Bristol Warren Regional School District

GASB 45 Actuarial Valuation

Fiscal Year Ending June 30, 2014

Prepared by:

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nyhart

November 15, 2014

Pauline Silva
Bristol Warren Regional School District
151 State Street
Bristol, RI 02809

This report summarizes the GASB actuarial valuation for Bristol Warren Regional School District's 2013/14 fiscal year. To the best of our knowledge, the report presents a fair position of the funded status of the plan in accordance with GASB Statement No. 45 (Accounting and Financial Reporting by Employers for Post-Employment Benefits Other Than Pensions). The valuation is also based upon our understanding of the plan provisions as summarized within the report.

The information presented herein is based on the information furnished to us by the Plan Sponsor that has been reconciled and reviewed for reasonableness. We are not aware of any material inadequacy in employee census provided by the Plan Sponsor. We have not audited the information at the source, and therefore do not accept responsibility for the accuracy or the completeness of the data on which the information is based.

The actuarial assumptions were selected by the Plan Sponsor with the concurrence of Nyhart. In our opinion, the actuarial assumptions are individually reasonable and in combination represent our estimate of anticipated experience of the Plan. All computations have been made in accordance with generally accepted actuarial principles and practice.

To our knowledge, there have been no significant events prior to the current year's measurement date or as of the date of this report that could materially affect the results contained herein.

Neither Nyhart nor any of its employees has any relationship with the plan or its sponsor that could impair or appear to impair the objectivity of this report. Our professional work is in full compliance with the American Academy of Actuaries "Code of Professional Conduct" Precept 7 regarding conflict of interest. The undersigned meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.

Should you have any questions please do not hesitate to contact us.

Randy Gomez, FSA, MAAA
Consulting Actuary

Evi Laksana, ASA, MAAA
Valuation Actuary

Summary of Results

Presented below is the summary of GASB 45 results for the fiscal year ending June 30, 2014 compared to the prior fiscal years as shown in the School District's Notes to Financial Statement.

		As of July 1, 2012[1]		*As of July 1, 2013*
Actuarial Accrued Liability	$	24,218,300	$	22,072,077
Actuarial Value of Assets	$	0	$	0
Unfunded Actuarial Accrued Liability	$	24,218,300	$	22,072,077
Funded Ratio		0.0%		0.0%

		FY 2012/13		*FY 2013/14*
Annual Required Contribution	$	2,161,123	$	2,160,629
Annual OPEB Cost	$	1,997,181	$	2,030,955
Annual Employer Contribution	$	3,165,714	$	1,564,996

		As of June 30, 2013		*As of June 30, 2014*
Net OPEB Obligation	$	3,067,772	$	3,533,731

	As of June 30, 2014
Total Active Participants	62
Total Retiree Participants	269

The active participants' number above may include active employees who currently have no health care coverage. Refer to Summary of Participants section for an accurate breakdown of active employees with and without coverage.

[1] An interim valuation was not prepared for FY 2012/13 as the School District chose to repeat GASB results shown in the FYE June 30, 2012 actuarial valuation report for their interim year's financial disclosures as permitted by GASB. Actuarial Accrued Liability and Annual Required Contribution shown above are as of the last full valuation for the FYE June 30, 2012.

Below is a breakdown of total GASB 45 liabilities allocated to past, current, and future service as of July 1, 2013 compared to the prior year.

		As of July 1, 2012[2]		*As of July 1, 2013*
Present Value of Future Benefits	**$**	**24,889,332**	**$**	**22,787,480**
Active Employees		2,635,857		3,808,547
Retired Employees		22,253,475		18,978,933
Actuarial Accrued Liability	**$**	**24,218,300**	**$**	**22,072,077**
Active Employees		1,964,825		3,093,144
Retired Employees		22,253,475		18,978,933
Normal Cost	**$**	**85,084**	**$**	**118,134**
Future Normal Cost	**$**	**585,948**	**$**	**597,269**

Present Value of Future Benefits (PVFB) is the amount needed as of July 1, 2012 and 2013 to fully fund the School District's retiree health care subsidies for existing and future retirees and their dependents assuming all actuarial assumptions are met.

Actuarial Accrued Liability is the portion of PVFB considered to be accrued or earned as of July 1, 2012 and 2013. This amount is a required disclosure in the Required Supplementary Information section.

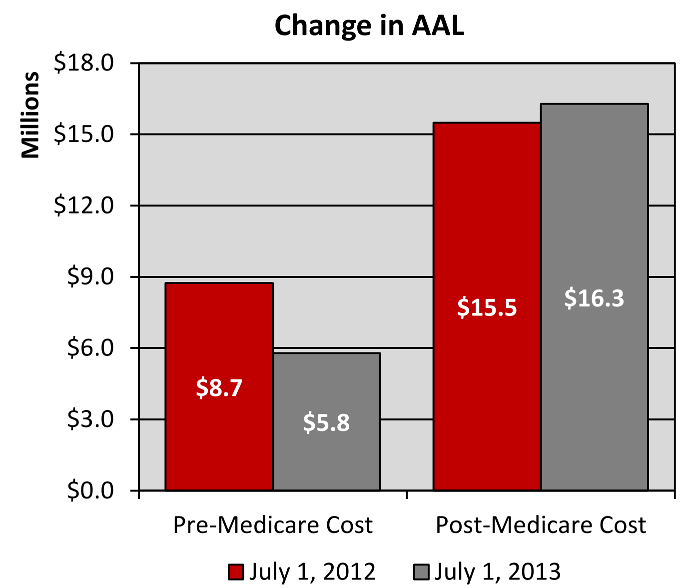
Normal Cost is the portion of the total liability amount that is attributed and accrued for current year's active employee service by the actuarial cost method.

Future Normal Cost is the portion of the total liability amount that is attributed to the future employee by the actuarial cost method.

[2] An interim valuation was not prepared for FY 2012/13 as the School District chose to repeat GASB results shown in the FYE June 30, 2012 actuarial valuation report for their interim year's financial disclosures as permitted by GASB. Results shown are as of the last full valuation for the FYE June 30, 2012.

Below is a breakdown of total GASB 45 Actuarial Accrued Liability (AAL) allocated to pre and post Medicare eligibility. The liability shown below includes explicit (if any) and implicit subsidies. Refer to the Substantive Plan Provisions section for complete information on the Plan Sponsor's GASB subsidies.

