SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA

ITEM: 2.19
(ID # 28189)
MEETING DATE:
Tuesday, June 24, 2025

FROM : HUMAN RESOURCES

SUBJECT: HUMAN RESOURCES: County of Riverside Part-Time and Temporary Employees' 401(a) Retirement Plan Annual Audit Report for June 30, 2024. All Districts. [$0]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Receive and file the Report to the Board of Supervisors: County of Riverside Part-Time and Temporary Employees' 401(a) Retirement Plan as of June 30, 2024 (Attachment A); and
2. Receive and file the Internal Control Report over Financial Reporting as of June 30, 2024 (Attachment B); and
3. Receive and file the Management Representation Letter for June 30, 2024 (Attachment C).

ACTION:Consent

Tami Douglas-Schatz
Tami Douglas-Schatz, Director of Human Resources 6/16/2025

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Spiegel, seconded by Supervisor Medina and duly carried by unanimous vote, IT WAS ORDERED that the above matter is received and filed as recommended.

Ayes:	Medina, Spiegel, Washington, Perez and Gutierrez
Nays:	None
Absent:	None
Date:	June 24, 2025
xc:	HR

Kimberly A. Rector
Clerk of the Board
By: ______________
Deputy

FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	$ 0	$ 0	$ 0	$ 0
NET COUNTY COST	$ 0	$ 0	$ 0	$ 0
SOURCE OF FUNDS: N/A			Budget Adjustment: No	
			For Fiscal Year: 24/25	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The County's Part-Time and Temporary Employees' Retirement Plan (the Plan) underwent a financial audit for the 2023/2024 fiscal year ending June 30, 2024. The audit was conducted during the 2024/2025 fiscal year by Brown Armstrong, an independent certified public accounting firm. The purpose of the audit is to support strong internal controls and ensure continued compliance with all applicable requirements.

In accordance with Government Auditing Standards, along with professional accounting standards, Brown Armstrong is required to communicate their audit findings to the Board of Supervisors. To that extent, Brown Armstrong has issued their final audit report for the 2023/2024 fiscal year and it is attached here as "Attachment A." The audit report consists of two separate reports:

1) Independent Auditor's Report on Internal Control Over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements, and

2) Agreed Upon Conditions Report Designed to Increase Efficiency, Internal Controls, and/or Financial Reporting (Management Letter)

The Independent Auditor's Report over Financial Reporting did not identify any material weaknesses, but did identify a deficiency related to Social Security wage limit contributions. In order to rectify this deficiency, Brown Armstrong has recommended that the County implement an annual review to ensure participants make maximum contributions and to address any missing contributions. Human Resources, as the Plan Administrator agrees with these recommendations and will implement them.

The Agreed Upon Conditions Report did not identify any material weaknesses. It did, however, identify two opportunities for strengthening internal controls and operating efficiencies to ensure accurate payment of benefits. Human Resources Plan Administrator agrees with these recommendations and will implement them.

The audit provides assurance that the Plan's financial statements included as "Attachment B" are fairly presented in all material respects and accurately reflect the Plan's fiduciary net position as of June 30, 2024. A full management response is included as "Attachment C." The audit is conducted annually as part of the County's ongoing commitment to plan oversight and transparency.

The County of Riverside remains committed to maintaining the integrity of its 401(a) Part-Time and Temporary Employees Retirement Plan and concurs with the auditors' recommendations. Management will conduct a thorough review of the findings and implement corrective measures as appropriate.

Impact on Residents and Businesses

This action supports the overall financial health of the 401(a) Plan, ensuring its continued stability and sustainability, which contributes to a positive long-term fiscal impact for the County and its residents.

Attachments:

Attachment A - 2024 Report to the Board of Supervisors
Attachment B - 2024 Internal Control Report over Financial Statements
Attachment C - 2024 Management Representation Letter

COUNTY OF RIVERSIDE
PART-TIME AND TEMPORARY EMPLOYEES'
401(a) RETIREMENT PLAN

REPORT TO THE BOARD OF SUPERVISORS

JUNE 30, 2024

COUNTY OF RIVERSIDE
PART-TIME AND TEMPORARY EMPLOYEES'
401(a) RETIREMENT PLAN
JUNE 30, 2024

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REQUIRED COMMUNICATION TO THE BOARD OF SUPERVISORS AT THE CONCLUSION OF THE AUDIT IN ACCORDANCE WITH PROFESSIONAL STANDARDS (SAS 114)

To the Honorable Board of Supervisors
County of Riverside, California

We have audited the basic financial statements of the County of Riverside (the County) Part-Time and Temporary Employees' 401(a) Retirement Plan (the Plan) for the year ended June 30, 2024. Professional standards require that we provide you with information about our responsibilities under auditing standards generally accepted in the United States of America and *Government Auditing Standards*, as well as certain information related to the planned scope and timing of our audit. We have communicated such information in our letter to you dated July 16, 2024. Professional standards also require that we communicate to you the following information related to our audit.

Significant Audit Matters

Qualitative Aspects of Accounting Practices
Management is responsible for the selection and use of appropriate accounting policies. The significant accounting policies used by the Plan are described in Note 2 to the financial statements. The Plan adopted Governmental Accounting Standards Board (GASB) Statement No. 100 – *Accounting Changes and Error Corrections*, during the year ended June 30, 2024. We noted no transactions entered into by the Plan during the year for which there is a lack of authoritative guidance or consensus. All significant transactions have been recognized in the financial statements in the proper period.

Accounting estimates are an integral part of the financial statements prepared by management and are based on management's knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ significantly from those expected. The most sensitive estimates affecting the financial statements were:

> Management's estimates of the fair value of investments and the money-weighted rate of return are based on quoted prices as of the statement of fiduciary net position date for those securities. We evaluated the methods, assumptions, and data used to develop the estimates of the fair value of investments and money-weighted rate of return in determining that they are reasonable in relation to the financial statements taken as a whole.
>
> Management's estimates of the contribution amounts and net pension liability are based on an actuarially-presumed interest rate and assumptions recommended by an independent actuary which were adopted by the County's Board of Supervisors. They involve estimates of the values of reported amounts and probabilities about the occurrence of future events, as detailed in Note 5, Contributions Required and Contributions Made, and Note 6, Net Pension Liability and Significant Assumptions. We evaluated the methods, assumptions, and data used to develop the estimates of the contribution amounts and net pension liability in determining that they are reasonable in relation to the financial statements taken as a whole.

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Certain financial statement disclosures are particularly sensitive because of their significance to financial statement users. The most sensitive disclosures affecting the financial statements were:

> The disclosures of cash and investments, in Notes 3 and 4 to the financial statements, were derived by various methods as detailed in the notes.
>
> The disclosures related to the funding policies, funding status, progress, and actuarial methods and assumptions in Note 6, Net Pension Liability and Significant Assumptions, were derived from actuarial valuations, which involve estimates of the value of reported amounts and probabilities about the occurrence of the future events far into the future.

The financial statement disclosures are neutral, consistent, and clear.

Difficulties Encountered in Performing the Audit
We encountered no significant difficulties in dealing with management in performing and completing our audit.

Corrected and Uncorrected Misstatements
Professional standards require us to accumulate all known and likely misstatements identified during the audit, other than those that are clearly trivial, and communicate them to the appropriate level of management. We detected no such misstatements during our audit.

Disagreements with Management
For purposes of this letter, a disagreement with management is a financial accounting, reporting, or auditing matter, whether or not resolved to our satisfaction, that could be significant to the financial statements or the auditor's report. We are pleased to report that no such disagreements arose during the course of our audit.

