

City of Grand Rapids General  
Other Postemployment Benefits  
Actuarial Valuation Report  
June 30, 2020



# Table of Contents

<u>Section</u>	<u>Page</u>	
	--	Cover Letter
	1	Executive Summary
<b>A</b>		<b>Valuation Results</b>
	1	Development of the Actuarially Determined Contributions
	2	Determination of Unfunded Actuarial Accrued Liability
	3	Illustrative Projections
	4	Comments
<b>B</b>		<b>Retiree Premium Rate Development</b>
	1	Retiree Premium Rate Development
	5	Consideration of Health Care Reform
<b>C</b>		<b>Summary of Benefit Provisions and Valuation Data</b>
	1	Summary of Benefits
	11	Active Member Demographic Data as of June 30, 2020
	12	Retired and Deferred Member Demographic Data as of June 30, 2020
	13	Reported Financial Information
	14	Development of Valuation Assets
<b>D</b>		<b>Actuarial Cost Method and Actuarial Assumptions</b>
	1	Valuation Methods
	2	Actuarial Assumptions
	7	Miscellaneous and Technical Assumptions
<b>E</b>		<b>Supplementary Information</b>
	1	Supplementary Information
<b>Appendix</b>	1	Glossary



December 11, 2020

Ms. Molly Clarin  
Chief Financial Officer  
City of Grand Rapids  
300 Monroe Avenue, N.W.  
Grand Rapids, Michigan 49503

**Re: City of Grand Rapids General OPEB Actuarial Valuation as of June 30, 2020  
Actuarial Disclosures**

Dear Ms. Clarin:

The results of the June 30, 2020 Annual Actuarial Valuation of the Other Postemployment Benefits provided by the City of Grand Rapids for General Employees are presented in this report.

This report was prepared at the request of the City of Grand Rapids and is intended for use by the Retirement System and those designated or approved by the City of Grand Rapids. This report may be provided to parties other than the City of Grand Rapids only in its entirety and only with the permission of the City of Grand Rapids. GRS is not responsible for unauthorized use of this report.

The purposes of the valuation are to measure the Plan's funding progress and to determine the employer contribution rate for the fiscal year ending June 30, 2022. This report should not be relied on for any purpose other than the purposes described herein. Determinations of financial results, associated with the benefits described in this report, for purposes other than those identified above may be significantly different.

The contribution rate in this report is determined using the actuarial assumptions and methods disclosed in Section D of this report. This report does not include a more robust assessment of the risks of future experience not meeting the actuarial assumptions. Additional assessment of risks was outside the scope of this assignment.

This valuation assumed the continuing ability of the plan sponsor to make the contributions necessary to fund this plan. A determination regarding whether or not the plan sponsor is actually able to do so is outside our scope of expertise and was not performed.

The findings in this report are based on data and other information through June 30, 2020. The valuation was based upon information furnished by the City, Meritain, Blue Cross Blue Shield, and Advantage Benefits Group, concerning retiree health care benefits, financial transactions, plan provisions and active members, terminated members, retirees and beneficiaries. We checked for internal reasonability and year-to-year consistency, but did not audit the data. We are not responsible for the accuracy or completeness of the information provided by the City, Meritain, Blue Cross Blue Shield, and Advantage Benefits Group.

This report was prepared using assumptions adopted by the City. All actuarial assumptions used in this report are reasonable for the purposes of this valuation. Additional information about the actuarial assumptions is included in the section of this report entitled Actuarial Cost Method and Actuarial Assumptions.

This report was prepared using our proprietary valuation model and related software which in our professional judgment has the capability to provide results that are consistent with the purposes of the valuation. We performed tests to ensure that the model reasonably represents that which is intended to be modeled.

This report has been prepared by actuaries who have substantial experience valuing public employee retirement systems. To the best of our knowledge the information contained in this report is accurate and fairly presents the actuarial position of the Other Postemployment Benefits provided by the City of Grand Rapids for General Employees as of the valuation date. All calculations have been made in conformity with generally accepted actuarial principles and practices and with the Actuarial Standards of Practice issued by the Actuarial Standards Board.


James D. Anderson, Abra D. Hill, and Michael D. Kosciuk are Members of the American Academy of Actuaries. These actuaries meet the Academy's Qualification Standards to render the actuarial opinions contained herein.

The signing actuaries are independent of the plan sponsor.

Gabriel, Roeder, Smith & Company will be pleased to review this valuation and report with the Board of Trustees and to answer any questions pertaining to the valuation.

Respectfully submitted,

GABRIEL, ROEDER, SMITH & COMPANY

  
James D. Anderson, FSA, EA, FCA, MAAA

  
Abra D. Hill, ASA, FCA, MAAA

  
Michael D. Kosciuk, ASA, EA, ACA, MAAA

JDA/ADH/MDK:sc  
C2482



# EXECUTIVE SUMMARY

---

# Executive Summary

## Actuarially Determined Contribution

Please note that beginning with the fiscal year ending June 30, 2017, GASB Statement No. 43 was replaced by GASB Statement No. 74. Also, beginning with the fiscal year ending June 30, 2018, GASB Statement No. 45 was replaced by GASB Statement No. 75. The report dated September 11, 2020 complies with the actuarial requirements of GASB Statements No. 74 and No. 75 beginning with the fiscal year ending June 30, 2020. There is no longer an “Annual Required Contribution” (ARC) calculated in the valuation reports. Therefore, we have determined the “Actuarially Determined Contribution” for subsequent years.

We have calculated the Actuarially Determined Contribution for the fiscal year ending June 30, 2022 using an interest rate assumption of 5.0%. Below is a summary of the results.

The Actuarially Determined Contribution (ADC) for the fiscal year ending June 30, 2022 was determined to be \$1,998,342 (\$1,852,628 for DB, \$145,714 for RHSA). The expected employer portion of the claims and premium amounts paid during the fiscal year ending June 30, 2022 are estimated to be \$3,001,288 for DB and \$26,371 for RHSA. These amounts reflect the employer portion of the retiree only premium rates and the implicit subsidy for retirees and covered spouses.

For additional details, please see Section A of the report.

## Liabilities and Assets

The present value of all benefits expected to be paid to current plan members as of June 30, 2020 is \$36,092,271 (\$34,773,590 for DB, \$1,318,681 for RHSA). The actuarial accrued liability, which is the portion of the \$36,092,271 attributable to service accrued by plan members as of June 30, 2020, is \$33,027,613 (\$32,294,201 for DB, \$733,412 for RHSA). The assets currently set aside for OPEB purposes as of June 30, 2020 are \$14,337,646. Assets are currently only allocated to the Defined Benefit portion of the plan. Thus, the General DB plan is 44.4% funded.

## SECTION A

---

### VALUATION RESULTS

## Development of the Actuarially Determined Contributions for the Other Postemployment Benefits

Contributions for	General - Actuarially Determined Contribution		
	Defined Benefit <sup>1</sup>	RHSA <sup>2</sup>	Total
Normal Cost			
Normal and Early Retirement	\$ 387,073		
Termination Benefits	0		
Disability/Death-in-Service	<u>24,115</u>		
Total Normal Cost	\$ 411,188	\$ 81,742	\$ 492,930
Amortization of Unfunded Actuarial Accrued Liabilities (Amortized over 18 years)	\$ 1,441,440	\$ 63,972	\$ 1,505,412
<b>Actuarially Determined Contribution for the Fiscal Year Ending June 30, 2022</b>	<b>\$ 1,852,628</b>	<b>\$ 145,714</b>	<b>\$ 1,998,342</b>

<sup>1</sup> For City budgeting purposes related to the defined benefit plan.

<sup>2</sup> RHSA information reflects the ability of Defined Contribution RHSA participants to access the Health Care plan at reduced costs due to blended implied rates.

The Unfunded Actuarial Accrued Liabilities (UAAL) were amortized as a level dollar amount over a closed period of 18 years beginning with the fiscal year ending June 30, 2022 and decreasing by 1 each year thereafter.