Actuarial Accrued Liability (AAL)		*As of July 1, 2012[3]*		*As of July 1, 2013*
Active Pre-Medicare	$	729,838	$	1,617,287
Active Post-Medicare		1,234,987		1,475,857
Total Active AAL	$	1,964,825	$	3,093,144
Retirees Pre-Medicare	$	8,004,630	$	4,170,838
Retirees Post-Medicare		14,248,845		14,808,095
Total Retirees AAL	$	22,253,475	$	18,978,933
Total AAL	**$**	**24,218,300**	**$**	**22,072,077**

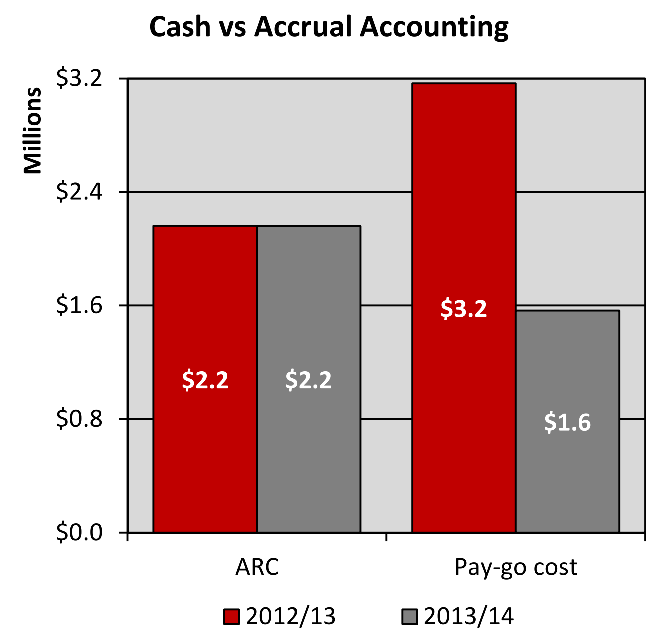


[3] An interim valuation was not prepared for FY 2012/13 as the School District chose to repeat GASB results shown in the FYE June 30, 2012 actuarial valuation report for their interim year's financial disclosures as permitted by GASB. Results shown are as of the last full valuation for the FYE June 30, 2012.

Development of Annual Required Contribution (ARC)

Required Supplementary Information		FY 2012/13[4]		FY 2013/14
Actuarial Accrued Liability as of beginning of year	$	24,218,300	$	22,072,077
Actuarial Value of Assets as of beginning of year		0		0
Unfunded Actuarial Accrued Liability (UAAL)	**$**	**24,218,300**	**$**	**22,072,077**
Covered payroll	$	5,280,803	$	4,912,206
UAAL as a % of covered payroll		458.6%		449.3%

Annual Required Contribution		FY 2012/13[4]		FY 2013/14
Normal cost as of beginning of year	$	85,084	$	118,134
Amortization of the UAAL		1,973,128		1,939,608
Total normal cost and amortization payment	$	2,058,212	$	2,057,742
Interest to end of year		102,911		102,887
Total Annual Required Contribution (ARC)	**$**	**2,161,123**	**$**	**2,160,629**



Annual Required Contribution (ARC) is the annual expense recorded in the income statement under GASB 45 accrual accounting. It replaces the cash basis method of accounting recognition with an accrual method. The GASB 45 ARC is higher than the pay-as-you-go cost because it includes recognition of employer costs expected to be paid in future accounting periods.

[4] An interim valuation was not prepared for FY 2012/13 as the School District chose to repeat GASB results shown in the FYE June 30, 2012 actuarial valuation report for their interim year's financial disclosures as permitted by GASB. Actuarial Accrued Liability and Annual Required Contribution shown above are as of the last full valuation for the FYE June 30, 2012.

Development of Annual OPEB Cost and Net OPEB Obligation

Annual employer contribution for pay-go cost is estimated for 2012/13 and 2013/14.

Net OPEB Obligation		FY 2012/13		FY 2013/14
ARC as of end of year	$	2,161,123	$	2,160,629
Interest on Net OPEB Obligation (NOO) to end of year		211,815		153,389
NOO amortization adjustment to the ARC		(375,757)		(283,063)
Annual OPEB cost	$	1,997,181	$	2,030,955
Annual employer contribution for pay-go cost		(3,165,714)		(1,564,996)
Annual employer contribution for pre-funding		0		0
Change in NOO	$	(1,168,533)	$	465,959
NOO as of beginning of year		4,236,305		3,067,772
NOO as of end of year	**$**	**3,067,772**	**$**	**3,533,731**

Pay-as-you-go Cost is the expected total employer cash cost for the coming period based on all explicit and implicit subsidies. It is also the amount recognized as expense on the Income Statement under pay-as-you-go accounting.

Net OPEB Obligation is the cumulative difference between the annual OPEB cost and employer contributions. This obligation will be created if cash contributions are less than the current year expense under GASB 45 accrual rules.

The net obligation is recorded as a liability on the employer's balance sheet which will reduce the net fund balance.

The value of implicit subsidies is considered as part of cash contributions for the current period. Other cash expenditures that meet certain conditions are also considered as contributions for GASB 45 purposes.

Summary of GASB 45 Financial Results

Presented below is the summary of GASB 45 results for the fiscal year ending June 30, 2014 and prior fiscal years as shown in the School District's Notes to Financial Statements.

Schedule of Funding Progress

As of	Actuarial Accrued Liability (AAL)	Actuarial Value of Assets (AVA)	Unfunded Actuarial Accrued Liability (UAAL)	Funded Ratio	Covered Payroll	UAAL as % of Covered Payroll
	A	B	C = A - B	D = B / A	E	F = C / E
July 1, 2013	$ 22,072,077	$ -	$ 22,072,077	0.0%	$ 4,912,206	449.3%
July 1, 2012	$ 24,218,300	$ -	$ 24,218,300	0.0%	$ 5,280,803	458.6%
July 1, 2011	$ 24,218,300	$ -	$ 24,218,300	0.0%	$ 5,280,803	458.6%

Schedule of Employer Contributions

FYE	Employer Contributions	Annual Required Contribution (ARC)	% of ARC Contributed
	A	B	C = A / B
June 30, 2014	$ 1,564,996	$ 2,160,629	72.4%
June 30, 2013	$ 3,165,714	$ 2,161,123	146.5%
June 30, 2012	$ 2,063,891	$ 2,161,123	95.5%

Historical Annual OPEB Cost

As of	Annual OPEB Cost	% of Annual OPEB Cost Contributed	Net OPEB Obligation
June 30, 2014	$ 2,030,955	77.1%	$ 3,533,731
June 30, 2013	$ 1,997,181	158.5%	$ 3,067,772
June 30, 2012	$ 2,008,571	102.8%	$ 4,236,305

The Actuarial Accrued Liability (AAL) is expected to change on an annual basis as a result of expected and unexpected events. Under normal circumstances, it is generally expected to have a net increase each year. Below is a list of the most common events affecting the AAL and whether they increase or decrease the liability.

