CITY OF STAMFORD BOARD OF EDUCATION

GASB 45/74/75 VALUATION REPORT

AS OF JULY 1, 2016

hooker & holcombe

Table of Contents

Report Prepared By:

Evan W. Woollacott, Jr.
Vice President and Consulting Actuary
860.856.2118
ewoollacott@hhconsultants.com

Sharad Arora
Manager of OPEB Services
860.856.2014
sarora@hhconsultants.com

Michael Lindberg
Actuarial Analyst
860.856.2132
mlindberg@hhconsultants.com

Actuarial Certification

This report presents the results of the July 1, 2016 Actuarial Valuation for the City of Stamford's post-retirement benefit other than pension (OPEB) for Board of Education Employees (the Plan) for the purpose of estimating the funded status of the Plan and determining the Actuarially Determined Employer Contribution (ADEC) for the fiscal year ending June 30, 2018. This report is intended to satisfy the requirements of Connecticut General Statute 7-450a. This report may not be appropriate for any other purpose.

The valuation has been performed in accordance with generally accepted actuarial principles and practices. It is intended to comply with all applicable Actuarial Standards of Practice.

I certify that the actuarial assumptions and methods that were selected by me and represent my best estimate of anticipated actuarial experience under the Plan.

In preparing this valuation, I have relied on employee data provided by the Plan Sponsor, and on asset and contribution information provided by the Town. I have audited neither the employee data nor the financial information, although I have reviewed them for reasonableness.

The results in this valuation report are based on the Plan as summarized in the *Summary of Plan Provisions* section of this report and the actuarial assumptions and methods detailed in the *Description of Actuarial Methods and Assumptions* section of this report.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: retiree group benefits program experience differing from that anticipated by the assumptions; changes in assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements; and changes in the retiree group benefits program provisions or applicable law. Retiree group benefits models necessarily rely on the use of approximations and estimates and are sensitive to changes in these approximations and estimates. Small variations in these approximations and estimates may lead to significant changes in actuarial measurements. Due to the limited scope of this report, an analysis of the potential range of such future measurements has not been performed.

The signing actuary is independent of the Plan Sponsor. I am not aware of any relationship that would impact the objectivity of my work.

I am a member of the American Academy of Actuaries and meet its Qualification Standards to render the actuarial opinion contained herein.

Evan W. Woollacott

Evan W. Woollacott, Jr. FCA, MAAA,
Enrolled Actuary 14-04513

April 20, 2017

Executive Summary

The July 1, 2016 accrued liability of $38,620,000 is lower than expected. The decrease is mainly due to a sizeable reduction of retired teachers and administrators and per capita costs increasing less than expected. The approach used to age-weight per capita costs was updated to reflect a newer table, resulting in a 2% decrease in the accrued liability.

Schedule of Funding Status and Funding Progress

Actuarial Valuation Date	Actuarial Value of Assets	Actuarial Accrued Liabilities (AAL)	Unfunded AAL (UAAL)	Funded Ratio	Covered Payroll	UAAL as a Percentage of Covered Payroll
7/1/2013	$5,134,000	$50,597,000	$45,463,000	10%	$144,331,000	31%
7/1/2014	9,840,000	52,174,000	42,334,000	19%	147,611,000	29%
7/1/2015	10,742,000	51,647,000	40,905,000	21%	151,301,000	27%
7/1/2016	12,375,000	38,620,000	26,245,000	32%	154,639,000	17%

History of Actuarially Determined Employer Contribution (ADEC)

Year Ended June 30	Actuarially Determined Employer Contribution (ADEC)
2013	$6,251,000
2014	5,118,000
2015	4,934,000
2016	5,031,000
2017	4,726,000
2018	3,342,000

Unfunded Actuarial Accrued Liability and Actuarially Determined Employer Contribution

GASB 45/74/75 Unfunded Actuarial Accrued Liability (UAAL)

Actuarial Accrued Liability (AAL) 7/1/2016	BOE Teachers	BOE Admins	BOE Custodians	BOE Ed Assistants	Grand Total
Actives	$13,607,000	$1,451,000	$5,224,000	$1,351,000	$21,633,000
Retirees	$10,683,000	$1,390,000	$4,914,000	$0	16,987,000
Total	**24,290,000**	**2,841,000**	**10,138,000**	**1,351,000**	**38,620,000**
Assets 7/1/2016	7,783,000	910,000	3,249,000	433,000	12,375,000
Unfunded Actuarial Accrued Liability (UAAL) 7/1/2016	**16,507,000**	**1,931,000**	**6,889,000**	**918,000**	**26,245,000**
Funded Ratio	32.0%	32.0%	32.0%	32.0%	32.0%

