

**POST RETIREMENT BENEFITS ACTUARIAL VALUATION  
OF  
THE MANCHESTER-ESSEX REGIONAL SCHOOL DISTRICT**

June 30, 2019 Actuarial Valuation Report

GASB 74 & 75

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## **Introduction**

This report presents the Governmental Accounting Standards Statements 74 & 75 based on the findings of an actuarial valuation as of July 1, 2018, of the Manchester-Essex Regional School District OPEB Plan.

The actuarial valuation is based on:

- Plan Provisions as of July 1, 2018.
- Employee data provided by the District
- Asset provided by the District as of June 30, 2019
- Actuarial assumptions approved by the Sherman Actuarial Services and the District

The valuation and forecast do not account for any subsequent changes in the plan.

## **GASB Statements No. 74 and No. 75**

Effective for periods beginning after June 15, 2015, the Governmental Accounting Standards Board (GASB) requires the disclosure of Other Post Employment Benefits (OPEB) related liabilities for public employer financial statements in accordance with Statements 74 and 75. These statements, which amend GASB Statements No. 43 and No. 45, must be adhered to by any public employee retirement system that follows Generally Accepted Accounting Principles (GAAP).

These disclosures are intended to establish a reporting framework that distinguishes between:

- current financial information about plan assets and financial activities,
- actuarially determined information from a long-term perspective,
- the funded status of the plan, and
- progress being made in accumulating sufficient assets to pay benefits when due.

The statement requires the system to present two financial statements – a statement of fiduciary net position and a statement of changes in fiduciary net position. The statement of fiduciary net position presents the following items as of the end of the plan’s reporting period, as applicable:

- Assets
  - Deferred outflows of resources (consumption of net assets by the employers that is applicable to a future reporting period)
- Liabilities
  - Deferred inflows of resources (acquisition of net assets by the employers that is applicable to a future reporting period)
- Fiduciary net position (Assets + Deferred outflows – Liabilities – Deferred inflows)

The system is considered a single employer OPEB plan since obligations exist for employees of one employer and plan assets can be used to pay the benefits of the employees the employer.

This report does not include all items required under GASB Statements No. 74 and No. 75. Rather, it provides all items required that are not readily available from other sources and investment reports prepared by the plan’s investment consultant.

### Discount Rate

The discount rate, and all other actuarial assumptions, are the as those described in Exhibit 4. The discount rate was selected based on a projection of employer and employee contributions, benefit payments (with and without subsidy), expenses and the long term expected rate of return on trust assets.

Based on these laws and assumptions, the OPEBs plan's Fiduciary Net Position was projected to be available to make all of the projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on OPEB plan investments was applied to all periods of projected benefit payments to determine the total OPEB liability.

The District selected 7.5% as the long term expectation of the investment returns.

### Net Position Restricted for OPEB

The Net Position Restricted for OPEB Plan Benefits as of June 30, 2019 is \$1,401,456. The 2019 Annual Statement of the Financial Condition contains the values for previous years and the changes in Net Position Restricted for OPEB Plan Benefits. Investments are reported at fair value.

June 30, 2018 Net Position	1,351,003
Employer Contributions	1,587,702
Employee Contributions	0
Other Payments	0
Benefit Payments	(1,089,097)
Expenses	(5,832)
Investment Income	<u>56,489</u>
June 30, 2019 Net Position	1,900,265

**OPEB Liability as of June 30, 2019**

The following presents the changes in the OPEB liability during FYE 2019.

June 30, 2018 Liability	24,633,420
Service Cost	562,085
Interest on Liability and Service Cost	1,845,100
Change in Plan Provisions	0
Experience (Gain) and Loss	0
Change in Assumptions	0
Benefit Payments	(1,210,228)
Other	<u>0</u>
June 30, 2019 Liability	25,830,377

**Net OPEB Liability as of June 30, 2019**

The following presents the net OPEB liability of the system calculated using the discount rate of 7.5%, as well as what the system's net OPEB liability would be if it were calculated using a discount rate that is 1-percentage-point lower (6.5%) or 1-percentage-point higher (8.5%) than the current rate. The Plan Fiduciary Net Position as a percentage of the Total OPEB Liability is 7.4%.