The assumptions used to calculate the results shown above include a 5.0% investment return rate.



## Determination of Unfunded Actuarial Accrued Liability as of June 30, 2020

	General		
	Defined Benefit <sup>1</sup>	RHSAs <sup>2</sup>	Total
A. Present Value of Future Benefits			
1. Retirees and Beneficiaries	\$12,366,450	\$ 8,106	\$12,374,556
2. Vested Terminated Members	\$ 0	\$ 0	\$ 0
3. Active Members	<u>\$22,407,140</u>	<u>\$1,310,575</u>	<u>\$23,717,715</u>
Total Present Value of Future Benefits	\$34,773,590	\$1,318,681	\$36,092,271
B. Present Value of Future Employer Normal Costs	\$ 2,479,389	\$ 585,269	\$ 3,064,658
C. Actuarial Accrued Liability (A.-B.)	\$32,294,201	\$ 733,412	\$33,027,613
D. Actuarial Value of Assets	\$14,337,646	\$ 0	\$14,337,646
E. Unfunded Actuarial Accrued Liability (C.-D.)	\$17,956,555	\$ 733,412	\$18,689,967
F. Funded Ratio (D./C.)	44.4%	0.0%	43.4%

<sup>1</sup> For City budgeting purposes related to the defined benefit plan.

<sup>2</sup> RHSAs information as required for GASB disclosure which reflects the ability of Defined Contribution RHSAs participants to access the Health Care plan at reduced costs due to blended implied rates.

## Illustrative Projections as of June 30, 2020\*

Year Ending June 30,	Asset Value BOY	Actuarially Determined Contribution	Health Care Benefits <sup>^</sup>	Investment Income	Asset Value EOY
2022	\$ 13,917,603	\$ 1,852,628	\$ 3,001,288	\$ 667,514	\$ 13,436,457
2023	13,436,457	1,805,177	2,973,131	642,980	12,911,483
2024	12,911,483	1,769,082	3,109,507	612,472	12,183,530
2025	12,183,530	1,731,582	3,000,780	577,834	11,492,166
2026	11,492,166	1,694,875	2,925,790	544,211	10,805,462
2027	10,805,462	1,660,278	2,784,290	512,516	10,193,966
2028	10,193,966	1,627,046	2,778,009	481,275	9,524,278
2029	9,524,278	1,591,247	2,828,287	445,665	8,732,903
2030	8,732,903	1,550,796	2,943,714	402,247	7,742,232
2031	7,742,232	1,513,230	3,012,743	350,081	6,592,800
2032	6,592,800	1,483,893	3,054,670	290,850	5,312,873
2033	5,312,873	1,463,669	2,908,189	229,971	4,098,324
2034	4,098,324	1,451,228	2,517,315	178,589	3,210,826
2035	3,210,826	1,443,692	2,137,898	143,398	2,660,018
2036	2,660,018	1,439,180	1,880,849	122,094	2,340,443
2037	2,340,443	1,436,538	1,642,637	111,933	2,246,277
2038	2,246,277	1,434,977	1,324,326	115,046	2,471,974
2039	2,471,974	1,434,051	1,036,041	133,428	3,003,412
2040	3,003,412	644	878,453	128,493	2,254,096
2041	2,254,096	357	803,241	92,878	1,544,090
2042	1,544,090	188	645,110	61,278	960,446
2043	960,446	101	444,482	37,048	553,113
2044	553,113	53	284,791	20,624	288,999
2045	288,999	26	165,211	10,371	134,185
2046	134,185	10	103,270	4,159	35,084
2047	35,084	4	35,954	866	-

\* The projected results above are based on the existing Defined Benefit active, deferred, and retired members on the valuation date. Any benefits and/or contributions associated with Defined Contribution RHPA members, or members hired after the valuation date have not been included in these results.

<sup>^</sup> Health Care Benefit payments were loaded to reflect children's coverage.

Unfunded actuarial accrued liabilities were amortized over an 18-year period.



## Comments

**Comment A:** The Actuarially Determined Contributions (ADC) for the fiscal year ending June 30, 2022 decreased from the ADC determined in the previous valuation report. Factors contributing to this decrease include, but are not limited to:

- Lower than expected claims experience;
- Resetting the health care trend rates with an initial rate of 7.70%; and
- Implementation of asset smoothing to help mitigate the impact of market volatility.

Offsetting these factors are increases due to:

- Increasing the load for health care coverage of children of retirees from 4.0% to 7.0%; and
- Assumption changes:
  - Updating the mortality tables and other demographic assumptions to be consistent with the City of Grand Rapids General Retirement System assumptions.

The combined impact of the various changes noted above increased the liability by approximately \$840,000.

**Comment B:** Liabilities decreased this year for the reasons stated in Comment A. Premiums developed in the trend report published October 13, 2020 are based on three years of experience. This horizon is reasonable for the purpose of developing near-term premium rates, as these rates are re-evaluated each year. Actuarial funding and accounting valuations serve a different purpose relating to long term stability and funding of the Health Care fund over a much longer time horizon. Due to this difference in time horizons, unexpected changes in the per capita claims will be magnified in the actuarial funding and accounting valuations. If claims costs increase unexpectedly in future years, significant increases in liabilities are possible.

**Comment C:** One of the key assumptions used in any valuation of the cost of postemployment benefits is the long-term rate of investment return on the plan assets that will be used to pay plan benefits. The June 30, 2020 valuation investment return assumption is 5.0%, as requested by the City.

**Comment D:** The contribution rates shown include amortization of the unfunded actuarial accrued liability over a closed period of 18 years beginning with the fiscal year ending June 30, 2022.

**Comment E:** The cost of health care coverage for the children of retirees has increased since the last measurement. A 7.0% load was applied to all health care liabilities and projections of benefits paid to value the additional cost of children's coverage.

**Comment F:** Projections presented in this report will differ from those provided in the Trend Report dated October 13, 2020 due to:

- Age-based projection methodology used in this report versus non age-based projections used in the Trend Report;
- Data variances;
- Projected cash flows in this report are net of retiree contributions; and
- The valuation year starts July 1st while the rating year (for Trend Report purposes) starts January 1st.

## Comments

**Comment G:** 100% of future eligible RHSA retirees were assumed to participate in the City of Grand Rapids Retiree Health Care Plan. The ADC for the RHSA was provided for GASB reporting purposes. The City of Grand Rapids decides whether to pre-fund the RHSA portion of the ADC, if at all. Active RHSA balances were not provided, and have not been used to offset benefits for future Duty Disability Retirements.

**Comment H:** The GASB issued Statement Nos. 74 and 75 for OPEB valuations similar to the pension accounting standards. GASB Statement No. 74 for the plan OPEB disclosures is effective for fiscal years beginning after June 15, 2016. GASB Statement No. 75 for employer OPEB disclosures is effective for employer fiscal years beginning after June 15, 2017. The GASB implementation guide for Statements No. 74 and No. 75 provides additional clarification related to the implementation of these Statements. The City has complied with GASB Statements No. 74 and No. 75 (please see the report dated September 11, 2020). The basis for the GASB Statement No. 74 and GASB Statement No. 75 information will be this valuation (as of June 30, 2020), where roll-forward techniques will be applied.

**Comment I:** The calculations within this report have been performed incorporating \$14,337,646 in retiree health assets. We understand from the plan sponsor that these assets reside in a qualifying trust.

**Comment J:** Unless otherwise indicated, a funded status measurement presented in this report is based upon the actuarial accrued liability and the actuarial value of assets. Unless otherwise indicated, with regards to any funded status measurements presented in this report:

- The measurement is inappropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan's benefit obligations; and
- The measure is inappropriate for assessing the need for or the amount of future employer contributions.

**Comment K:** Michigan Public Act 202 of 2017 created new reporting and other requirements for local units of government. The information needed to satisfy PA 202 reporting requirements was supplied in the GASB 74/75 report issued September 11, 2020.