GASB 45/74/75 Actuarially Determined Employer Contribution (ADEC)

Actuarially Determined Employer Contribution (ADEC) 2017 / 2018 Fiscal Year	BOE Teachers	BOE Admins	BOE Custodians	BOE Ed Assistants	Grand Total
Normal Cost	$765,000	$74,000	$342,000	$104,000	$1,285,000
20 Year Amortization of UAAL	1,281,000	150,000	535,000	71,000	2,037,000
Interest	13,000	1,000	5,000	1,000	20,000
Total ADEC 2017 / 2018	**2,059,000**	**225,000**	**882,000**	**176,000**	**3,342,000**

Market Value of OPEB Assets
For Fiscal Year Ending June 30, 2016

	TOTAL	CITY*	BOE**	WPCA
Net Assets as of July 1, 2015	**$ 57,480,912**	**$ 45,980,209**	**$ 10,742,385**	**$ 758,318**
Additions:				
Employer	21,632,906	19,466,242	1,837,800	328,864
Plan Members	4,898,321	2,833,612	2,064,710	-
Other Revenues	1,918,282	1,918,282	-	-
Total Additions	**$ 28,449,509**	**$ 24,218,135**	**$ 3,902,510**	**$ 328,864**
Investment Earnings				
Net Increase in Fair Value of Investments	(2,701,304)	(2,188,849)	(477,146)	(35,310)
Interest and dividends	1,576,178	1,277,167	278,409	20,603
Total Investment Earnings	**$ (1,125,126)**	**$ (911,682)**	**$ (198,737)**	**$ (14,707)**
Investment Expenses	36,595	29,652	6,464	478
Deductions				
Benefits	(16,756,182)	(14,578,480)	(2,018,038)	(159,664)
Administrative Costs	(973,117)	(926,444)	(46,672)	-
Total Deductions	**$ (17,729,299)**	**$ (15,504,925)**	**$ (2,064,710)**	**$ (159,664)**
Change in Net Assets	9,558,489	7,771,876	1,632,599	154,015
Net Assets as of June 30, 2016	**$ 67,039,401**	**$ 53,752,085**	**$ 12,374,984**	**$ 912,333**
Market Value Rate of Return	**-1.85%**	**-1.87%**	**-1.76%**	**-1.80%**

*Includes City Cerf, BOE Cerf, Police, & Fire
**Includes Teachers, Administrators, Custodians, & Ed Assistants

OPEB Asset Return Assumption
July 1, 2016

Asset Class	Target Allocation	Long-Term Expected Real Rate of Return*	Weighting
Fixed Income	10.00%	1.95%	0.195%
Domestic Equity	25.00%	5.08%	1.270%
International Equity	21.00%	6.00%	1.260%
Alternatives	5.00%	5.00%	0.250%
Asset Allocation	39.00%	4.06%	1.583%
	100.00%		4.56%
Long-Term Inflation Expectation			2.75%
Long-Term Expected Nominal Return			7.31%

**Long-Term Returns are provided by HHIA and FIA. The returns are geometric means.*

The long-term expected rate of return on investments was determined using a building block method in which best-estimate ranges of expected future real rates of return are developed. Best estimates of the real rates of return for each major asset class are included in the target asset allocation.

The information above is based on geometric means and does not reflect additional returns through investment selection, asset allocation and rebalancing. The results support a rate between 7.0% and 7.5%. An expected rate of return of 7.5% was used.

Participant Counts and Average Attained Age
As of July 1, 2016

Participant Counts			
Group	**Active Participants**	**Retirees***	**Total**
BOE Teachers	1,502	111	1,613
BOE Admins	60	14	74
BOE Custodians	134	85	219
BOE Ed Assistants	362	1	363
Total	2,058	211	2,269

Average Age		
Group	**Active Average Age**	**Retiree Average Age***
BOE Teachers	44.3	69.2
BOE Admins	49.5	64.9
BOE Custodians	55.0	77.6
BOE Ed Assistants	50.3	78.0

*Does not include retirees without Medical or retiree spouses.

Participant Counts and Average Attained Age
As of July 1, 2014

Participant Counts			
Group	**Active Participants**	**Retirees***	**Total**
BOE Teachers	1,468	166	1,634
BOE Admins	63	28	91
BOE Custodians	140	90	230
BOE Ed Assistants	355	2	357
Total	2026	286	2,312

*Does not include retirees without Medical or retiree spouses.