	<b>1% Decrease (6.5%)</b>	<b>Current Discount Rate (7.5%)</b>	<b>1% Increase (8.5%)</b>
Total OPEB Liability	27,986,425	25,830,377	21,873,207
Plan Fiduciary Net Position	<u>1,900,265</u>	<u>1,900,265</u>	<u>1,900,265</u>
Net OPEB Liability	26,086,160	23,930,112	19,972,942

The following presents the net OPEB liability of the system calculated using the current trend rates, as well as what the system's net OPEB liability would be if it were calculated using trend rates 1-percentage-point lower for all years or 1-percentage-point higher than the current rates.

	<b>1% Decrease</b>	<b>Current Trend</b>	<b>1% Increase</b>
Total OPEB Liability	21,648,882	25,830,377	28,307,426
Plan Fiduciary Net Position	<u>1,900,265</u>	<u>1,900,265</u>	<u>1,900,265</u>
Net OPEB Liability	19,748,617	23,930,112	26,407,161

### OPEB Expense for FYE 2019

Service Cost	562,085
Interest	1,845,100
Difference in Experience - Amortization	904,856
Change in Assumptions - Amortization	(1,241,643)
Changes in Plan Provisions	0
Employee Contributions	0
Projected Earnings	(119,470)
Administration Expense	5,832
Other Changes in Fiduciary Net Position	0
Asset (Gain) / Loss Amortization	<u>26,871</u>
Total Expense	1,983,631

### Schedules of Required Supplementary Information

	<u>2019</u>
Total OPEB Liability – Beginning	24,633,420
Total OPEB Liability – Ending (a)	25,830,377
Plan Fiduciary Net Position – Beginning	1,351,003
Plan Fiduciary Net Position – Ending (b)	1,900,265
Net OPEB Liability – Ending (a) – (b)	23,930,112
Plan Fiduciary Net Positions as a percentage of the Total OPEB Liability	7.4%
Covered-employee payroll	15,540,412
Net OPEB Liability as a percentage of Covered-employee Payroll	154.0%

**Schedule of Net Position Restricted for OPEB Plan Benefits Amortization Recognition**

Below is the schedule of amortization adjustments to the OPEB Expense for the coming years. A positive number indicates a deferred outflow and will be added to the OPEB Expense. A negative number indicates a deferred inflow and will be subtracted from the OPEB Expense.

Investment Return

<u>FYE</u>	<u>(Gain) / Loss</u>	<u>Period</u>	<u>Increase (Decrease) arising from (Gains) or Losses</u>				
			<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
2019	62,981	5	12,596	12,596	12,596	12,596	12,597
2018	73,052	5	14,610	14,610	14,610	14,612	
2017	-1,677	5	-355	-355	-357		

Experience

<u>FYE</u>	<u>(Gain) / Loss</u>	<u>Period</u>	<u>Increase (Decrease) arising from (Gains) or Losses</u>						
			<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
2018	5,691,547	6.29	904,856	904,856	904,856	904,856	904,856	262,411	

Assumptions

<u>FYE</u>	<u>(Gain) / Loss</u>	<u>Period</u>	<u>Increase (Decrease) arising from (Gains) or Losses</u>						
			<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
2018	-7,809,935	6.29	-1,241,643	-1,241,643	-1,241,643	-1,241,643	-1,241,643	-360,077	

**Reconciliation of Net OPEB Liability for 2019**

NOL Beginning of Year	23,282,417
OPEB Expense	1,983,631
Employer Contributions	(1,708,833)
Change in Deferred Outflows	(869,081)
Change in Deferred Inflows	1,241,978
Revenue	<u>0</u>
NOL End of Year	23,930,112