Expected Events

- Increases in AAL due to additional benefit accruals as employees continue to earn service each year
- Increases in AAL due to interest as the employees and retirees age
- Decreases in AAL due to benefit payments

Unexpected Events

- Increases in AAL when actual premium rates increase more than expected. A liability decrease occurs when premium rates increase less than expected.
- Increases in AAL when more new retirements occur than expected or fewer terminations occur than anticipated. Liability decreases occur when the opposite outcomes happen.
- Increases or decreases in AAL depending on whether benefit provisions are improved or reduced.

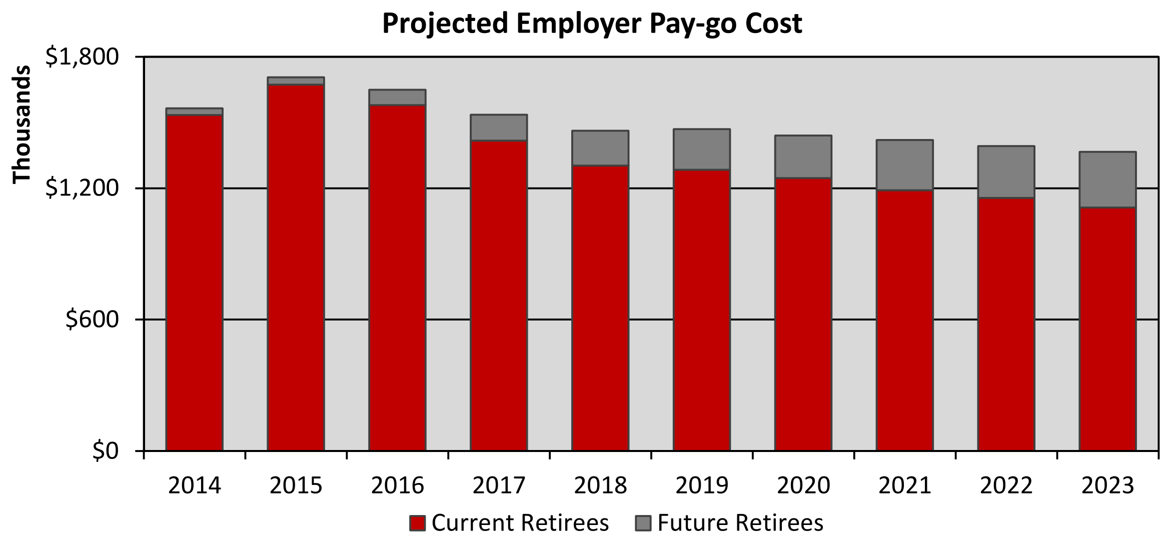
		FY 2013/14[5]
Actuarial Accrued Liability as of beginning of year	$	22,072,077
Normal cost as of beginning of year		118,134
Expected benefit payments during the year		(1,564,996)
Interest adjustment to end of year		1,070,862
Expected Actuarial Accrued Liability as of end of year	$	21,696,077
Actuarial (gain) / loss due to experience		0
Actuarial (gain) / loss due to provisions / assumptions changes		0
Actual Actuarial Accrued Liability as of end of year	$	21,696,077

Reconciliation of AAL shows what the actuary expects the actuarial accrued liability to be at the beginning of the following fiscal year based on current assumptions and plan provisions. The expected end of year AAL will change as actual plan experience varies from assumptions. Generally, the AAL is expected to have a net increase each year.

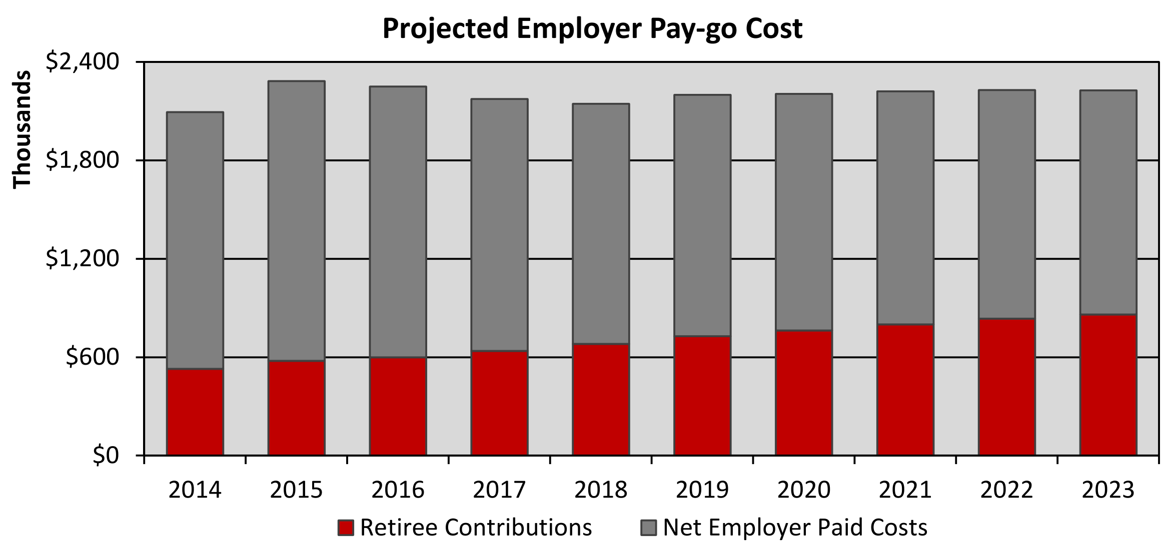
[5] Actuarial Accrued Liability (AAL) as of beginning of year was actuarially rolled-back from end of year AAL on a “no gain/loss” basis.

The below projections show the actuarially estimated employer-paid contributions for retiree health benefits for the next ten years. Results are shown separately for current /future retirees and gross claim costs/retiree contributions. These projections include explicit and implicit subsidies.

FYE	Current Retirees	Future Retirees[6]	Total
2014	$ 1,534,470	$ 30,526	$ 1,564,996
2015	$ 1,672,572	$ 33,274	$ 1,705,846
2016	$ 1,579,388	$ 69,640	$ 1,649,028
2017	$ 1,417,724	$ 117,717	$ 1,535,441
2018	$ 1,303,758	$ 159,084	$ 1,462,842
2019	$ 1,284,522	$ 185,563	$ 1,470,085
2020	$ 1,246,297	$ 194,690	$ 1,440,987
2021	$ 1,190,996	$ 229,447	$ 1,420,443
2022	$ 1,154,971	$ 237,375	$ 1,392,346
2023	$ 1,111,473	$ 254,111	$ 1,365,584



FYE	Estimated Claims Costs	Retiree Contributions	Net Employer-Paid Costs
2014	$ 2,094,113	$ 529,117	$ 1,564,996
2015	$ 2,282,584	$ 576,738	$ 1,705,846
2016	$ 2,248,890	$ 599,862	$ 1,649,028
2017	$ 2,172,844	$ 637,403	$ 1,535,441
2018	$ 2,143,763	$ 680,921	$ 1,462,842
2019	$ 2,197,958	$ 727,873	$ 1,470,085
2020	$ 2,204,631	$ 763,644	$ 1,440,987
2021	$ 2,219,385	$ 798,942	$ 1,420,443
2022	$ 2,227,660	$ 835,314	$ 1,392,346
2023	$ 2,226,408	$ 860,824	$ 1,365,584



[6] Projections for future retirees do not take into account future new hires.