Average Age		
Group	**Active Average Age**	**Retiree Average Age**
BOE Teachers	44.0	68.0
BOE Admins	50.0	64.0
BOE Custodians	54.0	77.0
BOE Ed Assistants	51.0	76.0

Projected Benefit Payments

Fiscal Year Beginning July 1st	Currently Active Employees	Currently Retired Employees	Total
2017	$795,000	$1,499,000	$2,294,000
2018	1,247,000	1,397,000	2,644,000
2019	1,570,000	1,296,000	2,866,000
2020	1,825,000	1,314,000	3,139,000
2021	1,970,000	1,315,000	3,285,000
2022	2,192,000	1,318,000	3,510,000
2023	2,431,000	1,308,000	3,739,000
2024	2,570,000	1,335,000	3,905,000
2025	2,777,000	1,343,000	4,120,000
2026	2,973,000	1,317,000	4,290,000
2027	3,093,000	1,341,000	4,434,000
2028	3,172,000	1,333,000	4,505,000
2029	3,139,000	1,349,000	4,488,000
2030	3,385,000	1,361,000	4,746,000
2031	3,351,000	1,370,000	4,721,000
2032	3,556,000	1,375,000	4,931,000
2033	3,669,000	1,377,000	5,046,000
2034	3,930,000	1,374,000	5,304,000
2035	4,069,000	1,327,000	5,396,000
2036	4,375,000	1,310,000	5,685,000

Actuarial Methods

Actuarial Cost Method: Projected Unit Credit

Normal Cost

The normal cost is derived for each active participant as the actuarial present value of the projected benefits that are attributed to the expected service in the current year. The normal cost for plan benefits is the total of the individual normal costs for active participants.

Accrued Liability

The accrued liability is equal to the portion of the present value of future benefits that is allocated to years of service before the valuation date.

Amortization Method

The Unfunded Accrued Liability is amortized each year over a constant 20 year period, as a level percent of payroll. A 2.5% payroll growth assumption was used.

Asset Valuation Method

Market Value.

Contribution Policy

The plan sponsor's contribution policy is to fund the Actuarially Determined Employer Contribution (ADEC).

Actuarial Assumptions
Custodians

Discount Rate

7.5% per annum.

The discount rate is based on the expected long-term return of plan assets for OPEB plans that are funding.

Inflation

2.75%. (Prior: 3.00%)

This assumption is based on long term historical inflation numbers. While near term averages have been lower, we do not believe this trend will continue indefinitely and expect that there will be a reversion to the long term average.

The assumption was changed to better reflect expected experience.

Separation from Employment

Annual rates of assumed withdrawal, disability and retirement are as follows:

Age	Withdrawal	Disability
25	0.0489	0.0005
30	0.0370	0.0005
35	0.0235	0.0006
40	0.0113	0.0009
45	0.0000	0.0018
50	0.0000	0.0040
55	0.0000	0.0085
>=60	0.0000	0.0000

Retirement	
Age	Rate*
60	0.20
61	0.05
62	0.20
63	0.20
64	0.20
65	0.20
66	0.20
67	0.20
68	0.20
69	0.20
>=70	1.00

* *Custodians receive a one-time 50% decrement at 25 years of service.*

The actuarial assumptions in regards to rates of decrement shown above are based on standard tables modified for certain plan features such as eligibility for full and early retirement where applicable and input from the plan sponsor.

Actuarial Assumptions
Custodians (continued)

Mortality

RP-2000 Mortality Table with separate male and female rates, with blue collar adjustment, combined table for non-annuitants and annuitants, projected to the valuation date with Scale BB.

We have selected a mortality table commonly used by public pension systems (such as the State of Connecticut). The plan does not have sufficiently credible data on which to perform a mortality experience study.

Mortality Improvement

Projected to date of decrement using Scale BB (generational mortality).

We are using Scale BB because it is the most up to date mortality improvement scale which was developed for use with RP-2000.

Unit Costs

The 2016 assumed annual average per-capita incurred medical unit costs are as follows:

Current Retirees:

Plan	CIGNA & Medco	IPI & Medco
Pre-Medicare	$16,894	$8,226
Post-Medicare	9,434	8,226

Future Retirees:

Plan	CIGNA & Medco
Pre-Medicare	$13,260
Post-Medicare	7,328

Allocation rates were used as the basis for per capita costs. The average allocation rates were derived by reflecting participation among the various plans offered by the employer.

