

*Schedule of Employer Allocation, Schedule of Pension  
Amounts by Employer and Other Pension Schedules*

**Republic of Palau Civil Service Pension  
Plan and Trust**

*Years ended September 30, 2022 and 2021  
with Report of Independent Auditors*



**Shape the future  
with confidence**

Republic of Palau Civil Service Pension Plan and Trust

Schedule of Employer Allocation, Schedule of Pension Amounts by Employer  
and Other Pension Schedules

Years Ended September 30, 2022 and 2021

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## Report of Independent Auditors

The Board of Trustees  
Republic of Palau Civil Service Pension Plan and Trust

### **Report on the Audit of the Schedules**

#### ***Opinions***

We have audited the accompanying schedule of employer allocations of the Republic of Palau Civil Service Pension Plan and Trust (the Plan) as of and for the years ended September 30, 2022 and 2021, and the related notes. We have also audited the total for all entities of the columns titled net pension liability, total deferred outflows of resources, total deferred inflows of resources, and total pension expense (specified column totals) included in the accompanying schedule of pension amounts by employer (collectively as Pension Schedules) of the Plan as of and for the years ended September 30, 2022 and 2021 and the related notes.

In our opinion, the schedules referred to above present fairly, in all material respects, the employer allocations of net pension liability, deferred outflows of resources, deferred inflows of resources, and employer pension expense for all participating entities for the Fund as of and for the years ended September 30, 2022 and 2021, 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 (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Schedules 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 Schedules***

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

## *Auditor's Responsibilities for the Audit of the Schedules*

Our objectives are to obtain reasonable assurance about whether the specified column totals included in the schedules of pension amounts 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 GAAS 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 specified column totals included in the schedules of pension amounts.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the specified column totals included in the schedules of pension amounts, 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 in the specified column totals included in the schedules of pension amounts and the related disclosures.
- 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 specified column totals included in the schedules of pension amounts.

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.

### ***Other Matter***

We have audited, 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*, the financial statements of the Republic of Palau Civil Service Pension Plan and Trust as of and for the years ended September 30, 2022 and 2021, and our report thereon, dated March 23, 2026, expressed an unmodified opinion on those financial statements.

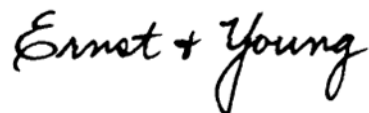
### **Other Information**

Management is responsible for the other information included in the Pension Schedules. The other information comprises the Schedule of Net Pension Liability Sensitivity by Employer and Schedule of Employer's Contributions by Employer but does not include the Pension Schedules and our auditor's report thereon. Our opinions on the Pension Schedules do not cover the other information, and we do not express an opinion or any form of assurance thereon.

In connection with our audit of the Pension Schedules, our responsibility is to read the other information and consider whether a material inconsistency exists between the other information and the Pension Schedules, or the other information otherwise appears to be materially misstated. If, based on the work performed, we conclude that an uncorrected material misstatement of the other information exists, we are required to describe it in our report.

### ***Restriction on Use***

Our report is intended solely for the information and use of the management of the Republic of Palau Civil Service Pension Plan and Trust, the Board of Trustees, the participating employers of the Plan and their auditors and is not intended to be and should not be used by anyone other than these specified parties.

The logo for Ernst & Young, featuring the company name in a stylized, cursive script font.

March 23, 2026

# Republic of Palau Civil Service Pension Plan and Trust

## Schedule of Employer Allocations

September 30, 2022 and 2021

Employer	2022		2021	
	Total Employer Contributions	Employer Allocation Percentage	Total Employer Contributions	Employer Allocation Percentage
Aimeliik State Agency	\$ 2,192	0.0606%	\$ 2,300	0.0636%
Aimeliik State Government	8,666	0.2397%	8,685	0.2400%
Aimeliik State Legislature	3,562	0.0985%	4,122	0.1139%
Airai State Agency	13,629	0.3770%	11,126	0.3075%
Airai State Government	4,299	0.1189%	5,963	0.1648%
Airai State Legislature	4,719	0.1305%	5,277	0.1458%
Airai Legislature Staff	1,517	0.0420%	–	0.0000%
Airai State - Pan Fund	2,743	0.0759%	2,662	0.0736%
Angaur State Agency	–	0.0000%	–	0.0000%
Angaur State - Pan Fund	1,656	0.0458%	1,200	0.0332%
Angaur State Government	15,963	0.4416%	16,439	0.4543%
Angaur State Legislature	956	0.0264%	882	0.0244%
Belau National Museum	10,005	0.2768%	8,717	0.2409%
Belau Submarine Cable Corp	5,471	0.1513%	2,043	0.0565%
Civil Service Pension Plan	10,025	0.2773%	10,561	0.2919%
Dongosaro Municipality - Sonsorol	2,991	0.0827%	2,858	0.0790%
Fanna Municipality - Sonsorol State	1,577	0.0436%	–	0.0000%
Hatohobe State Agency	4,409	0.1220%	3,515	0.0971%
Hatohobei State Government	4,874	0.1348%	4,864	0.1344%
Hatohobei State Legislature	984	0.0272%	1,028	0.0284%
Helen Reef Resource Management - Hatohobei State	4,893	0.1354%	4,468	0.1235%
Kayangel State Government	11,664	0.3227%	11,762	0.3251%
Kayangel State Legislature	1,196	0.0331%	1,306	0.0361%
Koror State Government	271,834	7.5200%	280,999	7.7661%
Koror State Legislature	11,040	0.3054%	11,250	0.3109%
Melekeok State - PAN	3,990	0.1104%	4,212	0.1164%
Melekeok State Agency	–	0.0000%	–	0.0000%
Melekeok State Government	9,121	0.2523%	9,995	0.2762%
Melekeok State Legislature	1,742	0.0482%	1,676	0.0463%
Melekeok Legislature Staff	861	0.0238%	1,534	0.0424%
Merir Municipality - Sonsorol State	93	0.0026%	–	0.0000%
National Development Bank of Palau	29,586	0.8185%	29,426	0.8133%
National Development Bank - SBDC	3,025	0.0837%	2,909	0.0804%
Ngaraard State Government	17,308	0.4788%	15,957	0.4410%
Ngaraard State Legislature	1,750	0.0484%	1,175	0.0325%
Ngaraard State Pan Fund	–	0.0000%	–	0.0000%
Ngardmau Free Trade Zone Authority	–	0.0000%	–	0.0000%
Ngardmau State Agency	–	0.0000%	–	0.0000%
Ngardmau State Government	24,345	0.6735%	25,582	0.7070%
Ngardmau State Legislature	1,560	0.0432%	1,256	0.0347%

See accompanying notes to schedules.

# Republic of Palau Civil Service Pension Plan and Trust

## Schedule of Employer Allocations, continued

September 30, 2022 and 2021

<b>Employer</b>	2022		2021	
	Total Employer Contributions	Employer Allocation Percentage	Total Employer Contributions	Employer Allocation Percentage
Ngatpang State Government	7,061	0.1953%	9,269	0.2562%
Ngatpang State Legislature	1,528	0.0423%	1,724	0.0476%
Ngatpang Pan	2,822	0.0781%	1,940	0.0536%
Ngchesar State Agency	5,978	0.1654%	4,205	0.1162%
Ngchesar State Government	7,100	0.1964%	6,463	0.1786%
Ngchesar State Legislature	1,462	0.0404%	1,248	0.0345%
Ngerchelong State PAN Agency	4,011	0.1110%	4,267	0.1179%
Ngerchelong State Government	15,268	0.4224%	8,993	0.2485%
Ngerchelong State Legislature	1,627	0.0450%	1,998	0.0552%
Ngerchelong State Operation	–	0.0000%	–	0.0000%
Ngeremlengui State Government	16,718	0.4625%	17,306	0.4783%
Ngeremlengui State Legislature	1,931	0.0534%	1,953	0.0540%
Ngiwal State - Pan Fund	2,755	0.0762%	3,033	0.0838%
Ngiwal State Agency	5,548	0.1535%	5,879	0.1625%
Ngiwal State Government	4,412	0.1221%	5,315	0.1469%
Ngiwal State Legislature	2,044	0.0565%	1,895	0.0524%
Palau Community Action Agency	87,806	2.4291%	82,137	2.2701%
Palau Community College	155,898	4.3127%	148,789	4.1122%
Palau Housing Authority	8,177	0.2262%	6,479	0.1791%
Palau Coral Reef Center	37,219	1.0296%	37,809	1.0449%
Palau National Communications Corporation	178,829	4.9471%	150,933	4.1714%
Palau Public Utilities Corporation	184,737	5.1105%	190,924	5.2767%
Palau Public Utilities Corporation - Waste & Water Operation	119,902	3.3170%	121,958	3.3706%
Palau Visitors Authority	16,043	0.4438%	14,017	0.3874%
Palau Water & Sewer Corporation	2,338	0.0647%	2,451	0.0677%
Peleliu Marine Transportation Authority	4,594	0.1271%	4,714	0.1303%
Peleliu State Government	24,995	0.6915%	26,699	0.7379%
Peleliu State Legislature	1,151	0.0318%	1,395	0.0386%
Pulo Anna Municipality - Sonsorol State	1,512	0.0418%	1,292	0.0357%
Republic of Palau National Government	2,170,044	60.0319%	2,211,085	61.1090%
Social Security Administration	40,397	1.1175%	39,182	1.0829%
Sonsorol Legislature Staff	454	0.0126%	506	0.0140%
Sonsorol State - Water Desal Project	412	0.0114%	346	0.0096%
Sonsorol State Government	4,096	0.1133%	4,508	0.1246%
Sonsorol State Legislature	1,704	0.0471%	1,800	0.0497%
	\$ 3,614,819	100.0000%	\$ 3,618,261	100.0000%