## **EXHIBITS**

## **EXHIBIT 1 – MEDICAL PREMIUM**

### **Monthly Premiums effective July 1, 2018**

Health and dental benefits are available to employees and retirees through a number of plans. The following are gross monthly rates per subscriber for plans in which current MERSD employees and/or retirees are enrolled:

Tufts HMO (individual)	\$991.97
Tufts HMO (family)	\$2,678.44
Tufts PPO (individual)	\$1,238.96
Tufts PPO (family)	\$3,344.79
Medex (individual)	\$361.00

Retirees contribute towards their coverage in the amount of 20% of the stated premiums for the MEDEX and HMO plans. Those electing the PPO pay the difference between the PPO cost and the portion the MERSD pays for the HMO plan. As of July 1, 2018 this represents 35.9%. Future retirees will contribute 25% if hired before 7/1/2015, otherwise 30%.

## EXHIBIT 2 – MEMBERSHIP DATA

### Number of Participants

Actives:	210
Retirees and Beneficiaries:	<u>165</u>
Total:	375

### **EXHIBIT 3 – SUMMARY OF PLAN PROVISIONS:**

***Retirement Medical Insurance:*** All retirees and beneficiaries pay a 20% share of their post-retirement medical costs for MEDEX and HMO plans. Participants electing the PPO plan pay the difference between 80% of the HMO plan and the full cost of the PPO plan. Future retirees will contribute 25% if hired before 7/1/2015, otherwise 30%.

***Life Insurance:*** Manchester-Essex Regional School District provides \$5,000 of basic life insurance.

***Spousal Coverage:*** Current and future retirees may elect to include their spouses as part of their post-retirement benefits. Spousal coverage for medical insurance ends at the earlier of the retiree's death, and the spouse's death.

***Administrative Costs:*** The MERSD pays administrative costs for each member of the plan as part of the monthly premium.

***Section 18 Coverage:*** The MERSD has elected to adopt Section 18 under Chapter 32B of the General Laws of Massachusetts, which requires that an employee or retiree must participate in the Medicare program as the primary payer once one reaches age 65 and is Medicare eligible.

***Retirement Eligibility:*** Age 55 with 10 years of service, or 20 years of service.

***Ordinary Disability Eligibility:*** 10 years of service and under age 55.

***Termination Eligibility:*** 10 years of service.

## EXHIBIT 4 – ACTUARIAL METHODS AND ASSUMPTIONS:

### All Groups

**Interest:** Full Prefunding: 7.5%, net of investment expenses

**Actuarial Cost Method:** Entry Age Normal

**Medical Care Inflation:**

<u>Year</u>	<u>Inflation Rate</u>
2018	5.5%
2019	5.0%
2020 & after	4.5%

**Participation:** 85% of future retirees are assumed to participate in the retiree medical plan and 75% of future retirees are expected to elect life insurance.

**Marital status:** 80% of male District employees and 60% of female District employees are assumed to have a covered spouse at retirement. Wives are assumed to be three years younger than their husbands.

**Termination Benefit:** 85% of current actives over age 50 with at least 10 years of service are expected to elect medical coverage starting at age 65.

**Medical Plan Costs:** The estimated gross per capita incurred claim costs for all retirees and beneficiaries during 2018-19 at age 64 and 65 are \$19,644 and \$4,857, respectively. Medicare eligible retirees' per capita claims costs at age 65 is \$3,590. The estimated gross per capita incurred claim costs for all future retirees and beneficiaries during 2018-19 at age 64 and 65 are \$18,297 and \$3,590, respectively. It is assumed that future retirees participate in the same manner as current retirees. Per capita costs were developed from age adjusting a blend of the current premium rates for the various insured arrangements. Employee cost sharing is based on current rates. Future cost sharing is based on the weighted average of the current cost sharing of retirees and beneficiaries. Premium costs include cost of administration.

