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**CITY OF STAMFORD  
OTHER POST-EMPLOYMENT BENEFITS PLAN**

**Actuarial Valuation as of July 1, 2021  
To Determine Funding for Fiscal Year 2022-23**

**Prepared by**

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## Certification

We have performed an actuarial valuation of the Plan as of July 1, 2021 to determine funding for fiscal year 2022-23. This report presents the results of our valuation.

The ultimate cost of an Other Post-Employment Benefits (OPEB) plan is the total amount needed to provide benefits for plan members and beneficiaries and to pay the expenses of administering the plan. OPEB costs are met by contributions and by investment return on plan assets. The principal purpose of this report is to set forth an actuarial recommendation of the contribution, or range of contributions, which will properly fund the plan, in accordance with applicable actuarial standards of practice. In addition, this report provides:

- A valuation of plan assets and liabilities to review the year-to-year progress of funding.
- Review of plan experience since the previous valuation to ascertain whether the assumptions and methods employed for valuation purposes are reflective of actual events and remain appropriate for prospective application.
- Assessment of the relative funded position of the plan, i.e., through a comparison of plan assets and projected plan liabilities.
- Comments on any other matters which may be of assistance in the funding and operation of the plan.

This report may not be used for purposes other than those listed above without Milliman's prior written consent. If this report is distributed to other parties, it must be copied in its entirety, including this certification section.

Milliman's work is prepared solely for the internal business use of the City of Stamford ("City"). To the extent that Milliman's work is not subject to disclosure under applicable public records laws, Milliman's work may not be provided to third parties without Milliman's prior written consent. Milliman does not intend to benefit or create a legal duty to any third party recipient of its work product. Milliman's consent to release its work product to any third party may be conditioned on the third party signing a Release, subject to the following exceptions: (a) the City may provide a copy of Milliman's work, in its entirety, to the City's professional service advisors who are subject to a duty of confidentiality and who agree to not use Milliman's work for any purpose other than to benefit the City; and (b) the City may provide a copy of Milliman's work, in its entirety, to other governmental entities, as required by law. No third party recipient of Milliman's work product should rely upon Milliman's work product. Such recipients should engage qualified professionals for advice appropriate to their own specific needs.

In preparing this report, we relied on employee census data and financial information as of the valuation date, furnished by the City. We performed a limited review of the data used directly in our analysis for reasonableness and consistency and have found them to be reasonably consistent and comparable with data used for other purposes. If the underlying data or information is inaccurate or incomplete, the results of our analysis may likewise be inaccurate or incomplete and our calculations may need to be revised. If there are material defects in the data, it is possible that they would be uncovered by a detailed, systematic review and comparison of the data to search for data values that are questionable or for relationships that are materially inconsistent. Such a review was beyond the scope of our assignment.

## Certification

The calculations reported herein have been made on a basis consistent with our understanding of the plan provisions. Additional determinations may be needed for purposes other than determining funding amounts, such as judging benefit security at plan termination or meeting employer accounting requirements. On the basis of the foregoing, we hereby certify that, to the best of our knowledge, this report is complete and accurate and all costs and liabilities were determined in conformance with generally accepted actuarial principles and practices. Figures for periods prior to July 1, 2018 have been obtained from actuarial valuation reports prepared by Hooker & Holcombe and from the City's Comprehensive Annual Financial Reports.

The valuation results were developed using models employing standard actuarial techniques. In addition to the models described previously, Milliman has developed certain models to develop the expected long term rate of return on assets and estimate the claim costs and trend used in this analysis. We have reviewed the models, including their inputs, calculations, and outputs for consistency, reasonableness, and appropriateness to the intended purpose and in compliance with generally accepted actuarial practice and relevant actuarial standards of practice (ASOP). The models, including all input, calculations, and output may not be appropriate for any other purpose.

We further certify that, in our opinion, each actuarial assumption, method and technique used is reasonable taking into account the experience of the Plan and reasonable expectations. Future actuarial measurements may differ significantly from the current measurements presented in this report due to factors such as, but not limited to, the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or additional cost or contribution requirements based on the plan's funded status); and changes in plan provisions or applicable law. Due to the limited scope of the actuarial assignment, we did not perform an analysis of the potential range of such future measurement.

The consultantss who worked on this assignment are actuaries. Milliman's advice is not intended to be a substitute for qualified legal or accounting counsel.

The undersigned are members of the American Academy of Actuaries and meetss the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.



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## Section I - Executive Summary Changes Since the Prior Valuation

### Demographic Changes

From July 1, 2020 to July 1, 2021, the overall membership decreased from 2,070 to 1,990. The number of active members decreased from 1,227 to 1,179, and the number of members receiving benefits decreased from 843 to 811.

The average age of active members decreased slightly from 49.9 to 49.8, and the average age of members receiving benefits decreased slightly from 75.3 to 74.9.

### Changes in Actuarial Methods and Assumptions

We are no longer including the impact of the future implementation of the excise tax on medical benefits in our medical trend rate assumption, as the tax has been officially repealed as of December 20, 2019. We also updated the retirement, turnover and disability rates for Firefighters based on a recent experience study. In addition, we lowered the interest rate assumption from 6.95% to 6.70%. Lastly, we implemented asset smoothing over a five year period. These changes in combination increased the Unfunded Accrued Liability by approximately \$21.1 million and increased the Actuarially Determined Contribution by approximately \$1.6 million.

Given the substantial uncertainty regarding the impact of COVID-19 on plan costs, including whether the pandemic will increase or decrease costs during the term of our projections, we have chosen not to make an adjustment in the expected plan costs. It is possible that the COVID-19 pandemic could have a material impact on the projected costs.

### Plan Changes

None.

### Other Significant Changes

Effective July 1, 2021, all groups except for UE (IUOE Operations), Fire and current Police retirees have moved to the State Partnership Plan for pre- and post-65 benefits.

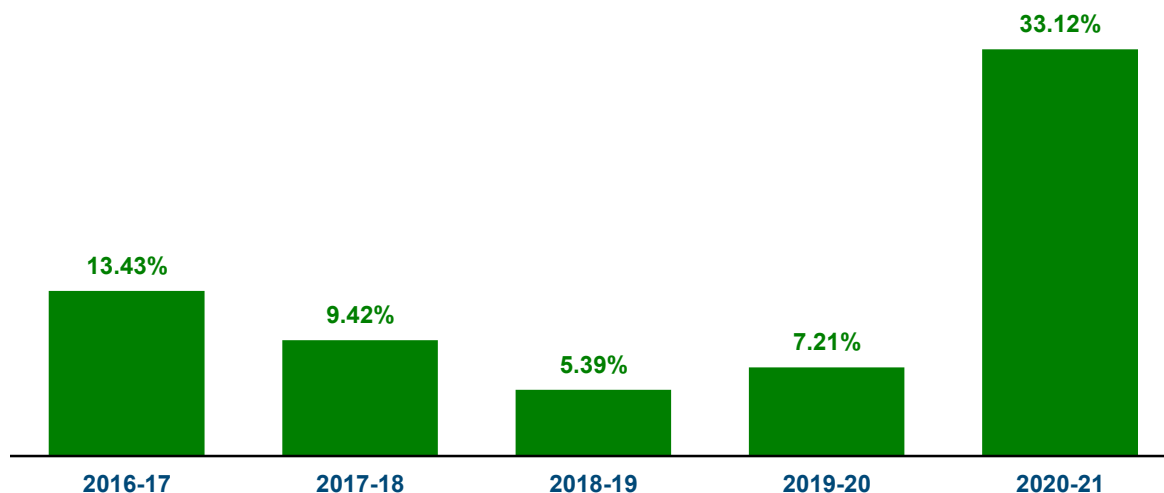
## Section I - Executive Summary Assets

The City maintains an OPEB Trust for prefunding OPEB benefits that are provided to both City and Board of Education Members. This valuation pertains to the portion of the OPEB Trust that covers CERF City, CERF BOE, CERF WPCA, Custodians, Fire and Police members. The asset figures shown below and throughout this report exclude the portion of the OPEB Trust that covers other Board of Education members.

There are two different measures of the plan's assets that are used throughout this report. The Market Value is a snapshot of the plan's investments as of the valuation date. The Actuarial Value is a smoothed asset value designed to temper the volatile fluctuations in the market by recognizing investment gains or losses asymptotically over five years. Asset smoothing was introduced effective with the July 1, 2021 valuation.

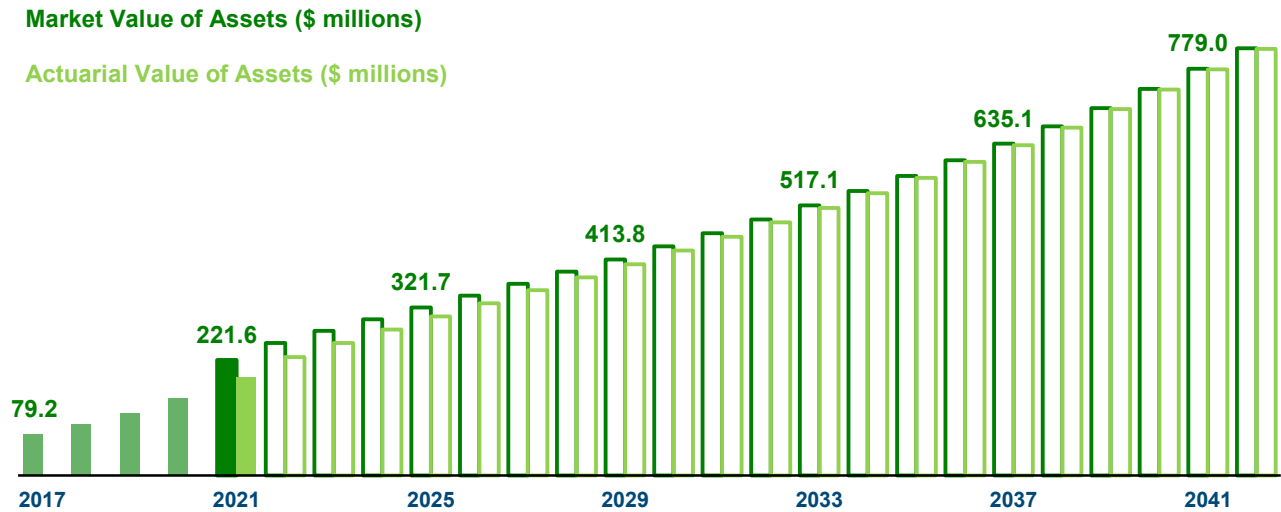
	Market	Actuarial
Value as of July 1, 2020	\$148,270,420	\$148,270,420
City Contributions and Member Contributions	33,139,950	33,139,950
Investment Income	52,538,337	20,250,458
Benefit Payments and Administrative Expenses	<u>(12,386,618)</u>	<u>(12,386,618)</u>
Value as of July 1, 2021	221,562,089	189,274,210

For fiscal year 2020-21, the plan's assets earned 33.12%. The actuarial assumption for this period was 6.95%; the result is an asset gain of about \$41.5 million . Historical rates of return are shown in the graph below.