Eligible Groups

Only the following groups of participants are eligible for retiree health care coverage:

1. Bristol and Warren Teachers hired prior to July 1, 1993
2. Bristol and Warren Certified Administrators hired prior to July 1, 1993
3. Bristol and Warren Non-Certified Administrators hired prior to July 1, 1994
4. Classified employees hired prior July 1, 1994
5. Current retirees with grandfathered coverage

Eligibility

Certified Teachers and administrators are entitled to retiree health care coverage after meeting Rhode Island Employees Retirement System (RI ERS) eligibility requirements. Other groups of participants must meet Rhode Island Municipal Employees Retirement System (RI MERS) eligibility requirements.

Spouse Benefit

Coverage continues to surviving spouse of retired teachers. The widowed spouse of a teacher hired before July 1, 1993 are eligible for a fully-paid individual coverage through age 65 while unmarried and not eligible for equivalent outside coverage. If a family coverage is needed, the widow or widower is required to contribute 25% of the cost of coverage.

There is no coverage for surviving spouse of administrators (certified and non-certified) and classified employees.

MERS Eligibility Requirements

Employees eligible to retire as of 7/1/2012 are not impacted by the new eligibility requirements described below. Prior to 7/1/2012, employees were eligible to retire at the earlier of: (i) age 58 with 10 years of service credit or (ii) 30 years of service (no age requirement).

For employees who are not eligible to retire as of 7/1/2012:

a) Members with less than five years of contributing service credit on 6/30/2012 may retire at their Social Security normal retirement age.
b) Members with at least five years of contributing service credit on 6/30/2012 may retire at an individually determined age, which is the result of interpolating the member’s prior Retirement Date (described in previous paragraph) and the retirement age applicable to members hired after 6/30/2012 (described in item (a) above).
c) Members with at least ten years of contributing service credit on 6/30/2012 may retire at their prior Retirement Date (described in previous paragraph) if they continue to work and contribute until that date.

All members who are within five years of reaching their retirement eligibility date (described in the paragraphs above) may retire at any time if they have at least 20 years of service.

RI ERS Eligibility Requirements

RI ERS eligibility requirements is the earlier of each employee's (a) Article 7 or (b) RIRSA eligibility dates which vary by Schedules summarized below:

Schedules	Vested with 10 years of contributing service credit as of 7/1/2005	Eligible to retire as of 9/30/2009
A	Y	Y*
B	N	Y**
AB	Y	N
B1	N	N
B2	Employees that became a member of RI ERS after 9/30/2009	

* Schedule A members were eligible to retire as of 9/30/2009 if they had (i) 28 years of service as of 9/30/2009 or (ii) had 10 years of contributing service and were age 60 as of 9/30/2009.
** Schedule B members were eligible to retire as of 9/30/2009 if they had 10 years of contributing service and were age 65 as of 9/30/2009.

<u>Article 7 Eligibility Date</u>
There are no changes to Schedule A and Schedule B members retirement eligibility dates. These employees may retire at any time once they met the prior RI ERS eligibility rules. The prior RI ERS eligibility rules are:

- Schedule A – earlier of (i) 28 years of service or (ii) age 60 with 10 years of contributing service.
- Schedule B – earlier of (i) age 65 with 10 years of contributing service or (ii) age 59 with 29 years of contributing service.

Minimum retirement age under Article 7 for Schedule AB and B1 members is 62 with "proportional downward adjustment" toward an earlier retirement age based on years of service as of 9/30/2009 (referred to as "frozen service credit").

Schedule B2 members minimum retirement age under Article 7 is age 62 <u>without</u> "proportional downward adjustment" toward an earlier retirement age.

RI ERS Eligibility Requirements (Continued)

RIRSA Eligibility Date
Employees with less than five years of contributing service credit on 6/30/2012 may retire at the Social Security normal retirement age (not higher than 67).

For employees with at least five years of contributing service credit on 6/30/2012, minimum retirement age is 62 with "proportional downward adjustment" toward an earlier retirement date based on years of service prior to 7/1/2012, but not earlier than 59.

Employees with at least 10 years of contributing service credit on 6/30/2012 may retire at their Article 7 eligibility date if they continue to work and contribute until that date. If they are within five years of reaching RIRSA retirement eligibility date and have at least 20 years of service, they may retire at any time.

Retiree Contributions

Retirees are required to contribute the cost of coverage not covered by the District's explicit subsidy.

Medical Benefit

Same benefit options are available to retirees as active employees. Bristol-Warren Regional School District participates in a multiple employer trust. Their premium rates are calculated based on their own experience. Pre-Medicare health plans are self-insured. At age 65, coverage is provided under the Healthmate Plan 65 or Blue Chip Medicare plans. These plans are community-rated.

The 2014/15 monthly premiums provided by Bristol-Warren School District by plan effective on July 1, 2014 are as shown below.

	Individual	Family
Classic (for non-certified employees)	$ 671.28	$ 1,741.61
Classic (for Bristol certified employees)	$ 673.24	$ 1,746.55
Classic (for Warren certified employees)	$ 665.84	$ 1,728.43
Healthmate	$ 606.43	$ 1,574.09
Healthmate HSA	$ 410.91	$ 1,074.59
Blue Chip	$ 589.33	$ 1,529.89
Healthmate Plan 65	$ 272.00	N/A
Blue Chip Medicare	$ 163.33	N/A