Actuarial Assumption
Custodians (continued)

Sample per capita claims

Active Pre-65

Sample Age	Expected Claim (Male)	Expected Claim (Female)
45	$8,633	$12,033
50	11,274	14,021
55	14,794	16,334
60	19,059	19,051
64	23,275	22,303

Retiree Pre-65

Sample Age	Expected Claim (Male)	Expected Claim (Female)
45	$8,079	$11,261
50	10,550	13,121
55	13,844	15,285
60	17,835	17,828
64	21,780	20,871

Retiree Post-65 (IPI)

Sample Age	Expected Claim (Male)	Expected Claim (Female)
65	6,520	6,179
70	7,475	7,076
75	8,126	7,719
80	8,547	8,163
85	8,600	8,217

Retiree Post-65 (Cigna)

Sample Age	Expected Claim (Male)	Expected Claim (Female)
65	8,114	7,689
70	9,303	8,807
75	10,113	9,606
80	10,637	10,159
85	10,703	10,226

Actuarial Assumption
Custodians (continued)

The sample per capita claim for plans not integrated with Medicare was developed as follows: Using the total count of active participants eligible for post-retirement medical benefits and retirees currently electing medical coverage in a non-medicare supplement plan, we calculate the total projected claims by multiplying the total count by the average annual premium. Using the cost increases derived from a study sponsored by the Society of Actuaries prepared by Dale H. Yamamoto from May 2013: "Health Care Costs from Birth to Death", we allocate the total projected claims by age and gender.

(Prior: The sample per capita claim for plans not integrated with Medicare was developed as follows: Using the total count of active participants eligible for post-retirement medical benefits and retirees currently electing medical coverage in a non-medicare supplement plan, we calculate the total projected claims by multiplying the total count by the average annual premium. Using the cost increases derived from a study sponsored by the Society of Actuaries prepared by J.P Petertil from August 1, 2003: "Aging Curves for Health Care Costs in Retirement", we allocate the total projected claims by age.)

The per capita claims method was changed to reflect the most recent study.

Health Care Cost Trend Rates

7.5% for 2016, decreasing 0.5% per year, to an ultimate rate of 4.5% for 2022 and later.

Health care trend rates reflect both the current and long-term outlook for increases in health care costs. The short term trend rate is based on recent industry surveys, plan experience and near-term expectations. The long term trend rate is based on our general inflation assumption plus an adjustment to reflect expectations for long-term medical inflation.

Retiree Contribution

For current retirees, some have flat contributions with no future increases assumed and others have a percentage contribution that is assumed to increase periodically with the Health Care Cost Trend. For future retirees, contributions are assumed to increase periodically with the Health Care Cost Trend.

Medicare Coordination

For those participants who are eligible for Medicare, Medicare is assumed to remain the primary payer of medical benefits for retirees and spouses over age 65.

Medical Plan Enrollment and Dependent Assumption

Reported data were 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. We assumed 60% of active members are married. Husbands are assumed to be four years older than their wives. Married participants were assumed to elect dual coverage.

The actuarial assumptions in regards to utilization shown above are based on standard assumptions modified for certain plan features such as eligibility for full and early retirement where applicable and input from the plan sponsor.

Actuarial Assumption
Custodians (continued)

Patient Protection and Affordable Care Act (PPACA)

High Cost Plan Excise Tax ("Cadillac Tax"): Effective in 2020, there will be a 40% excise tax on per capita medical benefit costs in excess of certain thresholds, which (in 2018) are $10,200 for single coverage and $27,500 for family coverage for Medicare eligible retirees. Thresholds (in 2018) for retirees who are between ages 55 and 65 are $11,850 and $30,950 for single and family coverage respectively. After 2018, the thresholds are indexed by CPI (CPI +1% in 2018 only). CPI is assumed to equal the inflation assumption.

The impact of this future excise tax has been reflected in plan liabilities.

Other Requirements of PPACA:

For purposes of this valuation, extended coverage for adult children and 100% coverage of preventive care are assumed to be reflected in per capita costs.

For purposes of this valuation, elimination of lifetime maximum benefits and removal of the limits on essential healthcare are assumed to have no impact on plan liabilities.

Actuarial Assumptions
Teachers, Administrators, Education Assistants

The actuarial assumptions used in the determination of costs and liabilities are as follows:

Discount Rate

7.5% per annum.

The discount rate is based on the expected long-term return of plan assets for OPEB plans that are funding.