*See accompanying notes to schedules.*

# Republic of Palau Civil Service Pension Plan and Trust

## Schedule of Pension Amounts by Employer

September 30, 2022

Employer	Deferred Outflows of Resources					
	Net Pension Liability as of 09/30/22	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Earnings on Investments	Change of Assumptions	Change in Proportion And Difference Between Employer Contributions and Proportionate Share of Contributions	Total Deferred Outflows of Resources
Aimeliik State Agency	\$ 159,702	\$ 2,061	\$ 4,317	\$ 25,617	\$ 26,399	\$ 58,394
Aimeliik State Government	631,379	8,150	17,069	101,276	3,970	130,465
Amelia State Legislature	259,518	3,350	7,016	41,628	88,747	140,741
Airai State Agency	992,969	12,818	26,844	159,277	212,537	411,476
Airai State Government	313,212	4,043	8,467	50,241	10,915	73,666
Airai State Legislature	343,813	4,438	9,295	55,149	29,163	98,045
Airai Legislature Staff	110,524	1,427	2,988	17,729	108,252	130,396
Airai State - Pan Fund	199,847	2,580	5,403	32,056	17,169	57,208
Angaur State Agency	-	-	-	-	-	-
Angaur State - Pan Fund	120,650	1,557	3,262	19,353	100,463	124,635
Angaur State Government	1,163,018	15,013	31,441	186,554	119,235	352,243
Angaur State Legislature	69,652	899	1,883	11,173	46,894	60,849
Belau Submarine Cable Corp	398,601	5,145	10,776	63,937	330,099	409,957
Belau National Museum	728,935	9,409	19,706	116,925	140,699	286,739
Civil Service Pension Plan	730,394	9,428	19,745	117,159	17,912	164,244
Dongosaro Municipality - Sonsorol	217,916	2,813	5,891	34,955	70,208	113,867
Fanna Municipality - Sonsorol State	114,896	1,483	3,106	18,430	112,533	135,552
Hatohobei State Agency	321,227	4,147	8,684	51,526	84,507	148,864
Hatohobei State Government	355,106	4,584	9,600	56,961	9,599	80,744
Hatohobei State Legislature	71,691	925	1,938	11,500	22,537	36,900
Helen Reef Resource Management - Hatohobei State	356,489	4,602	9,637	57,183	30,629	102,051
Kayangel State Government	849,806	10,970	22,974	136,313	3,494	173,751
Kayangel State Legislature	87,137	1,125	2,356	13,977	5,236	22,694
Koror State Government	19,805,040	255,651	535,408	3,176,825	197,541	4,165,425
Koror State Legislature	804,341	10,383	21,745	129,020	119,349	280,497
Melekeok State - PAN	290,700	3,752	7,859	46,630	8,212	66,453
Melekeok State Agency	-	-	-	-	5,264	5,264
Melekeok State Government	664,529	8,578	17,965	106,594	14,752	147,889
Melekeok State Legislature	126,918	1,638	3,431	20,358	6,329	31,756
Melekeok Legislature Staff	62,731	810	1,696	10,062	12,329	24,897
Merir Municipality - Sonsorol State	6,776	87	183	1,087	9,050	10,407
National Development Bank of Palau	2,155,550	27,825	58,273	345,761	194,690	626,549
National Development Bank - SBDC	220,392	2,845	5,958	35,352	30,975	75,130
Ngaraard State Government	1,261,011	16,278	34,090	202,272	153,739	406,379
Ngaraard State Legislature	127,500	1,646	3,447	20,452	41,112	66,657
Ngaraard State Pan Fund	-	-	-	-	1,290	1,290
Ngardmau Free Trade Zone Authority	-	-	-	-	460	460
Ngardmau State Agency	-	-	-	-	-	-
Ngardmau State Government	1,773,707	22,896	47,950	284,511	64,179	419,536
Ngardmau State Legislature	113,658	1,467	3,073	18,231	27,798	50,569
Ngatpang State Government	514,445	6,641	13,907	82,519	138,027	241,094
Ngatpang State Legislature	111,325	1,437	3,010	17,857	1,629	23,933
Ngatpang Pan	205,604	2,654	5,558	32,980	117,696	158,888

See accompanying notes to schedules.

# Republic of Palau Civil Service Pension Plan and Trust

## Schedule of Pension Amounts by Employer, continued

September 30, 2022

Employer	Deferred Outflows of Resources					Total Deferred Outflows of Resources
	Net Pension Liability as of 09/30/22	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Earnings on Investments	Change of Assumptions	Change in Proportion And Difference Between Employer Contributions and Proportionate Share of Contributions	
Ngchesar State Agency	435,540	5,622	11,774	69,863	136,482	223,741
Ngchesar State Government	517,286	6,677	13,984	82,975	65,509	169,145
Ngchesar State Legislature	106,518	1,375	2,880	17,086	28,981	50,322
Ngerchelong State PAN Agency	292,230	3,772	7,900	46,875	20,560	79,107
Ngerchelong State Government	1,112,381	14,359	30,072	178,431	530,045	752,907
Ngerchelong State Legislature	118,538	1,530	3,205	19,014	16,776	40,525
Ngerchelong State Operation	-	-	-	-	19,401	19,401
Ngeremlengui State Government	1,218,025	15,723	32,928	195,377	129,925	373,953
Ngeremlengui State Legislature	140,687	1,816	3,803	22,567	10,116	38,302
Ngiwal State - Pan Fund	200,721	2,591	5,426	32,197	50,594	90,808
Ngiwal State Agency	404,210	5,218	10,927	64,837	29,681	110,663
Ngiwal State Government	321,445	4,149	8,690	51,561	11,383	75,783
Ngiwal State Legislature	148,920	1,922	4,026	23,887	30,956	60,791
Palau Community Action Agency	6,397,293	82,579	172,944	1,026,157	677,375	1,959,055
Palau Community College	11,358,278	146,617	307,059	1,821,923	553,575	2,829,174
Palau Housing Authority	595,753	7,690	16,106	95,562	211,029	330,387
Palau Coral Reef Center	2,711,669	35,003	73,307	434,965	454,988	998,263
Palau National Communications Corporation	13,028,965	168,183	352,224	2,089,909	3,150,606	5,760,922
Palau Public Utilities Corporation	13,459,403	173,739	363,861	2,158,954	1,805,546	4,502,100
Palau Public Utilities Corporation - Waste & Water Operation	8,735,713	112,764	236,161	1,401,251	538,106	2,288,282
Palau Visitors Authority	1,168,847	15,088	31,599	187,489	237,301	471,477
Palau Water & Sewer Corporation	170,339	2,199	4,605	27,323	31,414	65,541
Peleliu Marine Transportation Authority	334,706	4,321	9,048	53,688	162,700	229,757
Peleliu State Government	1,821,063	23,507	49,231	292,107	48,237	413,082
Peleliu State Legislature	83,858	1,082	2,267	13,451	10,245	27,045
Pulo Anna Municipality - Sonsorol State	110,160	1,422	2,978	17,670	30,818	52,888
Republic of Palau National Government	158,103,143	2,040,854	4,274,149	25,360,518	7,631,841	39,307,362
Social Security Administration	2,943,210	37,992	79,567	472,105	120,684	710,348
Sonsorol Legislature Staff	33,076	427	894	5,306	3,858	10,485
Sonsorol State - Water Desal Project	30,018	387	812	4,815	24,295	30,309
Sonsorol State Government	298,422	3,852	8,068	47,868	98,433	158,221
Sonsorol State Legislature	124,148	1,603	3,356	19,914	27,865	52,738
	<u>\$263,365,274</u>	<u>\$3,399,618</u>	<u>\$7,119,802</u>	<u>\$42,245,075</u>	<u>\$19,634,943</u>	<u>\$72,399,438</u>

See accompanying notes to schedules.

# Republic of Palau Civil Service Pension Plan and Trust

## Schedule of Pension Amounts by Employer, continued

September 30, 2022

Employer	Deferred Inflows of Resources					Pension Expense		
	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Earnings on Investments	Change of Assumptions	Change in Proportion and Difference Between Employer Contributions and Proportionate Share of Contributions	Total Deferred Inflows of Resources	Plan Expense Proportion	Net Amortization of Deferred Amounts Due to Change in Proportion and Difference Between Employer Contributions and Proportionate Share of Contributions	Total Employer Pension Expense
Aimeliik State Agency	\$ 24,560	\$ 856	\$ 39,837	\$ 44,843	\$ 110,096	\$ 10,086	\$ 3,836	\$ 13,922
Aimeliik State Government	97,099	3,385	157,497	161,604	419,585	39,874	(23,198)	16,676
Aimeliik State Legislature	39,911	1,392	64,736	54,053	160,092	16,390	12,120	28,510
Airai State Agency	152,707	5,324	247,695	34,740	440,466	62,710	49,786	112,496
Airai State Government	48,168	1,679	78,130	163,610	291,587	19,781	(46,518)	(26,737)
Airai State Legislature	52,874	1,843	85,764	82,927	223,408	21,713	(15,320)	6,393
Airai Legislater Staff	16,997	593	27,570	—	45,160	6,980	19,826	26,806
Airai State - Pan Fund	30,734	1,072	49,852	63,218	144,876	12,621	(20,493)	(7,872)
Angaur State Agency	—	—	—	—	—	—	—	—
Angaur State - Pan Fund	18,555	647	30,096	—	49,298	7,620	20,050	27,670
Angaur State Government	178,859	6,236	290,113	116,519	591,727	73,449	26,617	100,066
Angaur State Legislature	10,712	373	17,375	88,675	117,135	4,399	(1,599)	2,800
Belau Submarine Cable Corp	61,300	2,137	99,430	—	162,867	25,173	67,100	92,273
Belau National Museum	112,102	3,908	181,832	47,047	344,889	46,035	20,764	66,799
Civil Service Pension Plan	112,326	3,916	182,196	130,481	428,919	46,127	(30,470)	15,657
Dongosaro Municipality - Sonsorol	33,513	1,168	54,359	18,306	107,346	13,762	26,009	39,771
Fanna Municipality - Sonsorol State	17,670	616	28,661	14,449	61,396	7,256	16,630	23,886
Hatohobe State Agency	49,401	1,722	80,130	40,632	171,885	20,287	21,697	41,984
Hatohobei State Government	54,611	1,904	88,581	17,344	162,440	22,426	147	22,573
Hatohobei State Legislature	11,025	384	17,883	63,258	92,550	4,528	(4,361)	167
Helen Reef Resource Management - Hatohobei State	54,824	1,911	88,926	57,676	203,337	22,514	(10,538)	11,976
Kayangel State Government	130,690	4,557	211,983	102,391	449,621	53,669	(29,746)	23,923
Kayangel State Legislature	13,401	467	21,736	23,801	59,405	5,503	1,948	7,451
Koror State Government	3,045,782	106,193	4,940,339	1,759,257	9,851,571	1,250,771	(238,468)	1,012,303
Koror State Legislature	123,698	4,313	200,642	29,301	357,954	50,797	19,358	70,155
Melekeok State - PAN	44,706	1,559	72,515	135,429	254,209	18,359	(36,370)	(18,011)
Melekeok State Agency	—	—	—	12,525	12,525	—	(9,507)	(9,507)
Melekeok State Government	102,197	3,563	165,766	140,072	411,598	41,968	(31,452)	10,516
Melekeok State Legislature	19,519	681	31,660	14,313	66,173	8,015	(1,958)	6,057
Melekeok Legislature Staff	9,647	336	15,648	58,326	83,957	3,962	(12,642)	(8,680)
Merir Municipality - Sonsorol State	1,042	36	1,690	42,269	45,037	428	(3,251)	(2,823)
National Development Bank of Palau	331,498	11,558	537,699	59,642	940,397	136,132	26,816	162,948
National Development Bank - SBDC	33,894	1,182	54,976	6,210	96,262	13,919	409	14,328
Ngaraard State Government	193,929	6,761	314,557	76,927	592,174	79,638	(178)	79,460
Ngaraard State Legislature	19,608	684	31,805	30,846	82,943	8,052	(7,506)	546
Ngaraard State Pan Fund	—	—	—	3,726	3,726	—	(66)	(66)
Ngardmau Free Trade Zone Authority	—	—	—	38,394	38,394	—	(11,189)	(11,189)
Ngardmau State Agency	—	—	—	—	—	—	—	—
Ngardmau State Government	272,775	9,510	442,449	125,201	849,935	112,017	(6,917)	105,100
Ngardmau State Legislature	17,479	609	28,352	52,632	99,072	7,178	(3,918)	3,260

See accompanying notes to schedules.