Management Representations
We have requested certain representations from management that are included in the management representation letter dated May 8, 2025.

Management Consultations with Other Independent Accountants
In some cases, management may decide to consult with other accountants about auditing and accounting matters, similar to obtaining a "second opinion" on certain situations. If a consultation involves application of an accounting principle to the Plan's financial statements or a determination of the type of auditor's opinion that may be expressed on those statements, our professional standards require the consulting accountant to check with us to determine that the consultant has all the relevant facts. To our knowledge, there were no such consultations with other accountants.

Other Audit Findings or Issues
We generally discuss a variety of matters, including the application of accounting principles and auditing standards, with management each year prior to retention as the Plan's auditors. However, these discussions occurred in the normal course of our professional relationship and our responses were not a condition to our retention.

Other Matters
We applied certain limited procedures to the Schedule of Changes in Net Pension Liability (Asset) and Related Ratios, Schedule of Contributions, and Schedule of Investment Returns, which are required supplementary information (RSI) that supplements the basic financial statements. Our procedures consisted of inquiries of management regarding the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We did not audit the RSI and do not express an opinion or provide any assurance on the RSI.

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This information is intended solely for the information and use of the Board of Supervisors and management of the Plan and is not intended to be, and should not be, used by anyone other than these specified parties.

BROWN ARMSTRONG
ACCOUNTANCY CORPORATION

Brown Armstrong
Accountancy Corporation

Bakersfield, California
May 8, 2025

INDEPENDENT AUDITOR'S REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH *GOVERNMENT AUDITING STANDARDS*

To the Honorable Board of Supervisors
County of Riverside, California

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the County of Riverside (the County) Part-Time and Temporary Employees' 401(a) Retirement Plan (the Plan), as of and for the year ended June 30, 2024, and the related notes to the financial statements, which collectively comprise the Plan's basic financial statements, and have issued our report thereon dated May 8, 2025.

Report on Internal Control over Financial Reporting

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

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

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies and therefore, material weaknesses or significant deficiencies may exist that were not identified. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. We identified a certain deficiency in internal control, described in the accompanying schedule of finding and recommendation as item 2024-001 that we consider to be significant deficiencies.

County's Response to the Finding

Government Auditing Standards requires the auditor to perform limited procedures on the County's response to the finding identified in our audit and described in the accompanying schedule of finding and recommendation. The County's response was not subjected to the other auditing procedures applied in the audit of the financial statements and, accordingly, we express no opinion on the response.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether the Plan's basic financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and agreements and other matters, noncompliance with which could have a direct and material effect on the basic financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit and, accordingly, we do not express such an opinion. The results of our tests disclosed an instance of noncompliance or other matter that are required to be reported under *Government Auditing Standards* and which is described in the accompanying schedule of finding and recommendation as item 2024-001.

Purpose of This Report

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

BROWN ARMSTRONG
ACCOUNTANCY CORPORATION

Brown Armstrong
Accountancy Corporation

Bakersfield, California
May 8, 2025

Current Year Finding and Recommendation

2024-001 – Missed Participant Contributions

During our testing of active members, we noted that one (1) of the forty (40) samples tested did not contribute their maximum contributions that are capped at the Social Security Wage Limit by calendar year.

During our discussion with Management, it was noted that PeopleSoft is updated annually to reflect the new wage limit and cap the contributions based on that limit. Unfortunately, the contribution limit has not been updated since the calendar year 2021 (Plan fiscal year 2022). This resulted in participant contributions stopping before the wage limit was reached.

The active member that we tested missed out on maximizing $1,778 in employee and $2,645 in employer contributions during plan fiscal years 2023-2025, totaling $4,423.

Plan management will initiate a thorough review process to determine how many participants were affected by the Social Security Wage Limit issue between the fiscal years of 2022 and 2025 and the total missed contributions.

Recommendation

We recommend that the Plan management implement an annual review of PeopleSoft Social Security Wage Limits to ensure it is updated each year so that participants make maximum contributions. We also recommend that the Plan management address the total missed contribution between the fiscal years 2023 and 2025 as soon as possible.

Management's Response and Corrective Action Plan

Management agrees with the auditor's recommendations. The County of Riverside is committed to complying with all applicable 401(a) plan requirements. In situations where eligible contributions—both employee and employer—may have been missed, plan management initiates a thorough review process. For the calendar years 2023 and 2024, plan management will conduct a detailed review to identify any missed eligible earnings and associated contributions for impacted participants. If discrepancies are identified, appropriate administrative corrections will be made to remediate the issue and ensure affected participants are made whole, in accordance with the plan's governing provisions. This process ensures that the County fulfills its fiduciary obligations under the 401(a) plan and that all participants receive the full benefits to which they are entitled.

The Plan management will conduct a comprehensive review to determine how many participants may have been affected by this oversight. Impacted participants will be identified, and appropriate administrative corrections will be made to remediate any missed contributions in accordance with plan provisions and IRS guidelines. The goal is to ensure that participant accounts are made whole and compliance with 401(a) plan requirements is maintained. To prevent future occurrences, the Plan management will implement an annual review process at the beginning of each calendar year. This process will ensure that the Social Security Wage Base limit is properly updated in PeopleSoft and that any discrepancies are promptly corrected as soon as administratively possible.

AGREED-UPON CONDITIONS REPORT DESIGNED TO INCREASE EFFICIENCY, INTERNAL CONTROLS, AND/OR FINANCIAL REPORTING (MANAGEMENT LETTER)

To the Honorable Board of Supervisors
County of Riverside, California

In planning and performing our audit of the basic financial statements as of and for the year ended June 30, 2024, we considered the County of Riverside (the County) Part-Time and Temporary Employees' 401(a) Retirement Plan's (the Plan) internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the basic financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, we do not express an opinion on the effectiveness of the Plan's internal control.

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

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

However, during our audit, we became aware of two matters that are opportunities for strengthening internal controls and operating efficiencies. The recommendations listed in this report summarizes our comments and suggestions regarding these matters.

We will review the status of these comments during our next audit engagement. We have already discussed these comments and suggestions with Plan Management, and we will be pleased to discuss these in further detail at your convenience, to perform any additional study of these matters, or to assist you in implementing these recommendations.

Current Year Agreed-Upon Condition and Recommendation

2024-1 – Actuarial Decreased Benefit Payment

During our testing of retired members, we noted one (1) of the forty (40) samples tested received an overpayment of benefits.

The member received an overpayment due to a calculation error. Adjusting this member's ongoing benefit to reflect the corrected calculation resulted in a monthly benefit decrease from $51.89 to $51.24 effective March 1, 2024.

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Recommendation

We recommend that Plan management implement an annual review to ensure all required actuarial increases are calculated and paid in a timely manner.

Management's Response

Plan management agrees with the auditor's recommendations for future benefits; calculations will be confirmed by an actuarial review.

2024-2 – Actuarial 70 ½ Increased Benefit Payment

During our testing of retired members, we noted one (1) of the forty (40) samples tested did not reflect the actuarial increases to their benefits from the date accruals ceased to their late retirement date. This member's monthly benefit should have been increased in August 2018 by $318.23.