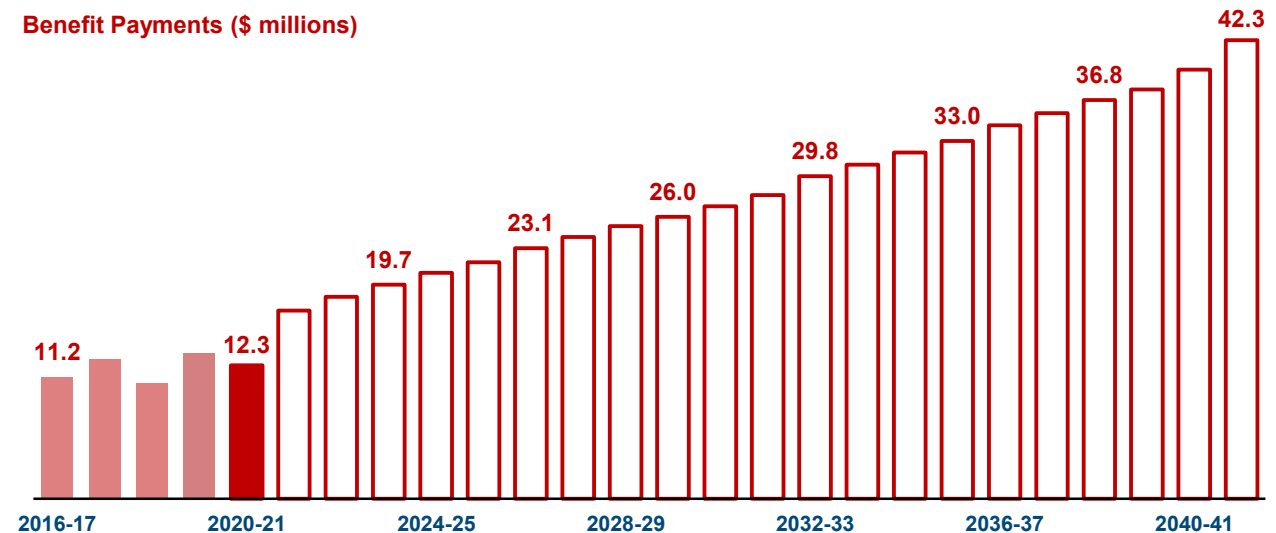


## Section I - Executive Summary Assets (continued)

The graph below shows how this year's asset values compare to where the plan's assets have been over the past several years and how they are projected to change over the next 20 years. For purposes of this projection, we have assumed that the City always contributes the Actuarially Determined Contribution and the investments always earn the assumed interest rate each year.

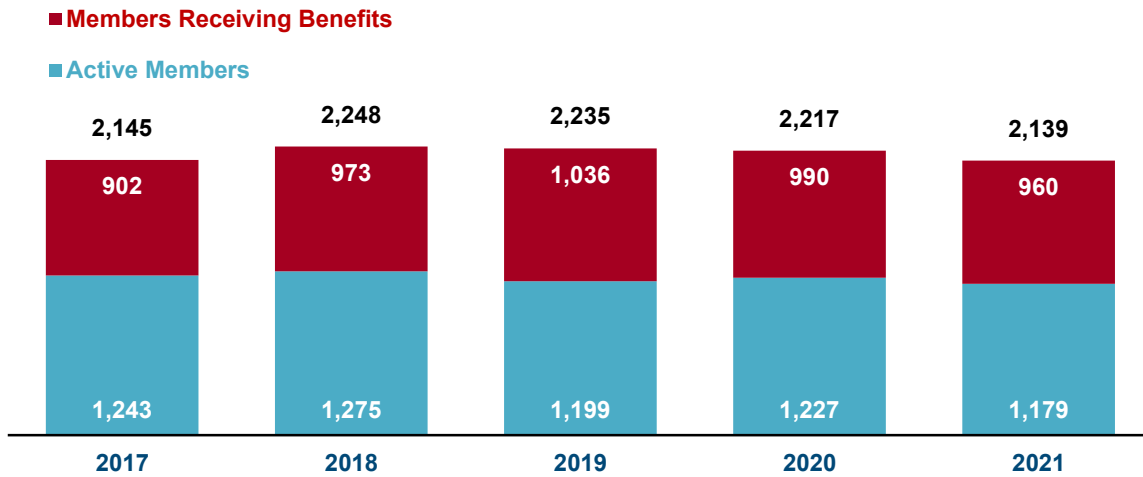


In 2020-21, the plan paid out \$12.3 million in benefits to members. Over the next 20 years, the plan is projected to pay out a total of \$562 million in benefits to members.



## Section I - Executive Summary Membership

There are two basic categories of plan members included in the valuation: (1) members who are receiving benefits and (2) active employees who have met the eligibility requirements for membership.

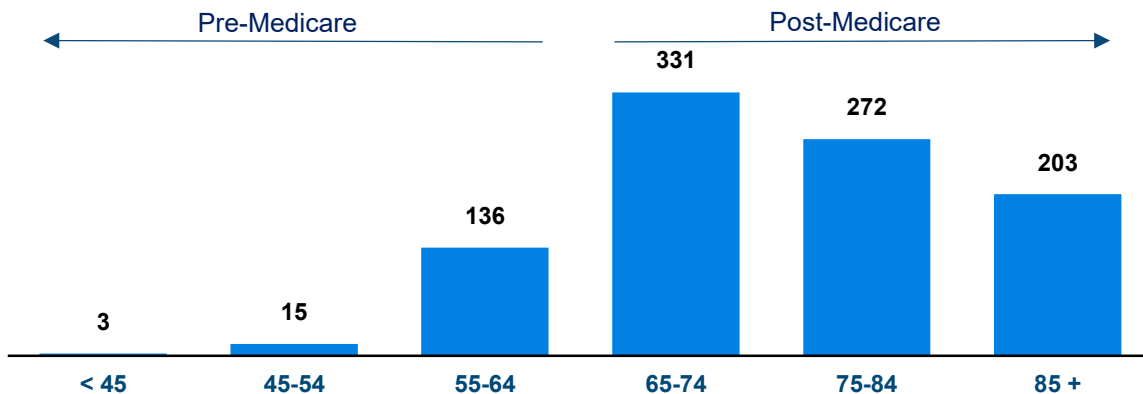


### Members Receiving Benefits on July 1, 2021

CERF City	346	Average Age	74.9
CERF BOE	58		
CERF WPCA	13		
Custodians	83		
Fire	217		
Police	243		
Total	960		

As of July 1, 2021, there were 960 members receiving benefits. In addition, 367 spouses/dependents are currently receiving benefits.

The members receiving benefits fall across a wide distribution of ages:





## Section I - Executive Summary Membership (continued)

### Active Members on July 1, 2021

CERF City	451	Average Age	49.8
CERF BOE	88	Average Service	16.1
CERF WPCA	27		
Custodians	106		
Fire	245		
Police	262		
<b>Total</b>	<b>1,179</b>		

The table below illustrates the age and years of service of the active membership:

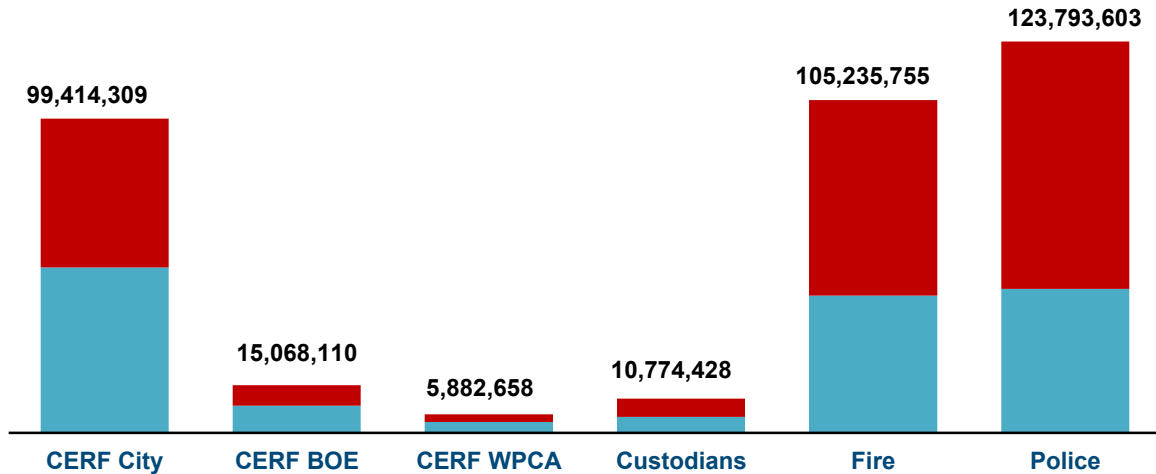
Age	Years of Service							Total
	0-4	5-9	10-14	15-19	20-24	25-29	30+	
<b>&lt; 25</b>	11							11
<b>25-29</b>	42	18						60
<b>30-34</b>	53	43	1	1				98
<b>35-39</b>	27	41	24	10				102
<b>40-44</b>	26	30	27	28	6			117
<b>45-49</b>	21	19	19	29	48	3		139
<b>50-54</b>	18	21	20	31	56	29	7	182
<b>55-59</b>	9	19	14	35	48	18	60	203
<b>60-64</b>	10	10	10	30	40	12	34	146
<b>65+</b>	7	19	7	12	27	9	40	121
<b>Total</b>	224	220	122	176	225	71	141	1,179

## Section I - Executive Summary Accrued Liability

The Accrued Liability as of July 1, 2021 equals \$360,168,863 and consists of the following pieces:

■ **Members Receiving Benefits (including dependents) = \$201,834,219**

■ **Active Members = \$158,334,644**

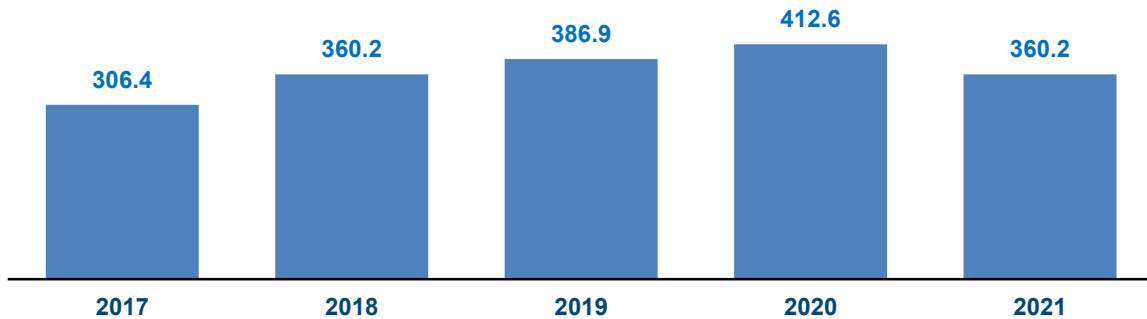


For purposes of determining the City's contribution, the Accrued Liability is measured using the Projected Unit Credit actuarial cost method. A different actuarial cost method, Entry Age Normal, is required to be used to measure liability for financial reporting purposes per GASB 74/75. As of July 1, 2021, the Entry Age Normal Accrued Liability is \$368,311,580.