Inflation

2.75%. (Prior: 3.00%)

This assumption is based on long term historical inflation numbers. While near term averages have been lower, we do not believe this trend will continue indefinitely and expect that there will be a reversion to the long term average.

The assumption was changed to better reflect expected experience.

Mortality

RP-2000 Mortality Table with separate male and female rates, with no collar adjustment, combined table for non-annuitants and annuitants, projected to the valuation date with Scale BB.

We have selected a mortality table commonly used by public pension systems (such as the State of Connecticut). The plan does not have sufficiently credible data on which to perform a mortality experience study.

Mortality Improvement

Projected to date of decrement using Scale BB (generational mortality).

We are using Scale BB because it is the most up to date mortality improvement scale which was developed for use with RP-2000.

Actuarial Assumptions
Teachers, Administrators, Education Assistants (continued)

Assumed Rates of Retirement (from CT State TRS 2016 OPEB Valuation)

	Eligible for Normal (Unreduced) Retirement (Age 60 and 20 Yrs. Serv. or 35 yrs. Serv.		Eligible for Early (Reduced) Retirement (Age 55 and 20 Yrs. Serv. or 25 yrs. Serv.	
Age	Male	Female	Male	Female
50	27.5%	27.5%	1.0%	1.0%
51	27.5	27.5	1.0	1.3
52	27.5	27.5	1.0	1.8
53	27.5	27.5	2.0	2.3
54	27.5	27.5	3.0	2.8
55	38.5	27.5	4.0	4.8
56	38.5	27.5	6.0	6.3
57	38.5	27.5	7.0	6.8
58	38.5	27.5	8.0	7.3
59	38.5	27.5	11.0	8.5
60	22.0	27.5		
61-62	25.3	27.5		
63-64	27.5	27.5		
65	36.3	32.5		
66-69	27.5	32.5		
70-79	100.0	32.5		
80	100.0	100.0		

Service-Based Withdrawal Rates (until eligible to retire) (from CT State TRS 2016 OPEB Valuation)

Service	Male Rate	Female Rate
0-1	.1400	.1200
1-2	.1100	.1050
2-3	.0800	.0875
3-4	.0650	.0750
4-5	.0450	.0675
5-6	.0350	.0600
6-7	.0300	.0525
7-8	.0275	.0475
8-9	.0250	.0425
9-10	.0250	.0400
10 +	use age-related rates until eligible to retire	

Actuarial Assumptions
Teachers, Administrators, Education Assistants (continued)

Sample Age-Based Withdrawal Rates (until eligible to retire) (from CT State TRS 2016 OPEB Valuation)

Age	Male Rate	Female Rate
25-34	.0150	.0400
35	.0150	.0350
40	.0150	.0230
45	.0159	.0150
50	.0204	.0200
55	.0344	.0250
59+	.0400	.0290

Non-service-connected disability

Age	Male Rate	Female Rate
25	.0005	.0005
30	.0004	.0004
35	.0004	.0004
40	.0005	.0007
45	.0014	.0012
50	.0047	.0026
55	.0086	.0044
>=60	.0100	.0050

The actuarial assumptions in regards to rates of decrements above are based on the rates used by the State of Connecticut Teachers' Retirement Plan.

Health Care Cost Trend Rates

7.5% for 2016, decreasing 0.5% per year, to an ultimate rate of 4.5% for 2022 and later.

Health care trend rates reflect both the current and long-term outlook for increases in health care costs. The short term trend rate is based on recent industry surveys, plan experience and near-term expectations. The long term trend rate is based on our general inflation assumption plus an adjustment to reflect expectations for long-term medical inflation.

Additional Assumptions

50% of males and 50% of females assumed married, with wives assumed to be four years younger than their husbands.

Percentage of Actives Eligible at Retirement who continue with Medical Coverage

100%.

Actuarial Assumptions
Teachers, Administrators, Education Assistants (continued)

Percentage of non-Medicare eligible Teachers Continuing After 65

20%.

The actuarial assumptions in regards to utilization shown above are based on standard assumptions modified for certain plan features such as eligibility for full and early retirement where applicable and input from the plan sponsor.

Unit Costs

	2016
Pre-65 & Non Medicare Eligible	$11,244
Medicare A & B Coordinated	8,771
Medicare B Coordinated	11,179

Allocation rates were used as the basis for per capita costs. The average allocation rates were derived by reflecting participation among various plans offered by the employer.