Upon bringing this to Management's attention, it was actuarially determined that this error resulted in the member being underpaid $21,358.97. The correction was to be made effective January 1, 2025, and the Plan was to distribute a one-time makeup payment consisting of seventy-seven (77) retroactive payments of $318.23 from August 1, 2018, through December 1, 2024, offset by accumulated value of the lump sum payment of $5,797.79 on August 1, 2018. Interest is accrued from the respective payment dates to the payment correction date of January 1, 2025, and is based on the Plan's interest rate of 6.0%. Going forward, this member's monthly annuity payment will increase.

Recommendation

We recommend that management implement an annual review to ensure all required actuarial increases are calculated and paid in a timely manner.

Management's Response

Management agrees with the auditor's recommendations. The member's benefit was adjusted by the increased actuarial amount and retroactively paid on 1/1/2025. The procedures will be updated based on the recommendation of the auditor, which will include an annual review of all members benefit calculated with an actuarial review to ensure the benefit is paid correctly and timely.

Status of Prior Year Agreed-Upon Condition and Recommendation

2023-1 – Actuarial Decreased Benefit Payment

During our testing of retired members, we noted two (2) of the forty (40) samples tested received an overpayment of benefits.

The first member received an overpayment due to a calculation error. Adjusting this member's ongoing benefit to reflect the corrected calculation resulted in a monthly benefit decrease from $360.21 to $158.30 effective March 1, 2024.

The second member received an overpayment due to a calculation error. Adjusting this member's ongoing benefit to reflect the corrected calculation resulted in a monthly benefit decrease from $98.41 to $30.86 effective March 1, 2024.

Recommendation

We recommend that Plan management implement an annual review to ensure all required actuarial increases are calculated and paid in a timely manner.

Management's Response

Plan management agrees with the auditor's recommendations for future benefits; calculations will be confirmed by an actuarial review.

Current Year Status

See Current Year Finding 2024-1.

2023-2 – Incomplete Census

The census is prepared by Plan management but is not reconciled to the Plan financial statements to verify completeness. During our review of the census, we noted inconsistencies with the annual employee contribution, employer contributions, and eligible earnings. It was determined that the inconsistencies occurred because the census was incomplete and did not include pay periods ending June 29, 2022, or June 28, 2023.

Recommendation

Plan management should review and reconcile the census for accuracy and completeness. Another individual should review the census that is updated by Plan personnel to ensure the accuracy of the information. Any discrepancies should be immediately investigated.

Management's Response

Plan management agrees with the auditor's recommendations and will review the timeline in providing data to our actuary for plan review.

Beginning fiscal year 2024/2025, in effort to verify completeness, Plan management will perform an annual review between the Census and the Plan's financial statements to review any discrepancies with the annual employee contributions, employer contributions, and eligible earnings. If a discrepancy is noted, Plan management will immediately investigate and resolve the discrepancy.

Current Year Status

Implemented.

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This information is intended solely for the information and use of the Board of Supervisors and management of the Plan and is not intended to be, and should not be, used by anyone other than these specified parties.

BROWN ARMSTRONG
ACCOUNTANCY CORPORATION

Brown Armstrong
Accountancy Corporation

Bakersfield, California
May 8, 2025

COUNTY OF RIVERSIDE
PART-TIME AND TEMPORARY EMPLOYEES'
401(a) RETIREMENT PLAN

A COMPONENT UNIT OF THE
COUNTY OF RIVERSIDE

FINANCIAL STATEMENTS

JUNE 30, 2024

COUNTY OF RIVERSIDE
PART-TIME AND TEMPORARY EMPLOYEES'
401(a) RETIREMENT PLAN
JUNE 30, 2024

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BROWN ARMSTRONG
CERTIFIED PUBLIC ACCOUNTANTS

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INDEPENDENT AUDITOR'S REPORT

To the Honorable Board of Supervisors
County of Riverside, California

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying Statement of Fiduciary Net Position of the County of Riverside Part-Time and Temporary Employees' 401(a) Retirement Plan (the Plan) as of June 30, 2024, the related Statement of Changes in Fiduciary Net Position for the year then ended, and the related notes to the financial statements, which collectively comprise the Plan's basic financial statements as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the fiduciary net position of the Plan as of June 30, 2024, and the respective changes in its fiduciary net position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

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

Responsibilities of Management for the Financial Statements

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

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

Management is also responsible for maintaining a current plan instrument, including all Plan amendments; administering the Plan; and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

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Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with auditing standards generally accepted in the United States of America and *Government Auditing Standards*, we:

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

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

Required Supplementary Information

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

Management has omitted the management's discussion and analysis that accounting principles generally accepted in the United States of America require to be presented to supplement the basic financial statements. Such missing information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. Our opinion on the basic financial statements is not affected by this missing information.

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated May 8, 2025, on our consideration of the Plan's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Plan's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Plan's internal control over financial reporting and compliance.

BROWN ARMSTRONG
ACCOUNTANCY CORPORATION

Brown Armstrong
Accountancy Corporation

Bakersfield, California
May 8, 2025

BASIC FINANCIAL STATEMENTS

COUNTY OF RIVERSIDE
PART-TIME AND TEMPORARY EMPLOYEES' 401(a) RETIREMENT PLAN
STATEMENT OF FIDUCIARY NET POSITION
AS OF JUNE 30, 2024

	2024
Assets	
Cash and Cash Equivalents	$ 1,058,339
Contributions Receivable	346,922
Investments, at Fair Value	
Mutual Funds	68,452,729
Total Assets	$ 69,857,990
Net Assets Held in Trust for Pension	
Fiduciary Net Position Restricted for Pension Benefits	$ 69,857,990

The accompanying notes are an integral part of these financial statements.

COUNTY OF RIVERSIDE
PART-TIME AND TEMPORARY EMPLOYEES' 401(a) RETIREMENT PLAN
STATEMENT OF CHANGES IN FIDUCIARY NET POSITION
FOR THE YEAR ENDED JUNE 30, 2024

	2024
Additions	
Contributions	
Employer's Contributions	$ 3,816,466
Members' Contributions	2,940,527
Total Contributions	6,756,993
Net Investment Income (Loss)	
Net Appreciation in	
Fair Value of Investments	8,037,188
Realized Loss	(683,573)
Interest and Dividends	1,539,198
Net Investment Income (Loss)	8,892,813
Total Additions	15,649,806
Deductions	
Benefit Payments	4,497,050
Administrative and Other Expenses	
General Administrative Expenses	200,000
Trust Fees	235,949
Total Administrative and Other Expenses	435,949
Total Deductions	4,932,999
Changes in Fiduciary Net Position	10,716,807
Fiduciary Net Position Restricted for Pension Benefits	
Beginning of Year	59,141,183
End of Year	$ 69,857,990

The accompanying notes are an integral part of these financial statements.

NOTE 1 – DEFINED BENEFIT PENSION PLAN DESCRIPTION

Plan Description

The County of Riverside Part-Time and Temporary Employees' 401(a) Retirement Plan (the Plan) is the public employee retirement system established by the County of Riverside (County) to provide retirement benefits to eligible employees as a substitute for benefits under social security. The Plan is an Internal Revenue Service (IRS) Section 401(a) defined benefit plan. This Plan is self-funded and self-administered. Effective July 20, 2010, the County Board of Supervisors appointed U.S. Bank (the Trustee) as the Plan's investment consultant, investment manager, and trustee. The County also developed the County of Riverside Deferred Compensation Advisory Committee (the Committee) to oversee the Plan and the Trustee. Contributions made to the Plan are deposited with U.S. Bank, who maintains the responsibility of investing contributions in a diversified portfolio and reporting at fair value.