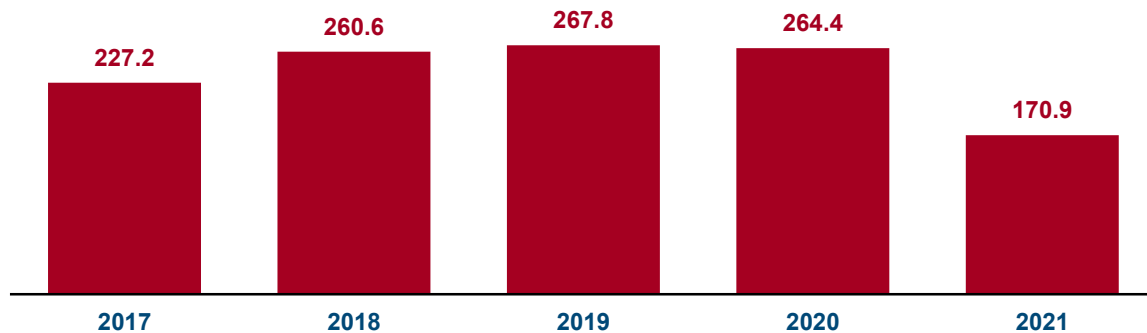
## Section I - Executive Summary Funded Status

The Accrued Liability grows over time as active members earn additional benefits, and goes down over time as members receive benefits; it may also change when there are changes to the plan provisions or changes in the actuarial assumptions. The Unfunded Accrued Liability is the dollar difference between the Accrued Liability and the Actuarial Value of Assets; the Funded Ratio is the ratio of the two.

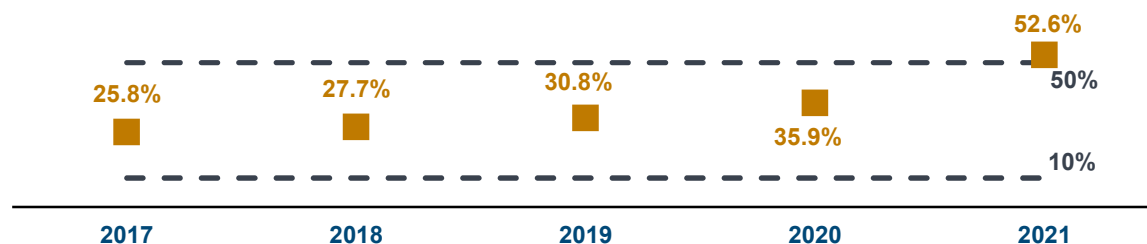
Accrued Liability (\$ millions)



Unfunded Accrued Liability (\$ millions)



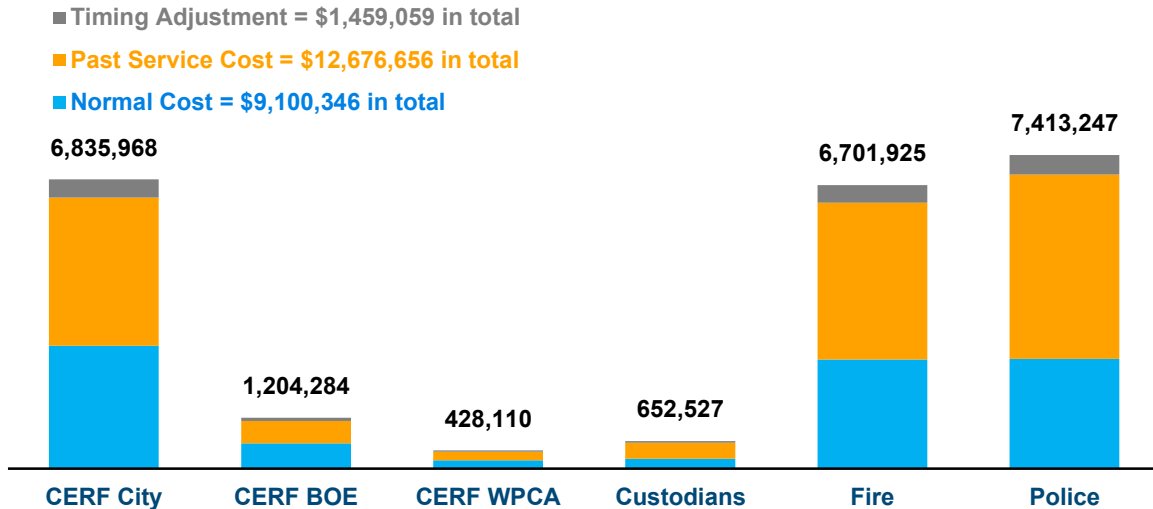
Funded Ratio



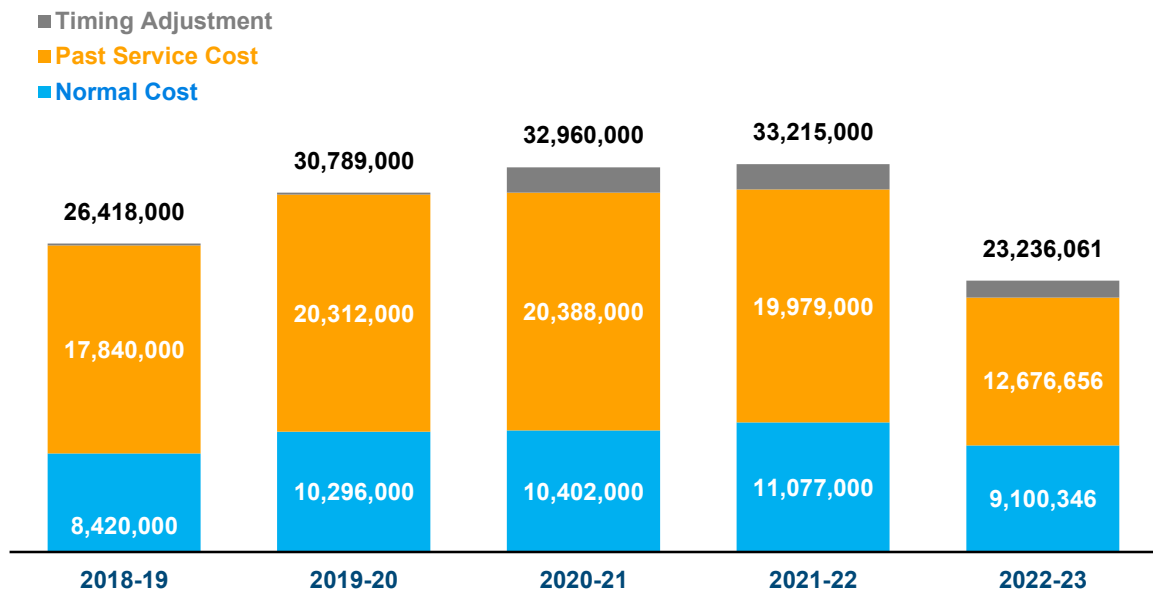
## Section I - Executive Summary Actuarially Determined Contribution

The Actuarially Determined Contribution consists of three pieces: a Normal Cost payment to fund the benefits earned each year, a Past Service Cost to gradually reduce any unfunded or surplus liability, and a Timing Adjustment to reflect the timing of the contribution relative to the valuation date.

The Actuarially Determined Contribution for fiscal year 2022-23 is equal to \$23,236,061 and is shown graphically below.



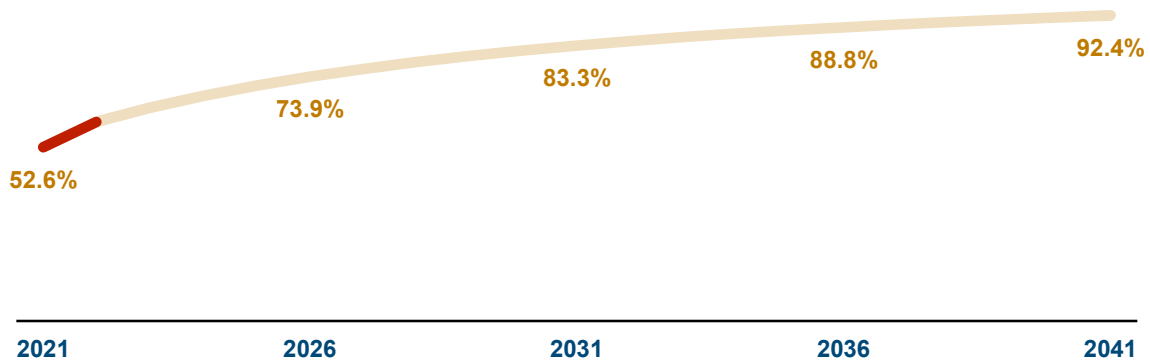
The chart below shows the Actuarially Determined Contribution for the past four fiscal years. Note that the Normal Cost is relatively consistent from year to year, whereas the Past Service Cost tends to be more volatile since it reflects the impact of asset performance.