# Republic of Palau Civil Service Pension Plan and Trust

## Schedule of Pension Amounts by Employer, continued

September 30, 2022

Employer	Deferred Inflows of Resources					Pension Expense		
	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Earnings on Investments	Change of Assumptions	Change in Proportion and Difference Between Employer Contributions and Proportionate Share of Contributions	Total Deferred Inflows of Resources	Plan Expense Proportion	Net Amortization of Deferred Amounts Due to Change in Proportion and Difference Between Employer Contributions and Proportionate Share of Contributions	Total Employer Pension Expense
Ngatpang State Government	\$ 79,116	\$ 2,758	\$ 128,327	\$ 209,984	\$ 420,185	\$ 32,489	\$ (22,020)	\$ 10,469
Ngatpang State Legislature	17,120	597	27,770	20,629	66,116	7,031	(4,224)	2,807
Ngatpang Pan	31,619	1,102	51,288	22,730	106,739	12,985	28,939	41,924
Ngchesar State Agency	66,981	2,335	108,645	5,100	183,061	27,506	24,083	51,589
Ngchesar State Government	79,553	2,774	129,036	33,244	244,607	32,669	(18,727)	13,942
Ngchesar State Legislature	16,381	571	26,571	1,681	45,204	6,727	7,328	14,055
Ngerchelong State PAN Agency	44,942	1,567	72,896	85,687	205,092	18,456	(1,849)	16,607
Ngerchelong State Government	171,071	5,964	277,482	102,164	556,681	70,251	38,237	108,488
Ngerchelong State Legislature	18,230	636	29,569	77,229	125,664	7,486	(9,038)	(1,552)
Ngerchelong State Operation	-	-	-	77,139	77,139	-	(2,305)	(2,305)
Ngeremlengui State Government	187,318	6,531	303,835	158,617	656,301	76,923	(16,997)	59,926
Ngeremlengui State Legislature	21,636	754	35,094	32,364	89,848	8,885	(7,648)	1,237
Ngiwal State - Pan Fund	30,869	1,076	50,070	50,645	132,660	12,676	(3,026)	9,650
Ngiwal State Agency	62,163	2,167	100,830	39,349	204,509	25,528	(4,715)	20,813
Ngiwal State Government	49,434	1,724	80,184	174,042	305,384	20,301	(22,437)	(2,136)
Ngiwal State Legislature	22,902	798	37,148	59,852	120,700	9,405	(1,191)	8,214
Palau Community Action Agency	983,828	34,302	1,595,795	366,353	2,980,278	404,016	102,297	506,313
Palau Community College	1,746,769	60,902	2,833,306	454,729	5,095,706	717,322	(222,798)	494,524
Palau Housing Authority	91,620	3,194	148,610	10,899	254,323	37,624	35,320	72,944
Palau Coral Reef Center	417,023	14,540	676,422	81,335	1,189,320	171,253	108,506	279,759
Palau National Communications Corporation	2,003,701	69,860	3,250,057	-	5,323,618	822,833	708,755	1,531,588
Palau Public Utilities Corporation	2,069,898	72,168	3,357,429	529,505	6,029,000	850,017	509,985	1,360,002
Palau Public Utilities Corporation - Waste & Water Operation	1,343,450	46,840	2,179,111	221,213	3,790,614	551,697	203,009	754,706
Palau Visitors Authority	179,755	6,267	291,567	86,363	563,952	73,818	34,006	107,824
Palau Water & Sewer Corporation	26,196	913	42,491	11,446	81,046	10,758	19,816	30,574
Peleliu Marine Transportation Authority	51,474	1,795	83,492	8,244	145,005	21,138	46,195	67,333
Peleliu State Government	280,058	9,764	454,262	199,755	943,839	115,008	(2,511)	112,497
Peleliu State Legislature	12,896	450	20,918	93,196	127,460	5,296	(14,927)	(9,631)
Pulo Anna Municipality - Sonsorol State	16,941	591	27,479	5,225	50,236	6,957	11,982	18,939
Republic of Palau National Government	24,314,397	847,743	39,438,599	12,387,784	76,988,523	9,984,869	(1,287,464)	8,697,405
Social Security Administration	452,631	15,781	734,179	63,399	1,265,990	185,876	(25,195)	160,681
Sonsorol Legislature Staff	5,087	177	8,251	4,742	18,257	2,089	95	2,184
Sonsorol State - Water Desal Project	4,616	161	7,488	-	12,265	1,896	4,926	6,822
Sonsorol State Government	45,894	1,600	74,441	38,143	160,078	18,847	(7,285)	11,562
Sonsorol State Legislature	19,092	666	30,968	11,512	62,238	7,840	3,430	11,270
	\$40,502,474	\$ 1,412,143	\$65,696,090	\$ 19,634,943	\$127,245,650	\$16,632,611	\$ -	\$16,632,611

See accompanying notes to schedules.

# Republic of Palau Civil Service Pension Trust Fund

## Schedule of Pension Amounts by Employer, continued

September 30, 2021

Employer	Deferred Outflows of Resources					
	Net Pension Liability as of 09/30/21	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Earnings On Investments	Change of Assumptions	Change in Proportion And Difference Between Employer Contributions And Proportionate Share Of Contributions	Total Deferred Outflows of Resources
Aimeliik State Agency	\$ 193,791	\$ 4,765	\$ 273	\$ 37,103	\$ 45,002	\$ 87,143
Aimeliik State Government	731,776	17,992	1,030	140,105	28,829	187,956
Aimeliik State Legislature	347,309	8,539	489	66,496	113,241	188,765
Airai State Agency	937,451	23,048	1,319	179,483	57,314	261,164
Airai State Government	502,428	12,353	707	96,194	13,180	122,434
Airai State Legislature	444,629	10,932	626	85,128	41,351	138,037
Airai State - Pan Fund	224,293	5,515	316	42,943	14,560	63,334
Angaur State Agency	-	-	-	-	-	-
Angaur State - Pan Fund	101,109	2,486	142	19,358	81,919	103,905
Angaur State Government	1,385,110	34,055	1,949	265,192	173,745	474,941
Angaur State Legislature	74,314	1,827	105	14,228	65,381	81,541
Belau Submarine Cable Corp	172,140	4,232	242	32,958	107,616	145,048
Civil Service Pension Plan	889,846	21,878	1,252	170,369	23,824	217,323
Dongosaro Municipality - Sonsorol	240,808	5,921	339	46,105	91,590	143,955
Fanna Municipality - Sonsorol State	-	-	-	-	3,542	3,542
Hatohobe State Agency	296,165	7,282	417	56,703	39,543	103,945
Hatohobei State Government	409,828	10,076	577	78,465	14,342	103,460
Hatohobei State Legislature	86,615	2,130	122	16,583	34,089	52,924
Helen Reef Resource Management - Hatohobei State	376,464	9,256	530	72,077	-	81,863
Kayangel State Government	991,037	24,366	1,394	189,743	7,706	223,209
Kayangel State Legislature	110,041	2,706	155	21,068	13,721	37,650
Koror State Government	23,676,305	582,114	33,314	4,533,042	392,473	5,540,943
Koror State Legislature	947,899	23,305	1,334	181,484	157,992	364,115
Melekeok State - PAN	354,895	8,726	499	67,948	16,543	93,716
Melekeok State Agency	-	-	-	-	7,001	7,001
Melekeok State Government	842,156	20,706	1,185	161,238	21,396	204,525
Melekeok State Legislature	141,217	3,472	199	27,037	3,317	34,025
Melekeok Legislature Staff	129,251	3,178	182	24,746	17,176	45,282
Merir Municipality - Sonsorol State	-	-	-	-	11,460	11,460
National Development Bank of Palau	2,479,366	60,959	3,489	474,697	234,087	773,232
National Development Bank - SBDC	245,106	6,026	345	46,928	28,901	82,200
Ngaraard State Government	1,344,499	33,056	1,892	257,416	71,397	363,761
Ngaraard State Legislature	99,002	2,434	139	18,955	-	21,528
Ngaraard State Pan Fund	-	-	-	-	2,841	2,841
Ngardmau Free Trade Zone Authority	-	-	-	-	1,011	1,011
Ngardmau State Agency	-	-	-	-	-	-
Ngardmau State Government	2,155,479	52,995	3,033	412,686	86,980	555,694
Ngardmau State Legislature	105,828	2,602	149	20,262	11,574	34,587
Ngatpang State Government	780,984	19,202	1,099	149,527	181,906	351,734
Ngatpang State Legislature	145,260	3,571	204	27,811	3,161	34,747
Ngatpang Pan	163,460	4,019	230	31,296	77,004	112,549