District Explicit Subsidy

Bristol Teachers and Certified Administrators	Retiring Bristol teachers and Certified administrators hired before July 1, 1993 shall receive until age 65, or eligibility for Medicare, Bristol-Warren School Department existing coverage for active employees. The School Committee will contribute 80% of the pre-65 cost of coverage if they participate in non-HSA plan. School Committee's contribution will be 90% of the pre-65 cost of coverage for employees enrolled in the HSA plan at retirement. At age 65, retiring Bristol teachers and Certified administrators will receive an additional coverage necessary to provide the equivalent benefits received prior to age 65. If a retiring Bristol teacher or Certified administrator is not eligible for Medicare at age 65 they may remain in the active plan. The School Committee will contribute 50% of the post-65 cost of coverage.
Warren Teachers and Certified Administrators	Retiring Warren teachers and Certified administrators hired before July 1, 1993 shall receive until age 65, or eligibility for Medicare, Bristol-Warren School Department existing coverage for active employees. The School Committee will contribute 80% of the pre-65 cost of coverage if they participate in non-HSA plan. School Committee's contribution will be 90% of the pre-65 cost of coverage for employees enrolled in the HSA plan at retirement. There is no coverage upon Medicare eligibility.
Bristol Non-Certified Administrators and Classified Employees	Retiring Bristol non-certified administrators and classified employees hired before July 1, 1994 shall receive until age 65, or eligibility for Medicare, Bristol-Warren School Department existing coverage for active employees. The School Committee will contribute 87% of the pre-65 cost of coverage. At age 65, retiring Bristol non-certified administrators and classified employees will receive an additional coverage necessary to provide the equivalent benefits received prior to age 65. If a retiring Bristol non-certified administrator or classified employee is not eligible for Medicare at age 65 they may remain in the active plan. The School Committee will contribute 50% of the post-65 cost of coverage.
Warren Non-Certified Administrators and Classified Employees	Retiring Warren non-certified administrators and classified employees hired before July 1, 1994 shall receive until age 65, or eligibility for Medicare, Bristol-Warren School Department existing coverage for active employees. The School Committee will contribute 87% of the pre-65 cost of coverage. There is no coverage upon Medicare eligibility.
Current retirees	Current retirees receive various amount of District explicit subsidy as provided by the School Department.

The actuarial assumptions used in this report represent a reasonable long-term expectation of future OPEB outcomes. As national economic and School District experience change over time, the assumptions will be tested for ongoing reasonableness and, if necessary, updated.

There were a few changes to the actuarial methods and assumptions since the last GASB valuation, which was for the fiscal year ending June 30, 2012. For the current year GASB valuation, we have updated the per capita costs, health care trend rates, and the mortality assumption. We expect to update health care trend rates and per capita costs again in the next full GASB valuation, which will be for the fiscal year ending June 30, 2016.

Measurement Date

June 30, 2014 with results actuarially rolled-back to July 1, 2013 on a "no loss/no gain" basis

Discount Rate

5.0%

Payroll Growth

N/A (benefits are not payroll related)

Inflation Rate

3.0% per year

Cost Method

Projected Unit Credit with linear proration to decrement

Amortization

Level dollar amount over 20 years based on a closed group. The remaining amortization period for FYE June 30, 2014 is 16 years.

Census Data

Census information was provided by the School District as of August 2014. We have reviewed it for reasonableness and no material modifications were made to the census data except as noted in the Data assumptions below.

Data Assumptions

We made the following assumptions in our report:

- All current active Bristol teachers hired prior to 1985 are assumed to be ineligible for Medicare.
- All current retirees over the age of 65 who are enrolled in one of the active plans are assumed to be ineligible for Medicare.
- All retirees over the age of 65 who are not explicitly stated as former Bristol or Warren employees are assumed to be former Bristol employees since only these employees are eligible for post-65 coverage.
- All retirees under the age of 65 who are not explicitly stated as former Bristol or Warren employees are assumed to be former Bristol employees if their coverage extends past 65. Otherwise, they are assumed to be former Warren employees.
- Majority of retirees with family coverage were missing their spouses' birth dates information. For those whose spouses' birth dates were provided in the prior valuation's census data, we have assumed that the spouse continues to be covered and the prior birth date information provided was used in this year's valuation.

Health Care Coverage Election Rate

Active employees with current coverage: 100%
Active employees with no coverage: 0%

Inactive employees with current coverage: 100%
Inactive employees with no coverage: 0%

Spousal Coverage

Spousal coverage for current retirees is based on actual data.

80% of employees are assumed to be married at retirement. Husbands are assumed to be three years older than wives.

Employer Funding Policy

Pay-as-you-go cash basis

Mortality

RP-2014 Combined Mortality Table fully generational using MP-2014; prior valuation used RP-2000 Combined Mortality Table fully generational using Scale AA. This caused an increase in liabilities.

Disability

None

Turnover Rate

Assumption used to project terminations (voluntary and involuntary) prior to meeting minimum retirement eligibility for retiree health coverage. Withdrawal rates are based on Sarason Crocker T-3 table. Sample annual rates are as shown below:

Age	Rates
25	5.3%
30	4.8%
35	4.5%
40	3.8%
45	3.2%
50	1.5%
55	0.3%
60	0.0%

Retirement Rate

Annual rates of retirement are as shown below:

	Years of Service			
Age	**<10**	**10 – 27**	**28 – 34**	**35+**
55	0.0%	0.0%	15.0%	100.0%
56 – 58	0.0%	0.0%	5.0%	100.0%
59	0.0%	0.0%	10.0%	100.0%
60	0.0%	25.0%	25.0%	100.0%
61	0.0%	10.0%	10.0%	100.0%
62	0.0%	20.0%	20.0%	100.0%
63 – 64	0.0%	15.0%	15.0%	100.0%
65	0.0%	100.0%	100.0%	100.0%

Health Care Trend Rates

FYE	Medical	FYE	Medical
2015	9.0%	2020	6.5%
2016	8.5%	2021	6.0%
2017	8.0%	2022	5.5%
2018	7.5%	2023+	5.0%
2019	7.0%		

The initial trend rate was based on a combination of employer history, national trend surveys, and professional judgment.

The ultimate trend rate was selected based on historical medical CPI information.

Medicare Part B trend rates are assumed to be 0% for FYE 2015 then 3% for FYE 2016 increasing annually by 0.25% until reaching an ultimate rate of 4.50%. Annual dental trend rates were assumed to be 5.00% initially, decreasing by 0.25% annually to an ultimate trend of 3.50%.

Retiree Contributions

Retiree contributions are assumed to increase according to health care trend rates.

Per Capita Costs

Annual per capita costs by plan were calculated based on the 2014/15 premium rates provided by the District actuarially increased using health index factors and current enrollment. Employees are assumed to elect at retirement the same plan as their current active health plan. The costs are assumed to increase with health care trend rates. Annual per capita costs by plan are as shown below:

	Classic		Blue Chip	
Age	Male	Female	Male	Female
<55	$ 8,100	$ 8,200	$ 7,100	$ 7,200
55 – 59	$ 9,400	$ 9,100	$ 8,200	$ 8,000
60 – 64	$ 12,000	$ 10,800	$ 10,500	$ 9,500
65 – 69*	$ 13,200	$ 11,500	$ 11,600	$ 10,100
70 – 74*	$ 14,400	$ 12,300	$ 12,600	$ 10,700
75+*	$ 15,600	$ 13,100	$ 13,600	$ 11,300

The per capita costs represent the cost of coverage for a retiree-only population.

Actuarial standards require the recognition of higher inherent costs for a retired population versus an active population.