Benefits Provided

Retirement benefits are determined as 2% of the employee's compensation and payable as a single life annuity. The eligible retirement age is 65. Participants are immediately 100% vested in the Plan upon enrollment. Benefits are payable for the life of the employee only. The normal retirement benefit is accrued to the date of termination. A lump sum distribution is paid if the actuarial equivalent benefit is less than $7,000. Actuarial Equivalence for this purpose is based on the greater of the factor produced under the UP1984 unisex mortality table at 6% or the applicable mortality table and interest rate under 417(e).

Membership Summary

At June 30, 2024, the following employees were covered by the benefit terms:

Inactive employees or beneficiaries currently receiving benefits	590
Inactive employees entitled to but not yet receiving benefits	2,631
Active employees	7,902
Total	11,123

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The Plan's financial statements are presented on the accrual basis of accounting. Employer and employee contributions that should have been made in the fiscal year based on the actuarially determined contribution rates or amounts are recognized as revenues of that fiscal year. Benefits and refunds are recognized when due and payable in accordance with the terms of the Plan.

Reporting Entity

The Plan, governed by the County Board of Supervisors and considered as an independent entity, is a component unit of the County in accordance with Statement No. 84 of the Governmental Accounting Standards Board (GASB). The Plan's annual financial statements are included in the County's financial reports as a pension trust fund.

NOTE 2 – <u>SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES</u> (Continued)

<u>Cash Equivalents</u>

The Plan's cash and short-term investments are managed by U.S. Bank.

<u>Method Used to Value Investments</u>

Investments are carried at fair value. Fair values for investments are derived by various methods as indicated in the following table:

Investments	Source
Publicly traded mutual funds with equity and and fixed income strategies	Most recent sales price as of the fiscal year-end. International securities reflect currency exchange rates in effect at June 30, 2024.

<u>Securities Transactions and Related Investment Income</u>

Securities transactions are accounted for on a trade date basis. Interest income is recognized when earned and dividend income is recognized on the ex-dividend date. Stock dividends or stock splits are recorded as memo items and do not affect the total value of the securities.

Realized gains and losses, along with unrealized gains and losses on investments, are reported as "net appreciation/(depreciation) in fair value of investments."

The realized gain/(loss) on the sale of securities was computed as the difference between the proceeds of sale in 2024 and the carrying cost of the securities at June 30, 2024, or the original cost of the securities when acquired. The calculation of realized gains/(losses) is independent of the calculation of net appreciation/(depreciation) in fair value of investments. Unrealized gain/(loss) on investments sold in the current year that had been held for more than one year were included in the net appreciation/(depreciation) reported in prior years and the current year.

<u>Contributions Receivable</u>

County and member contributions made in the following year for the current year were accrued in accordance with accounting principles generally accepted in the United States of America.

<u>Implementation of Current Accounting Standards</u>

GASB Statement No. 100 – *Accounting Changes and Error Corrections.* The requirements of this statement are effective for reporting periods beginning after June 15, 2023, and all reporting periods thereafter. There is no material effect on the Plan's accounting or financial reporting as a result of implementing this standard.

<u>Future Accounting Standards</u>

GASB Statement No. 101 – *Compensated Absences.* The requirements of this statement are effective for reporting periods beginning after December 15, 2023, and all reporting periods thereafter. Earlier application is encouraged. The Plan will implement GASB Statement No. 101 if and where applicable.

GASB Statement No. 102 – *Certain Risk Disclosures.* The requirements of this statement are effective for reporting periods beginning after June 15, 2024, and all reporting periods thereafter. Earlier application is encouraged. The Plan will implement GASB Statement No. 102 if and where applicable.

GASB Statement No. 103 – *Financial Reporting Model Improvements.* The requirements of this statement are effective for reporting periods beginning after June 15, 2025, and all reporting periods thereafter. Earlier application is encouraged. The Plan will implement GASB Statement No. 103 if and where applicable.

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Future Accounting Standards (Continued)

GASB Statement No. 104 – *Disclosure of Certain Capital Assets.* The requirements of this statement are effective for reporting periods beginning after June 15, 2025, and all reporting periods thereafter. Earlier application is encouraged. The Plan will implement GASB Statement No. 104 if and where applicable.

NOTE 3 – CASH AND CASH EQUIVALENTS

The carrying value of cash and cash equivalents at June 30, 2024, consists of the following:

	2024 Amount
Cash	$ 69,551
Money Market Fund	988,788
Total Cash and Cash Equivalents	$ 1,058,339

NOTE 4 – INVESTMENTS

The Plan owned the following investments at June 30, 2024:

	2024 Fair Value
Investments - Categorized	
Mutual Funds	
Equity	$ 49,370,730
Fixed Income	19,081,999
Total Investments - Categorized	$ 68,452,729

GASB Statement No. 40, *Deposits and Investments Risk Disclosures,* establishes and modifies disclosure requirements related to the following:

- Credit risk
- Custodial credit risk
- Concentration of credit risk
- Interest rate risk
- Foreign currency risk

Credit Risk – Credit risk is the risk that an issuer or other counterparty to an investment will not fulfill its obligations. The Plan is limited to credit risk due to the nature of the investments in mutual funds.

Custodial Credit Risk – The custodial credit risk represents the risk that, in the event of the failure of the counterparty of a transaction, the Plan will not be able to recover the value of deposits and investments or collateral securities that are in the possession of an outside party. Investment securities are exposed to custodial credit risk if the securities are uninsured, are not registered in the Plan's name, and held by the counterparty. The Plan's investment securities are not exposed to custodial credit risk because all securities are held by the Plan's custodial bank in the Plan's name, or by other qualified third party administrator trust accounts.

NOTE 4 – INVESTMENTS (Continued)

Concentration of Credit Risk – This risk represents the potential loss attributable to the magnitude of the Plan's investments in a single issuer. As of June 30, 2024, the Plan did not hold any investments in any one issuer that would represent five percent (5%) or more of total investments.

Interest Rate Risk – Interest rate risk is the risk that changes in interest rates will adversely affect the fair value of an investment. Duration is a measure of the price sensitivity of a fixed income portfolio to changes in interest rates. It is calculated as the weighted average time to receive a bond's coupon and principal payments. The longer the duration of a portfolio, the greater its price sensitivity to changes in interest rates. The Plan is not subject to interest rate risk as the Plan is not invested directly in any fixed income portfolios.

Foreign Currency Risk – Foreign currency risk is the risk that changes in exchange rates may adversely affect the fair value of an investment. The Plan may invest in global mutual funds but they are still traded on the U.S. stock market in U.S. dollars in accordance with their investment guidelines pertaining to these types of investments.

Summary of Investment Policy

The Committee established an Investment Policy in accordance with applicable local, State, and Federal laws. The Committee exercises authority and control over the management of the Plan's assets by setting policy which the Trustee executes either internally or through the use of external prudent experts. The Committee oversees and guides the Plan subject to the following basic fiduciary responsibilities:

Maintain an appropriate asset allocation based on a total return policy that is compatible with the County's policies, while still having the potential to produce positive real returns.

Fair Value Measurements

The Plan categorizes its fair value measurements within the fair value hierarchy established by accounting principles generally accepted in the United States of America. These principles recognize a three-tiered fair value hierarchy, as follows:

Level 1: Investments reflect prices quoted in active markets;
Level 2: Investments reflect prices that are based on a similar observable asset either directly or indirectly, which may include inputs in markets that are not considered to be active; and
Level 3: Investments reflect prices based upon unobservable sources.