*See accompanying notes to schedules.*

Republic of Palau Civil Service Pension Trust Fund

Schedule of Pension Amounts by Employer, continued

September 30, 2021

Employer	Deferred Outflows of Resources					Total Deferred Outflows of Resources
	Net Pension Liability as of 09/30/21	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Earnings on Investments	Change of Assumptions	Change in Proportion And Difference Between Employer Contributions and Proportionate Share of Contributions	
Ngchesar State Agency	354,303	8,711	499	67,835	14,818	91,863
Ngchesar State Government	544,558	13,389	766	104,261	23,685	142,101
Ngchesar State Legislature	105,154	2,585	148	20,133	19,336	42,202
Ngerchelong State PAN Agency	359,529	8,839	506	68,835	41,524	119,704
Ngerchelong State Government	757,729	18,630	1,066	145,074	98,598	263,368
Ngerchelong State Legislature	168,347	4,139	237	32,232	23,913	60,521
Ngerchelong State Operation	—	—	—	—	42,772	42,772
Ngeremlengui State Government	1,458,162	35,851	2,052	279,178	170,318	487,399
Ngeremlengui State Legislature	164,554	4,046	232	31,505	12,765	48,548
Ngiwal State - Pan Fund	255,554	6,283	360	48,928	67,444	123,015
Ngiwal State Agency	495,349	12,179	697	94,839	44,887	152,602
Ngiwal State Government	447,830	11,011	630	85,741	27,313	124,695
Ngiwal State Legislature	159,667	3,926	225	30,570	29,708	64,429
Palau Community Action Agency	6,920,666	170,154	9,738	1,325,024	411,892	1,916,808
Palau Community College	12,536,607	308,229	17,640	2,400,247	43,691	2,769,807
Palau Housing Authority	545,905	13,422	768	104,519	110,828	229,537
Palau Coral Reef Center	3,185,695	78,325	4,482	609,930	595,975	1,288,712
Palau National Communications Corporation	12,717,255	312,671	17,894	2,434,833	1,506,386	4,271,784
Palau Public Utilities Corporation	16,086,799	395,516	22,635	3,079,963	2,442,767	5,940,881
Palau Public Utilities Corporation - Waste & Water Operation	10,275,891	252,647	14,459	1,967,412	788,140	3,022,658
Palau Visitors Authority	1,181,039	29,037	1,662	226,121	136,987	393,807
Palau Water & Sewer Corporation	206,516	5,077	291	39,539	54,424	99,331
Peleliu Marine Transportation Authority	397,192	9,765	559	76,046	210,405	296,775
Peleliu State Government	2,249,594	55,309	3,165	430,705	84,893	574,072
Peleliu State Legislature	117,538	2,890	165	22,504	20,116	45,675
Pulo Anna Municipality - Sonsorol State	108,862	2,677	153	20,843	27,702	51,375
Republic of Palau National Government	187,035,216	4,598,509	263,161	35,809,581	7,479,148	48,150,399
Social Security Administration	3,301,382	81,169	4,645	632,079	38,470	756,363
Sonsorol Legislature Staff	42,636	1,048	60	8,163	4,977	14,248
Sonsorol State - Water Desal Project	29,154	717	41	5,582	23,620	29,960
Sonsorol State Government	379,833	9,339	534	72,722	118,855	201,450
Sonsorol State Legislature	151,665	3,729	213	29,038	34,885	67,865
	<u>\$304,866,042</u>	<u>\$7,495,543</u>	<u>\$428,960</u>	<u>\$58,369,356</u>	<u>\$17,047,957</u>	<u>\$83,341,816</u>

See accompanying notes to schedules.

# Republic of Palau Civil Service Pension Trust Fund

## Schedule of Pension Amounts by Employer, continued

September 30, 2021

Employer	Deferred Inflows of Resources					Pension Expense		
	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Earnings on Investments	Change of Assumptions	Change in Proportion and Difference Between Employer Contributions and Proportionate Share of Contributions	Total Deferred Inflows of Resources	Plan Expense Proportion	Net Amortization of Deferred Amounts Due to Change in Proportion and Difference Between Employer Contributions and Proportionate Share of Contributions	Total Employer Pension Expense
Aimeliik State Agency	\$ 31,463	\$ 1,241	\$ 9,644	\$ 50,677	\$ 93,025	\$ 12,309	\$ 7,464	\$ 19,773
Aimeliik State Government	118,809	4,686	36,418	208,755	368,668	46,480	(19,978)	26,502
Aimeliik State Legislature	56,388	2,224	17,284	19,480	95,376	22,060	16,865	38,925
Airai State Agency	152,201	6,003	46,654	41,947	246,805	59,544	28,963	88,507
Airai State Government	81,572	3,218	25,004	72,383	182,177	31,913	(44,786)	(12,873)
Airai State Legislature	72,188	2,847	22,128	63,746	160,909	28,241	(2,268)	25,973
Airai State - Pan Fund	36,415	1,436	11,162	88,155	137,168	14,246	11,205	25,451
Angaur State Agency	-	-	-	-	-	-	-	-
Angaur State - Pan Fund	16,416	648	5,032	-	22,096	6,422	14,076	20,498
Angaur State Government	224,881	8,870	68,932	105,545	408,228	87,978	45,408	133,386
Angaur State Legislature	12,065	476	3,698	115,082	131,321	4,720	(2,942)	1,778
Belau Submarine Cable Corp	27,948	1,102	8,567	-	37,617	10,934	22,273	33,207
Civil Service Pension Plan	144,472	5,699	44,285	122,457	316,913	56,520	(30,647)	25,873
Dongosaro Municipality - Sonsorol	39,097	1,542	11,984	25,138	77,761	15,295	27,187	42,482
Fanna Municipality - Sonsorol State	-	-	-	21,972	21,972	-	(1,124)	(1,124)
Hatohobe State Agency	48,084	1,897	14,739	49,732	114,452	18,811	19,088	37,899
Hatohobei State Government	66,538	2,625	20,396	23,176	112,735	26,031	(2,356)	23,675
Hatohobei State Legislature	14,063	555	4,311	75,540	94,469	5,502	(4,564)	938
Helen Reef Resource Management - Hatohobei State	61,121	2,411	18,735	73,824	156,091	23,912	(19,115)	4,797
Kayangel State Government	160,901	6,347	49,321	129,021	345,590	62,947	(31,268)	31,679
Kayangel State Legislature	17,866	705	5,476	21,155	45,202	6,989	1,966	8,955
Koror State Government	3,844,000	151,623	1,178,293	1,441,439	6,615,355	1,503,840	36,863	1,540,703
Koror State Legislature	153,897	6,070	47,174	31,757	238,898	60,207	18,883	79,090
Melekeok State - PAN	57,619	2,273	17,662	161,723	239,277	22,542	17,083	39,625
Melekeok State Agency	-	-	-	23,769	23,769	-	(67,484)	(67,484)
Melekeok State Government	136,729	5,393	41,911	105,178	289,211	53,491	(35,785)	17,706
Melekeok State Legislature	22,927	904	7,028	18,966	49,825	8,970	(3,622)	5,348
Melekeok Legislature Staff	20,985	828	6,432	19,119	47,364	8,210	9,630	17,840
Merir Municipality - Sonsorol State	-	-	-	55,782	55,782	-	(2,223)	(2,223)
National Development Bank of Palau	402,541	15,878	123,390	88,093	629,902	157,481	20,705	178,186
National Development Bank - SBDC	39,795	1,570	12,198	13,753	67,316	15,568	(2,410)	13,158
Ngaraard State Government	218,288	8,610	66,911	110,108	403,917	85,398	3,948	89,346
Ngaraard State Legislature	16,074	634	4,927	45,882	67,517	6,288	(15,537)	(9,249)
Ngaraard State Pan Fund	-	-	-	5,343	5,343	-	(66)	(66)
Ngardmau Free Trade Zone Authority	-	-	-	50,134	50,134	-	(11,584)	(11,584)
Ngardmau State Agency	-	-	-	-	-	-	-	-
Ngardmau State Government	349,956	13,804	107,271	52,536	523,567	136,909	23,673	160,582
Ngardmau State Legislature	17,182	678	5,267	66,094	89,221	6,722	(3,113)	3,609

See accompanying notes to schedules.

# Republic of Palau Civil Service Pension Trust Fund

## Schedule of Pension Amounts by Employer, continued

September 30, 2021

Employer	Deferred Inflows of Resources						Pension Expense	
	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Earnings on Investments	Change of Assumptions	Change in Proportion and Difference Between Employer Contributions and Proportionate Share of Contributions	Total Deferred Inflows of Resources	Plan Expense Proportion	Net Amortization of Deferred Amounts Due to Change in Proportion and Difference Between Employer Contributions and Proportionate Share of Contributions	Total Employer Pension Expense
Ngatpang State Government	\$ 126,798	\$ 5,001	\$ 38,867	\$ 90,210	\$ 260,876	\$ 49,606	\$ 494	\$ 50,100
Ngatpang State Legislature	23,584	930	7,229	9,974	41,717	9,226	867	10,093
Ngatpang Pan	26,539	1,047	8,135	27,722	63,443	10,382	17,387	27,769
Ngchesar State Agency	57,523	2,269	17,633	9,383	86,808	22,504	(56)	22,448
Ngchesar State Government	88,412	3,487	27,101	64,447	183,447	34,589	(26,886)	7,703
Ngchesar State Legislature	17,072	673	5,233	2,877	25,855	6,679	4,769	11,448
Ngerchelong State PAN Agency	58,372	2,302	17,893	87,227	165,794	22,836	7,544	30,380
Ngerchelong State Government	123,022	4,852	37,710	162,990	328,574	48,128	(41,996)	6,132
Ngerchelong State Legislature	27,332	1,078	8,378	62,241	99,029	10,693	(72)	10,621
Ngerchelong State Operation	-	-	-	102,815	102,815	-	(2,305)	(2,305)
Ngeremlengui State Government	236,742	9,338	72,568	167,753	486,401	92,618	(24,893)	67,725
Ngeremlengui State Legislature	26,716	1,054	8,189	40,961	76,920	10,452	(11,370)	(918)
Ngiwal State - Pan Fund	41,491	1,637	12,718	47,293	103,139	16,232	(362)	15,870
Ngiwal State Agency	80,423	3,172	24,652	31,797	140,044	31,463	8,639	40,102
Ngiwal State Government	72,708	2,868	22,287	136,596	234,459	28,445	(14,888)	13,557
Ngiwal State Legislature	25,923	1,023	7,946	72,529	107,421	10,142	(7,046)	3,096
Palau Community Action Agency	1,123,614	44,320	344,419	483,798	1,996,151	439,578	63,676	503,254
Palau Community College	2,035,398	80,284	623,907	779,794	3,519,383	796,284	(358,441)	437,843
Palau Housing Authority	88,631	3,496	27,168	19,258	138,553	34,674	11,126	45,800
Palau Coral Reef Center	517,218	20,401	158,542	67,042	763,203	202,345	85,156	287,501
Palau National Communications Corporation	2,064,728	81,441	632,897	14,364	2,793,430	807,758	277,130	1,084,888
Palau Public Utilities Corporation	2,611,795	103,020	800,588	149,717	3,665,120	1,021,780	559,827	1,581,607
Palau Public Utilities Corporation - Waste & Water Operation	1,668,357	65,807	511,398	104,447	2,350,009	652,690	238,173	890,863
Palau Visitors Authority	191,749	7,563	58,776	124,221	382,309	75,016	2,446	77,462
Palau Water & Sewer Corporation	33,529	1,323	10,278	5,295	50,425	13,117	22,608	35,725
Peleliu Marine Transportation Authority	64,487	2,544	19,767	-	86,798	25,228	47,705	72,933
Peleliu State Government	365,236	14,406	111,955	97,200	588,797	142,887	23,951	166,838
Peleliu State Legislature	19,083	753	5,849	97,506	123,191	7,466	(13,114)	(5,648)
Pulo Anna Municipality - Sonsorol State	17,674	697	5,418	8,804	32,593	6,915	11,424	18,339
Republic of Palau National Government	30,366,366	1,197,772	9,308,142	10,230,147	51,102,427	11,879,852	(866,046)	11,013,806
Social Security Administration	536,001	21,142	164,299	112,109	833,551	209,693	(36,367)	173,326
Sonsorol Legislature Staff	6,922	273	2,122	1,413	10,730	2,708	(140)	2,568
Sonsorol State - Water Desal Project	4,733	187	1,451	-	6,371	1,852	4,059	5,911
Sonsorol State Government	61,668	2,432	18,903	31,427	114,430	24,126	(10,492)	13,634
Sonsorol State Legislature	24,624	971	7,548	7,139	40,282	9,633	3,085	12,718
	\$49,496,951	\$ 1,952,360	\$15,172,200	\$ 17,047,957	\$83,669,468	\$19,364,077	\$ -	\$19,364,077