	Healthmate		Healthmate HSA	
Age	Male	Female	Male	Female
<55	$ 7,300	$ 7,400	$ 4,900	$ 5,000
55 – 59	$ 8,500	$ 8,200	$ 5,700	$ 5,600
60 – 64	$ 10,800	$ 9,700	$ 7,300	$ 6,600
65 – 69*	$ 11,900	$ 10,400	$ 8,100	$ 7,000
70 – 74*	$ 12,900	$ 11,000	$ 8,800	$ 7,500
75+*	$ 13,900	$ 11,600	$ 9,500	$ 8,000

* These annual per capita costs are applicable to participants who are not eligible for Medicare.

For Medicare-eligible participants, the annual per capita costs at age 65 and older are:

- $1,960 for participants enrolled in Classic and Healthmate plans
- $3,264 for participants enrolled in Blue Chip plan

Annual dental per capita cost for retirees eligible for subsidized coverage is $385. This cost is assumed to increase with dental trend rates.

Annual Medicare Part B per capita costs for few retirees who are eligible for this benefit is $1,259 and is assumed to increase with Part B trend rates.

Explicit Subsidy

The difference between (a) the premium rate and (b) the retiree contribution. Below is an example of the monthly explicit subsidies for a Teacher who is enrolled in the Healthmate HSA plan.

	Premium Rate	Retiree Contribution	Explicit Subsidy
	A	B = 10% x A	C = A – B
Retiree	$ 410.91	$ 41.09	$ 369.82
Spouse	$ 663.68	$ 66.37	$ 597.31

Implicit Subsidy

The difference between (a) the per capita cost and (b) the premium rate. Below is an example of the monthly implicit subsidies for a 60 – 64 male retiree with spouse of the same age enrolled in the Healthmate HSA plan.

	Per Capita Cost	Premium Rate	Implicit Subsidy
	A	B	C = A – B
Retiree	$ 608.33	$ 410.91	$ 197.42
Spouse	$ 550.00	$ 550.00*	$ 0.00

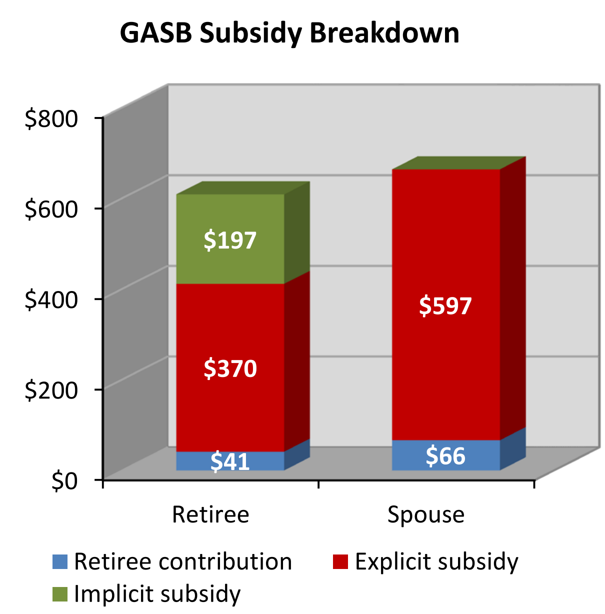
All employers that utilize premium rates based on blended active/retiree claims experience will have an implicit subsidy. There is an exception for plans using a true community-rated premium rate.

*Limited to the per capita cost.

GASB Subsidy Breakdown

Below is a breakdown of the GASB 45 monthly total cost for a male 60 – 64 retiree and his spouse of the same age enrolled in the Healthmate HSA plan.

	Retiree		Spouse	
Retiree contribution	$	41.09	$	66.37
Explicit subsidy	$	369.82	$	597.31
Implicit subsidy	$	197.42	$	0.00
Total monthly cost	$	608.33	$	663.68



Eligible actives with coverage[7]	Single	Non-Single	Total	Avg. Age	Avg. Svc	Salary
Healthmate	1	2	3	55.9	26.1	$ 256,409
Healthmate HSA	8	51	59	55.6	24.1	$ 3,827,894
Total actives with coverage	**9**	**53**	**62**	**55.6**	**24.2**	**$ 4,084,303**
Eligible actives without coverage[8]			**11**	**54.8**	**25.8**	**$ 827,903**

There are additionally 369 active employees who will not be eligible for retiree health care benefits (285 of them have coverage and 84 of them currently do not have coverage). Their total salary is $21,688,999. They have been excluded from our report.

Retirees with coverage[9]	Single	Non-Single	Total	Avg. Age
Blue Chip	2	5	7	63.9
Classic	38	34	72	79.0
Healthmate	53	65	118	69.4
Healthmate HSA	4	6	10	60.6
Blue Chip Medicare	36	25	61	70.3
Plan 65	1		1	85.3
Total retirees with coverage	**134**	**135**	**269**	**71.7**
Retirees without coverage[10]			**104**	**70.3**

[7] The active enrollment shown above is only for those who are eligible for retiree health care benefits.
[8] These eligible active employees who currently have no coverage are assumed not to elect coverage at retirement. They are excluded from our report.
[9] Retirees with coverage enrollment include surviving spouses who are eligible for benefits.
[10] Two grandfathered retirees without coverage are assumed to be receiving 50% reimbursement of the 2014 Medicare Part B costs. The remaining retirees who currently have no coverage have been excluded from our report.

Active Age-Service Distribution

Includes active employees eligible for retiree health benefits only.

	Years of Service										
Age	***< 1***	***1 to 4***	***5 to 9***	***10 to 14***	***15 to 19***	***20 to 24***	***25 to 29***	***30 to 34***	***35 to 39***	***40 & up***	***Total***
Under 25											0
25 to 29											0
30 to 34											0
35 to 39											0
40 to 44						2					2
45 to 49						11	1				12
50 to 54						6	8				14
55 to 59				1		15	10	1			27
60 to 64						9	7	1			17
65 to 69						1					1
70 & up											0
Total	**0**	**0**	**0**	**1**	**0**	**44**	**26**	**2**	**0**	**0**	**73**

APPENDIX

Comparison of Participant Demographic Information

The active participants' number below may include active employees who currently have no health care coverage. Refer to Summary of Participants section for an accurate breakdown of active employees with and without coverage.

	As of June 30, 2012	*As of June 30, 2014*
Active Participants[11]	68	62
Retired Participants[12]	290	269
Averages for Active		
Age	53.9	55.6
Service	22.5	24.2
Averages for Inactive		
Age	69.7	71.7

[11] Figures shown above are only for active employees eligible for coverage. They exclude eligible active employees who currently have no health care coverage.
[12] The retired participants enrollment figures exclude spouses and those who currently have no health care coverage.