## **SECTION B**

---

### **RETIREE PREMIUM RATE DEVELOPMENT**

# Retiree Premium Rate Development

The initial per capita health care costs are an important part of a retiree health valuation. The per capita health care costs used in this valuation are based on analysis performed in connection with the 2021 Trend Report prepared for the City dated October 13, 2020. The following process is used to determine per capita health costs for the valuation from the results provided in the Trend Report:

- The pre-65 retiree only “2021 Calculated Premium Rates” developed on page 19 of the 2021 Trend Report serve as the basis of pre-65 per capita costs used in the valuation. The per contract rates are converted to per member rates and then converted to age-graded rates.
- Beginning in 2019 the foundation of the participants contribution changed to be based on a percentage of the blended (active and pre-65 retiree) tier rate. This new scheme is more volatile since it is based on fewer participants in each tier and therefore to be conservative, the 2021 overall blended (pre-65 retiree and active composite rate) implemented rates (page 20 of the Trend Report) serve as the basis for pre-65 retiree contributions. For the next valuation, using the tiered rate structure as the basis of contributions will be evaluated further.
- The post-65 retirees pay 100% of the true cost developed on page 20 (2021 Implemented Premium Rates).

Please see the 2021 Trend Report for other important details regarding the rate setting process. A general description of the process follows.

## Background

Eligible City retirees (and eligible spouses) receive benefits from the self-insured plan. For Non-Medicare retirees, there is one benefit option and for Medicare retirees, there is a choice of four options with the same medical benefits but differing drug copays.

## Rate Development

For the self-insured medical plans and prescription drugs plans, initial per capita costs were developed separately for pre-65 and post-65 retirees using claims experience from July 2018 to June 2020 supplied by Advantage Benefits Group in conjunction with exposure data for the retired members of the health care program. These claims were projected on an incurred claim basis, adjusted for plan design changes, and loaded for administrative expenses. Due to unusual claim levels as a result of the coronavirus pandemic in 2020, claims for April through June, 2020 were modified.

The initial medical and drug premium rates used in the valuation are a weighted average cost of the 2-year experience period to smooth out any large year to year fluctuations.

Age graded and sex distinct per capita costs are utilized by this valuation. The initial costs developed are appropriate for the unique age and sex distribution currently existing. Over the future years covered by this valuation, the age and sex distribution will most likely change. Therefore, our process “distributes” the average premium over all age/sex combinations and assigns a unique premium for each combination. This process more accurately reflects health care costs in the retired population over the projection period.



## Retiree Premium Rate Development

The table below shows the combined medical and prescription drug one-person monthly per capita costs at select ages.

<b>Current and Future Retirees</b>				
<b>For Those Not Eligible for Medicare</b>				
<b>Age</b>		<b>Male</b>		<b>Female</b>
45	\$	484.07	\$	668.09
50		630.32		776.49
55		829.43		905.62
60		1,071.26		1,054.82

The dental and vision per capita costs used in this valuation of the plan were not “age graded” since these claims do not vary significantly by age. The monthly dental per capita cost used in this valuation is \$42.42 for single coverage and \$82.73 for two-person or family coverage per month. The monthly vision per capita cost used in this valuation is \$12.54 for single coverage and \$24.45 for two-person or family coverage per month.

# Retiree Premium Rate Development

## Health Care Cost Trend Assumption

The health care cost trend rate is the rate of change in per capita health care claims over time as a result of factors such as medical inflation, utilization of health care services, plan design, and technological improvements. It is a crucial economic assumption that is required for measuring retiree health care benefit obligations.

Retiree health care valuations use a health care cost trend assumption (trend vector) that changes over the years. The trend vector used in this valuation begins with a near-term trend assumption and declines over a time to an ultimate trend rate. The near-term rates reflect the increases in the current cost of health care goods and services. The process of trending down to a lower ultimate trend relies on the theory that premiums will moderate over the long term, otherwise the healthcare sector would eventually consume the entire GDP. It is on this basis that we project premium rate increases will continue to exceed wage inflation for the next ten years, but by less each year until leveling off at an ultimate rate, assumed to be 3.50% in this valuation.

While experience is often the best starting point for future costs, GRS does not rely on a group's experience in setting the near-term trend assumptions since trends vary significantly from year to year and are not credible for most groups. Therefore, professional judgment, trends from GRS' book of business and industry benchmarks (e.g., trend reports from various Pharmacy Benefit Management (PBM) organizations and national healthcare benefit consulting firms) are used in conjunction with a group's historical experience to establish the trend assumptions.

**Health care trend rates** used in the valuation were as shown below:

Year	Medical and Prescription Drugs	Dental	Vision
2021	7.70 %	3.50 %	3.50 %
2022	7.20	3.50	3.50
2023	6.70	3.50	3.50
2024	6.20	3.50	3.50
2025	5.70	3.50	3.50
2026	5.20	3.50	3.50
2027	4.70	3.50	3.50
2028	4.20	3.50	3.50
2029	3.95	3.50	3.50
2030 & Later	3.50	3.50	3.50




# Retiree Premium Rate Development

## Actuarial Disclosures

The premium rates used in this valuation were developed using the proprietary Excel models which in James E. Pranschke's professional judgment provides the initial projected costs which are consistent with the purposes of the valuation. We perform tests to ensure that the models, in their entirety, reasonably represent that which is intended to be modeled.

Aging factors used in the premium development models were developed based on the information and data from a 2013 study commissioned by the Society of Actuaries entitled "Health Care Costs – From Birth to Death."

James E. Pranschke is a Member of the American Academy of Actuaries (MAAA) and meets the Qualification Standards of the American Academy of Actuaries to certify the per capita retiree health care rates shown above.

  
James E. Pranschke, FSA, FCA, MAAA

## Consideration of Health Care Reform

On December 20, 2019, the “Further Consolidated Appropriations Act of 2020,” H.R. 1865, was signed into law. The Act repeals the “Cadillac tax” which was a tax provision from the Affordable Care Act (ACA). As a result, any liability/provision analysis included as part of the prior funding valuation is no longer required. In addition, no further adjustments associated with the “Cadillac tax” are required. For purposes of the City of Grand Rapids OPEB funding valuation, the repeal of the “Cadillac tax” does not have an impact on plan liabilities because no load was applied as part of the June 30, 2019 funding valuation.

We have not identified any other specific provision of health care reform that would be expected to have a significant impact on the measured obligation. As additional guidance on the legislation is issued, we will review and monitor those impacts.

## SECTION C

---

### SUMMARY OF BENEFIT PROVISIONS AND VALUATION DATA

# City of Grand Rapids General Retiree Health Care Plan

## GREIU City, GREIU Court, CST, and ECO

### Summary of Benefits as of June 30, 2020

**Plan Participants**

Members of the Defined Benefit City of Grand Rapids Retiree Health Care Plan are eligible to receive retiree health care benefits. The City covers up to 100% of retiree health care coverage up to age 65 for those currently retired.

**Benefit Amount**

Through the Defined Benefit Retiree Health Care Plan, the City pays up to 100% of retiree health care premiums through age 65 based on an accrual schedule. As of October 21, 2008, future retirees will pay a minimum of 20% of BLENDED active/pre-65 retiree cost per contract. Active employees with less than 8 years are no longer eligible for the Defined Benefit plan.