See accompanying notes to schedules.

# Republic of Palau Civil Service Pension Plan and Trust

## Notes to Schedules

September 30, 2022 and 2021

### 1. Plan Description

The following brief description of the Republic of Palau Civil Service Pension Plan and Trust (the Plan) is provided for general information purposes only.

#### General

The Plan is a defined benefit, cost sharing multiple employer plan, providing retirement, security and other benefits to employees, their spouses and dependents, of the Republic of Palau (ROP), ROP State Governments and ROP agencies, funds and public corporations. The Plan was established pursuant to 33 Palau National Code Annotated (PNCA) section 2001 passed on April 3, 1987, and began operations on October 1, 1987.

#### Membership

The ROP National Government, ROP State Governments and ROP public corporations, quasi-governmental organizations and other public entities of the National and State Governments of ROP, participate in the Plan. Membership consisted of the following as of October 1, 2021 (the valuation date):

Inactive members or beneficiaries currently receiving benefits	1,730
Inactive members entitled to but not yet receiving benefits	404
Inactive nonvested members	1,105
Active members	<u>3,423</u>
Total members	<u>6,662</u>

#### Summary of the Principal Provisions of the Plan

Effective date:	October 1, 1987
Plan year:	October 1 through September 30

#### Eligibility to Participate

All persons becoming full-time employees of a participating agency before attaining the age of sixty shall become members as a condition of employment.

# Republic of Palau Civil Service Pension Plan and Trust

## Notes to Schedules, continued

### **1. Plan Description, continued**

#### **Service**

Vesting Service: Includes membership service and prior service credit.

Membership Service: A year of membership service is earned for a year of service rendered at a participating employer. Years of membership service shall be rounded to the nearest one year. Membership service includes accumulated sick leave and vacation leave.

Prior Service Credit: Persons becoming members of the Plan on October 1, 1987 are entitled to Prior Service Credit for services rendered as an employee of participating agencies, the Trust Territory of the Pacific Islands (TTPI), and the United States Naval Government after World War II and before the establishment of the TTPI.

#### **Pension Benefits**

Retirement benefits are paid to members who are required, with certain exceptions, to retire no later than their sixtieth birthday or after thirty years of service. A member may retire after his or her fifty-fifth birthday at a reduced pension amount if the member has completed at least twenty years of government employment. A married member or former member receiving a distribution of benefits under the Pension Fund receives reduced benefit amounts to provide survivors' benefits to his or her spouse. An unmarried member or former member may elect to receive a reduced benefit amount during his or her lifetime with an annuity payable to his or her designated beneficiary. Disability benefits are paid to qualified members for the duration of the disability. Effective May 17, 1996, through RPPL 4-49, members, who have twenty-five years or more of total service, are eligible for retirement regardless of their age and, upon such retirement, are eligible to receive pension benefits at a level established by the Board. Effective July 1, 1999, pursuant to RPPL 4-49 and RPPL 5-30, retirement is mandatory for all members who have thirty years or more of total service and all employees who are sixty years of age or older with certain exceptions. Beginning October 1, 2003, pursuant to RPPL 6-37, mandatory retirement may be delayed for up to five years, by specific exemption by the Board. In December 2008, RPPL 7-56 eliminated early retirement and thirty-year mandatory service provisions. These provisions were restored through RPPL 8-10 in October 2009. On April 30, 2013, RPPL 9-2 eliminated the mandatory service retirement after thirty years of service. After December 31, 2013, no employee shall be entitled to pension benefits until reaching the age of sixty.

# Republic of Palau Civil Service Pension Plan and Trust

## Notes to Schedules, continued

### 1. Plan Description, continued

#### Pension Benefits, continued

In accordance with the directives of RPPL 5-7, the Board adopted a resolution which provides that “no person who retires after October 1, 1997, may receive benefits under the Plan unless he or she has contributed to the Plan for at least five years or has made an actuarially equivalent lump sum contribution”. In accordance with RPPL 9-2, members who retire after April 30, 2013 must not receive benefits greater than thirty thousand dollars per year. Further, the amount of benefits that a member receives should not be recalculated if the member is re-employed after the member begins receiving benefits under the Plan. Additionally, a member should not receive benefits during the time the member is re-employed subsequent to retirement.

Currently, normal benefits are paid monthly and are two percent of each member’s average monthly salary for each year of credited total service up to a maximum of thirty years total service. The average annual salary is the average of the highest three consecutive fiscal years of compensation received by a member during his or her most recent ten full fiscal years of service. For members who have not completed three consecutive fiscal years of employment during his or her most recent ten full fiscal years of service, the average annual salary is the average monthly salary during the term of the member’s service multiplied by twelve.

The benefit amount that married members or unmarried members receive, who have elected to designate a beneficiary, is based on the normal benefit amount reduced by the following factors:

<b>Factor</b>	<b>If the Spouse or Beneficiary is:</b>
1.00	21 or more years older than the member
0.95	16 to 20 years older than the member
0.90	11 to 15 years older than the member
0.85	6 to 10 years older than the member
0.80	0 to 5 years younger than the member or 0 to 5 years older than the member
0.75	6 to 10 years younger than the member
0.70	11 to 15 years younger than the member
0.65	16 or more years younger than the member

Surviving beneficiaries of an employee may only receive benefits up to the total present value of the employee’s accrued benefit pursuant to RPPL 9-2.

A member that meets the requirements for early retirement and elects to retire on an early retirement date is entitled to receive payment of an early retirement benefit equal to the member’s normal retirement benefit reduced according to the following schedule based on the age at which early retirement benefit payments begin:

# Republic of Palau Civil Service Pension Plan and Trust

## Notes to Schedules, continued

### 1. Plan Description, continued

#### Pension Benefits, continued

- $1/12^{\text{th}}$  per year for the first 3 years before age 60;
- plus an additional  $1/18^{\text{th}}$  per year for the next 3 years;
- plus an additional  $1/24^{\text{th}}$  per year for the next 5 years; and
- plus an additional  $1/50^{\text{th}}$  per year for each year in excess of 11 years.

Upon the death of a member or former member with eligible survivors before commencement of the members' normal, early, or late retirement benefits or disability retirement benefits the following shall be payable:

- If the former member is not an employee at his date of death and a spouse or beneficiary survives, the total death benefits payable shall be the actuarial equivalent of the member's present value of accrued benefit.
- If the member is an employee at his date of death and a spouse or beneficiary survives, the total death benefit payable shall be the actuarial equivalent of the greater of 3 times the member's average annual salary or the member's present value of accrued benefits.

Upon the death of a member or former member before commencement of his normal, early, or late retirement benefit or disability retirement benefit leaving no persons eligible for survivor benefits, the following shall be payable:

- If the former member is not an employee at the date of death, a refund of the total amount of contributions made by the member.
- If the member was an employee at the date of death and had completed one year or more of total service, the estate of the member shall be entitled to a death benefit equal to the greater of three times the member's annual salary or the present value of the member's accrued benefit payable in the form of a single lump sum payment.

# Republic of Palau Civil Service Pension Plan and Trust

## Notes to Schedules, continued

### **1. Plan Description, continued**

#### **Pension Benefits, continued**

Any member who is not otherwise eligible to receive normal, early or late retirement benefits, who shall become totally and permanently disabled for service regardless of how or where the disability occurred, shall be entitled to a disability retirement annuity, provided that he or she is not receiving disability payments from the United States Government or its agencies for substantially the same ailment, and further provided that to be eligible for a disability retirement annuity from a cause unrelated to service, the member shall have had at least ten (10) years of total service credited. The amount of disability retirement annuity shall be an amount equal to the actuarial equivalent at the attained age of the member's present value of accrued benefit and shall be paid in the same form as a normal retirement benefit. Any special compensation allowance received or payable to any member because of disability resulting from accidental causes while in the performance of a specific act or acts of duty shall be deducted from the disability annuity payable by the Plan on account of the same disability.

#### **Member Contributions**

Member contribution rates are established by RPPL No. 2-26 at six percent of total payroll and are deducted from the member's salary and remitted by participating employers. Upon complete separation from service, a member with less than fifteen years membership service may elect to receive a refund of all of his or her contributions. Subsequent changes in the percentage contributed by members may be made through an amendment of the Trust Fund Operation Plan subject to the requirements of Title 6 of the Palau National Code. RPPL 9-2 requires each employee of the National Government and all State Governments, without regard to whether the employee is employed part-time or on a temporary basis, seasonal or an impermanent basis, to contribute to the Plan through payroll deduction.