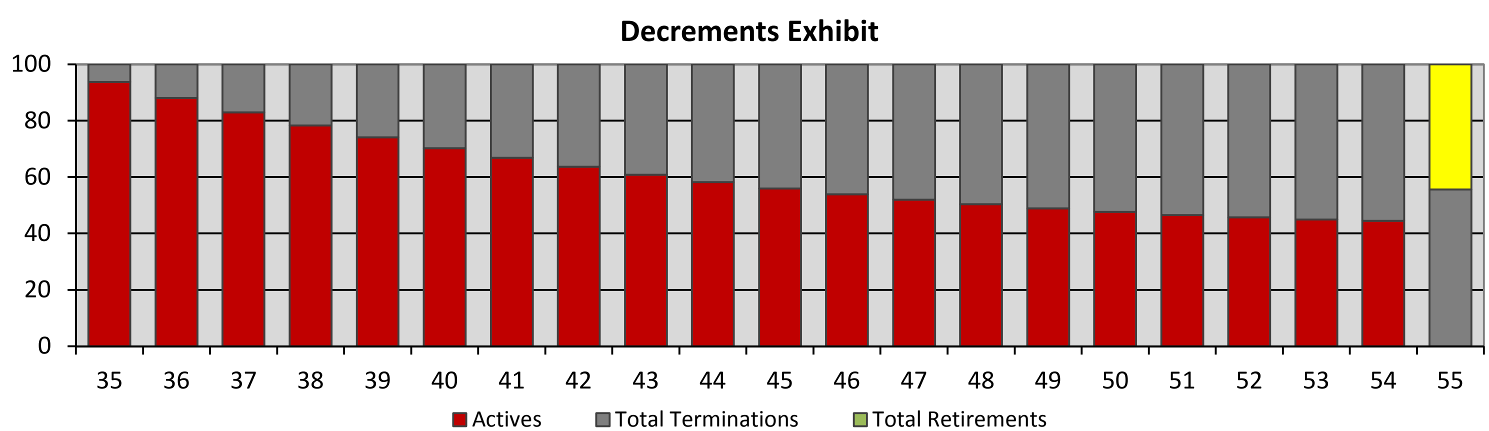
Glossary

Decrements Exhibit

The table below illustrates how actuarial assumptions can affect a long-term projection of future liabilities. Starting with 100 employees at age 35, the illustrated actuarial assumptions show that 44.430 employees out of the original 100 are expected to retire and could elect retiree health benefits at age 55.

Age	# Remaining Employees	# of Terminations per Year*	# of Retirements per Year*	Total Decrements
35	100.000	6.276	0.000	6.276
36	93.724	5.677	0.000	5.677
37	88.047	5.136	0.000	5.136
38	82.911	4.648	0.000	4.648
39	78.262	4.209	0.000	4.209
40	74.053	3.814	0.000	3.814
41	70.239	3.456	0.000	3.456
42	66.783	3.131	0.000	3.131
43	63.652	2.835	0.000	2.835
44	60.817	2.564	0.000	2.564
45	58.253	2.316	0.000	2.316

Age	# Remaining Employees	# of Terminations per Year*	# of Retirements per Year*	Total Decrements
46	55.938	2.085	0.000	2.085
47	53.853	1.866	0.000	1.866
48	51.987	1.656	0.000	1.656
49	50.331	1.452	0.000	1.452
50	48.880	1.253	0.000	1.253
51	47.627	1.060	0.000	1.060
52	46.567	0.877	0.000	0.877
53	45.690	0.707	0.000	0.707
54	44.983	0.553	0.000	0.553
55	44.430	0.000	44.430	44.430

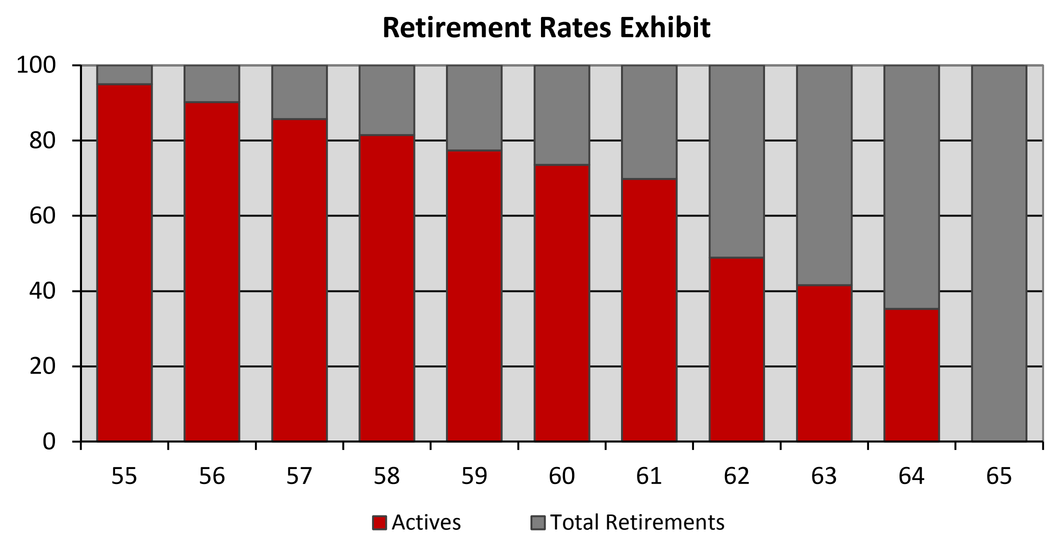


* The above rates are illustrative rates and are not used in our GASB calculations.

Retirement Rates Exhibit

The table below illustrates how actuarial assumptions can affect a long-term projection of future liabilities. The illustrated retirement rates show the number of employees who are assumed to retire annually based on 100 employees age 55 who are eligible for retiree health care coverage. The average age at retirement is 62.0.

Age	Active Employees BOY	Annual Retirement Rates*	# Retirements per Year	Active Employees EOY
55	100.000	5.0%	5.000	95.000
56	95.000	5.0%	4.750	90.250
57	90.250	5.0%	4.513	85.738
58	85.738	5.0%	4.287	81.451
59	81.451	5.0%	4.073	77.378
60	77.378	5.0%	3.869	73.509
61	73.509	5.0%	3.675	69.834
62	69.834	30.0%	20.950	48.884
63	48.884	15.0%	7.333	41.551
64	41.551	15.0%	6.233	35.318
65	35.318	100.0%	35.318	0.000



* The above rates are illustrative rates and are not used in our GASB calculations.

Illustration of GASB Calculations

The purpose of the illustration is to familiarize non-actuaries with the GASB 45 actuarial calculation process.

I. Facts

1. The employer provides subsidized retiree health coverage worth $100,000 to employees retiring at age 55 with 25 years of service. The employer funds for retiree health coverage on a pay-as-you-go basis.