**Retiree Health Care Percent of Blended Composite Rate**

Years	Months	Contract City%	City Maximum	Blended	Premium
				City %	EE%
8	96	23.00%	80%	18.40%	81.60%
9	108	26.50%	80%	21.20%	78.80%
10	120	30.00%	80%	24.00%	76.00%
11	132	33.50%	80%	26.80%	73.20%
12	144	37.00%	80%	29.60%	70.40%
13	156	40.50%	80%	32.40%	67.60%
14	168	44.00%	80%	35.20%	64.80%
15	180	47.50%	80%	38.00%	62.00%
16	192	51.00%	80%	40.80%	59.20%
17	204	54.50%	80%	43.60%	56.40%
18	216	58.00%	80%	46.40%	53.60%
19	228	61.50%	80%	49.20%	50.80%
20	240	65.00%	80%	52.00%	48.00%
21	252	68.50%	80%	54.80%	45.20%
22	264	72.00%	80%	57.60%	42.40%
23	276	75.50%	80%	60.40%	39.60%
24	288	79.00%	80%	63.20%	36.80%
25	300	82.50%	80%	66.00%	34.00%
26	312	86.00%	80%	68.80%	31.20%
27	324	89.50%	80%	71.60%	28.40%
28	336	93.00%	80%	74.40%	25.60%
29	348	96.50%	80%	77.20%	22.80%
30	360	100.00%	80%	80.00%	20.00%
Age 62 & 8 years svc.		100.00%	80%	80.00%	20.00%
Disability Retirement		100.00%	80%	80.00%	20.00%



# City of Grand Rapids General Retiree Health Care Plan GREIU City, GREIU Court, CST, and ECO Summary of Benefits as of June 30, 2020

## ***Normal Retirement Eligibility***

Members are eligible for benefits at age 50 or older with 30 or more years of service or at age 62 with 8 or more years of service.

## ***Early Retirement Benefits***

Members are eligible for benefits at age 50 or older with 8 or more years of service.

## ***Deferred Retirement Benefits***

Deferred retiree health care is not available. Coverage must be continuous.

## ***Duty/Non-Duty Death-in-Service Retirement Benefits***

Deceased member must be eligible for retirement at death. Surviving spouse pays any accrual and applicable premium sharing amount until such time as the covered person would have reached age 65.

## ***Duty/Non-Duty Disabled Retirement Benefits***

No age or service requirement. Benefits commence immediately for qualified disabled member.

## ***Benefits for Spouses of Retired Employees***

Spouses of retired employees are eligible to receive health care benefits as long as the retiree is eligible. Coverage continues to surviving spouses of deceased retirees until the earlier of when retiree would have reached age 65 or when the spouse reaches age 65.

## ***Medicare-Eligible Provisions***

Retirees are required to enroll in Medicare once eligible. Retiree is responsible for paying the full premium for retiree Medicare coverage offered through the City.

## ***Dental/Vision Coverage***

Same as Retiree Health Care Eligibility Conditions.

## ***Life Insurance Coverage***

City does not provide life insurance for retirees.

## ***Opt-Out***

City does not provide Opt-Out payments or payment in lieu of retiree health care coverage for retirees.

## ***Other Employment and Compensation***

A retiree, spouse or other dependent who has coverage from an employer who provides medical coverage should coordinate benefits, making the City's coverage secondary.

*This is a brief summary of the City of Grand Rapids Retiree Health Care Plan provisions. In the event that any description contained herein differs from the actual eligibility or benefit, the appropriate employee contract or governing document will prevail.*



# City of Grand Rapids General Retiree Health Care Plan

## Non-Represented and Officers Option

### Summary of Benefits as of June 30, 2020

**Plan Participants**

Non-Represented and Officers Option members of the Defined Benefit City of Grand Rapids Retiree Health Care Plan are eligible to receive retiree health care benefits. The City covers up to 100% of retiree health care coverage up to age 65 for those currently retired.

**Benefit Amount**

Through the Defined Benefit Retiree Health Care Plan, the City pays up to 100% of retiree health care premiums through age 65 based on an accrual schedule. As of October 21, 2008, future retirees will pay a minimum of 20% of BLENDED active/pre-65 retiree cost per contract. Active employees with less than 8 years are no longer eligible for the Defined Benefit plan.

**Retiree Health Care Percent of Blended Composite Rate**

Years	Months	Contract	City	Blended Premium	
		City%	Maximum	City %	EE%
8	96	26.67%	80%	21.33%	78.67%
9	108	30.00%	80%	24.00%	76.00%
10	120	33.33%	80%	26.66%	73.34%
11	132	36.67%	80%	29.33%	70.67%
12	144	40.00%	80%	32.00%	68.00%
13	156	43.33%	80%	34.66%	65.34%
14	168	46.67%	80%	37.33%	62.67%
15	180	50.00%	80%	40.00%	60.00%
16	192	53.33%	80%	42.66%	57.34%
17	204	56.67%	80%	45.33%	54.67%
18	216	60.00%	80%	48.00%	52.00%
19	228	63.33%	80%	50.66%	49.34%
20	240	66.67%	80%	53.33%	46.67%
21	252	70.00%	80%	56.00%	44.00%
22	264	73.33%	80%	58.66%	41.34%
23	276	76.67%	80%	61.33%	38.67%
24	288	80.00%	80%	64.00%	36.00%
25	300	83.33%	80%	66.66%	33.34%
26	312	86.67%	80%	69.33%	30.67%
27	324	90.00%	80%	72.00%	28.00%
28	336	93.33%	80%	74.66%	25.34%
29	348	96.67%	80%	77.33%	22.67%
30	360	100.00%	80%	80.00%	20.00%
Age 62 & 8 years svc.		100.00%	80%	80.00%	20.00%
Disability Retirement		100.00%	80%	80.00%	20.00%



# City of Grand Rapids General Retiree Health Care Plan Non-Represented and Officers Option Summary of Benefits as of June 30, 2020

## ***Normal Retirement Eligibility***

Members are eligible for benefits at age 50 or older with 30 or more years of service or at age 62 with 8 or more years of service.

## ***Early Retirement Benefits***

Members are eligible for benefits at age 50 or older with 8 or more years of service.

## ***Deferred Retirement Benefits***

Deferred retiree health care is not available. Coverage must be continuous.

## ***Duty/Non-Duty Death-in-Service Retirement Benefits***

Deceased member must be eligible for retirement at death. Surviving spouse pays any accrual and applicable premium sharing amount until such time as the covered person would have reached age 65.

## ***Duty/Non-Duty Disabled Retirement Benefits***

No age or service requirement. Benefits commence immediately for qualified disabled member.

## ***Benefits for Spouses of Retired Employees***

Spouses of retired employees are eligible to receive health care benefits as long as the retiree is eligible. Coverage continues to surviving spouses of deceased retirees until the earlier of when retiree would have reached age 65 or when the spouse reaches age 65.

## ***Medicare-Eligible Provisions***

Retirees are required to enroll in Medicare once eligible. Retiree is responsible for paying the full premium for retiree Medicare coverage offered through the City.

## ***Dental/Vision Coverage***

Same as Retiree Health Care Eligibility Conditions.

## ***Life Insurance Coverage***

The City does not provide life insurance for retirees.

## ***Opt-Out***

The City does not provide Opt-Out payments or payment in lieu of retiree health care coverage for retirees.

## ***Other Employment and Compensation***

A retiree, spouse or other dependent who has coverage from an employer who provides medical coverage should coordinate benefits, making the City's coverage secondary.

*This is a brief summary of the City of Grand Rapids Retiree Health Care Plan provisions. In the event that any description contained herein differs from the actual eligibility or benefit, the appropriate employee contract or governing document will prevail.*



# City of Grand Rapids General Retiree Health Care Plan

## Emergency Communications Supervisors

### Summary of Benefits as of June 30, 2020

#### **Plan Participants**

Emergency Communications Supervisors of the Defined Benefit City of Grand Rapids Retiree Health Care Plan are eligible to receive retiree health care benefits. The City covers up to 100% of retiree health care coverage up to age 65 for those currently retired.

#### **Benefit Amount**

Through the Defined Benefit Retiree Health Care Plan, the City pays up to 100% of retiree health care premiums through age 65 based on an accrual schedule. As of March 31, 2010, future retirees will pay a minimum of 20% of BLENDED active/pre-65 retiree cost per contract. Active employees with less than 10 years are no longer eligible for the Defined Benefit plan.