**Age-based Morbidity:** Medical costs are adjusted to reflect expected cost increases related to age. The increase in the net costs assumed to be:

<u>Age</u>	<u>Annual Increase Retiree</u>
49 and below	2.6%
50-54	3.2%
55-59	3.4%
60-64	3.7%
65-69	3.2%
70-74	2.4%
75-79	1.8%
80 and over	0.0%

**Current Employees:** Current active employees who are assumed to retire prior to age 65 are valued with a weighted-average current cost. This weighted-average current cost is based on the medical plan coverage of current retirees under age 65.

At age 65, active participants are assumed to participate in the same manner as current retirees over age 65 in Medicare Supplemental plans.

**Pre-Age 65 Retirees:** Current retirees, spouses and beneficiaries who are under age 65 are assumed to remain in their current medical plan until age 65. At age 65, all participants are assumed to participate in Medicare supplement plan in the same proportions as current post 65 retirees.

Current active employees who are assumed to retire prior to age 65 are valued with a weighted-average premium. This weighted-average premium is based on the medical plan coverage of current retirees under age 65. At age 65, all participants are assumed to participate in post 65 Medicare supplemental plans in the same proportions as current retirees over age 65.

**Post-Age 65 Retirees:** Current retirees over age 65 remain in their current medical plan until death for purposes of measuring their contributions. Amounts to be received in the future for the Medicare Part D Retiree Drug Subsidy are not reflected in the valuation.

**MANCHESTER-ESSEX REGIONAL SCHOOL DISTRICT, NON-TEACHERS**

SEPARATIONS FROM ACTIVE SERVICE: Representative values of the assumed annual rates of withdrawal and vesting, disability, death and service retirement are as follows:

Age	Disability	Service Retirement				Years of Service	Rates of Withdrawal
		Male	Female	Male Post 2012 Hire	Female Post 2012 Hire		
25	0.0001					0	0.2800
30	0.0002					5	0.1020
35	0.0003					10	0.0650
40	0.0007					15	0.0417
45	0.0010					20	0.0400
50	0.0013	0.0360	0.1019			25	0.0400
55	0.0016	0.0477	0.0469			30+	0.0000
60	0.0018	0.1057	0.0774	0.0477	0.0469		
62	0.0019	0.1473	0.1168	0.0632	0.0509		
65	0.0016	0.2615	0.1939	0.1057	0.0774		
69	0.0014	0.2500	0.2000	0.2136	0.1708		

Mortality: It is assumed that both pre-retirement mortality and beneficiary mortality is represented by the RP-2014 Blue Collar Mortality with Scale MP-2015, fully generational. Mortality for retired members for Group 1 and 2 is represented by the RP-2014 Blue Collar Mortality Table set forward five years for males and 3 years for females, fully generational. Mortality for disabled members for Group 1 and 2 is represented by the RP-2000 Mortality Table set forward six years. Generational adjusting is based on Scale MP-2015.

**MANCHESTER-ESSEX REGIONAL SCHOOL DISTRICT, TEACHERS**

SEPARATIONS FROM ACTIVE SERVICE: Representative values of the assumed annual rates of withdrawal and vesting, disability, death and service retirement are as follows:

**Retirement – Males**

Age	Not in Retirement Plus		Retirement Plus		
	Less than 20	20+	Less than 20	20 - 30	30+
47	0.000	0.000	0.000	0.000	0.000
48	0.000	0.000	0.000	0.000	0.000
49	0.000	0.000	0.000	0.000	0.000
50	0.000	0.020	0.000	0.010	0.020
51	0.000	0.020	0.000	0.010	0.020
52	0.000	0.020	0.000	0.010	0.020
53	0.000	0.020	0.000	0.015	0.020
54	0.000	0.030	0.000	0.025	0.020
55	0.035	0.030	0.050	0.030	0.060
56	0.035	0.035	0.050	0.060	0.200
57	0.050	0.040	0.050	0.100	0.400
58	0.055	0.050	0.050	0.150	0.500
59	0.060	0.060	0.100	0.200	0.500
60	0.075	0.150	0.100	0.250	0.400
61	0.120	0.250	0.200	0.300	0.400
62	0.140	0.300	0.200	0.350	0.350
63	0.140	0.300	0.250	0.400	0.350
64	0.140	0.300	0.250	0.400	0.350
65	0.300	0.300	0.250	0.400	0.350
66	0.300	0.250	0.300	0.300	0.400
67	0.300	0.250	0.300	0.300	0.400
68	0.300	0.250	0.300	0.300	0.400
69	0.300	0.250	0.300	0.300	0.400
70+	1.000	1.000	1.000	1.000	1.000