2. Employee X is age 50 and has worked 20 years with the employer.

3. Retiree health subsidies are paid from the general fund assets which are expected to earn 4.5% per year on a long-term basis.

4. Based on Employee X's age and sex he has a 98.0% probability of living to age 55 and a 95.0% probability of continuing to work to age 55.

II. Calculation of Present Value of Future Benefits

Present Value of Future Benefits represents the cost to finance benefits payable in the future to current and future retirees and beneficiaries, discounted to reflect the expected effects of the time value (present value) of money and the probabilities of payment.

	Value	Description
A.	$100,000	Projected benefit at retirement
B.	80.2%	Interest discount for five years = $(1 / 1.045)^5$
C.	98.0%	Probability of living to retirement age
D.	95.0%	Probability of continuing to work to retirement age
E.	$74,666	Present value of projected retirement benefit measured at employee's current age = A x B x C x D

Illustration of GASB Calculations (continued)

III. Calculation of Actuarial Accrued Liability

Actuarial Accrued Liability represents the portion of the Present Value of Future Benefits which has been accrued recognizing the employee's past service with the employer. The Actuarial Accrued Liability is a required disclosure in the Required Supplementary Information section of the employer's financial statement.

	Value	Description
A.	$74,666	Present value of projected retirement benefit measured at employee's current age
B.	20	Current years of service with employer
C.	25	Projected years of service with employer at retirement
D.	$59,733	Actuarial accrued liability measured at employee's current age = A x B / C

IV. Calculation of Normal Cost

Normal Cost represents the portion of the Present Value of Future Benefits allocated to the current year.

	Value	Description
A.	$74,666	Present value of projected retirement benefit measured at employee's current age
B.	25	Projected years of service with employer at retirement
C.	$2,987	Normal cost measured at employee's current age = A / B

V. Calculation of Annual Required Contribution

Annual Required Contribution is the total expense for the current year to be shown in the employer's income statement.

	Value	Description
A.	$2,987	Normal Cost for the current year
B.	$3,509	30-year amortization (level dollar method) of Unfunded Actuarial Accrued Liability using a 4.5% interest rate discount factor
C.	$292	Interest adjustment = 4.5% x (A + B)
D.	$6,788	Annual Required Contribution = A + B + C

Definitions

GASB 45 defines several unique terms not commonly employed in the funding of pension and retiree health plans. The definitions of the terms used in the GASB actuarial valuations are noted below.

1. **Actuarial Accrued Liability** – That portion, as determined by a particular Actuarial Cost Method, of the Actuarial Present Value of plan benefits and expenses which is not provided for by the future Normal Costs.

2. **Actuarial Assumptions** – Assumptions as to the occurrence of future events affecting health care costs, such as: mortality, withdrawal, disablement and retirement; changes in compensation and Government provided health care benefits; rates of investment earnings and asset appreciation or depreciation; procedures used to determine the Actuarial Value of Assets; characteristics of future entrants for Open Group Actuarial Cost Methods; and other relevant items.

3. **Actuarial Cost Method** – A procedure for determining the Actuarial Present Value of future benefits and expenses and for developing an actuarially equivalent allocation of such value to time periods, usually in the form of a Normal Cost and an Actuarial Accrued Liability.

4. **Actuarial Present Value** – The value of an amount or series of amounts payable or receivable at various times, determined as of a given date by the application of a particular set of Actuarial Assumptions. For purposes of this standard, each such amount or series of amounts is:

    a) adjusted for the probable financial effect of certain intervening events (such as changes in compensation levels, Social Security, marital status, etc.);
    b) multiplied by the probability of the occurrence of an event (such as survival, death, disability, termination of employment, etc.) on which the payment is conditioned; and
    c) discounted according to an assumed rate (or rates) of return to reflect the time value of money.

5. **Annual OPEB Cost** – An accrual-basis measure of the periodic cost of an employer's participation in a defined benefit OPEB plan.

6. **Annual Required Contribution (ARC)** – The employer's periodic required contributions to a defined benefit OPEB plan, calculated in accordance with the parameters.

7. **Explicit Subsidy** – The difference between (a) the amounts required to be contributed by the retirees based on the premium rates and (b) actual cash contribution made by the employer.

8. **Funded Ratio** – The actuarial value of assets expressed as a percentage of the actuarial accrued liability.

9. **Healthcare Cost Trend Rate** – The rate of change in the per capita health claims costs over time as a result of factors such as medical inflation, utilization of healthcare services, plan design, and technological developments.

Definitions (continued)

10. **Implicit Subsidy** – In an experience-rated healthcare plan that includes both active employees and retirees with blended premium rates for all plan members, the difference between (a) the age-adjusted premiums approximating claim costs for retirees in the group (which, because of the effect of age on claim costs, generally will be higher than the blended premium rates for all group members) and (b) the amounts required to be contributed by the retirees.

11. **Net OPEB Obligation** – The cumulative difference since the effective date of this Statement between annual OPEB cost and the employer's contributions to the plan, including the OPEB liability (asset) at transition, if any, and excluding (a) short-term differences and (b) unpaid contributions that have been converted to OPEB-related debt.

12. **Normal Cost** – The portion of the Actuarial Present Value of plan benefits and expenses which is allocated to a valuation year by the Actuarial Cost Method.

13. **Pay-as-you-go** – A method of financing a benefit plan under which the contributions to the plan are generally made at about the same time and in about the same amount as benefit payments and expenses becoming due.

14. **Per Capita Costs** – The current cost of providing postretirement health care benefits for one year at each age from the youngest age to the oldest age at which plan participants are expected to receive benefits under the plan.

15. **Present Value of Future Benefits** – Total projected benefits include all benefits estimated to be payable to plan members (retirees and beneficiaries, terminated employees entitled to benefits but not yet receiving them, and current active members) as a result of their service through the valuation date and their expected future service. The actuarial present value of total projected benefits as of the valuation date is the present value of the cost to finance benefits payable in the future, discounted to reflect the expected effects of the time value (present value) of money and the probabilities of payment. Expressed another way, it is the amount that would have to be invested on the valuation date so that the amount invested plus investment earnings will provide sufficient assets to pay total projected benefits when due.

16. **Select and Ultimate Rates** – Actuarial assumptions that contemplate different rates for successive years. Instead of a single assumed rate with respect to, for example, the investment return assumption, the actuary may apply different rates for the early years of a projection and a single rate for all subsequent years. For example, if an actuary applies an assumed investment return of 8% for year 20W0, then 7.5% for 20W1, and 7% for 20W2 and thereafter, then 8% and 7.5% select rates, and 7% is the ultimate rate.

17. **Substantive Plan** – The terms of an OPEB plan as understood by the employer(s) and plan members.