#### **Employer and Other Contributions**

Employers are required to contribute an amount equal to that contributed by employees. Pursuant to RPPL No. 2-26 and RPPL No. 3-21, the Government of the Republic of Palau must from time to time contribute additional sums to the Plan in order to keep the Plan on a sound actuarial basis. RPPL 9-2 requires the Government of ROP to make regular contributions to the Plan equal to the amount contributed by each and every employee of ROP. Additionally, an excise tax of four percent (4%) is levied against each non-citizen person transferring money out of ROP. The money transfer tax must be remitted to the Plan.

# Republic of Palau Civil Service Pension Plan and Trust

## Notes to Schedules, continued

### **2. Summary of Significant Accounting Policies**

#### **Basis of Accounting and Disclosure**

The schedules are presented in accordance with the standards issued by the Governmental Accounting Standards Board (GASB), which is the generally accepted standard setting body for establishing accounting principles generally accepted in the United States of America for governmental entities. As prescribed by GASB, the schedules are reported using the economic resources measurement focus and the accrual basis of accounting.

Employer and employee contributions are recognized as revenues when due, pursuant to formal commitments, as well as statutory and contractual requirements that coincide with the period in which employee services are performed. Deductions from the Plan's assets are recorded when corresponding liabilities are incurred, regardless of when paid. Benefits and refunds are recognized when due and are payable in accordance with Plan policy. The cost of administering the Plan is paid out of the assets of the Plan.

For purposes of measuring the net pension liability, deferred outflows of resources, deferred inflows of resources, and pension expense, information about the fiduciary net position of the Plan and additions to/deductions from the Plan's fiduciary net position have been determined on the same basis as they are reported by the Plan. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

#### ***Recognition of Deferred Outflows and Inflows of Resources***

Changes from differences between expected and actual experience and assumption changes are recognized over the average expected remaining service life of all employees provided with benefits through the pension plan as of the beginning of the measurement period, while differences in investment gains/losses from actuarial expectations are recognized equally over five years.

#### **Estimates**

The preparation of the schedules in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect certain amounts and disclosures. Actual results could differ from those estimates.

# Republic of Palau Civil Service Pension Plan and Trust

## Notes to Schedules, continued

### 3. Allocation Methodology

A reconciliation of total contributions presented in the schedule of employer allocations and additions from employer contributions for the Plan pursuant to the Plan's Statement of Changes in Fiduciary Net Position for the years ended September 30, 2022 and 2021 is as follows:

	<u>2022</u>	<u>2021</u>
Total contributions per schedule of employer allocations	\$3,614,819	\$3,618,261
Reconciling items:		
Unallocated employer contributions	( <u>104,780</u> )	<u>35,611</u>
Total contributions per audited financial statements	<u>\$3,510,039</u>	<u>\$3,653,872</u>

### 4. Collective Net Pension Liability

The components of the employers' net pension liability as of September 30, 2022 is as follows:

	<u>2022</u>	<u>2021</u>
Total pension liability	\$288,416,697	\$340,534,713
Plan fiduciary net position	( <u>25,051,423</u> )	( <u>35,668,671</u> )
Employers' net pension liability	<u>\$263,365,274</u>	<u>\$304,866,042</u>
Plan fiduciary net position as a percentage of the total pension liability	8.69%	10.47%

### 5. Actuarial Assumptions and Other Inputs

The total pension liability was determined by an actuarial valuation as of October 1, 2021 using the following actuarial assumptions and other inputs:

Actuarial Cost Method:	Normal costs are calculated under the entry age normal method
Amortization Method:	Level dollar, open with remaining amortization period of 30 years
Asset Valuation Method:	Market Value of Assets
Long-term Expected Rate of Return:	6.74% per year, net of investment expenses, including price inflation
Municipal Bond Index Rate:	3.82%

# Republic of Palau Civil Service Pension Plan and Trust

## Notes to Schedules, continued

### 5. Actuarial Assumptions and Other Inputs, continued

Year fiduciary net position is projected to be depleted:	2027																		
Price Inflation:	2.5% per year																		
Interest on Member Contributions:	5.0% per year																		
Salary Increase:	3.0% per year																		
Expenses:	\$300,000 annually added to normal cost																		
Mortality:	RP 2000 Combined Mortality Table, set forward four years for all members except disability recipients, where the table is set forward ten years																		
Termination of Employment:	5% for ages 20 to 39; none for all other ages																		
Disability:	<table><thead><tr><th>Age</th><th>Disability</th></tr></thead><tbody><tr><td>25</td><td>0.21%</td></tr><tr><td>30</td><td>0.18%</td></tr><tr><td>35</td><td>0.25%</td></tr><tr><td>40</td><td>0.35%</td></tr><tr><td>45</td><td>0.50%</td></tr><tr><td>50</td><td>0.76%</td></tr><tr><td>55</td><td>1.43%</td></tr><tr><td>60</td><td>2.12%</td></tr></tbody></table>	Age	Disability	25	0.21%	30	0.18%	35	0.25%	40	0.35%	45	0.50%	50	0.76%	55	1.43%	60	2.12%
Age	Disability																		
25	0.21%																		
30	0.18%																		
35	0.25%																		
40	0.35%																		
45	0.50%																		
50	0.76%																		
55	1.43%																		
60	2.12%																		
Retirement Age:	100% at age 60																		
Form of Payment:	Single: Straight life annuity; Married: 100% joint and survivor																		
Marriage Assumption:	80% of the workers are assumed to be married and males are assumed to be 3 years older than their spouses. Beneficiaries are assumed to be the opposite gender of the member.																		
Duty vs Non-duty related disability:	100% Duty related																		

# Republic of Palau Civil Service Pension Plan and Trust

## Notes to Schedules, continued

### 5. Actuarial Assumptions and Other Inputs, continued

Refund of Contributions: 80% of terminated vested members elect a refund of contributions

#### *Investment Rate of Return*

The long-term expected rate of return on the Plan's investments of 5.95% was determined using log-normal distribution analysis, creating a best-estimate range for each asset class. As of July 2024, the twenty-year arithmetic real rates of return for each major investment class are as follows:

<u>Asset Class</u>	<u>Target Allocation</u>	<u>Expected Rate of Return</u>
US Equities	46%	8.46%
Non-US Equities (Mature Markets)	10%	8.20%
Fixed Income (US Core)	40%	3.72%
Alternatives (Real Estate Investment Trusts)	<u>4%</u>	8.72%
	<u>100%</u>	

#### *Discount Rate*

The discount rate used to measure the total pension liability was 3.86% at the current measurement date and 2.23% at the prior measurement date. The discount rate was determined using the current assumed rate of return of 6.74% until the point where the plan fiduciary net position is negative. Using the current contribution rates, a negative position happens in 2026. For years on or after 2026, the Municipal Bond Index Rate of 3.82% was used. The Municipal Bond Index Rate from the prior measurement date was 2.17%.

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

The following presents the net pension liability of the Plan as of September 30, 2022, calculated using the discount rate of 3.86%, as well as what the net pension liability would be if it were calculated using a discount rate that is 1.00% lower (2.86%) or 1.00% higher (4.86%) from the current rate.

<u>1% Decrease 2.86%</u>	<u>Current Single Discount Rate Assumption 3.86%</u>	<u>1% Increase 4.86%</u>
\$302,198,575	\$263,365,274	\$231,109,483

# Republic of Palau Civil Service Pension Plan and Trust

## Notes to Schedules, continued

### 6. Collective Pension Expense

The components of allocable pension expense for the years ended September 30, 2022 and 2021 is as follows:

	<u>2022</u>	<u>2021</u>
Service cost	\$18,716,135	\$14,542,609
Interest on the total pension liability	7,886,195	8,784,450
Difference between expected and actual experience in the total pension liability	---	( 7,401,793)
Current-period assumption changes	(10,439,401)	339,931
Employee contributions	( 3,514,826)	( 3,633,294)
Projected earnings on plan investments	( 2,263,218)	( 2,120,600)
Difference between actual and projected earnings on plan investments	1,726,331	( 459,129)
Pension plan administrative expense	368,486	343,321
Other changes	( 271,844)	( 3,358,806)
Recognition of outflow of resources due to liabilities	20,434,686	21,818,980
Recognition of inflow of resources due to assets	<u>(16,009,933)</u>	<u>( 9,491,592)</u>
Total pension expense	<u>\$16,632,611</u>	<u>\$19,364,077</u>

Other changes of \$104,780 and \$35,611 for the years ended September 30, 2022 and 2021 consist of the difference between employer contributions at the Statement of Fiduciary Net Position and the Schedule of Employer Contributions and \$376,624 and \$3,323,195 for the years ended September 30, 2022 and 2021, respectively, from other income.

### 7. Collective Deferred Outflows and Inflows of Resources

The following presents a summary of changes in the collective deferred outflows of resources and deferred inflows of resources (excluding employer specific amounts) for the years ended September 30, 2022 and 2021:

		<u>2022</u>				
Year of Deferral	Amortization Period	Beginning of Year Balance	Additions	Deductions	End of Year Balance	
<b>Deferred Outflows of Resources:</b>						
	Difference between expected and actual experience	2022	6.46 years	-	-	-
		2021	6.82 years	-	-	-

Republic of Palau Civil Service Pension Plan and Trust

Notes to Schedules, continued

7. Collective Deferred Outflows and Inflows of Resources, continued

2022					
Year of Deferral	Amortization Period	Beginning of Year			End of Year Balance
		Balance	Additions	Deductions	
2020	6.82 years	-	-	-	-
2019	6.03 years	-	-	-	-
2018	7.03 years	-	-	-	-
2017	4.83 years	7,495,543	-	4,095,925	3,399,618
2016	5.83 years	-	-	-	-
Subtotal:		7,495,543	-	4,095,925	3,399,618
Changes of assumptions					
2022	6.46 years	-	-	-	-
2021	6.82 years	1,978,398	-	339,931	1,638,467
2020	6.82 years	19,858,667	-	4,120,056	15,738,611
2019	6.03 years	33,075,256	-	8,207,259	24,867,997
2018	7.03 years	-	-	-	-
2017	4.83 years	-	-	-	-
2016	5.83 years	3,457,035	-	3,457,035	-
Subtotal:		58,369,356	-	16,124,281	42,245,075
Differences between projected and actual earnings					
2022	6.46 years	-	8,631,653	1,726,331	6,905,322
2021	6.82 years	-	-	-	-
2020	6.82 years	-	-	-	-
2019	6.03 years	428,960	-	214,480	214,480
2018	7.03 years	-	-	-	-
2017	4.83 years	-	-	-	-
2016	5.83 years	-	-	-	-
Subtotal:		428,960	8,631,653	1,940,811	7,119,802
Changes in proportion					
2022	6.46 years	-	8,957,229	1,386,566	7,570,663
2021	6.82 years	5,050,316	-	867,753	4,182,563
2020	6.82 years	3,535,857	-	733,586	2,802,271
2019	6.03 years	2,870,042	-	712,170	2,157,872
2018	7.03 years	3,360,728	-	1,109,155	2,251,573
2017	4.83 years	1,477,213	-	807,212	670,001
2016	5.83 years	753,801	-	753,801	-
Subtotal:		17,047,957	8,957,229	6,370,243	19,634,943
<b>Total Deferred Outflows of Resources:</b>		<b>83,341,816</b>	<b>17,588,882</b>	<b>28,531,260</b>	<b>72,399,438</b>