## Section I - Executive Summary Long-Range Forecast

If the City pays the Actuarially Determined Contribution each year, the investments earn exactly the assumed interest rate each year, and there are no changes in the plan provisions or in the actuarial methods and assumptions, then we project the following changes in the plan's funded status and the long-range contribution levels:

### Funded Ratio



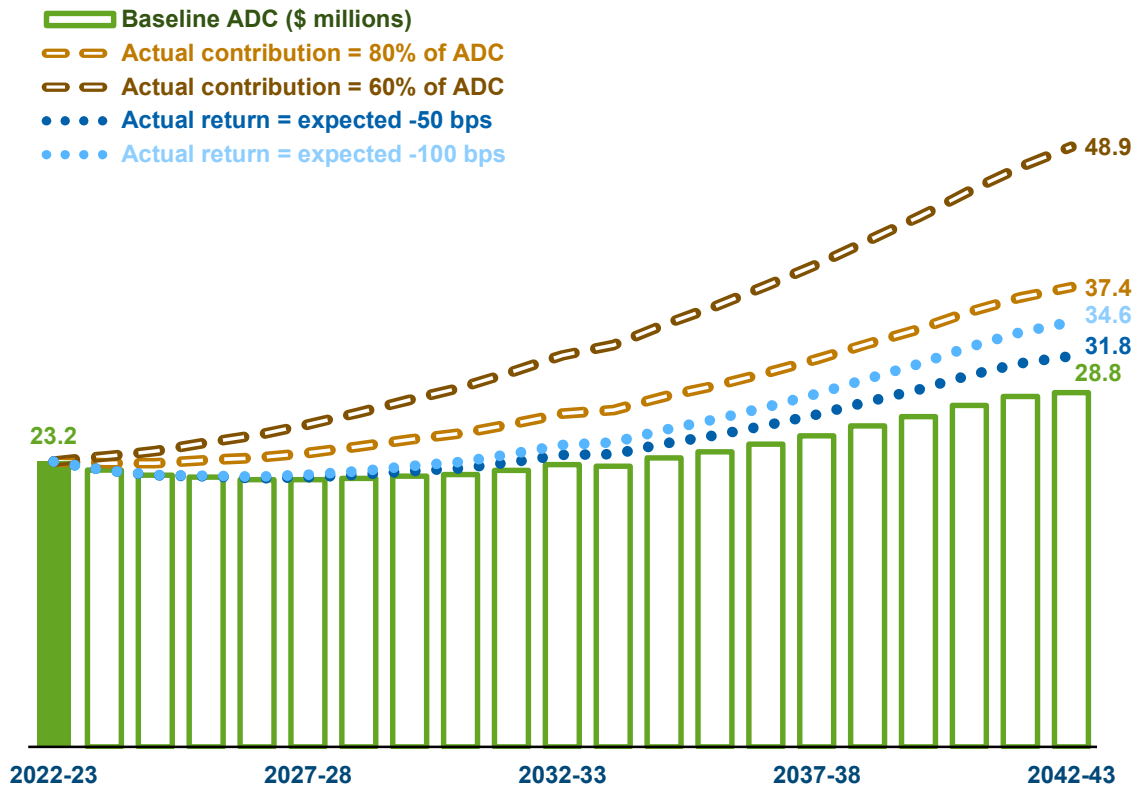
### Actuarially Determined Contribution (\$ millions)



To the extent that there are future investment or liability gains or losses, changes in the actuarial assumptions or methods, or plan changes, the actual valuation results will differ from these forecasts. Please see Section III C for more details of the long range forecast.

## Section I - Executive Summary Long-Range Forecast (continued)

Benefits are paid for through a combination of contributions from the City and from employees, and from investment income. If the City pays less than the Actuarially Determined Contribution each year, or if the investments persistently earn less than the assumed interest rate, then the plan's funded status would suffer, and to compensate, the City's contribution levels would be pushed higher. The risks of underfunding and underearning are illustrated in the hypothetical scenarios below:



The scenarios illustrated above are based on deterministic projections that assume emerging plan experience always exactly matches the actuarial assumptions; in particular that actual asset returns will be constant in every year of the projection period. Variation in asset returns, contribution amounts, and many other factors may have a significant impact on the long-term financial health of the plan, the liquidity constraints on plan assets, and the City's future contribution levels. Stochastic projections could be prepared that would enable the City to understand the potential range of future results based on the expected variability in asset returns and other factors. Such analysis was beyond the scope of this engagement.

## Section I - Executive Summary Summary of Principal Results

Membership as of	July 1, 2021	July 1, 2020
Active Members	1,179	1,227
Members Receiving Benefits	960	990
Total Count	2,139	2,217

Assets and Liabilities as of	July 1, 2021	July 1, 2020
Market Value of Assets	\$221,562,089	\$148,270,420
Actuarial Value of Assets	189,274,210	148,270,420
Accrued Liability for Active Members	158,334,644	194,421,137
Accrued Liability for Members Receiving Benefits	201,834,219	218,204,922
Total Accrued Liability	360,168,863	412,626,059
Unfunded Accrued Liability	170,894,653	264,355,639
Funded Ratio	52.6%	35.9%

Actuarially Determined Contribution for Fiscal Year	2022-23	2021-22
Normal Cost	\$9,100,346	\$11,077,000
Past Service Cost	12,676,656	19,979,000
Timing Adjustment	1,459,059	2,159,000
Actuarially Determined Contribution	23,236,061	33,215,000
Allocated to CERF City	\$6,835,968	\$9,473,000
Allocated to CERF BOE	1,204,284	1,556,000
Allocated to CERF WPCA	428,110	572,000
Allocated to Custodians	652,527	974,000
Allocated to Fire	6,701,925	8,937,000
Allocated to Police	7,413,247	11,703,000
Total	23,236,061	33,215,000

## Section II - Plan Assets

The City maintains an OPEB Trust for prefunding OPEB benefits that are provided to both City and Board of Education Members. This valuation pertains to the portion of the OPEB Trust that covers CERF City, CERF BOE, CERF WPCA, Custodians, Fire and Police members. OPEB Trust assets are allocated first to WPCA based on the Accrued Liability as of the beginning of the fiscal year. The remaining OPEB Trust assets are then allocated to the remainder of the City groups and to the Board of Education based on Accrued Liability as of the beginning of the fiscal year; the City assets are then allocated further to the respective groups included in this valuation in proportion to each group's Accrued Liability.

	WPCA	Non-WPCA City Groups	Board of Education	Entire OPEB Trust
<b>Market Value on July 1, 2020</b>	\$2,464,791	\$145,805,629	\$19,402,433	\$167,672,853
City Contributions	532,000	32,428,866	599,000	33,559,866
Member Contributions	0	179,084	0	179,084
Net Investment Income	847,612	51,690,725	5,917,694	58,456,031
Benefit Payments	(179,587)	(12,140,116)	(548,653)	(12,868,356)
Administrative Expenses	(1,013)	(65,902)	(2,980)	(69,895)

<b>Market Value on July 1, 2021</b>	3,663,803	217,898,286	25,367,494	246,929,583
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Approximate Rate of Return	32.83%
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The rate shown here is not the dollar or time weighted investment yield rate which measures investment performance. It is an approximate net return assuming all activity occurred on average midway through the fiscal year.

### Allocation of July 1, 2021 Non-WPCA City assets to groups in proportion to Accrued Liability

	Accrued Liability	Allocated Assets
CERF City	\$99,414,309	\$61,143,243
CERF BOE	15,068,110	9,267,410
Custodians	10,774,428	6,626,646
Fire	105,235,755	64,723,634
Police	123,793,603	76,137,353
Total, non-WPCA City groups	354,286,205	217,898,286
CERF WPCA		3,663,803
Total		221,562,089



## Section II - Plan Assets

### B. Development of Actuarial Value of Assets

In order to minimize the impact of market fluctuations on the contribution level, we use an Actuarial Value of Assets that recognizes gains and losses non-asymptotically over a five year period. The Actuarial Value of Assets as of July 1, 2021 is determined below.

1.	Expected Actuarial Value of Assets:	
	a. Actuarial Value of Assets as of July 1, 2020	\$148,270,420
	b. Town and Member Contributions	33,139,950
	c. Benefit Payments and Administrative Expenses	(12,386,618)
	d. Expected Earnings Based on 6.95% Interest	<u>12,178,488</u>
	e. Expected Actuarial Value of Assets as of July 1, 2021	181,202,240
2.	Market Value of Assets as of July 1, 2021	221,562,089
3.	Unrecognized Gains/(Losses): (2) - (1e)	40,359,849
4.	Amount Recognized as of July 1, 2021: 20% of (3)	8,071,970
5.	Preliminary Actuarial Value of Assets as of July 1, 2021: (1e) + (4)	189,274,210
6.	Preliminary Actuarial Value of Assets as a % of Market Value: (5) / (2)	85.4%
7.	Actuarial Value of Assets as of July 1, 2021: (5), within +/- 30% of (2)	189,274,210
8.	Actual Earnings on Actuarial Value of Assets: (7) - [(1a) + (1b) + (1c)]	20,250,458
9.	Approximate Rate of Return on Actuarial Value of Assets	13.66%
10.	Actuarial Value (Gain)/Loss: (1d) - (8)	(8,071,970)
11.	Actuarial Value of Assets as of July 1, 2021 allocated in proportion to Market Value:	

	<b>Market Value</b>	<b>Actuarial Value</b>
CERF City	\$61,143,243	\$52,232,938
CERF BOE	9,267,410	7,916,886
CERF WPCA	3,663,803	3,129,883
Custodians	6,626,646	5,660,956
Fire	64,723,634	55,291,565
Police	<u>76,137,353</u>	<u>65,041,982</u>
Total	221,562,089	189,274,210

## Section III - Development of Contribution

### A. Past Service Cost

In determining the Past Service Cost, the Unfunded Accrued Liability is amortized as a level percent over 20 years on an open basis.

	CERF City	CERF BOE	CERF WPCA	Custodians	Fire	Police	Total
1. Accrued Liability							
Active Members	\$52,331,838	\$8,610,132	\$3,460,716	\$5,009,313	\$43,385,177	\$45,537,468	\$158,334,644
Terminated Members	0	0	0	0	0	0	0
Retirees	41,917,439	6,457,978	2,088,975	4,041,210	47,028,472	31,710,671	133,244,745
Disabled Retirees	2,579,815	0	173,726	662,356	10,593,326	37,749,518	51,758,741
Beneficiaries	2,585,217	0	159,241	1,061,549	4,228,780	8,795,946	16,830,733
Total Accrued Liability	99,414,309	15,068,110	5,882,658	10,774,428	105,235,755	123,793,603	360,168,863
2. Actuarial Value of Assets (see Section II)	52,232,938	7,916,886	3,129,883	5,660,956	55,291,565	65,041,982	189,274,210
3. Unfunded Accrued Liability: (1) - (2)	47,181,371	7,151,224	2,752,775	5,113,472	49,944,190	58,751,621	170,894,653
4. Funded Ratio: (2) / (1)	52.5%	52.5%	53.2%	52.5%	52.5%	52.5%	52.6%
5. Amortization Period	20	20	20	20	20	20	20
6. Amortization Growth Rate	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
7. Past Service Cost: (3) amortized over (5)	3,499,828	530,465	204,196	379,308	3,704,770	4,358,089	12,676,656

## Section III - Development of Contribution

### B. Actuarially Determined Contribution for FY 2022-23

The Actuarially Determined Contribution is developed below.