#### **Retiree Health Care Percent of Blended Composite Rate**

		Retired on or after June 30, 2010				Retired before June 30, 2010			
Years	Months	Contract	City	Blended	Premium	Contract	City	Blended	Premium
		City%	Maximum	City%	EE%	City%	Maximum	City%	EE%
8	96	26.67%	80%	21.33%	78.67%	32.00%	80%	25.60%	74.40%
9	108	30.00%	80%	24.00%	76.00%	36.00%	80%	28.80%	71.20%
10	120	33.33%	80%	26.66%	73.34%	40.00%	80%	32.00%	68.00%
11	132	36.67%	80%	29.33%	70.67%	44.00%	80%	35.20%	64.80%
12	144	40.00%	80%	32.00%	68.00%	48.00%	80%	38.40%	61.60%
13	156	43.33%	80%	34.66%	65.34%	52.00%	80%	41.60%	58.40%
14	168	46.67%	80%	37.33%	62.67%	56.00%	80%	44.80%	55.20%
15	180	50.00%	80%	40.00%	60.00%	60.00%	80%	48.00%	52.00%
16	192	53.33%	80%	42.66%	57.34%	64.00%	80%	51.20%	48.80%
17	204	56.67%	80%	45.33%	54.67%	68.00%	80%	54.40%	45.60%
18	216	60.00%	80%	48.00%	52.00%	72.00%	80%	57.60%	42.40%
19	228	63.33%	80%	50.66%	49.34%	76.00%	80%	60.80%	39.20%
20	240	66.67%	80%	53.33%	46.67%	80.00%	80%	64.00%	36.00%
21	252	70.00%	80%	56.00%	44.00%	84.00%	80%	67.20%	32.80%
22	264	73.33%	80%	58.66%	41.34%	88.00%	80%	70.40%	29.60%
23	276	76.67%	80%	61.33%	38.67%	92.00%	80%	73.60%	26.40%
24	288	80.00%	80%	64.00%	36.00%	96.00%	80%	76.80%	23.20%
25	300	83.33%	80%	66.66%	33.34%	100.00%	80%	80.00%	20.00%
26	312	86.67%	80%	69.33%	30.67%				
27	324	90.00%	80%	72.00%	28.00%				
28	336	93.33%	80%	74.66%	25.34%				
29	348	96.67%	80%	77.33%	22.67%				
30	360	100.00%	80%	80.00%	20.00%				
Age 62 & 8 years svc.		100.00%	80%	80.00%	20.00%	100.00%	80%	80.00%	20.00%
Disability Retirement		100.00%	80%	80.00%	20.00%	100.00%	80%	80.00%	20.00%





# City of Grand Rapids General Retiree Health Care Plan

## Emergency Communications Supervisors

### Summary of Benefits as of June 30, 2020

#### ***Normal Retirement Eligibility***

Members are eligible for benefits at age 50 or older with 30 or more years of service or at age 55 with 8 or more years of service.

#### ***Early Retirement Benefits***

Members are eligible for benefits at age 50 or older with 8 or more years of service.

#### ***Deferred Retirement Benefits***

Deferred retiree health care is not available. Coverage must be continuous.

#### ***Duty/Non-Duty Death-in-Service Retirement Benefits***

Deceased member must be eligible for retirement at death. Surviving spouse pays any accrual and applicable premium sharing amount until such time as the covered person would have reached age 65.

#### ***Duty/Non-Duty Disabled Retirement Benefits***

No age or service requirement. Benefits commence immediately for qualified disabled member.

#### ***Benefits for Spouses of Retired Employees***

Spouses of retired employees are eligible to receive health care benefits as long as the retiree is eligible. Coverage continues to surviving spouses of deceased retirees until the earlier of when retiree would have reached age 65 or when the spouse reaches age 65.

#### ***Medicare-Eligible Provisions***

Retirees are required to enroll in Medicare once eligible. Retiree is responsible for paying the full premium for retiree Medicare coverage offered through the City.

#### ***Dental/Vision Coverage***

Same as Retiree Health Care Eligibility Conditions.

#### ***Life Insurance Coverage***

City does not provide life insurance for retirees.

#### ***Opt-Out***

City does not provide Opt-Out payments or payment in lieu of retiree health care coverage for retirees.

#### ***Other Employment and Compensation***

A retiree, spouse or other dependent who has coverage from an employer who provides medical coverage should coordinate benefits, making the City's coverage secondary.

*This is a brief summary of the City of Grand Rapids Retiree Health Care Plan provisions. In the event that any description contained herein differs from the actual eligibility or benefit, the appropriate employee contract or governing document will prevail.*



# City of Grand Rapids General Retiree Health Care Plan

## APA City and APA 61<sup>st</sup>

### Summary of Benefits as of June 30, 2020

#### **Plan Participants**

APA members of the Defined Benefit City of Grand Rapids Retiree Health Care Plan are eligible to receive retiree health care benefits. The City covers up to 100% of retiree health care coverage up to age 65 for those currently retired.

#### **Benefit Amount**

Through the Defined Benefit Retiree Health Care Plan, the City pays up to 100% of retiree health care premiums through age 65 based on an accrual schedule. As of October 21, 2008, future retirees will pay a minimum of 20% of BLENDED active/pre-65 retiree cost per contract. Active employees with less than 8 years are no longer eligible for the Defined Benefit plan.

#### **Retiree Health Care Percent of Blended Composite Rate**

		Retired on or after June 30, 2010				Retired before June 30, 2010			
Years	Months	Contract	City	Blended	Premium	Contract	City	Blended	Premium
		City%	Maximum	City%	EE%	City%	Maximum	City%	EE%
8	96	26.67%	80%	21.33%	78.67%	32.00%	80%	25.60%	74.40%
9	108	30.00%	80%	24.00%	76.00%	36.00%	80%	28.80%	71.20%
10	120	33.33%	80%	26.66%	73.34%	40.00%	80%	32.00%	68.00%
11	132	36.67%	80%	29.33%	70.67%	44.00%	80%	35.20%	64.80%
12	144	40.00%	80%	32.00%	68.00%	48.00%	80%	38.40%	61.60%
13	156	43.33%	80%	34.66%	65.34%	52.00%	80%	41.60%	58.40%
14	168	46.67%	80%	37.33%	62.67%	56.00%	80%	44.80%	55.20%
15	180	50.00%	80%	40.00%	60.00%	60.00%	80%	48.00%	52.00%
16	192	53.33%	80%	42.66%	57.34%	64.00%	80%	51.20%	48.80%
17	204	56.67%	80%	45.33%	54.67%	68.00%	80%	54.40%	45.60%
18	216	60.00%	80%	48.00%	52.00%	72.00%	80%	57.60%	42.40%
19	228	63.33%	80%	50.66%	49.34%	76.00%	80%	60.80%	39.20%
20	240	66.67%	80%	53.33%	46.67%	80.00%	80%	64.00%	36.00%
21	252	70.00%	80%	56.00%	44.00%	84.00%	80%	67.20%	32.80%
22	264	73.33%	80%	58.66%	41.34%	88.00%	80%	70.40%	29.60%
23	276	76.67%	80%	61.33%	38.67%	92.00%	80%	73.60%	26.40%
24	288	80.00%	80%	64.00%	36.00%	96.00%	80%	76.80%	23.20%
25	300	83.33%	80%	66.66%	33.34%	100.00%	80%	80.00%	20.00%
26	312	86.67%	80%	69.33%	30.67%				
27	324	90.00%	80%	72.00%	28.00%				
28	336	93.33%	80%	74.66%	25.34%				
29	348	96.67%	80%	77.33%	22.67%				
30	360	100.00%	80%	80.00%	20.00%				
Age 62 & 8 years svc.		100.00%	80%	80.00%	20.00%	100.00%	80%	80.00%	20.00%
Disability Retirement		100.00%	80%	80.00%	20.00%	100.00%	80%	80.00%	20.00%



# City of Grand Rapids General Retiree Health Care Plan

## APA City and APA 61<sup>st</sup>

### Summary of Benefits as of June 30, 2020

#### **Normal Retirement Eligibility**

Members are eligible for benefits at age 50 or older with 30 or more years of service or at age 62 with 8 or more years of service.