The Plan has the following recurring fair value measurements as of June 30, 2024:

		Fair Value Measurements Using		
Investments by Fair Value Level	June 30, 2024	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Mutual Funds - Equity	$ 49,370,730	$ 49,370,730	$ -	$ -
Mutual Funds - Fixed Income	19,081,999	19,081,999	-	-
Total Investments Measured at Fair Value	$ 68,452,729	$ 68,452,729	$ -	$ -

NOTE 5 – CONTRIBUTIONS REQUIRED AND CONTRIBUTIONS MADE

The funding objective of the Plan is to establish contribution rates that, over time, are likely to remain as a level percentage of payroll unless Plan benefit provisions are changed. Actuarial valuations involve estimates and make assumptions about the probability of events far into the future, therefore actuarially determined rates are subject to continual revision as results are compared to past expectations and new estimates are made about the future.

Contribution rates are calculated by the actuary using the Entry Age Normal Funding Method (Cost Method) and the Market Value of Assets Valuation Method. The required contribution rates are expressed as a percentage of covered payroll. The 2024 contribution rates were determined using the actuarial valuation performed as of July 1, 2023.

Participants in the Plan are required to contribute 3.75% of their compensation to the Plan. According to the July 1, 2023 valuation, the County's current required contribution rate is 0.0%, however, the County elected to contribute 5.58% of payroll in order to increase the funded ratio within 5 years. The Plan's current funded ratio is 85.5%. The Plan's actuary annually calculates the minimum recommended employer contribution rate through preparation of an actuarial valuation report and the County determines the contribution rates. Administrative costs of the Plan are paid by the Trustee from Plan assets.

NOTE 6 – NET PENSION LIABILITY AND SIGNIFICANT ASSUMPTIONS

Net Pension Liability

The Plan is a single-employer pension plan with a reporting date of June 30, 2024. Measurements as of the reporting date are based on the fair value of assets as of June 30, 2024, and the total pension liability as of the valuation date, July 1, 2023, updated to June 30, 2024. There were no significant events between the valuation date and the measurement date so the updated procedures only include the addition of service cost and interest cost offset by benefit payments. Beginning of the year measurements are also based on the actuarial valuation as of July 1, 2023. Because the beginning and ending values are based on the same actuarial valuation and there were no significant events, no liability gains or losses due to experience are reported this year.

NOTE 6 – NET PENSION LIABILITY AND SIGNIFICANT ASSUMPTIONS (Continued)

The net pension liability (i.e., the pension plan's liability determined in accordance with GASB Statement No. 67 less the fiduciary net position) is shown below:

Change in Net Pension Liability

	Increase (Decrease)			
Plan	**Total Pension Liability (a)**	**Pension Plan Fiduciary Net Position (b)**		**Net Pension Liability (a-b)**
Balance at June 30, 2023	$ 67,876,484	$ 59,186,816	(1)	$ 10,168,509
Changes for the Year:				
Service cost	2,003,914	-		2,003,914
Interest	4,059,878	-		4,059,878
Changes of benefits terms	251,937	-		251,937
Changes of assumptions	(8,801,896)	-		(8,801,896)
Differences between expected and actual experience	4,176,802	-		4,176,802
Contributions - employer	-	4,038,726	(1)	(4,038,726)
Contributions - employee	-	2,723,813	(1)	(2,723,813)
Net investment income	-	8,506,596	(1)	(8,506,596)
Benefit payments, including	-	-		-
refunds of employee contributions	(4,497,050)	(4,497,050)		-
Administrative expenses	-	(435,949)		435,949
Net Changes	(2,806,415)	10,336,136		(13,142,551)
Balance at June 30, 2024	$ 65,070,069	$ 69,522,952	(1)	$ (4,452,883)

(1) Amounts do not agree to Financial Statements due to Journal Entries not provided to AON in the amount of $380,671 during fiscal year ended June 30, 2024, and $(337,723) during fiscal year ended June 30, 2023.

Actuarial Methods and Significant Assumptions

The Plan retains an independent actuarial firm to conduct actuarial valuations of the pension plan to monitor the Plan's funding status and to establish the contribution rate requirements for the pension plan. Actuarial valuations of an ongoing plan involve estimates of the value of reported amounts and assumptions about the probability of occurrence of events into the future. Examples include Plan experience differing from that anticipated by the economic or demographic assumptions, changes in economic or demographic assumptions, increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or additional cost or contribution requirements based on the Plan's funded status), and changes in Plan provisions or applicable law. Actuarially determined amounts are subject to continual review or modification as actual results are compared with past expectations and new estimates are made about the future. Projections of benefits for financial reporting purposes are based on the substantive plan (the Plan as understood by the employers and Plan members) and include the types of benefits provided at the time of each valuation and the historical pattern of sharing of benefit costs between the employer and plan members to that point. The actuarial methods and assumptions used include techniques that are designed to reduce short-term volatility in actuarial accrued liabilities and the actuarial value of assets, consistent with the long-term perspective of the calculations. The total pension liability was determined by an actuarial valuation as of July 1, 2023, using the following actuarial assumptions applied to all prior periods included in the measurement in accordance with the requirements of GASB Statement No. 67.

NOTE 6 – NET PENSION LIABILITY AND SIGNIFICANT ASSUMPTIONS (Continued)

The total pension liability for the pension plan was determined by an actuarial valuation as of July 1, 2023, and accepted actuarial procedures were applied to roll-forward the total pension liability to June 30, 2024. Key methods and assumptions used in the latest actuarial valuations as of July 1, 2023, are presented below:

Valuation Date	July 1, 2023
Measurement Date	June 30, 2024
Actuarial Cost Method	Entry Age Normal
Amortization Method	Level-Dollar Projected Payroll
Remaining Amortization Period	20-year Amortization of Unfunded Liability, plus Normal Cost with interest and administrative expense, less expected Employee Contributions
Asset Valuation Method	Smoothed asset value, with differences between actual and expected earnings recognized over a 5 year period, subject to an 80% - 120% corridor around market value
Actuarial Assumptions:	
Discount Rate	6.90% (net of administrative expense)
Projected Salary Increases	2.80%
Salary Growth	2.80%
Mortality	Pub-2010 amount-weighted tables for General employees of all income levels, projected using improvement scale MP-2021 from 2010.

Changes in Assumptions and Methods Since the Prior Valuation

1. GASB 68 Discount Rate changes from 6.00% to 6.90%.

NOTE 6 – NET PENSION LIABILITY AND SIGNIFICANT ASSUMPTIONS (Continued)

Asset Allocation Policy and Expected Long-Term Rate of Return by Asset Class

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

Asset Class	Target Allocation	Arithmetic Long-Term Expected Real Rate of Return
Global Equity - Cap-Weighted	71.01%	4.50%
Global Equity - Non-Cap-Weighted	0.00%	3.80%
Private Equity	0.00%	7.30%
Treasury	0.00%	0.30%
Mortgage-Backed Securities	0.00%	0.50%
Investment Grade Corporates	0.00%	1.60%
High Yield	0.00%	2.30%
Emerging Market Debt	27.45%	2.50%
Private Debt	0.00%	3.60%
Real Assets	0.00%	3.20%
Leverage	0.00%	-0.60%
Liquidity	1.54%	0.00%
Total	100.00%	

Discount Rate

The discount rate used to measure the total pension liability was 6.90%. The projected cash flows used to determine the discount rate assumed that employee contributions will be made at the current contribution rate and the County contributions will be made at rates equal to the difference between actuarially determined contribution rates and the employee rates. Based on those assumptions, the Plan's fiduciary net position was projected to be available to make all projected future benefit payments of current active and inactive employees. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