	CERF City	CERF BOE	CERF WPCA	Custodians	Fire	Police	Total
1. Total Normal Cost	\$2,906,889	\$598,199	\$197,032	\$232,245	\$2,576,322	\$2,786,585	\$9,297,272
2. Expected Member Contributions	0	0	0	0	0	196,926	196,926
3. Expected Administrative Expenses	0	0	0	0	0	0	0
4. Net Normal Cost: (1) - (2) + (3)	2,906,889	598,199	197,032	232,245	2,576,322	2,589,659	9,100,346
5. Past Service Cost (see Section IIIA)	3,499,828	530,465	204,196	379,308	3,704,770	4,358,089	12,676,656
6. Interest on (4) + (5) to start of the fiscal year	429,251	75,620	26,882	40,974	420,833	465,499	1,459,059
7. Actuarially Determined Contribution for FY 2020-21: (4) + (5) + (6)	6,835,968	1,204,284	428,110	652,527	6,701,925	7,413,247	23,236,061

## Section III - Development of Contribution C. Long Range Forecast

This forecast is based on the results of the July 1, 2021 actuarial valuation and assumes that the City will pay the Actuarially Determined Contribution each year, the assets will return the assumed interest rate on a market value basis each year, and there are no future changes in the actuarial methods or assumptions or in the plan provisions. Actual results at each point in time will yield different values, reflecting the actual experience of the plan membership and assets.

Valuation Date	Values as of the Valuation Date				Fiscal Year	Cash Flows Projected to the Following Fiscal Year			
	Accrued Liability	Actuarial Value of Assets	Unfunded Accrued Liability	Funded Ratio		City Contributions	Member Contributions	Benefit Payments	Net Cash Flows
7/1/2021	\$360,168,863	\$189,274,210	\$170,894,653	52.6%	2022-23	\$23,236,061	\$202,834	(\$18,621,483)	\$4,817,412
7/1/2022	376,253,000	226,552,000	149,701,000	60.2%	2023-24	22,530,162	208,919	(19,740,601)	2,998,480
7/1/2023	393,046,000	253,380,000	139,666,000	64.5%	2024-25	22,098,982	215,187	(20,841,322)	1,472,847
7/1/2024	410,181,000	279,241,000	130,940,000	68.1%	2025-26	21,952,629	221,643	(21,810,547)	363,725
7/1/2025	427,905,000	304,510,000	123,395,000	71.2%	2026-27	21,743,379	228,292	(23,104,181)	(1,132,510)
7/1/2026	446,219,000	329,693,000	116,526,000	73.9%	2027-28	21,744,021	235,141	(24,140,364)	(2,161,202)
7/1/2027	464,966,000	354,475,000	110,491,000	76.2%	2028-29	21,859,043	242,195	(25,148,659)	(3,047,421)
7/1/2028	484,486,000	379,398,000	105,088,000	78.3%	2029-30	22,033,531	249,461	(26,012,159)	(3,729,167)
7/1/2029	504,850,000	404,689,000	100,161,000	80.2%	2030-31	22,146,717	256,945	(26,992,732)	(4,589,070)
7/1/2030	526,250,000	430,644,000	95,606,000	81.8%	2031-32	22,508,400	264,653	(28,004,781)	(5,231,728)
7/1/2031	548,809,000	457,168,000	91,641,000	83.3%	2032-33	22,955,671	272,593	(29,753,914)	(6,525,650)
7/1/2032	572,601,000	484,576,000	88,025,000	84.6%	2033-34	22,840,403	280,771	(30,837,012)	(7,715,838)
7/1/2033	596,351,000	512,291,000	84,060,000	85.9%	2034-35	23,514,669	289,194	(31,958,020)	(8,154,157)
7/1/2034	621,563,000	540,453,000	81,110,000	87.0%	2035-36	24,002,756	297,870	(33,013,659)	(8,713,033)
7/1/2035	648,053,000	569,921,000	78,132,000	87.9%	2036-37	24,623,360	306,806	(34,464,357)	(9,534,191)
7/1/2036	676,112,000	600,674,000	75,438,000	88.8%	2037-38	25,302,222	316,010	(35,575,542)	(9,957,310)
7/1/2037	705,398,000	632,550,000	72,848,000	89.7%	2038-39	26,106,373	325,490	(36,787,897)	(10,356,034)
7/1/2038	736,543,000	666,054,000	70,489,000	90.4%	2039-40	26,867,556	335,255	(37,774,623)	(10,571,812)
7/1/2039	769,481,000	701,339,000	68,142,000	91.1%	2040-41	27,791,765	345,313	(39,602,451)	(11,465,373)
7/1/2040	804,710,000	738,722,000	65,988,000	91.8%	2041-42	28,503,056	355,672	(42,329,615)	(13,470,887)

## Section III - Development of Contribution

### D. History of Funded Status

Valuation Date	Actuarial Value of Assets	Accrued Liability	Unfunded Accrued Liability	Funded Ratio
July 1, 2021	\$189,274,210	\$360,168,863	\$170,894,653	52.6%
July 1, 2020	148,270,420	412,626,059	264,355,639	35.9%
July 1, 2019	119,098,854	386,865,454	267,766,600	30.8%
July 1, 2018	99,596,457	360,169,536	260,573,079	27.7%
July 1, 2017	79,181,012	306,365,000	227,183,988	25.8%
July 1, 2016	54,664,000	279,009,000	224,345,000	19.6%
July 1, 2015	46,738,000	242,622,000	195,884,000	19.3%

### Section III - Development of Contribution E. History of City Contributions

Fiscal Year	Actuarially Determined Contribution	Actual City Contribution	Contribution (Deficiency) Excess
2022-23	\$23,236,061	TBD	TBD
2021-22	33,215,000	TBD	TBD
2020-21	32,960,000	\$32,960,866	\$866
2019-20	30,789,000	30,789,000	0
2018-19	26,418,000	24,243,000	(2,175,000)
2017-18	25,097,000	25,097,000	0
2016-17	21,891,000	21,891,000	0

**Section IV - Membership Data**  
**A. Statistics of Active Membership**

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	<b>As of July 1, 2021</b>	<b>As of July 1, 2020</b>
<b>Number of Active Members</b>	1,179	1,227
<b>Average Age</b>	49.8	49.9
<b>Average Service</b>	16.1	16.0

## Section IV - Membership Data

### B. Distribution of Active Members as of July 1, 2021

#### CERF City

Age	Years of Service							Total
	0-4	5-9	10-14	15-19	20-24	25-29	30+	
< 25	3							3
25-29	12	5						17
30-34	15	9		1				25
35-39	4	11	5	1				21
40-44	15	9	6	7	3			40
45-49	18	9	4	7	9			47
50-54	15	13	8	7	24	6	2	75
55-59	7	13	4	13	20	6	21	84
60-64	7	8	5	16	22	2	15	75
65+	7	14	2	7	15	4	15	64
<b>Total</b>	<b>103</b>	<b>91</b>	<b>34</b>	<b>59</b>	<b>93</b>	<b>18</b>	<b>53</b>	<b>451</b>

#### CERF BOE

Age	Years of Service							Total
	0-4	5-9	10-14	15-19	20-24	25-29	30+	
< 25								0
25-29	2							2
30-34	5							5
35-39	9	4	1					14
40-44	7	2	2	1				12
45-49	2		1		1			4
50-54	3	4	2	1	3			13
55-59	2	3	2	1	4		1	13
60-64	1	2	1	1	2	3	2	12
65+		1	1	3	3	2	3	13
<b>Total</b>	<b>31</b>	<b>16</b>	<b>10</b>	<b>7</b>	<b>13</b>	<b>5</b>	<b>6</b>	<b>88</b>

#### CERF WPCA

Age	Years of Service							Total
	0-4	5-9	10-14	15-19	20-24	25-29	30+	
< 25								0
25-29	1							1
30-34			1					1
35-39				1				1
40-44			1	1				2
45-49								0
50-54			2					2
55-59		3	1			1	1	6
60-64	2		1		3			6
65+		4	1		1		2	8
<b>Total</b>	<b>3</b>	<b>7</b>	<b>7</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>3</b>	<b>27</b>



## Section IV - Membership Data

### B. Distribution of Active Members as of July 1, 2021

#### Custodians

Age	Years of Service							Total
	0-4	5-9	10-14	15-19	20-24	25-29	30+	
< 25								0
25-29								0
30-34								0
35-39			2	1				3
40-44			3	2	2			7
45-49			2		4			6
50-54			5	2	4		1	12
55-59			6	9	7	1	6	29
60-64			3	9	10	5	2	29
65+			3	2	7	3	5	20
<b>Total</b>	0	0	24	25	34	9	14	106

#### Fire

Age	Years of Service							Total
	0-4	5-9	10-14	15-19	20-24	25-29	30+	
< 25	3							3
25-29	6	5						11
30-34	10	14						24
35-39	7	12	5	3				27
40-44	2	12	10	12	1			37
45-49	1	6	7	9	13	3		39
50-54		3	3	16	10	11	2	45
55-59			1	5	9	7	14	36
60-64				3	2	2	7	14
65+							9	9
<b>Total</b>	29	52	26	48	35	23	32	245

#### Police

Age	Years of Service							Total
	0-4	5-9	10-14	15-19	20-24	25-29	30+	
< 25	5							5
25-29	21	8						29
30-34	23	20						43
35-39	7	14	11	4				36
40-44	2	7	5	5				19
45-49		4	5	13	21			43
50-54		1		5	15	12	2	35
55-59				7	8	3	17	35
60-64				1	1		8	10
65+					1		6	7
<b>Total</b>	58	54	21	35	46	15	33	262

**Section IV - Membership Data**  
**C. Information on Members Receiving Benefits**

	As of July 1, 2021	As of July 1, 2020
<b>Members Receiving Benefits</b>		
Number	960	990
Average Age	74.9	74.4
<b>Spouses / dependents receiving benefits</b>		
Number	367	378
Average Age	67.8	70.0