#### **Early Retirement Benefits**

Members are eligible for benefits at age 55 or older with 10 or more years of service.

#### **Deferred Retirement Benefits**

Deferred retiree health care is not available. Coverage must be continuous.

#### **Duty/Non-Duty Death-in-Service Retirement Benefits**

Deceased member must be eligible for retirement at death. Surviving spouse pays any accrual and applicable premium sharing amount until such time as the covered person would have reached age 65.

#### **Duty/Non-Duty Disabled Retirement Benefits**

No age or service requirement. Benefit commences immediately for qualified disabled member.

#### **Benefits for Spouses of Retired Employees**

Spouses of retired employees are eligible to receive health care benefits as long as the retiree is eligible. Coverage continues to surviving spouses of deceased retirees until the earlier of when retiree would have reached age 65 or when the spouse reaches age 65.

#### **Medicare-Eligible Provisions**

Retirees are required to enroll in Medicare once eligible. Retiree is responsible for paying the full premium for retiree Medicare coverage offered through the City.

#### **Dental/Vision Coverage**

Same as Retiree Health Care Eligibility Conditions.

#### **Life Insurance Coverage**

The City does not provide life insurance for retirees.

#### **Opt-Out**

The City does not provide Opt-Out payments or payment in lieu of retiree health care coverage for retirees.

#### **Other Employment and Compensation**

A retiree, spouse or other dependent who has coverage from an employer who provides medical coverage should coordinate benefits, making the City's coverage secondary.

*This is a brief summary of the City of Grand Rapids Retiree Health Care Plan provisions. In the event that any description contained herein differs from the actual eligibility or benefit, the appropriate employee contract or governing document will prevail.*



# City of Grand Rapids General Retiree Health Care Plan

## RHSA Members

### Summary of Benefits as of June 30, 2020

#### ***Plan Participants***

RHSA members of the City of Grand Rapids Retiree Health Care Plan are eligible to purchase retiree health care benefits until Medicare eligible.

#### ***Benefit Amount***

Defined Contribution RHSA members can purchase retiree health care coverage through the City by paying the full blended (active/pre-65 retiree) premium. For Duty Death-In-Service retirements and Duty Disability retirements, after RHSA is exhausted, the City will resume paying the premiums less any applicable premium sharing amount until such time as the covered person would have reached age 65.

#### ***Normal Retirement Eligibility***

Age 50 with 10 years.

#### ***Deferred Retirement Benefits***

Retiree health care is not available to deferred RHSA retirees whose coverage ceases during deferral period. RHSA members can purchase retiree health care coverage through the City by paying the full blended (active/pre-65 retiree) premium.

#### ***Duty Death-in-Service Retirement Benefits***

Deceased member must be eligible for retirement at death. Survivor spouse benefits are immediate. Premiums shall be first paid to the City from funds in the employee's RHSA account if the surviving spouse and/or eligible dependents wish to continue to receive retiree health care. When RHSA is exhausted, the City shall resume paying the premiums, less any applicable premium sharing amount until such time as the covered person would have reached age 65.

#### ***Non-Duty Death-in-Service Retirement Benefits***

Deceased member must be eligible for retirement at death. Survivor spouse benefits are immediate. Premiums shall be first paid to the City from funds in the employee's RHSA account if the surviving spouse and/or eligible dependents wish to continue to receive retiree health care. When RHSA is exhausted, the survivor shall start paying the premiums.

#### ***Duty Disabled Retirement Benefits***

No age or service requirement. Benefits commence immediately for qualified disabled member. Premiums shall be first paid to the City from funds in the employee's RHSA account if the surviving spouse and/or eligible dependents wish to continue to receive retiree health care. When RHSA is exhausted, the City shall resume paying the premiums, less any applicable premium sharing amount until such time as the covered person would have reached age 65.

#### ***Non-Duty Disabled Retirement Benefits***

No age or service requirement. Benefits commence immediately for qualified disabled member. Premiums shall be first paid to the City from funds in the employee's RHSA account if the retiree wishes to continue to receive retiree health care. When RHSA is exhausted, the member shall start paying the premiums.



# City of Grand Rapids General Retiree Health Care Plan

## RHSA Members

### Summary of Benefits as of June 30, 2020

#### ***Benefits for Spouses of Retired Employees***

Spouses of retired employees are eligible to receive health care benefits as long as the retiree is eligible. Coverage continues to surviving spouses of deceased retirees until the earlier of when retiree would have reached age 65 or when the spouse reaches age 65.

#### ***Medicare-Eligible Provisions***

Retirees are required to enroll in Medicare once eligible. Retiree is responsible for paying the full premium for retiree Medicare coverage offered through the City.

#### ***Dental/Vision Coverage***

Same as Retiree Health Care Eligibility Conditions.

#### ***Life Insurance Coverage***

The City does not provide life insurance for retirees.

#### ***Opt-Out***

The City does not provide Opt-Out payments or payment in lieu of retiree health care coverage for retirees.

#### ***Other Employment and Compensation***

A retiree, spouse or other dependent who has coverage from an employer who provides medical coverage should coordinate benefits, making the City's coverage secondary.

*This is a brief summary of the City of Grand Rapids Retiree Health Care Plan provisions. In the event that any description contained herein differs from the actual eligibility or benefit, the appropriate employee contract or governing document will prevail.*



## City of Grand Rapids General Employees Active Member Demographic Data as of June 30, 2020

Age	Years of Service to Valuation Date							Total No.
	0-4	5-9	10-14	15-19	20-24	25-29	30 Plus	
20-24	12							12
25-29	72	5						77
30-34	74	31	4					109
35-39	53	22	9	4	1			89
40-44	52	24	21	10	14	1		122
45-49	41	21	11	20	31	6		130
50-54	30	14	12	12	34	30		132
55-59	22	10	19	17	29	23	6	126
60-64	7	10	10	18	17	14	3	79
65 & Over	5	5	4	3	1	4	3	25
<b>Totals</b>	<b>368</b>	<b>142</b>	<b>90</b>	<b>84</b>	<b>127</b>	<b>78</b>	<b>12</b>	<b>901</b>

The active member counts above include current active employees who participate in the City's defined contribution plan and are eligible to purchase retiree health benefits through the City.

While not used in the financial computations, the following group averages are computed and shown because of their general interest.

	<u>DB</u>	<u>RHSA</u>	<u>Total</u>
<b>Count:</b>	231	670	901
<b>Age (Years):</b>	53.5	42.6	45.4
<b>Service (Years):</b>	24.1	6.4	10.9

# City of Grand Rapids General Retired and Deferred Member Demographic Data as of June 30, 2020

## Defined Benefit General Retirees

Age	Number of Retirees		
	Male	Female	Total
Under 55	3	6	9
55-59	25	20	45
60-64	71	48	119
65 & Over	13	17	30
<b>Totals</b>	<b>112</b>	<b>91</b>	<b>203</b>

The above exhibit includes only defined benefit retirees receiving retiree health care benefits from the City. In addition, there are two RHSA retirees purchasing health care through the City.

## General Vested Deferred

Age	Number of Deferred Members		
	Male	Female	Total
Under 40	0	0	0
40-44	0	0	0
45-49	0	0	0
50 & Over	0	0	0
<b>Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>

Only retirees and vested deferred members valued in this report are shown in the exhibits above.

# City of Grand Rapids – General Other Postemployment Benefits Reported Financial Information (Market Value)

	<b>June 30, 2020</b>
<b>Additions</b>	
Contributions	
Employer	\$ 3,761,766
Nonemployer contributing entities	-
Active Employees	-
Other	-
<b>Total Contributions</b>	<b>\$ 3,761,766</b>
Investment Income	
Net Appreciation in Fair Value of Investments	\$ 355,241
Interest and Dividends	15,399
Less Investment Expense	-
<b>Net Investment Income</b>	<b>\$ 370,640</b>
Other	-
<b>Total Additions</b>	<b>\$ 4,132,406</b>
<b>Deductions</b>	
Benefit payments, including refunds of employee contributions*	\$ 2,749,260
OPEB Plan Administrative Expense	182,840
Other	-
<b>Total Deductions</b>	<b>\$ 2,932,100</b>
<b>Net Increase in Net Position</b>	<b>\$ 1,200,306</b>
<b>Market Value of Assets for OPEB</b>	
Beginning of Year (July 1, 2019)	\$ 12,901,210
End of Year (June 30, 2020)	<b>\$ 14,101,516</b>

\* Benefit payments exclude \$625,615 in retiree contributions.