Republic of Palau Civil Service Pension Plan and Trust

Notes to Schedules, continued

7. Collective Deferred Outflows and Inflows of Resources, continued

2022					
Year of Deferral	Amortization Period	Beginning of Year Balance	Additions	Deductions	End of Year Balance
<b>Deferred Inflows of Resources:</b>					
Difference between expected and actual experience					
2022	6.46 years	-	-	-	-
2021	6.82 years	43,078,436	-	7,401,793	35,676,643
2020	6.82 years	-	-	-	-
2019	6.03 years	6,418,515	-	1,592,684	4,825,831
2018	7.03 years	-	-	-	-
2017	4.83 years	-	-	-	-
2016	5.83 years	-	-	-	-
Subtotal:		49,496,951	-	8,994,477	40,502,474
Changes of assumptions					
2022	6.46 years	-	67,438,530	10,439,401	56,999,129
2021	6.82 years	-	-	-	-
2020	6.82 years	-	-	-	-
2019	6.03 years	-	-	-	-
2018	7.03 years	8,389,349	-	2,768,762	5,620,587
2017	4.83 years	6,782,851	-	3,706,477	3,076,374
2016	5.83 years	-	-	-	-
Subtotal:		15,172,200	67,438,530	16,914,640	65,696,090
Differences between projected and actual earnings					
2022	6.46 years	-	-	-	-
2021	6.82 years	1,836,515	-	459,129	1,377,386
2020	6.82 years	52,135	-	17,378	34,757
2019	6.03 years	-	-	-	-
2018	7.03 years	63,710	-	63,710	-
2017	4.83 years	-	-	-	-
2016	5.83 years	-	-	-	-
Subtotal:		1,952,360	-	540,217	1,412,143
Changes in proportion					
2022	6.46 years	-	8,957,229	1,386,566	7,570,663
2021	6.82 years	5,050,316	-	867,753	4,182,563
2020	6.82 years	3,535,857	-	733,586	2,802,271
2019	6.03 years	2,870,042	-	712,170	2,157,872
2018	7.03 years	3,360,728	-	1,109,155	2,251,573
2017	4.83 years	1,477,213	-	807,212	670,001
2016	5.83 years	753,801	-	753,801	-
Subtotal:		17,047,957	8,957,229	6,370,243	19,634,943
<b>Total Deferred Inflows of Resources:</b>		<b>83,669,468</b>	<b>76,395,759</b>	<b>32,819,577</b>	<b>127,245,650</b>

Republic of Palau Civil Service Pension Plan and Trust

Notes to Schedules, continued

**7. Collective Deferred Outflows and Inflows of Resources, continued**

2021						
	Year of Deferral	Amortization Period	Beginning of Year Balance	Additions	Deductions	End of Year Balance
<b>Deferred Outflows of Resources:</b>						
Difference between expected and actual experience	2017	4.83 years	\$ 11,591,468	\$ –	\$ 4,095,925	\$ 7,495,543
	Subtotal:		\$ 11,591,468	\$ –	\$ 4,095,925	\$ 7,495,543
<hr/>						
Changes of assumptions	2021	6.82 years	\$ –	2,318,329	\$ 339,931	\$ 1,978,398
	2020	6.82 years	23,978,723	–	4,120,056	19,858,667
	2019	6.03 years	41,282,515	–	8,207,259	33,075,256
	2016	5.83 years	7,622,139	–	4,165,104	3,457,035
	2015	6.83 years	1,016,156	–	1,016,156	–
	Subtotal:		73,899,533	2,318,329	17,848,506	58,369,356
<hr/>						
Differences between projected and actual earnings	2019	6.03 years	643,440	–	214,480	428,960
	Subtotal:		643,440	–	214,480	428,960
<hr/>						
Changes in proportion	2021	6.82 years	–	5,918,069	867,753	5,050,316
	2020	6.82 years	4,269,443	–	733,586	3,535,857
	2019	6.03 years	3,582,212	–	712,170	2,870,042
	2018	7.03 years	4,469,883	–	1,109,155	3,360,728
	2017	4.83 years	2,284,425	–	807,212	1,477,213
	2016	5.83 years	1,662,000	–	908,199	753,801
	2015	6.83 years	691,879	–	691,879	–
	Subtotal:		16,959,842	5,918,069	5,829,954	17,047,957
<hr/>						
<b>Total Deferred Outflows of Resources:</b>			<b>103,094,283</b>	<b>8,236,398</b>	<b>27,988,865</b>	<b>83,341,816</b>

# Republic of Palau Civil Service Pension Plan and Trust

## Notes to Schedules, continued

### 7. Collective Deferred Outflows and Inflows of Resources, continued

	Year of Deferral	Amortization Period	Beginning of Year Balance	Additions	Deductions	End of Year Balance
<b>Deferred Inflows of Resources:</b>						
Difference between expected and actual experience	2021	6.82 years	–	50,480,229	7,401,793	43,078,436
	2019	6.03 years	8,011,199	–	1,592,684	6,418,515
	2015	6.83 years	1,098,691	–	1,098,691	–
	Subtotal:		9,109,890	50,480,229	10,093,168	49,496,951
Changes of assumptions	2018	7.03 years	11,158,111	–	2,768,762	8,389,349
	2017	4.83 years	10,489,328	–	3,706,477	6,782,851
	Subtotal:		21,647,439		6,475,239	15,172,200
Differences between projected and actual earnings	2021	6.82 years	–	2,295,644	459,129	1,836,515
	2020	6.82 years	69,513	–	17,378	52,135
	2018	7.03 years	127,418	–	63,708	63,710
	2017	4.83 years	243,892	–	243,892	–
	Subtotal:		\$ 440,823	\$ 2,295,644	\$ 784,107	\$ 1,952,360
Changes in proportion	2021	6.82 years	\$ –	\$ 5,918,069	\$ 867,753	\$ 5,050,316
	2020	6.82 years	4,269,443		733,586	3,535,857
	2019	6.03 years	3,582,212		712,170	2,870,042
	2018	7.03 years	4,469,883		1,109,155	3,360,728
	2017	4.83 years	2,284,425		807,212	1,477,213
	2016	5.83 years	1,662,000		908,199	753,801
	2015	6.83 years	691,879		691,879	
	Subtotal:		16,959,842	5,918,069	5,829,954	17,047,957
<b>Total Deferred Inflows of Resources:</b>			<b>48,157,994</b>	<b>58,693,942</b>	<b>23,182,468</b>	<b>83,669,468</b>

Amounts reported as deferred outflows and inflows of resources as of September 30, 2022, to be recognized in pension expense in future years is presented below:

<u>Year Ending</u>	<u>Net Deferred Outflows (Inflows) of Resources</u>
2023	\$( 7,747,846)
2024	( 8,285,571)
2025	( 5,582,492)
2026	(12,198,050)
2027	(16,230,129)
Thereafter	( 4,802,124)
	<u>\$(54,846,212)</u>

# Republic of Palau Civil Service Pension Plan and Trust

## Notes to Schedules, continued

### **7. Collective Deferred Outflows and Inflows of Resources, continued**

#### ***Average Remaining Service Life***

GASB Statement No. 68, *Accounting and Financial Reporting for Pensions*, requires that changes arising from differences between expected and actual experience and from changes in actual assumptions be recognized in pension expense over the average remaining service life of all employees provided with benefits through the pension plan (active and inactive). These differences are considered on a pooled basis, rather than an individual basis, in order to reflect the expected remaining service life of the entire pool of employees, with the understanding that inactive employees have no remaining service period. At years as of September 30, 2022 and 2021, the average of the expected remaining service lives of all employees as calculated by the Plan's independent actuaries was 6.82 years, 7.03 years as of September 30, 2019 and 2018, 6.83 years as of September 30, 2017, 2016 and 2015, and 6.20 years as of September 30, 2014.

### **8. Additional Financial and Actuarial Information**

Additional financial information supporting the preparation of the schedule of employer allocations, schedule of pension amounts by employer and other pension schedules (including the disclosure of the net pension liability and the unmodified audit opinion of the financial statements) is located in the Plan's financial statements for the years ended September 30, 2022 and 2021. If you have questions about this report or need additional information, please contact the Administrator at the Republic of Palau Civil Service Pension Plan and Trust, P.O. Box 1767, Koror, Republic of Palau 96940, or e-mail [cspp@palaunet.com](mailto:cspp@palaunet.com) or call (680) 488-2523.