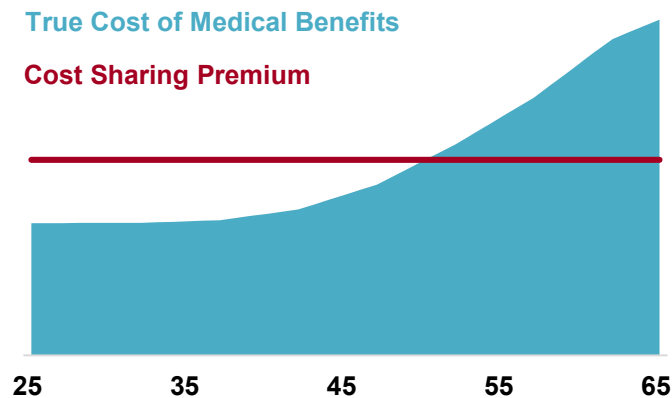
Distribution of Members Receiving Benefits as of July 1, 2021	Age	Number
	< 50	3
	50 - 59	15
	60 - 69	136
	70 - 79	331
	80 - 89	272
	90 +	<u>203</u>
	Total	960

## Section V - Healthcare Information

### A. Introduction

In many cases, the cost sharing premium is lower than the true cost of providing the medical benefits, for two reasons:

- The cost sharing premium is usually a fixed amount such as a COBRA premium that does not take into account the age of the retiree and his/her dependents. Since medical costs generally increase with age, the cost sharing premium is often lower than the true cost of the medical benefits:



- The cost sharing premium is usually a blended rate that takes into account the cost of medical benefits for active employees as well as retirees. Medical costs are generally higher for retirees than for active employees of the same age. This means that, again, the cost sharing premium is often lower than the true cost of the medical benefits.

Because of these two factors, a retiree who is paying 100% of the cost sharing premium is most likely not paying 100% of the true cost of the medical benefits. This situation is known as an "implicit rate subsidy." GASB 74 and 75 require the plan sponsor to measure the liability for this subsidy; that is, the difference between the true cost of the medical benefits and the cost sharing premiums paid by the retiree. To do this, our valuation consists of several steps:

First, we calculate the liability for the true cost of medical benefits expected to be received by retirees and their dependents. This liability is based on factors developed by Milliman's health actuaries that reflect how the cost of medical benefits varies by age and gender, as well as the other assumptions discussed in this report. We term this amount the "gross liability."

Next, we calculate the liability for the future premiums expected to be paid by the retiree for their own and their dependents' coverage. This liability is based on the current premium rates without adjustment for age or gender. It also is based on the terms of the Other Post-Employment Benefits Plan – different retirees pay different percentages based on their union, date of retirement, age at retirement, and other factors. We term this amount the "offset liability."

Finally, the net liability for the City is calculated as the difference between the gross liability and the offset liability.

## Section V - Healthcare Information

### B. Current Premiums

The annual medical premiums are shown below.

Medical Plan	Employee	Spouse	Effective Date
Cigna Active Pre-65*	\$13,951.44	\$13,951.32	7/1/2021
Cigna Active Post-65*	8,904.36	8,904.12	7/1/2021
Cigna Retire Pre-65	23,576.64	23,576.88	7/1/2021
Cigna Retire Post-65	11,153.16	11,153.28	7/1/2021
IPI Retiree Post-65	8,323.20	8,323.20	7/1/2021
Aetna Retiree Post-65	6,041.04	6,041.04	7/1/2021
State Partnership Plan Pre-65	15,991.44	18,429.96	7/1/2021
State Partnership Plan Post-65	3,270.96	3,270.96	1/1/2022

\*Active rates were blended based on actual plan enrollment. Pre-65 rates apply to those groups that are not moving to the State Partnership Plan.

## Section V - Healthcare Information

### C. Expected Healthcare Costs

Milliman's Health Cost Guidelines were used to develop the expected true cost of healthcare benefits by age and gender, separately for employees and spouses. Representative healthcare cost factors were developed with the July 1, 2018 actuarial valuation and are shown in the table below. These factors were then applied to the plan's healthcare rates for the year beginning July 1, 2021 to arrive at the expected annual per capita claims costs for a 65-year-old, which are shown on the next page.

#### Cigna and post-65 State Partnership Plan

Age	Employee		Spouse	
	Male	Female	Male	Female
45	0.32710	0.52550	0.32710	0.52550
50	0.43690	0.61240	0.43690	0.61240
55	0.57440	0.71320	0.57440	0.71320
60	0.74180	0.83660	0.74180	0.83660
65	1.00000	1.00000	1.00000	1.00000
70	1.15710	1.10740	1.15710	1.10740
75	1.30980	1.20840	1.30980	1.20840
80	1.41800	1.28080	1.41800	1.28080

#### IPI

Age	Employee		Spouse	
	Male	Female	Male	Female
65	1.00000	1.00000	1.00000	1.00000
70	1.13770	1.09540	1.13770	1.09540
75	1.26940	1.18220	1.26940	1.18220
80	1.35780	1.23910	1.35780	1.23910

#### State Partnership Plan (pre-65)

Age	Employee		Spouse	
	Male	Female	Male	Female
45	0.35370	0.53310	0.35370	0.53410
50	0.47240	0.62130	0.47240	0.62150
55	0.62120	0.72350	0.62120	0.72350
60	0.80220	0.84870	0.80220	0.84870
64	0.96260	0.96850	0.96260	0.96850

**Aetna** - Same expected cost for all ages.

## Section V - Healthcare Information

### C. Expected Healthcare Costs

The expected age 65 per capita claim costs, based on the factors in the tables on the previous page, are:

	Employee		Spouse	
	Male	Female	Male	Female
Active Pre-65	\$24,613.79	\$21,934.45	\$24,613.79	\$21,934.45
Active Post-65	7,986.89	7,858.72	7,986.89	7,858.72
Cigna Retiree Pre-65	42,215.51	37,620.14	42,215.51	37,620.14
Cigna Retiree Post-65	9,328.87	9,179.17	9,328.87	9,179.17
IPI Post-65	6,529.16	6,315.06	6,529.16	6,315.06
State Partnership Plan Pre-65	23,482.89	22,308.88	23,482.89	22,308.88
State Partnership Plan Post-65	7,131.23	7,016.79	7,131.23	7,016.79

## Appendix A - Actuarial Funding Method

The actuarial funding method used in the valuation of this Plan is known as the Projected Unit Credit Method. The Actuarially Determined Contribution consists of three pieces: Normal Cost plus a Past Service Cost payment to gradually eliminate the Unfunded Accrued Liability plus a Timing Adjustment to reflect the timing of the contribution relative to the valuation date.

Under this cost method a projected retirement benefit at assumed retirement age is computed for each member. The Normal Cost for each member is computed as the present value of the pro-rata portion of the member's projected benefit which is accrued or earned during the plan year being valued. The normal cost of the plan is the total of the individually computed normal costs for all members. The Accrued Liability at any point in time for an active member is the present value of that portion of the projected benefit which has been accrued up to the valuation date. For members receiving benefits or entitled to a deferred benefit, the accrued liability is equal to the present value of their future benefit payments. The accrued liability for the plan is the total of individually computed accrued liability amounts for all members.

The funding cost of the Plan is derived by making certain specific assumptions as to rates of interest, mortality, turnover, etc. which are assumed to hold for many years into the future. Since actual experience may differ somewhat from the assumptions, the costs determined by the valuation must be regarded as estimates of the true costs of the Plan.

The Unfunded Accrued Liability is the excess of the Accrued Liability over the assets which have been accumulated for the plan. This Unfunded Accrued Liability is amortized as a level percent over 20 years on an open basis.

The Actuarial Value of Assets is determined by recognizing market gains and losses asymptotically over a five year period; the result is constrained to within +/- 30% of the market value of assets as of the valuation date.

The long-range forecasts included in this report have been developed by assuming that members will terminate, retire, become disabled, and die according to the actuarial assumptions with respect to these causes of decrement, and that pay increases, cost of living adjustments, and so forth will likewise occur according to the actuarial assumptions. For those unions whose new employees are eligible to participate in this plan, members who are projected to leave active employment are assumed to be replaced by new active members with the same age, service, gender, and pay characteristics as those hired in the past few years.

## Appendix B - Actuarial Assumptions

Each of the assumptions used in this valuation was set based on industry standard published tables and data, the particular characteristics of the plan, relevant information from the plan sponsor or other sources about future expectations, and our professional judgment regarding future plan experience. In addition, the assumptions for the Fire and Police groups reflect the formal experience studies performed for those groups as of the following dates: July 1, 2015 - July 1, 2019 for Fire and July 1, 2008 - June 30, 2015 for Police. We believe the assumptions are reasonable for the contingencies they are measuring, and are not anticipated to produce significant cumulative actuarial gains or losses over the measurement period.

**Interest Rate** 6.70% (prior: 6.95%)

**Inflation** 2.60%

**Amortization Growth Rate** 2.00%

**Salary Scale**

**CERF, Custodians & WPCA**

**Police**

**Fire**

Age	Rate	Service	Rate	Service	Rate
20	6.10%	0-1	15.00%	0	14.75%
25	6.10%	2-5	6.00%	1-2	9.75%
30	5.45%	6+	2.75%	3	8.75%
35	4.80%			4	7.75%
40	4.15%			5	6.75%
45	3.50%			6-7	5.75%
50	2.85%			8	4.75%
55+	2.60%			9	3.75%
				10+	3.25%

Prior: 2.60% for all

**Mortality**

**CERF, Custodians & WPCA**

PubG-2010 Mortality Table with generational projection per MP-2019 ultimate scale, with employee rates before benefit commencement and healthy and disabled annuitant rates after benefit commencement. This assumption includes a margin for mortality improvement beyond the valuation date.

**Police & Fire**

PubS-2010 Mortality Table with generational projection per MP-2019 ultimate scale, with employee rates before benefit commencement and healthy and disabled annuitant rates after benefit commencement. This assumption includes a margin for mortality improvement beyond the valuation date.



## Actuarial Assumptions

### Medical Trend

The medical trend assumption used in this valuation is based on long-term healthcare trend rates generated by the Society of Actuaries' Getzen Trend Model and was developed with the July 1, 2018 actuarial valuation. Inputs to the model are consistent with other assumptions used in the valuation.

The medical trend assumption includes the estimated impact of the Further Consolidated Appropriations Act, 2020, which became law on December 20, 2019. This law repeals the Cadillac Tax completely and removes the Health Insurer Fee permanently beginning in 2021.