NOTE 6 – NET PENSION LIABILITY AND SIGNIFICANT ASSUMPTIONS (Continued)

Sensitivity of the Net Pension Liability to Changes in the Discount Rate

The following presents the net pension liability of the Plan as of June 30, 2024, calculated using the discount rate of 6.9%, as well as what the Plan's net pension liability would be if it were calculated using a discount rate that is one percentage point lower (5.9%) or one percentage point higher (7.9%) than the current rate:

	1% Decrease (5.9%)	Current Discount Rate (6.9%)	1% Increase (7.9%)
Total Pension Liability	$ 74,885,355	$ 65,070,069	$ 57,312,566
Pension Plan Fiduciary Net Position [1]	69,522,952	69,522,952	69,522,952
Net Pension Liability (Asset)	$ 5,362,403	$ (4,452,883)	$ (12,210,386)
Fiduciary Net Position as a Percentage of the Total Pension Liability	92.8%	106.8%	121.3%

[1] Amounts do not agree to Financial Statements due to Journal Entries not provided to AON in the amount of $380,671 during fiscal year ended June 30, 2024, and $(337,723) during fiscal year ended June 30, 2023.

Money-Weighted Rate of Return

For the year ended June 30, 2024, the annual money-weighted rate of return on investments, net of investment expense, was 11.35%. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

NOTE 7 – SUBSEQUENT EVENTS

The Plan has evaluated subsequent events through May 8, 2025, the date on which the financial statements were available to be issued. There are no pending subsequent events noted.

REQUIRED SUPPLEMENTARY INFORMATION

COUNTY OF RIVERSIDE
PART-TIME AND TEMPORARY EMPLOYEES' 401(a) RETIREMENT PLAN
SCHEDULES OF CHANGES IN NET PENSION LIABILITY (ASSET) AND RELATED RATIOS
FOR THE YEAR ENDED JUNE 30, 2024

Measurement Period	June 30, 2024		June 30, 2023		June 30, 2022		June 30, 2021		June 30, 2020
Total Pension Liability									
Service cost	$ 2,003,914		$ 2,012,827		$ 1,621,033		$ 1,099,119		$ 1,255,013
Interest (includes interest on service cost)	4,059,878		3,684,575		3,557,579		3,289,615		3,200,332
Change of benefit terms	251,937		-		-		-		-
Differences between expected and actual experience	4,176,802		4,622,849		704,676		2,831,731		(365,443)
Changes of assumptions	(8,801,896)		-		(61,072)		118,669		(258,607)
Benefit payments, including refunds of employee contributions	(4,497,050)		(3,628,160)		(4,553,205)		(2,270,047)		(2,107,016)
Net Change in Total Pension Liability	(2,806,415)		6,692,091		1,269,011		5,069,087		1,724,279
Total Pension Liability - Beginning	67,876,484		61,184,393		59,915,382		54,846,295		53,122,016
Total Pension Liability - Ending (a)	$ 65,070,069		$ 67,876,484		$ 61,184,393		$ 59,915,382		$ 54,846,295
Fiduciary Net Position									
Contributions - employer	$ 4,038,726	(1)	$ 3,755,492	(1)	$ 3,140,160	(1)	$ 2,281,929	(1)	$ 811,519
Contributions - employee	2,723,813	(1)	2,523,702	(1)	2,107,867	(1)	2,268,481	(1)	1,722,324
Net investment income (loss)	8,506,596	(1)	5,918,612	(1)	(10,678,121)	(1)	14,068,526	(1)	1,622,054
Benefit payments, including refunds of employee contributions	(4,497,050)		(3,628,160)		(4,553,205)		(2,270,047)		(2,107,016)
Administrative expenses	(435,949)		(398,714)		(425,459)		(290,416)		(257,402)
Net Change in Fiduciary Net Position	10,336,136		8,170,932		(10,408,758)		16,058,473		1,791,479
Fiduciary Net Position - Beginning	59,186,816	(1)	51,015,884	(1)	61,424,642	(1)	45,366,169		43,574,690
Fiduciary Net Position - Ending (b)	$ 69,522,952	(1)	$ 59,186,816	(1)	$ 51,015,884	(1)	$ 61,424,642	(1)	$ 45,366,169
Net Pension Liability (Asset) (a)-(b)	$ (4,452,883)		$ 8,689,668		$ 10,168,509		$ (1,509,260)		$ 9,480,126
Fiduciary Net Position as a Percentage of the Total Pension Liability	106.84%		87.20%		83.38%		102.52%		82.72%
Covered Payroll	$ 60,816,029		$ 40,675,747		$ 23,507,247		$ 32,217,343		$ 27,012,910
Net Pension Liability (Asset) as a Percentage of Covered Payroll	-7.32%		21.36%		43.26%		-4.68%		35.09%

(1) Amounts do not agree to Financial Statements due to Journal Entries not provided to AON in the amount of $380,671 during fiscal year ended June 30, 2024; $(337,723) during fiscal year ended June 30, 2023; $(67,741) during fiscal year ended June 30, 2022; and $359,831 during fiscal year ended June 30, 2021.

See accompanying notes to the required supplementary information.

COUNTY OF RIVERSIDE
PART-TIME AND TEMPORARY EMPLOYEES' 401(a) RETIREMENT PLAN
SCHEDULES OF CHANGES IN NET PENSION LIABILITY (ASSET) AND RELATED RATIOS (Continued)
FOR THE YEAR ENDED JUNE 30, 2024

Measurement Period	June 30, 2019	June 30, 2018	June 30, 2017	June 30, 2016	June 30, 2015
Total Pension Liability					
Service cost	$ 1,082,026	$ 1,299,918	$ 1,913,998	$ 1,717,422	$ 1,511,755
Interest (includes interest on service cost)	2,747,097	2,547,913	2,358,408	2,186,254	1,983,322
Change of benefit terms	-	-	-	-	-
Differences between expected and actual experience	2,732,087	1,620,937	1,456,980	1,524,469	795,023
Changes of assumptions	2,985,149	39,510	(746,218)	(594,082)	2,939,020
Benefit payments, including refunds of employee contributions	(2,222,152)	(1,726,399)	(1,757,166)	(1,506,614)	(1,511,284)
Net Change in Total Pension Liability	7,324,207	3,781,879	3,226,002	3,327,449	5,717,836
Total Pension Liability - Beginning	45,797,809	42,015,930	38,789,928	35,462,479	29,744,643
Total Pension Liability - Ending (a)	$ 53,122,016	$ 45,797,809	$ 42,015,930	$ 38,789,928	$ 35,462,479
Fiduciary Net Position					
Contributions - employer	$ 831,825	$ 815,531	$ 1,341,340	$ 667,952	$ 606,694
Contributions - employee	1,701,351	1,632,926	1,674,410	1,399,254	1,266,962
Net investment income (loss)	1,939,447	3,647,640	4,288,900	(116,967)	131,206
Benefit payments, including refunds of employee contributions	(2,222,152)	(1,726,399)	(1,757,166)	(1,506,614)	(1,511,284)
Administrative expenses	(251,756)	(347,081)	(127,973)	(188,656)	(217,041)
Net Change in Fiduciary Net Position	1,998,715	4,022,617	5,419,511	254,969	276,537
Fiduciary Net Position - Beginning	41,575,975	37,553,358	32,133,847	31,878,878	31,602,341
Fiduciary Net Position - Ending (b)	$ 43,574,690	$ 41,575,975	$ 37,553,358	$ 32,133,847	$ 31,878,878
Net Pension Liability (Asset) (a)-(b)	$ 9,547,326	$ 4,221,834	$ 4,462,572	$ 6,656,081	$ 3,583,601
Fiduciary Net Position as a Percentage of the Total Pension Liability	82.03%	90.78%	89.38%	82.84%	89.89%
Covered Payroll	$ 32,096,397	$ 29,381,080	$ 34,610,720	$ 33,058,770	$ 23,120,653
Net Pension Liability (Asset) as a Percentage of Covered Payroll	29.75%	14.37%	12.89%	20.13%	15.50%

See accompanying notes to the required supplementary information.