Sample per capita claims

Sample Age	Expected Claim (Male)	Expected Claim (Female)
45	$6,906	$9,626
50	9,019	11,217
55	11,835	13,067
60	15,246	15,240
65	19,412	18,473
70	23,352	21,606
75	26,798	24,253

The sample per capita claim for plans not integrated with Medicare was developed as follows: Using the total count of active participants eligible for post-retirement medical benefits and retirees currently electing medical coverage in a non-medicare supplement plan, we calculate the total projected claims by multiplying the total count by the average annual premium. Using the cost increases derived from a study sponsored by the Society of Actuaries prepared by Dale H. Yamamoto from May 2013: “Health Care Costs from Birth to Death”, we allocate the total projected claims by age and gender.

(Prior: The sample per capita claim for plans not integrated with Medicare was developed as follows: Using the total count of active participants eligible for post-retirement medical benefits and retirees currently electing medical coverage in a non-medicare supplement plan, we calculate the total projected claims by multiplying the total count by the average annual premium. Using the cost increases derived from a study sponsored by the Society of Actuaries prepared by J.P Petertil from August 1, 2003: “Aging Curves for Health Care Costs in Retirement”, we allocate the total projected claims by age.)

For plans integrated with Medicare, the post Medicare eligible premium is assumed to be unaffected by age.

The per capita claims method was changed to reflect the most recent study.

Actuarial Assumptions
Teachers, Administrators, Education Assistants (continued)

Patient Protection and Affordable Care Act (PPACA)

High Cost Plan Excise Tax (“Cadillac Tax”): Effective in 2020, there will be a 40% excise tax on per capita medical benefit costs in excess of certain thresholds, which (in 2018) are $10,200 for single coverage and $27,500 for family coverage for Medicare eligible retirees. Thresholds (in 2018) for retirees who are between ages 55 and 65 are $11,850 and $30,950 for single and family coverage respectively. After 2018, the thresholds are indexed by CPI (CPI +1% in 2018 only). CPI is assumed to equal the inflation assumption.

The impact of this future excise tax has been reflected in plan liabilities.

Other Requirements of PPACA:

For purposes of this valuation, extended coverage for adult children and 100% coverage of preventive care are assumed to be reflected in per capita costs.

For purposes of this valuation, elimination of lifetime maximum benefits and removal of the limits on essential healthcare are assumed to have no impact on plan liabilities.

Summary of Principal Plan Provisions

Teachers

Eligibility for Medical & Dental Coverage:

Age 50 with 25 years of service, or;
Age 55 with 20 years of service, or;
Age 60 with 10 years of service.

Retiree Contributions: 50% of the premium for the earlier of 3 consecutive years or age 65, if hired prior to 7/1/2010 and have attained age 45, 15 years of service and 70 points as of July 1, 2016. Full premium thereafter.

Full premium for all others (not eligible as of July 1, 2016, as per above).

Administrators

Eligibility for Medical & Dental Coverage:

Age 50 with 25 years of service, or;
Age 55 with 20 years of service, or;
Age 60 with 10 years of service.

Retiree Contributions (Current Retirees): Board pays full cost until participant reaches age 65 if have attained 15 years of service and 70 points.

Retiree Contributions (Future Retirees – effective July 1, 2013): Retirees shall pay 50% of the cost until age 65.

After age 65, participant pays full cost.

Life Insurance:

Benefit: 2 times compensation for deaths prior to age 65.

Retiree Contributions: None.

Custodians

Eligibility for Medical Coverage:

25 years of service, or;
Age 60 and 10 years of service.

All employees hired after July 1, 2011 are not eligible for retiree medical.

Medicare Part B: For current and future retirees, the liability for Medicare Part B reimbursement has been transferred to the respective pension plans.

Retiree Contributions (Current Retirees):

Cost to age 65: To receive medical coverage, the employee must pay one-third (33.33%) and the City will pay two-thirds (66.66%) of the cost of such plan.

Cost Post 65: The retiree must pay two-thirds (66.66%) of the cost for the supplemental coverage.

Retiree Contributions (Future Retirees – effective July 1, 2011):

Cost to age 65: To receive medical coverage, the employee must pay one-half (50.00%) and the City will pay one-half (50.00%) of the cost of such plan.

Cost Post 65: The retiree must pay 100.0% of the cost for the supplemental coverage.

Life Insurance:

Benefit: $6,000.

Retiree Contributions: None.

Educational Assistants

Eligibility for Medical Coverage:

Age 50 with 25 years of service, or;
Age 55 with 20 years of service, or;
Age 60 with 10 years of service.

Retiree Contributions: Full premium.

Security Workers

Eligibility for Medical Coverage: None.