### State Partnership Plan - Pre-65

Year Beginning	Rate	Year Beginning	Rate
2020 to 2021	5.30%	2061 to 2065	4.80%
2021 to 2023	5.10%	2065 to 2066	4.70%
2023 to 2034	5.00%	2066 to 2067	4.60%
2034 to 2043	5.10%	2067 to 2069	4.50%
2043 to 2044	5.20%	2069 to 2070	4.40%
2044 to 2046	5.10%	2070 to 2072	4.30%
2046 to 2049	5.00%	2072 to 2074	4.20%
2049 to 2061	4.90%	2074 +	4.10%

### Cigna - Pre-65

Year Beginning	Rate	Year Beginning	Rate
2020 to 2021	5.20%	2064 to 2066	4.70%
2021 to 2024	5.00%	2066 to 2067	4.60%
2025 to 2032	4.90%	2067 to 2069	4.50%
2032 to 2040	5.00%	2069 to 2070	4.40%
2040 to 2045	5.10%	2070 to 2072	4.30%
2045 to 2047	5.00%	2072 to 2073	4.20%
2047 to 2053	4.90%	2073 +	4.10%
2053 to 2064	4.80%		

### Post-65

Year Beginning	Rate	Year Beginning	Rate
2020 to 2021	4.90%	2064 to 2066	4.70%
2021 to 2024	5.00%	2066 to 2067	4.60%
2025 to 2032	4.90%	2067 to 2068	4.50%
2032 to 2041	5.00%	2068 to 2070	4.40%
2041 to 2045	5.10%	2070 to 2072	4.30%
2045 to 2047	5.00%	2072 to 2073	4.20%
2047 to 2053	4.90%	2073 +	4.10%
2053 to 2064	4.80%		

**Rate of Increase for Part B Reimbursements: 2.60%**

## Appendix B - Actuarial Assumptions

### Retirement

#### CERF & WPCA

Age	Rate
50-61	5%
62-65	100%

#### Police

Service	Rate
20	13%
21	11%
22	8%
23	7%
24	7%
25	7%
26	7%
27	8%
28	8%
29	8%
30	11%
31	13%
32	14%
33	13%
34	19%
35	20%
36	21%
37	17%
38	16%
39	18%
40	24%
41	24%
42	27%
43	21%
44	25%
45	22%
46	35%
47	50%

100% are assumed to retire at age 65

## Appendix B - Actuarial Assumptions

**Retirement**

**Firefighters**

Age	Rate
48	4%
49-51	1%
52-54	2%
55	5%
56	6%
57	5%
58	12%
59	10%
60	18%
61-62	10%
63-64	25%
65-69	65%
70+	100%

Prior:	Service	Rate
	25	4%
	26	0%
	27-31	4%
	32	18%
	33	11%
	34	38%
	35	10%
	36	22%
	37	0%
	38	29%
	39	20%
	40+ or Age 65	100%

**Custodians**

Age	Rate*
60	20%
61	5%
62	20%
63	20%
64	20%
65	20%
66	20%
67	20%
68	20%
69	20%
70+	100%

\* Custodians receive a one-time rate of 50% at 25 years of service

## Appendix B - Actuarial Assumptions

**Turnover**

		<b>Classified and WPCA</b>			
	<b>Age</b>	<b>Employees</b>	<b>Custodians</b>	<b>Firefighters</b>	<b>Police</b>
	20	0.1060	0.0544	0.0272	0.0181
	25	0.0790	0.0489	0.0245	0.0163
	30	0.0580	0.0370	0.0185	0.0123
	35	0.0420	0.0235	0.0118	0.0078
	40	0.0310	0.0113	0.0072	0.0000
	45	0.0210	0.0000	0.0000	0.0000
	50	0.1300	0.0000	0.0000	0.0000
	55	0.0050	0.0000	0.0000	0.0000
	60	0.0000	0.0000	0.0000	0.0000
	Prior: <b>Age</b>	<b>Firefighters</b>			
	20	0.0544			
	25	0.0489			
	30	0.0370			
	35	0.0235			
	40	0.0000			

**Disability**

		<b>Classified, WPCA and Custodians</b>	<b>Firefighters</b>		
	<b>Age</b>		<b>Male</b>	<b>Female</b>	<b>Police</b>
	20	0.0005	0.0009	0.0005	0.0030
	25	0.0005	0.0013	0.0009	0.0030
	30	0.0005	0.0018	0.0015	0.0030
	35	0.0006	0.0025	0.0023	0.0036
	40	0.0009	0.0035	0.0032	0.0054
	45	0.0018	0.0047	0.0044	0.0108
	50	0.0040	0.0068	0.0066	0.0240
	55	0.0085	0.0114	0.0106	0.0510
	60	0.0085*	0.0172	0.0123	0.1044
	65	0.0000	0.0230	0.0143	0.0000
	70	0.0000	0.0000	0.0000	0.0000
	* 0 for Custodians only				
	Prior: <b>Age</b>	<b>Firefighters</b>			
	20	0.0005			
	25	0.0005			
	30	0.0005			
	35	0.0006			
	40	0.0009			
	45	0.0018			
	50	0.0040			
	55	0.0085			
	60	0.0174			

## Appendix B - Actuarial Assumptions

<b>Future Retiree Coverage</b>	95% of active participants are assumed to elect coverage at retirement.
<b>Future Dependent Coverage</b>	60% of active participants are assumed to be married. Female spouses are assumed to be 4 years younger than male spouses.
<b>Retiree Contribution</b>	Some current retirees pay flat amounts with no future increases assumed. Other retirees and future retirees percentage contributions, which are assumed to increase periodically with the Medical Trend.
<b>Medicare Coordination</b>	For those participants who are eligible for Medicare, Medicare is assumed to remain the primary payor of medical benefits for retirees and spouses over age 65.
<b>Medicare Plan Enrollment</b>	Reported data was used to identify current covered retirees, spouses and surviving spouses. All active employees were assumed to elect coverage under the CIGNA Plans and be eligible for Medicare upon attainment of age 65.
<b>Valuation of Benefits for Children</b>	Benefits attributed to children have been excluded from this valuation as they were determined to be de minimus.

## Appendix C - Summary of Plan Provisions

This exhibit summarizes the major provisions of the Plan. It is not intended to be, nor should it be interpreted as a complete statement of all plan provisions. All eligibility requirements and benefit amounts shall be determined in strict accordance with the plan document itself. To the extent that this summary does not accurately reflect the plan provisions, then the results of this valuation may not be accurate.

### Police

Effective July 1, 2021, coverage for future retirees is provided through the State Partnership Plan.

**Eligibility** Completion of 20 years of service

**Cost Sharing** Date of hire prior to April 11, 2016:

<b>Age at Retirement</b>	<b>Pre-65 Benefits City Pays</b>	<b>Post-65 Benefits City Pays</b>
Prior to 55	66.66%	66.66%
After 55	100%	100%

Date of hire after April 11, 2016:

<b>Age at Retirement</b>	<b>Pre-65 Benefits City Pays</b>	<b>Post-65 Benefits City Pays</b>
Prior to 55	55%	55%
55-60	55%	100%
60-65	60%	100%
After 65	N/A	100%

**Medicare Part B** The City reimburses retirees for their Medicare Part B premiums, in the amounts provided on the census data.

**Employee Contributions** Effective July 1, 2016, all active employees contribute 1% of the Top Step Patrol Rate into an OPEB Trust each payroll period. Employees are not be required to contribute after 30 years of service.

**HSA/HRA Contribution** The City reimburses the retiree for 75% of the deductible before age 65 and 50% after age 65.

## Appendix C - Summary of Plan Provisions

### Fire

#### Eligibility

Hired prior to January 1, 1981: the completion of 20 years of service.

Hired after January 1, 1981: the later of age 48 or the completion of 20 years of service.

#### Cost Sharing

Retired prior to December 1, 2016:

Age at Retirement	Pre-65 Benefits Employee Pays	Post-65 Benefits Employee Pays
Prior to 55	33.33%	33.33%
After 55	\$21.66	\$21.66

Retired after December 1, 2016:

Age at Retirement	Pre-65 Benefits Employee Pays	Post-65 Benefits Employee Pays
Prior to 55	33.33%	33.33%
After 55	\$85.00	\$85.00

Hired after July 1, 2016:

#### Retiree Age    Retiree Percent

Prior to 55	50%	
55	50%	
56	48%	
57	46%	
58	44%	
59	42%	
60	40%	
61	39%	
62	38%	
63	37%	
64	36%	
65		retiree pays for Medicare Part B, City pays for supplemental plan

Disability Retirement after July 1, 2016: retiree pays \$85.00 per month.

#### Medicare Part B

The City reimburses retirees for their Medicare Part B premiums, in the amounts provided on the census data.

#### Life Insurance

\$4,000

#### HSA/HRA Contribution

The City reimburses the retiree for 75% of the deductible until age 65. Post 65, the City will fund the same percent as paid for active employees but not less than 50%.

## Appendix C - Summary of Plan Provisions

### CERF

**Union**                      **DEN**

Coverage is provided through the State Partnership Plan.

### Eligibility

The earliest of:  
 Age 50 and completion of 25 years of service  
 Age 58 and completion of 15 years of service  
 Age 60 and completion of 10 years of service

Employees hired after July 1, 2002 are not entitled to retiree medical benefits.

### Cost Sharing

Employees eligible for normal retirement prior to June 30, 2014:

<b>Age at Retirement</b>	<b>Pre-65 Benefits City Pays</b>	<b>Post-65 Benefits City Pays</b>
Prior to 65	66.66%	66.66%
After 65	N/A	66.66%

Employees eligible for normal retirement after June 30, 2014:

<b>Age at Retirement</b>	<b>Pre-65 Benefits City Pays</b>	<b>Post-65 Benefits City Pays</b>
Prior to 65	50%	50%
After 65	N/A	50%

### Medicare Part B

The City reimburses retirees for their Medicare Part B premiums, in the amounts provided on the census data.

### Life Insurance

In general, for those current and future retirees still eligible for retiree life insurance, the liability has been transferred to the CERF pension plan.



## Appendix C - Summary of Plan Provisions

### CERF

#### Union

#### NUR

Coverage is provided through the State Partnership Plan.

#### Eligibility

The earliest of:

Age 50 and completion of 25 years of service

Age 58 and completion of 15 years of service

Age 60 and completion of 10 years of service

Employees hired after June 30, 2012 are not entitled to retiree medical benefits.