## City of Grand Rapids – General Other Postemployment Benefits Development of Valuation Assets

Year Ended June 30	2019	2020	2021	2022	2023	2024
A. Funding Value Beginning of Year		\$12,901,210				
B. Market Value End of Year	\$12,901,210	14,101,516				
C. Market Value Beginning of Year		12,901,210				
D. Non-Investment Net Cash Flow		829,666				
E. Investment Income						
E1. Market Total: B - C - D		370,640				
E2. Assumed Rate of Investment Return		5.00%				
E3. Amount for Immediate Recognition		\$665,802				
E4. Amount for Phased-In Recognition: E1 - E3		(295,162)				
F. Phased-In Recognition of Investment Income						
F1. Current Year: (1/5) x E4		(59,032)				
F2. First Prior Year		0	\$ (59,032)			
F3. Second Prior Year		0	0	\$ (59,032)		
F4. Third Prior Year		0	0	0	\$ (59,032)	
F5. Fourth Prior Year		0	0	0	0	\$ (59,034)
F6. Total Recognized Investment Gain		(59,032)	(59,032)	(59,032)	(59,032)	(59,034)
G. Funding Value End of Year A + D + E3 + F6		14,337,646				
H. Difference between Market & Funding Value		(236,130)				
I. Recognized Rate of Return		4.56 %				
J. Market Rate of Return		2.78 %				
K. Ratio of Funding Value to Market Value		101.67 %				

In the year of implementation, the Beginning of Year Funding Value of Assets is set equal to the Beginning of Year Market Value of Assets. The Funding Value of Assets recognizes assumed investment return (line E3) fully each year. Differences between actual and assumed investment return (line E4) are phased-in over a closed 5-year period. During periods when investment performance exceeds the assumed rate, Funding Value of Assets will tend to be less than Market Value. During periods when investment performance is less than the assumed rate, Funding Value of Assets will tend to be greater than Market Value. The Funding Value of Assets is unbiased with respect to Market Value. If assumed rates are exactly realized for 4 consecutive years, it will become equal to Market Value.



## SECTION D

---

### **ACTUARIAL COST METHOD AND ACTUARIAL ASSUMPTIONS**

## Valuation Methods

**Actuarial Cost Method.** Normal cost and the allocation of benefit values between service rendered before and after the valuation date was determined using an **Individual Entry-Age Normal Actuarial Cost Method** having the following characteristics:

- (i) The annual normal cost for each individual active member, payable from the date of employment to the date of retirement, is sufficient to accumulate the value of the member's benefit at the time of retirement; and
- (ii) Each annual normal cost is a constant percentage of the member's year-by-year projected covered pay.

Actuarial gains (losses), as they occur, reduce (increase) the Unfunded Actuarial Accrued Liability.

**Financing of Unfunded Actuarial Accrued Liabilities.** Unfunded Actuarial Accrued Liabilities (UAAL) were amortized on a level dollar basis. The UAAL were determined using the funding value of assets and actuarial accrued liability calculated as of the valuation date. The UAAL amortization payment is the amount required to fully amortize the UAAL over the 18-year period beginning with the fiscal year ending June 30, 2022. This UAAL payment reflects payments expected to be made between the valuation date and the fiscal year for which the contributions in this report have been calculated. The 18-year amortization factor used is 11.9795.

**Actuarial Value of Assets.** Last year's valuation assets are increased by contributions, expected investment income on last year's valuation assets and non-investment net cash flow, and reduced by refunds, benefit payments and expenses. To this amount is added the phased-in recognition of investment income. The phased-in recognition is the sum over the five years ending on the valuation date of 20% of the difference between each year's expected return and actual market return.

# Actuarial Assumptions

The rationale for the assumptions used in this valuation is included in the 5-year experience study ending June 30, 2019, approved by the Board in June 2020. All assumptions are expectations of future experience, not market measures.

**Rates of Investment Return under a partially funded arrangement. 5.0% per year**, compounded annually, net of expenses. This assumption is used to equate the value of payments due at different points in time.

The total number of active defined benefit retiree health care participants is expected to decline in the future.

**The rates of Price Inflation** are not specifically used for this valuation. However, a rate of price inflation of 2.25% would be consistent with other assumptions in this report.

**The rates of salary increase** used for individual members are in accordance with the following tables. The assumption is used to project a member's current salary to the salaries upon which future contributions will be based.

% Increase in Salary at Sample Ages			
Sample Ages	Merit & Seniority	Base (Economic)	Increase Next Year
20	4.16 %	3.00 %	7.16 %
25	2.88	3.00	5.88
30	1.98	3.00	4.98
35	1.52	3.00	4.52
40	1.10	3.00	4.10
45	0.66	3.00	3.66
50	0.32	3.00	3.32
55	0.14	3.00	3.14
60	0.00	3.00	3.00
65	0.00	3.00	3.00

% Increase in Salary			
Service at Beginning of Year	Merit & Seniority	Base (Economic)	Increase Next Year
1	4.00 %	3.00 %	7.00 %
2	3.00	3.00	6.00
3	1.75	3.00	4.75
4	1.75	3.00	4.75
5	1.75	3.00	4.75



## Actuarial Assumptions (Continued)

### *The mortality tables*

- **Health Pre-Retirement:** The Pub-2010 Amount-Weighted, General, Employee, Male and Female tables, a base year of 2010 and future mortality improvements projected using scale MP-2019.
- **Healthy Post-Retirement:** The Pub-2010 Amount-Weighted, General, Healthy Retiree, Male and Female tables, with a base year of 2010 and future mortality improvements projected using scale MP-2019.
- **Disability Retirement:** The Pub-2010 Amount-Weighted, General, Disabled Retiree, Male and Female tables, with a base year of 2010 and future mortality improvements projected using scale MP-2019.

Sample Age Now	Pre-Retirement Future Life Expectancy (Years)*		Healthy Post-Retirement Future Life Expectancy (Years)*		Disabled Retirement Future Life Expectancy (Years)*	
	Men	Women	Men	Women	Men	Women
	50	39.41	41.61	35.54	38.50	25.97
55	34.35	36.46	30.64	33.52	22.51	25.22
60	29.41	31.39	25.93	28.65	19.44	22.07
65	24.61	26.41	21.43	23.92	16.59	18.89
70	19.92	21.53	17.17	19.36	13.80	15.55
75	15.33	16.76	13.21	15.09	11.04	12.28
80	10.87	12.16	9.73	11.26	8.48	9.37

\* Based on retirements in 2020. Retirements in future years will reflect improvements in life expectancy.

These rates were first used for the June 30, 2020 valuation.

## Actuarial Assumptions (Continued)

*The rates of normal retirement* used to measure the probability of eligible members retiring under normal retirement conditions during the next year, were as follows.

<b>Retirement Ages</b>	<b>Percent of Eligible Active Members Retiring within Next Year</b>
50	40 %
51	40
52	40
53	40
54	40
55	40
56	40
57	40
58	40
59	40
60	40
61	40
62	40
63	40
64	40
65	50
66	60
67	70
68	80
69	90
70	100

A member is eligible for pension retirement after completing 30 or more years of service or after both attaining age 62 and completing 8 or more years of service. Prior to the above eligibility, members who are eligible for early reduced retirement are assumed to elect this option at a 3% rate per year until eligible for normal retirement.

