a percentage of the total OPEB liability | 90.61% | 90.34% | 105.18% | 115.57% | 113.00% |

* The amounts presented for each fiscal year were determined as of the prior fiscal year ending June 30.

| <u>2019</u> | <u>2018</u> |
|--------------|--------------|
| 18.78% | 19.02% |
| \$ (5,707) | \$ (11,624) |
| \$ 3,498,571 | \$ 3,272,409 |
| (0.16%) | (0.36%) |
| 25.03% | 24.73% |
| \$ (7,603) | \$ (15,118) |
| \$ 4,107,143 | \$ 4,632,586 |
| (0.19%) | (0.33%) |
| 5.04% | 5.20% |
| \$ (1,520) | \$ (3,177) |
| \$ 890,000 | \$ 853,848 |
| (0.17%) | (0.37%) |
| 0.14% | 0.14% |
| \$ (43) | \$ (83) |
| \$ 27,857 | \$ 26,235 |
| (0.15%) | (0.32%) |
| 108.47% | 116.23% |

REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULE OF THE PRIMARY GOVERNMENT'S AND COMPONENT UNITS' CONTRIBUTIONS
COST-SHARING, MULTIPLE-EMPLOYER, DEFINED BENEFIT OPEB PLANS

Last Seven Fiscal Years

(Dollars in Thousands)

| Retiree Health | 2024 | 2023 | 2022 | 2021 | 2020 |
|--|--------------|--------------|--------------|--------------|--------------|
| Primary Government | | | | | |
| Contractually required contribution | \$ 405,234 | \$ 280,380 | \$ 253,027 | \$ 271,833 | \$ 249,620 |
| Contributions in relation to the contractually required contribution | 405,234 | 280,380 | 253,027 | 271,833 | 249,620 |
| Contribution deficiency (excess) | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> |
| Covered payroll | \$ 5,675,546 | \$ 4,069,376 | \$ 4,022,687 | \$ 4,069,356 | \$ 3,858,114 |
| Contributions as a percentage of covered payroll | 7.14% | 6.89% | 6.29% | 6.68% | 6.47% |
| Component Units | | | | | |
| University of North Carolina System | | | | | |
| Contractually required contribution | \$ 386,884 | \$ 347,911 | \$ 294,872 | \$ 302,715 | \$ 289,718 |
| Contributions in relation to the contractually required contribution | 386,884 | 347,911 | 294,872 | 302,715 | 289,718 |
| Contribution deficiency (excess) | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> |
| Covered payroll | \$ 5,481,543 | \$ 5,049,507 | \$ 4,687,949 | \$ 4,531,662 | \$ 4,477,867 |
| Contributions as a percentage of covered payroll | 7.14% | 6.89% | 6.29% | 6.68% | 6.47% |
| Community Colleges | | | | | |
| Contractually required contribution | \$ 75,439 | \$ 68,524 | \$ 59,297 | \$ 60,847 | \$ 59,451 |
| Contributions in relation to the contractually required contribution | 75,439 | 68,524 | 59,297 | 60,847 | 59,451 |
| Contribution deficiency (excess) | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> |
| Covered Payroll | \$ 1,056,569 | \$ 994,543 | \$ 942,719 | \$ 910,883 | \$ 918,872 |
| Contributions as a percentage of covered payroll | 7.14% | 6.89% | 6.29% | 6.68% | 6.47% |
| Other Component Units | | | | | |
| Contractually required contribution | \$ 2,953 | \$ 2,681 | \$ 2,166 | \$ 2,156 | \$ 2,030 |
| Contributions in relation to the contractually required contribution | 2,953 | 2,681 | 2,166 | 2,156 | 2,030 |
| Contribution deficiency (excess) | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> |
| Covered Payroll | \$ 41,359 | \$ 38,911 | \$ 34,436 | \$ 32,275 | \$ 31,376 |
| Contributions as a percentage of covered payroll | 7.14% | 6.89% | 6.29% | 6.68% | 6.47% |

| <u>2019</u> | <u>2018</u> |
|----------------|----------------|
| \$ 227,266 | \$ 216,292 |
| <u>227,266</u> | <u>216,292</u> |
| <u>\$ -</u> | <u>\$ -</u> |
| \$ 3,624,657 | \$ 3,575,074 |
| 6.27% | 6.05% |
| <hr/> | |
| \$ 275,962 | \$ 246,133 |
| <u>275,962</u> | <u>246,133</u> |
| <u>\$ -</u> | <u>\$ -</u> |
| \$ 4,401,308 | \$ 4,068,314 |
| 6.27% | 6.05% |
| <hr/> | |
| \$ 61,450 | \$ 53,829 |
| <u>61,450</u> | <u>53,829</u> |
| <u>\$ -</u> | <u>\$ -</u> |
| \$ 980,064 | \$ 889,736 |
| 6.27% | 6.05% |
| <hr/> | |
| \$ 1,839 | \$ 1,712 |
| <u>1,839</u> | <u>1,712</u> |
| <u>\$ -</u> | <u>\$ -</u> |
| \$ 29,330 | \$ 28,298 |
| 6.27% | 6.05% |

REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULE OF THE PRIMARY GOVERNMENT'S AND COMPONENT UNITS' CONTRIBUTIONS
COST-SHARING, MULTIPLE-EMPLOYER, DEFINED BENEFIT OPEB PLANS

Last Seven Fiscal Years

(Dollars in Thousands)

| Disability Income | 2024 | 2023 | 2022 | 2021 | 2020 |
|--|--------------|--------------|--------------|--------------|--------------|
| Primary Government | | | | | |
| Contractually required contribution | \$ 4,621 | \$ 3,979 | \$ 3,544 | \$ 3,588 | \$ 3,779 |
| Contributions in relation to the contractually required contribution | 4,621 | 3,979 | 3,544 | 3,588 | 3,779 |
| Contribution deficiency (excess) | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> |
| Covered payroll | \$ 4,200,909 | \$ 3,979,000 | \$ 3,937,778 | \$ 3,986,667 | \$ 3,779,000 |
| Contributions as a percentage of covered payroll | 0.11% | 0.10% | 0.09% | 0.09% | 0.10% |
| Component Units | | | | | |
| University of North Carolina System | | | | | |
| Contractually required contribution | \$ 5,956 | \$ 5,049 | \$ 4,211 | \$ 4,079 | \$ 7,853 |
| Contributions in relation to the contractually required contribution | 5,956 | 5,049 | 4,211 | 4,079 | 7,853 |
| Contribution deficiency (excess) | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> |
| Covered payroll | \$ 5,414,545 | \$ 5,049,000 | \$ 4,678,889 | \$ 4,532,222 | \$ 7,853,000 |
| Contributions as a percentage of covered payroll | 0.11% | 0.10% | 0.09% | 0.09% | 0.10% |
| Community Colleges | | | | | |
| Contractually required contribution | \$ 1,179 | \$ 1,010 | \$ 840 | \$ 847 | \$ 1,560 |
| Contributions in relation to the contractually required contribution | 1,179 | 1,010 | 840 | 847 | 1,560 |
| Contribution deficiency (excess) | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> |
| Covered Payroll | \$ 1,071,818 | \$ 1,010,000 | \$ 933,333 | \$ 941,111 | \$ 1,560,000 |
| Contributions as a percentage of covered payroll | 0.11% | 0.10% | 0.09% | 0.09% | 0.10% |
| Other Component Units | | | | | |
| Contractually required contribution | \$ 45 | \$ 39 | \$ 31 | \$ 29 | \$ 32 |
| Contributions in relation to the contractually required contribution | 45 | 39 | 31 | 29 | 32 |
| Contribution deficiency (excess) | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> |
| Covered Payroll | \$ 40,909 | \$ 39,000 | \$ 34,444 | \$ 32,222 | \$ 32,000 |
| Contributions as a percentage of covered payroll | 0.11% | 0.10% | 0.09% | 0.09% | 0.10% |

| <u>2019</u> | <u>2018</u> |
|--------------|--------------|
| \$ 4,967 | \$ 4,898 |
| 4,967 | 4,898 |
| <u>\$ -</u> | <u>\$ -</u> |
| \$ 3,547,857 | \$ 3,498,571 |
| 0.14% | 0.14% |
| <hr/> | |
| \$ 6,163 | \$ 5,750 |
| 6,163 | 5,750 |
| <u>\$ -</u> | <u>\$ -</u> |
| \$ 4,402,143 | \$ 4,107,143 |
| 0.14% | 0.14% |
| <hr/> | |
| \$ 1,374 | \$ 1,246 |
| 1,374 | 1,246 |
| <u>\$ -</u> | <u>\$ -</u> |
| \$ 981,429 | \$ 890,000 |
| 0.14% | 0.14% |
| <hr/> | |
| \$ 38 | \$ 39 |
| 38 | 39 |
| <u>\$ -</u> | <u>\$ -</u> |
| \$ 27,143 | \$ 27,857 |
| 0.14% | 0.14% |