#### Cost Sharing

Employees eligible for normal retirement prior to June 30, 2014:

<b>Age at Retirement</b>	<b>Pre-65 Benefits City Pays</b>	<b>Post-65 Benefits City Pays</b>
Prior to 65	66.66%	66.66%
After 65	N/A	66.66%

Employees eligible for normal retirement after June 30, 2014:

<b>Age at Retirement</b>	<b>Pre-65 Benefits City Pays</b>	<b>Post-65 Benefits City Pays</b>
Prior to 65	50%	50%
After 65	N/A	50%

#### Medicare Part B

The City reimburses retirees for their Medicare Part B premiums, in the amounts provided on the census data.

#### Life Insurance

In general, for those current and future retirees still eligible for retiree life insurance, the liability has been transferred to the CERF pension plan.

## Appendix C - Summary of Plan Provisions

### CERF

**Union**                      **MAA**

Coverage is provided through the State Partnership Plan.

### Eligibility

The earliest of:  
 The completion of 25 years of service  
 Age 58 and completion of 15 years of service  
 Age 60 and completion of 10 years of service

Employees hired after June 30, 2020 are not entitled to retiree medical benefits.

### Cost Sharing

Employees eligible for normal retirement prior to June 30, 2014:

<b>Age at Retirement</b>	<b>Pre-65 Benefits City Pays</b>	<b>Post-65 Benefits City Pays</b>
Prior to 65	66.66%	66.66%
After 65	N/A	66.66%

Employees eligible for normal retirement after June 30, 2014:

<b>Age at Retirement</b>	<b>Pre-65 Benefits City Pays</b>	<b>Post-65 Benefits City Pays</b>
Prior to 65	50%	50%
After 65	N/A	50%

### Medicare Part B

The City reimburses retirees who retired prior to July 1, 2020 for their Medicare Part B premiums, in the amounts provided on the census data.

### Life Insurance

In general, for those current and future retirees still eligible for retiree life insurance, the liability has been transferred to the CERF pension plan.

## Appendix C - Summary of Plan Provisions

### CERF

**Union**                      **TEA (IUOE-WPCA)**

Coverage is provided through the State Partnership Plan.

**Eligibility**                      The earliest of:  
 Age 50 and completion of 25 years of service  
 Age 58 and completion of 15 years of service  
 Age 60 and completion of 10 years of service

Employees hired after July 1, 2011 are not entitled to post-65 retiree medical benefits.

**Cost Sharing**                      Employees eligible for normal retirement prior to June 30, 2014:

<b>Age at Retirement</b>	<b>Pre-65 Benefits City Pays</b>	<b>Post-65 Benefits City Pays</b>
Prior to 65	66.66%	33.33%
After 65	N/A	33.33%

Employees eligible for normal retirement after June 30, 2014:

<b>Age at Retirement</b>	<b>Pre-65 Benefits City Pays</b>	<b>Post-65 Benefits City Pays</b>
Prior to 65	50%*	33.33%
After 65	N/A	33.33%

\*The City pays 50% when age at retirement is 64 and 2% less for each year under age 64. However, the City pays 50% regardless of age if the employee retires as a result of an involuntary layoff.

**Medicare Part B**                      The City reimburses retirees for their Medicare Part B premiums, in the amounts provided on the census data.

**Life Insurance**                      In general, for those current and future retirees still eligible for retiree life insurance, the liability has been transferred to the CERF pension plan.

## Appendix C - Summary of Plan Provisions

### CERF

**Union**                      **UE (IUOE Operations)**

**Eligibility**                The earliest of:  
 Age 50 and completion of 25 years of service  
 Age 58 and completion of 15 years of service and date of hire prior to July 1, 2012  
 Age 60 and completion of 10 years of service

Employees hired after July 1, 2012 are not entitled to post-65 retiree medical benefits.

**Cost Sharing**             Employees eligible for normal retirement prior to June 30, 2015:

<b>Age at Retirement</b>	<b>Pre-65 Benefits City Pays</b>	<b>Post-65 Benefits City Pays</b>
Prior to 65	66.66%	33.33%
After 65	N/A	33.33%

Employees eligible for normal retirement after June 30, 2015:

<b>Age at Retirement</b>	<b>Pre-65 Benefits City Pays</b>	<b>Post-65 Benefits City Pays</b>
Prior to 65	50%	33.33%
After 65	N/A	33.33%

**Medicare Part B**        The City reimburses retirees for their Medicare Part B premiums, in the amounts provided on the census data.

**Life Insurance**        In general, for those current and future retirees still eligible for retiree life insurance, the liability has been transferred to the CERF pension plan.

**HSA/HRA  
Contribution**            The City reimburses the retiree for 50% of the deductible (same as HSA funding for active employees).

## Appendix C - Summary of Plan Provisions

### CERF

#### Union

#### LAW

Coverage is provided through the State Partnership Plan.

#### Eligibility

The earliest of:  
 Age 50 and completion of 25 years of service  
 Age 58 and completion of 15 years of service  
 Age 60 and completion of 10 years of service

Employees hired after June 30, 2012 are not entitled to retiree medical benefits.

#### Cost Sharing

Employees eligible for normal retirement prior to June 30, 2014:

<b>Age at Retirement</b>	<b>Pre-65 Benefits City Pays</b>	<b>Post-65 Benefits City Pays</b>
Prior to 65	66.66%*	66.66%
After 65	N/A	66.66%

\*Effective July 1, 2014, the City pays 50%

Employees eligible for normal retirement after June 30, 2014:

<b>Age at Retirement</b>	<b>Pre-65 Benefits City Pays</b>	<b>Post-65 Benefits City Pays</b>
Prior to 65	50%	50%
After 65	N/A	50%

#### Medicare Part B

The City reimburses retirees for their Medicare Part B premiums, in the amounts provided on the census data.

#### Life Insurance

In general, for those current and future retirees still eligible for retiree life insurance, the liability has been transferred to the CERF pension plan.

#### HSA/HRA Contribution

The City reimburses the retiree for 50% of the deductible (same as HSA funding for active employees).

## Appendix C - Summary of Plan Provisions

### CERF

**Union**                      **UAW**

Coverage is provided through the State Partnership Plan.

**Eligibility**                      The earliest of:  
 Age 50 and completion of 25 years of service  
 Age 58 and completion of 15 years of service and non-grandfathered UAW before January 1, 2015  
 Age 60 and completion of 10 years of service

**Cost Sharing**                      Employees eligible for normal retirement prior to December 31, 2014:

<b>Age at Retirement</b>	<b>Pre-65 Benefits City Pays</b>	<b>Post-65 Benefits City Pays</b>
Prior to 65	66.66%	66.66%
After 65	N/A	66.66%

Employees eligible for normal retirement after December 31, 2014:

Retired prior to July 1, 2015:

<b>Age at Retirement</b>	<b>Pre-65 Benefits City Pays</b>	<b>Post-65 Benefits City Pays</b>
Prior to 65	50%	66.66%
After 65	N/A	66.66%

Retired after July 1, 2015:

<b>Age at Retirement</b>	<b>Pre-65 Benefits City Pays</b>	<b>Post-65 Benefits City Pays</b>
Prior to 65	50%*	66.66%
After 65	N/A	66.66%

\*The City pays 50% when age at retirement is 64 and 2% less for each year under age 64. However, the City pays 50% regardless of age if the employee retires as a result of an involuntary layoff.

**Medicare Part B**                      The City reimburses retirees for their Medicare Part B premiums, in the amounts provided on the census data.

**Life Insurance**                      In general, for those current and future retirees still eligible for retiree life insurance, the liability has been transferred to the CERF pension plan.

## Appendix C - Summary of Plan Provisions

### Custodians

Coverage is provided through the State Partnership Plan.

**Eligibility**           The earlier of:  
                               The completion of 25 years of service  
                               Age 60 and completion of 10 years of service

Employees hired after July 1, 2011 are not entitled to retiree medical benefits.

**Cost Sharing**           Retired prior to July 1, 2011:

<b>Age at Retirement</b>	<b>Pre-65 Benefits City Pays</b>	<b>Post-65 Benefits City Pays</b>
Prior to 65	66.66%	33.33%
After 65	N/A	33.33%

Retired after July 1, 2011:

<b>Age at Retirement</b>	<b>Pre-65 Benefits City Pays</b>	<b>Post-65 Benefits City Pays</b>
Prior to 65	50%	0%
After 65	N/A	0%

**Medicare Part B**       The City reimburses retirees for their Medicare Part B premiums, in the amounts provided on the census data.

**Life Insurance**       \$6,000

## Appendix D - Glossary

**Actuarial Cost Method** - This is a procedure for determining the Actuarial Present Value of Benefits and allocating it to time periods to produce the Actuarial Accrued Liability and the Normal Cost.

**Accrued Liability** - This is the portion of the Actuarial Present Value of Benefits attributable to periods prior to the valuation date by the Actuarial Cost Method (i.e., that portion not provided by future Normal Costs).

**Actuarial Assumptions** - With any valuation of future benefits, assumptions of anticipated future events are required. If actual events differ from the assumptions made, the actual cost of the plan will vary as well. Some examples of key assumptions include the interest rate, salary scale, and rates of mortality, turnover and retirement.

**Actuarial Present Value of Benefits** - This is the present value, as of the valuation date, of future payments for benefits and expenses under the Plan, where each payment is: a) multiplied by the probability of the event occurring on which the payment is conditioned, such as the probability of survival, death, disability, termination of employment, etc.; and b) discounted at the assumed interest rate.

**Actuarial Value of Assets** - This is the value of cash, investments and other property belonging to the plan, typically adjusted to recognize investment gains or losses over a period of years to dampen the impact of market volatility on the Actuarially Determined Contribution.

**Actuarially Determined Contribution (“ADC”)** - This is the employer’s periodic contributions to a defined benefit plan, calculated in accordance with actuarial standards of practice.

**Attribution Period** - The period of an employee’s service to which the expected benefit obligation for that employee is assigned. The beginning of the attribution period is the employee’s date of hire and costs are spread across all employment.

**Interest Rate** - This is the long-term expected rate of return on any investments set aside to pay for the benefits. In a financial reporting context (e.g., GASB 68) this is termed the Discount Rate.

**Normal Cost** - This is the portion of the Actuarial Present Value of Benefits allocated to a valuation year by the Actuarial Cost Method.

**Past Service Cost** - This is a catch-up payment to fund the Unfunded Accrued Liability over time (generally 10 to 30 years). A closed amortization period is a specific number of years counted from one date and reducing to zero with the passage of time; an open amortization period is one that begins again or is recalculated at each valuation date. Also known as the Amortization Payment.

**Return on Plan Assets** - This is the actual investment return on plan assets during the fiscal year.

**Unfunded Accrued Liability** - This is the excess of the Accrued Liability over the Actuarial Value of Assets.