## Other Information

# Republic of Palau Civil Service Pension Trust Fund

## Schedule of Net Pension Liability Sensitivity by Employer

September 30, 2022

<b>Employer</b>	<b>1% Decrease (2.86%)</b>	<b>Current Discount Rate (3.86%)</b>	<b>1% Increase (4.86%)</b>
Aimeliik State Agency	\$183,250	\$159,702	\$140,142
Aimeliik State Government	724,476	631,379	554,050
Aimeliik State Legislature	297,783	259,518	227,733
Airai State Agency	1,139,382	992,969	871,354
Airai State Government	359,396	313,212	274,852
Airai State Legislature	394,508	343,813	301,704
Airai Legislature Staff	126,821	110,524	96,987
Airai State - Pan Fund	229,314	199,847	175,370
Angaur State Agency	-	-	-
Angaur State - Pan Fund	138,440	120,650	105,874
Angaur State Government	1,334,506	1,163,018	1,020,577
Angaur State Legislature	79,922	69,652	61,122
Belau Submarine Cable Corp	457,375	398,601	349,782
Belau National Museum	836,416	728,935	639,658
Civil Service Pension Plan	838,090	730,394	640,938
Dongosaro Municipality - Sonsorol	250,048	217,916	191,227
Fanna Municipality - Sonsorol State	131,837	114,896	100,824
Hatohobe State Agency	368,592	321,227	281,884
Hatohobei State Government	407,466	355,106	311,614
Hatohobei State Legislature	82,261	71,691	62,910
Helen Reef Resource Management - Hatohobei State	409,053	356,489	312,827
Kayangel State Government	975,110	849,806	745,726
Kayangel State Legislature	99,985	87,137	76,465
Koror State Government	22,725,300	19,805,040	17,379,408
Koror State Legislature	922,942	804,341	705,829
Melekeok State - PAN	333,564	290,700	255,096
Melekeok State Agency	-	-	-
Melekeok State Government	762,513	664,529	583,140
Melekeok State Legislature	145,633	126,918	111,374
Melekeok Legislature Staff	71,981	62,731	55,048
Merir Municipality - Sonsorol State	7,776	6,776	5,946
National Development Bank of Palau	2,473,387	2,155,550	1,891,548
National Development Bank - SBDC	252,889	220,392	193,399
Ngaraard State Government	1,446,948	1,261,011	1,106,568
Ngaraard State Legislature	146,300	127,500	111,885
Ngaraard State Pan Fund	-	-	-
Ngardmau Free Trade Zone Authority	-	-	-
Ngardmau State Agency	-	-	-
Ngardmau State Government	2,035,241	1,773,707	1,556,472
Ngardmau State Legislature	130,417	113,658	99,738
Ngatpang State Government	590,300	514,445	451,438
Ngatpang State Legislature	127,739	111,325	97,690
Ngatpang Pan	235,920	205,604	180,423
Ngchesar State Agency	499,761	435,540	382,197
Ngchesar State Government	593,560	517,286	453,931

# Republic of Palau Civil Service Pension Trust Fund

## Schedule of Net Pension Liability Sensitivity by Employer, continued

September 30, 2022

Employer	1% Decrease (2.86%)	Current Discount Rate (3.86%)	1% Increase (4.86%)
Ngchesar State Legislature	122,224	106,518	93,472
Ngerchelong State PAN Agency	335,320	292,230	256,439
Ngerchelong State Government	1,276,402	1,112,381	976,142
Ngerchelong State Legislature	136,017	118,538	104,020
Ngerchelong State Operation	-	-	-
Ngeremlengui State Government	1,397,623	1,218,025	1,068,847
Ngeremlengui State Legislature	161,431	140,687	123,456
Ngiwal State - Pan Fund	230,318	200,721	176,138
Ngiwal State Agency	463,811	404,210	354,705
Ngiwal State Government	368,842	321,445	282,076
Ngiwal State Legislature	170,878	148,920	130,681
Palau Community Action Agency	7,340,576	6,397,293	5,613,781
Palau Community College	13,033,060	11,358,278	9,967,167
Palau Housing Authority	683,597	595,753	522,788
Palau Coral Reef Center	3,111,506	2,711,669	2,379,556
Palau National Communications Corporation	14,950,090	13,028,965	11,433,236
Palau Public Utilities Corporation	15,443,997	13,459,403	11,810,956
Palau Public Utilities Corporation - Waste & Water Operation	10,023,797	8,735,713	7,665,802
Palau Visitors Authority	1,341,194	1,168,847	1,025,692
Palau Water & Sewer Corporation	195,456	170,339	149,477
Peleliu Marine Transportation Authority	384,058	334,706	293,712
Peleliu State Government	2,089,579	1,821,063	1,598,027
Peleliu State Legislature	96,223	83,858	73,588
Pulo Anna Municipality - Sonsorol State	126,404	110,160	96,668
Republic of Palau National Government	181,415,508	158,103,143	138,739,386
Social Security Administration	3,377,187	2,943,210	2,582,739
Sonsorol Legislature Staff	37,953	33,076	29,025
Sonsorol State - Water Desal Project	34,445	30,018	26,342
Sonsorol State Government	342,424	298,422	261,872
Sonsorol State Legislature	142,453	124,148	108,943
	<u>\$302,198,575</u>	<u>\$263,365,274</u>	<u>\$231,109,483</u>

# Republic of Palau Civil Service Pension Trust Fund

## Schedule of Employer's Contribution by Employer

September 30, 2022

Employer	Actuarially	Actual	Contribution	Covered	Contributions
	Determined				Employer
	Employer	Contribution	Deficiency	Payroll	Percentage of
	Contribution				Covered
					Payroll
Aimeliik State Agency	\$10,337	\$2,192	\$8,145	\$36,533	6.00%
Aimeliik State Government	40,868	8,666	32,202	144,433	6.00%
Aimeliik State Legislature	16,798	3,562	13,236	59,367	6.00%
Airai State Agency	64,273	13,629	50,644	227,150	6.00%
Airai State Government	20,274	4,299	15,975	71,650	6.00%
Airai State Legislature	22,254	4,719	17,535	78,650	6.00%
Airai Legislature Staff	7,154	1,517	5,637	25,283	6.00%
Airai State - Pan Fund	12,936	2,743	10,193	45,717	6.00%
Angaur State Agency	-	-	-	-	6.00%
Angaur State - Pan Fund	7,809	1,656	6,153	27,600	6.00%
Angaur State Government	75,280	15,963	59,317	266,050	6.00%
Angaur State Legislature	4,508	956	3,552	15,933	6.00%
Belau Submarine Cable Corp	25,801	5,471	20,330	91,183	6.00%
Belau National Museum	47,182	10,005	37,177	166,750	6.00%
Civil Service Pension Plan	47,277	10,025	37,252	167,083	6.00%
Dongosaro Municipality - Sponsorol	14,105	2,991	11,114	49,850	6.00%
Fanna Municipality - Sponsorol State	7,437	1,577	5,860	26,283	6.00%
Hatohobe State Agency	20,792	4,409	16,383	73,483	6.00%
Hatohobei State Government	22,985	4,874	18,111	81,233	6.00%
Hatohobei State Legislature	4,640	984	3,656	16,400	6.00%
Helen Reef Resource Management - Hatohobei State	23,075	4,893	18,182	81,550	6.00%
Kayangel State Government	55,006	11,664	43,342	194,400	6.00%
Kayangel State Legislature	5,640	1,196	4,444	19,933	6.00%
Koror State Government	1,281,939	271,834	1,010,105	4,530,567	6.00%
Koror State Legislature	52,063	11,040	41,023	184,000	6.00%
Melekeok State - PAN	18,816	3,990	14,826	66,500	6.00%
Melekeok State Agency	-	-	-	-	6.00%
Melekeok State Government	43,014	9,121	33,893	152,017	6.00%
Melekeok State Legislature	8,215	1,742	6,473	29,033	6.00%
Melekeok Legislature Staff	4,060	861	3,199	14,350	6.00%
Merir Municipality - Sponsorol State	439	93	346	1,550	6.00%
National Development Bank of Palau	139,524	29,586	109,938	493,100	6.00%
National Development Bank - SBDC	14,266	3,025	11,241	50,417	6.00%
Ngaraard State Government	81,623	17,308	64,315	288,467	6.00%
Ngaraard State Legislature	8,253	1,750	6,503	29,167	6.00%
Ngaraard State Pan Fund	-	-	-	-	6.00%
Ngardmau Free Trade Zone Authority	-	-	-	-	6.00%
Ngardmau State Agency	-	-	-	-	6.00%
Ngardmau State Government	114,808	24,345	90,463	405,750	6.00%
Ngardmau State Legislature	7,357	1,560	5,797	26,000	6.00%
Ngatpang State Government	33,299	7,061	26,238	117,683	6.00%
Ngatpang State Legislature	7,206	1,528	5,678	25,467	6.00%
Ngatpang Pan	13,308	2,822	10,486	47,033	6.00%
Ngchesar State Agency	28,192	5,978	22,214	99,633	6.00%
Ngchesar State Government	33,483	7,100	26,383	118,333	6.00%
Ngchesar State Legislature	6,895	1,462	5,433	24,367	6.00%
Ngerchelong State PAN Agency	18,915	4,011	14,904	66,850	6.00%
Ngerchelong State Government	72,002	15,268	56,734	254,467	6.00%
Ngerchelong State Legislature	7,673	1,627	6,046	27,117	6.00%
Ngerchelong State Operation	-	-	-	-	6.00%
Ngeremlengui State Government	78,840	16,718	62,122	278,633	6.00%
Ngeremlengui State Legislature	9,106	1,931	7,175	32,183	6.00%
Ngiwal State - Pan Fund	12,992	2,755	10,237	45,917	6.00%
Ngiwal State Agency	26,164	5,548	20,616	92,467	6.00%
Ngiwal State Government	20,807	4,412	16,395	73,533	6.00%
Ngiwal State Legislature	9,639	2,044	7,595	34,067	6.00%
Palau Community Action Agency	414,084	87,806	326,278	1,463,433	6.00%

# Republic of Palau Civil Service Pension Trust Fund

## Schedule of Employer's Contribution by Employer, continued

September 30, 2022

<b>Employer</b>	Actuarially Determined Employer Contribution	Actual Employer Contribution	Contribution Deficiency	Covered Employee Payroll	Contributions as a Percentage of Covered Payroll
Palau Community College	735,198	155,898	579,300	2,598,300	6.00%
Palau National Communications Corporation	843,338	178,829	664,509	2,980,483	6.00%
Palau Public Utilities Corporation	871,199	184,737	686,462	3,078,950	6.00%
Palau Public Utilities Corporation - Waste & Water Operation	565,445	119,902	445,543	1,998,367	6.00%
Palau Visitors Authority	75,657	16,043	59,614	267,383	6.00%
Palau Water & Sewer Corporation	11,026	2,338	8,688	38,967	6.00%
Peleliu Marine Transportation Authority	21,665	4,594	17,071	76,567	6.00%
Peleliu State Government	117,874	24,995	92,879	416,583	6.00%
Peleliu State Legislature	5,428	1,151	4,277	19,183	6.00%
Pulo Anna Municipality - Sonsorol State	7,130	1,512	5,618	25,200	6.00%
Republic of Palau National Government	10,233,689	2,170,044	8,063,645	36,167,400	6.00%
Social Security Administration	190,508	40,397	150,111	673,283	6.00%
Sonsorol Legislature Staff	2,141	454	1,687	7,567	6.00%
Sonsorol State - Water Desal Project	1,943	412	1,531	6,867	6.00%
Sonsorol State Government	19,316	4,096	15,220	68,267	6.00%
Sonsorol State Legislature	8,036	1,704	6,332	28,400	6.00%
	<u>\$17,047,089</u>	<u>\$3,614,819</u>	<u>\$13,432,270</u>	<u>\$60,246,982</u>	