## Actuarial Assumptions (Continued)

**Rates of separation from active membership** are used to estimate the number of employees at each age that are expected to terminate employment before qualifying for retirement benefits. The withdrawal rates do not apply to members eligible to retire, and do not include separation on account of death or disability. These rates were first used for the June 30, 2020 valuation.

Sample rates of separation from active employment are shown below:

Sample Ages	Years of Service	% of Active Members Separating within Next Year	
		Male	Female
ALL	0	15.00 %	15.00 %
	1	8.00	8.00
	2	7.00	7.00
	3	6.00	6.00
	4	5.00	5.00
20	5 & Over	6.04	13.57
25		5.87	13.21
30		5.62	12.35
35		5.22	10.73
40		4.65	8.81
45		3.93	6.80
50		2.75	4.38
55		1.04	1.61
60		0.10	0.15

# Actuarial Assumptions (Concluded)

**Rates of disability** among active members are used to estimate the incidence of member disability in future years. 70% of General disabilities were assumed to be non-duty related and 30% of disabilities are assumed to be duty related. These rates were first used for the June 30, 2020 valuation.

<b>Sample Ages</b>	<b>Percent Becoming Disabled within Next Year</b>
20	0.01 %
25	0.01
30	0.01
35	0.07
40	0.13
45	0.29
50	0.56
55	0.84
60	1.09



## Miscellaneous and Technical Assumptions

<b>Decrement Operation:</b>	Disability and mortality decrements do not operate during the first five years of service. Disability also does not operate during retirement eligibility.
<b>Decrement Timing:</b>	Decrements of all types are assumed to occur mid-year.
<b>Eligibility Testing:</b>	Eligibility for benefits is determined based upon the age nearest birthday and service nearest whole year on the date the decrement is assumed to occur.
<b>Marriage Assumption:</b>	100% of General males and females are assumed to be married for purposes of death-in-service benefits. Male spouses are assumed to be three years older than female spouses for active member valuation purposes.
<b>Medicare Coverage:</b>	Assumed to be available for all covered employees on attainment of age 65.
<b>Children:</b>	A 7.0% load was applied for children's coverage.
<b>Election Percentage:</b>	(General) It was assumed that 100% of retirees would choose to receive retiree health care benefits through the City. Of those assumed to elect coverage, 65% of retirees were assumed to elect two-person coverage, if eligible. For those that elect two-person coverage, it was assumed that coverage would continue to the spouse upon death of the retiree 100% of the time, if eligible.
<b>Retiree Opt-Outs:</b>	Retirees and spouses who have opted-out of coverage are assumed to not re-enroll.
<b>Patient Protection and Affordable Care Act:</b>	In general, changes related to the Patient Protection and Affordable Care Act are reflected to the extent that they are already implemented in the Plan and future changes will be reflected as they become effective. Per the City, no load of was applied to the valuation results in anticipation of future cost increases resulting from this Act.
<b>Deferred and Retired Members:</b>	With the exception of two RHSA retirees, all retired members valued in this valuation were assumed to be part of the Defined Benefit plan. Current deferred members not electing to continue coverage through the deferral period are ineligible to participate in the Defined Benefit Retiree Health Care plan.

## SECTION E

---

### **SUPPLEMENTARY INFORMATION**

**This information is presented in draft form for review by the Plan and/or City auditor. Please let us know if there are any items that the auditor changes so that we may maintain consistency with the Plan and/or City financial statements.**

## Supplementary Information

Valuation Date	June 30, 2020
Actuarial Cost Method	Individual Entry Age Normal Cost
Amortization Method	Level Dollar Closed
Remaining Amortization Periods	18 Years
Asset Valuation Method	5-Year Smoothed Value of Assets
Actuarial Assumptions:	
Discount Rate	5.0% Per Year
Projected Salary Increases General	3.00% - 7.16%
Valuation Health Care Cost Trend Rate Medical and Drug Dental and Vision	7.70% in 2021 grading to 3.50% in 2030 3.50% in All Years

# Supplementary Information

## Schedule of Funding Progress

<b>Actuarial Valuation Date June 30</b>	<b>Actuarial Value of Assets (a)</b>	<b>Actuarial Accrued Liability (AAL) (b)</b>	<b>Unfunded AAL (UAAL) (b)-(a)</b>	<b>Funded Ratio (a)/(b)</b>
2011	\$ 2,362,070	\$ 78,395,349	\$ 76,033,279	3.0 %
2012	7,102,336	66,882,845	59,780,509	10.6
2013	8,526,338	64,235,682	55,709,344	13.3
2014	9,563,129	60,370,567	50,807,438	15.8
2015	9,036,095	56,720,399	47,684,304	15.9
2016	9,411,146	58,696,918	49,285,772	16.0
2017	9,152,251	56,452,685	47,300,434	16.2
2018	10,586,168	46,217,218	35,631,050	22.9
2019	12,901,210	34,168,355	21,267,145	37.8
2020	14,337,646	33,027,613	18,689,967	43.4

The above exhibit shows results for both the Defined Benefit group and the RHSA group combined.

## APPENDIX

---

### GLOSSARY

## Glossary

**Accrued Service** - The service credited under the plan which was rendered before the date of the actuarial valuation.

**Actuarial Accrued Liability** - The difference between (i) the actuarial present value of future plan benefits, and (ii) the actuarial present value of future normal cost. Sometimes referred to as “accrued liability” or “past service liability.”

**Actuarial Assumptions** - Estimates of future plan experience with respect to rates of mortality, disability, turnover, retirement, rate or rates of investment income and salary increases. Decrement assumptions (rates of mortality, disability, turnover and retirement) are generally based on past experience, often modified for projected changes in conditions. Economic assumptions (salary increases and investment income) consist of an underlying rate in an inflation-free environment plus a provision for a long-term average rate of inflation.

**Actuarial Cost Method** - A mathematical budgeting procedure for allocating the dollar amount of the “actuarial present value of future plan benefits” between the actuarial present value of future normal cost and the actuarial accrued liability. Sometimes referred to as the “actuarial funding method.”

**Actuarial Equivalent** - A single amount or series of amounts of equal value to another single amount or series of amounts, computed on the basis of the rate(s) of interest and mortality tables used by the plan.

**Actuarial Present Value** - The amount of funds presently required to provide a payment or series of payments in the future. It is determined by discounting the future payments at a predetermined rate of interest, taking into account the probability of payment.

**Actuarially Determined Contribution (ADC)** - The ADC is the normal cost plus the portion of the unfunded actuarial accrued liability to be amortized in the current period. The ADC is an amount that is actuarially determined in accordance with the requirements so that, if paid on an ongoing basis, it would be expected to provide sufficient resources to fund both the normal cost for each year and the amortized unfunded liability.

**Amortization** - Paying off an interest-bearing liability by means of periodic payments of interest and principal, as opposed to paying it off with a lump sum payment.

**Governmental Accounting Standards Board (GASB)** - GASB is the private, nonpartisan, nonprofit organization that works to create and improve the rules U.S. state and local governments follow when accounting for their finances and reporting them to the public.

**Medical Trend Rate (Health Care Inflation)** - The increase in the cost of providing health care benefits over time. Trend includes such elements as pure price inflation, changes in utilization, advances in medical technology, and cost shifting.

## Glossary (Concluded)

**Normal Cost** - The annual cost assigned, under the actuarial funding method, to current and subsequent plan years. Sometimes referred to as “current service cost.” Any payment toward the unfunded actuarial accrued liability is not part of the normal cost.

**Other Postemployment Employee Benefits (OPEB)** - OPEB are postemployment benefits other than pensions. OPEB generally takes the form of health insurance and dental, vision, prescription drugs or other health care benefits.

**Reserve Account** - An account used to indicate that funds have been set aside for a specific purpose and is not generally available for other uses.

**Unfunded Actuarial Accrued Liability** - The difference between the actuarial accrued liability and valuation assets. Sometimes referred to as “unfunded accrued liability.”

**Valuation Assets** - The value of current plan assets recognized for valuation purposes.