**Retirement – Females**

Age	Not in Retirement Plus	
	Less than 20	20+
47	0.000	0.000
48	0.000	0.000
49	0.000	0.000
50	0.000	0.010
51	0.000	0.010
52	0.000	0.015
53	0.000	0.020
54	0.000	0.020
55	0.035	0.040
56	0.035	0.040
57	0.035	0.040
58	0.050	0.060
59	0.065	0.080
60	0.085	0.150
61	0.100	0.200
62	0.120	0.200
63	0.120	0.250
64	0.200	0.300
65	0.300	0.400
66	0.300	0.300
67	0.300	0.300
68	0.300	0.300
69	0.300	0.300
70+	1.000	1.000

Retirement Plus		
Less than 20	20 - 30	30+
0.000	0.000	0.000
0.000	0.000	0.000
0.000	0.000	0.000
0.000	0.010	0.015
0.000	0.010	0.015
0.000	0.010	0.015
0.000	0.010	0.015
0.000	0.010	0.020
0.030	0.030	0.050
0.030	0.050	0.150
0.040	0.080	0.350
0.080	0.100	0.350
0.080	0.150	0.350
0.100	0.200	0.350
0.120	0.250	0.350
0.120	0.300	0.350
0.150	0.300	0.350
0.200	0.300	0.350
0.250	0.400	0.350
0.250	0.300	0.350
0.300	0.300	0.300
0.300	0.300	0.300
0.300	0.300	0.300
0.300	0.300	0.300
1.000	1.000	1.000

**Disability**

Age	Disability
20	0.00004
30	0.00006
40	0.00010
50	0.00050
60	0.00070
60	0.00070

**Withdrawal**

Age	Service					
	0		5		10+	
	Male	Female	Male	Female	Male	Female
20	0.130	0.100	0.055	0.070	0.015	0.050
30	0.150	0.150	0.054	0.088	0.015	0.045
40	0.133	0.105	0.052	0.050	0.017	0.022
50	0.162	0.098	0.070	0.050	0.023	0.020

Mortality: It is assumed that mortality is represented by the RP-2014 White Collar Mortality with Scale MP-2017, fully generational. Generational adjusting is based on Scale MP-2017.

## CERTIFICATION:

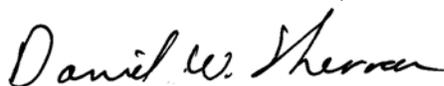
This report fairly represents the actuarial position of the Manchester-Essex Regional School District OPEB Plan as of June 30, 2019, in accordance with generally accepted actuarial principles applied consistently with the preceding valuation. In our opinion, the actuarial assumptions used to compute actuarial accrued liability and normal cost are reasonably related to plan experience and to reasonable expectations, and represents our best estimate of anticipated plan experience.

The funded status measure is appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan's benefit obligations. The funded status measure is appropriate for assessing the need for or the amount of future contributions.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as 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 our assignment, we did not perform an analysis of the potential range of such future measurements.

The report was prepared under the supervision of Daniel Sherman, an Associate of the Society of Actuaries and a Member of the American Academy of Actuaries, who takes responsibility for the overall appropriateness of the analysis, assumptions and results. Daniel Sherman is deemed to meet the General Qualification Standard and the basic education and experience requirement in the OPEB area. Based on over thirty years of performing valuations of similar complexity, Mr. Sherman is qualified by experience. Daniel Sherman has met the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.

Sherman Actuarial Services, LLC



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Daniel W. Sherman, ASA, MAAA

March, 2020