COUNTY OF RIVERSIDE
PART-TIME AND TEMPORARY EMPLOYEES' 401(a) RETIREMENT PLAN
SCHEDULES OF CONTRIBUTIONS
FOR THE YEAR ENDED JUNE 30, 2024

Measurement Period	**2024**	**2023**	**2022**	**2021**	**2020**
Actuarially Determined Contributions	$ -	$ -	$ 1,547,637	$ 1,325,770	$ 474,617
Contributions in Relation to the Actuarially Determined Contributions	4,038,726	3,755,492	3,140,160	2,281,929	811,519
Contribution Deficiency / (Excess)	$ (4,038,726)	$ (3,755,492)	$ (1,592,523)	$ (956,159)	$ (336,902)
Covered Payroll	$ 72,378,602	$ 67,302,724	$ 56,275,269	$ 56,764,403	$ 53,040,458
Contributions as a Percentage of Covered Payroll	5.58%	5.58%	5.58%	4.02%	1.53%

Measurement Period	**2019**	**2018**	**2017**	**2016**	**2015**
Actuarially Determined Contributions	$ 610,522	$ 656,930	$ 727,119	$ 122,127	$ 252,273
Contributions in Relation to the Actuarially Determined Contributions	831,825	815,531	1,341,340	667,952	606,694
Contribution Deficiency / (Excess)	$ (221,303)	$ (158,601)	$ (614,221)	$ (545,825)	$ (354,421)
Covered Payroll	$ 50,109,940	$ 43,544,693	$ 44,650,933	$ 41,747,000	$ 37,918,375
Contributions as a Percentage of Covered Payroll	1.66%	1.87%	3.00%	1.60%	1.60%

See accompanying notes to the required supplementary information.

COUNTY OF RIVERSIDE
PART-TIME AND TEMPORARY EMPLOYEES' 401(a) RETIREMENT PLAN
SCHEDULES OF INVESTMENT RETURNS
FOR THE YEAR ENDED JUNE 30, 2024

	June 30, 2024*	June 30, 2023*	June 30, 2022*	June 30, 2021*	June 30, 2020*
Annual Money-Weighted Rate of Return, Net of Investment Expense	11.35%	-17.35%	30.35%	3.72%	4.66%

	June 30, 2019*	June 30, 2018*	June 30, 2017*	June 30, 2016*	June 30, 2015*
Annual Money-Weighted Rate of Return, Net of Investment Expense	9.66%	13.12%	-0.36%	0.41%	16.50%

The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested. It is calculated by finding the rate of return that will set the present values of all cash flows and terminal values equal to the value of the initial investment. The money-weighted rate of return is equivalent to the internal rate of return (IRR).

See accompanying notes to the required supplementary information.

NOTE 1 – KEY METHODS AND ASSUMPTIONS USED TO DETERMINE CONTRIBUTION RATES

The following actuarial methods and assumptions were used to determine contribution rates in the Schedule of Contributions:

Valuation Date	June 30, 2022
Measurement Date	June 30, 2024
Actuarial Cost Method	Entry Age Normal
Amortization Method	Level-Dollar Projected Payroll
Remaining Amortization Period	20-year Amortization of Unfunded Liability, plus Normal Cost with interest and administrative expense, less expected Employee Contributions
Asset Valuation Method	Smoothed asset value, with differences between actual and expected earnings recognized over a 5 year period, subject to an 80% - 120% corridor around market value
Actuarial Assumptions:	
Discount Rate	6.00% (net of administrative expense)
Projected Salary Increases	2.80%
Salary Growth	2.80%
Mortality	Pub-2010 amount-weighted tables for General employees of all income levels, projected using improvement scale MP-2021 from 2010.

A complete description of the methods and assumptions used to determine contribution rates for the year ending June 30, 2024, can be found in the June 30, 2022 actuarial valuation report.

May 8, 2025

Brown Armstrong Accountancy Corporation
4200 Truxtun Avenue, Suite 300
Bakersfield, CA 93309

This representation letter is provided in connection with your audit of the basic financial statements of the County of Riverside Part-Time and Temporary Employees' 401(a) Retirement Plan (the Plan), which comprise the Statements of Fiduciary Net Position as of June 30, 2024, and the related Statements of Changes in Fiduciary Net Position for the year then ended, and the related notes to the basic financial statements, for the purpose of expressing opinions as to whether the basic financial statements are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).

Certain representations in this letter are described as being limited to matters that are material. Items are considered to be material, regardless of size, if they involve an omission or misstatement of accounting information that, in light of surrounding circumstances, makes it probable that the judgment of a reasonable person relying on the information would be changed or influenced by the omission or misstatement. An omission or misstatement that is monetarily small in amount could be considered material as a result of qualitative factors.

We confirm, to the best of our knowledge and belief, as of May 6, 2025, the following representations made to you during your audit.

Financial Statements

1) We have fulfilled our responsibilities, as set out in the terms of the audit engagement letter dated July 16, 2024, including our responsibility for the preparation and fair presentation of the basic financial statements in accordance with U.S. GAAP and for preparation of the required supplementary information (RSI) in accordance with the applicable criteria.
2) The basic financial statements referred to above are fairly presented in conformity with U.S. GAAP, and the notes include all disclosures required by laws and regulations to which the Plan is subject.
3) We acknowledge our responsibility for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.
4) We acknowledge our responsibility for the design, implementation, and maintenance of internal control to prevent and detect fraud.
5) The methods, significant assumptions, and data used in making accounting estimates and their related disclosures are appropriate to achieve recognition, measurement, or disclosure that is reasonable in accordance with U.S. GAAP.
6) Related party relationships and transactions, including revenues, expenses, leasing arrangements, and amounts receivable from or payable to related parties have been appropriately accounted for and disclosed in accordance with U.S. GAAP.
7) Adjustments or disclosures have been made for all events, including instances of noncompliance, subsequent to the date of the financial statements that would require adjustment to or disclosure in the financial statements.
8) We are in agreement with the adjusting journal entries you have proposed, and they have been posted to the accounts.
9) We are not aware of any pending or threatened litigation, claims, or assessments or unasserted claims or assessments that are required to be accrued or disclosed in the financial statements, and we have not consulted a lawyer concerning litigation, claims, or assessments.
10) Material concentrations have been properly disclosed in accordance with U.S. GAAP.
11) Financial instruments with concentrations of credit risk have been properly recorded or disclosed in the financial statements.

12) Guarantees, whether written or oral, under which the Plan is contingently liable, if any, have been properly recorded or disclosed in accordance with U.S. GAAP.

Information Provided

13) To the best of our knowledge, we have provided you with:

    a) Access to all information, of which we are aware, that is relevant to the preparation and fair presentation of the financial statements, such as records, documentation, and other matters.

    b) Additional information that you have requested from us for the purpose of the audit.

    c) Unrestricted access to persons within the Plan from whom you determined it necessary to obtain audit evidence.

    d) Plan instruments, trust agreements, insurance contracts, or investment contracts and amendments to such documents entered into during the year, including amendments to comply with applicable laws.

    e) Minutes of the meetings of the Plan's Board of Supervisors and Deferred Compensation Advisory Committee or summaries of actions of recent meetings for which minutes have not yet been prepared.

    f) Actuarial reports prepared by the Plan's actuary.

14) All material transactions have been recorded in the accounting records and are reflected in the financial statements.

15) We have disclosed to you the results of our assessment of the risk that the financial statements may be materially misstated as a result of fraud.

16) We have no knowledge of any fraud or suspected fraud that affects the Plan and involves:

    a) Management,

    b) Employees who have significant roles in internal control, or

    c) Others where the fraud could have a material effect on the financial statements.

17) We have no knowledge of any allegations of fraud or suspected fraud affecting the Plan's financial statements communicated by employees, former employees, participants, regulators, beneficiaries, service-providers, third-party administrators, or others.

18) We are responsible for compliance with the laws, regulations, and provisions of contracts and grant agreements applicable to us and we have no knowledge of instances of noncompliance or suspected noncompliance with provisions of laws, regulations, contracts, or waste or abuse, whose effects should be considered when preparing financial statements.

19) We have disclosed to you that there are no instances that have occurred or are likely to have occurred, of fraud and noncompliance with provisions of laws and regulations that we believe have a material effect on the financial statements or other financial data significant to the audit objectives, and any other instances that warrant the attention of those charged with governance.

20) We have disclosed to you that we are not aware of any abuse that has occurred or are likely to have occurred, that could be quantitatively or qualitatively material to the financial statements or other financial data significant to the audit objectives.

21) There are no violations or possible violations of budget ordinances, laws and regulations (including those pertaining to adopting, approving, and amending budgets), provisions of contracts whose effects should be considered for disclosure in the financial statements, or for reporting on noncompliance.

22) We have disclosed to you the identity of the Plan's related parties and all the related party relationships and transactions of which we are aware.

23) The Plan has satisfactory title to all owned assets, which are recorded at fair value, and all liens, encumbrances, or security interests requiring disclosure in the financial statements have been properly disclosed.

Plan Specific

24) There have been no communications from regulatory agencies concerning noncompliance with, or deficiencies in, financial reporting practices.

25) We have a process to track the status of audit findings and recommendations.

26) We have identified to you any previous audits, attestation engagements, and other studies related to the objectives of the audit and whether related recommendations have been implemented.

27) We have provided our views on reported findings, conclusions, and recommendations, as well as our planned corrective actions, for the report.

28) We have made available to you all financial records and related data.

29) We have no –

    a) Plans or intentions that may materially affect the carrying value or classification of assets and liabilities or net position.

    b) Knowledge of the Plan's plan sponsors' intentions to terminate the Plan.

30) Amendments to the Plan instrument, if any, have been properly recorded or disclosed in the financial statements.

31) We have no knowledge of any omissions from the participants' data provided to the Plan's actuary for the purpose of determining the actuarial present value of accumulated plan benefits and other actuarially determined amounts in the financial statements.

32) As the plan administrator, we agree with the actuarial methods and assumptions established by the Board of Supervisors upon recommendation of the Plan's consulting actuary and used by the actuary for funding purposes and for determining the Plan's accumulated plan benefits and has no knowledge or belief that such methods or assumptions are inappropriate in the circumstances, We did not give instructions, nor cause any to be given, to the Plan's actuary with respect to values or amounts derived, and we are not aware of any matters that have impacted the independence or objectivity of the Plan's actuary.

33) The following have been properly recorded or disclosed in the financial statements

    - The actuarial methods or assumptions used in calculating amounts recorded or disclosed in the financial statements.
    - Plan provisions between the actuarial valuation date and the date of this letter.

34) The Plan has complied with all aspects of contractual agreements that would have a material effect on the financial statements in the event of noncompliance.

35) The methods and significant assumptions used to estimate fair values of financial instruments are described in Note 2 to the financial statements. The methods and significant assumptions used result in a measure of fair value appropriate for financial measurement and disclosure purposes.

36) All required amendments to and filings of Plan documents with the appropriate agencies have been made.

37) The Plan is qualified under the appropriate section of the Internal Revenue Code and we intend to continue them as a qualified plan. The Plan sponsor has operated the Plan in a manner that did not jeopardize this tax status.

38) We have apprised you of all communications, whether written or oral, with regulatory agencies concerning the operation of the Plan.

39) The use of the Plan's derivative instruments has been appropriately disclosed in the notes to the financial statements and all derivative instrument transactions have been valued appropriately.

40) We are responsible for monitoring the Plan's investments including changes in fair values. The Plan engages investment consultants to assist the Plan in monitoring individual managers and reviewing investment values, investment returns, as well as other procedures as deemed necessary by the Plan and consultants.

41) The Plan's Board of Supervisors has adopted a 6.00% rate of return for FY2024 which is within the range of assumptions recommended by the Board's consulting actuary as noted in the July 1, 2024 valuation.

42) We acknowledge our responsibility for the RSI. The RSI is measured and presented within prescribed guidelines and the methods of measurement and presentation confirm with GASB Statement No. 67. We have disclosed to you any significant assumptions and interpretations underlying the measurement and presentation of the RSI.

43) The methods and significant assumptions used to estimate fair values of investments, which impact Plan's fiduciary net position including non-readily marketable securities are summarized as follows:

    a) The measurement methods, including the related assumptions, used in determining fair value were appropriate and were consistently applied.

    b) The fair values of investments are generally based on published market prices and quotations from major investment firms.

    c) Short-term investments are reported at cost or amortized cost, which approximates fair value.

44) The member census data provided to the Plan's third-party actuary for the purpose of determining the total pension liability and net pension included in the RSI is complete and accurate,

45) We have reviewed the following information, which was derived from the Plan's actuarial report used to disclose in the Plan's Notes to the basic financial statements and/or RSI, as required by GASB Statement no. 67 and determined that the assumptions used to calculate or present are reasonable.

    - Long-term expected rates of return.
    - Components of Changes in the Plan's Net Pension Liability including the Total Pension Liability at the beginning and end of the year.
    - Sensitivity of the Net Pension Liability (NPL) to "Changes in the Discount Rate" calculation.

46) We have reviewed the Money Weighted Return calculation prepared by the Plan, which was derived from the Plan's June 30, 2024 investment performance review used to disclose in the Plan's Notes to the Financial Statements and/or RSI (11.35% FY2024), and determined that the methods used to calculate it are consistent with the requirements of GASB Statement No. 67.

47) No changes have been made in internal control over compliance or other factors that might significantly affect internal control subsequent to the date as of which compliance was audited.

48) We have disclosed to you all contracts or other agreements with service organizations, and we have disclosed to you all communications from the service organizations relating to noncompliance at the service organizations that we are aware of.

49) In regard to the financial statement preparation services performed by you, we have—

    a) Assumed all management responsibilities.

    b) Designated Senior Management, who have suitable skill, knowledge, or experience to oversee the services.

    c) Evaluated the adequacy and results of the services performed.

    d) Accepted responsibility for the results of the services.

    e) Ensured that the data and records are complete, and we have sufficient information to oversee the services.

Signature: Tami Douglas-Schatz

Title: Director of Human Resources