



TOWN OF GRANBY OTHER POST-EMPLOYMENT BENEFITS PROGRAM

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

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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 Town of Granby ("Town"). 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 Town may provide a copy of Milliman's work, in its entirety, to the Town'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 Town; and (b) the Town 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 Town. 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.

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.

Although it is possible that the COVID-19 pandemic could have a material impact on the projected mortality, liabilities, and contribution requirements, we have chosen not to make an adjustment in the projections at this time, given the substantial current uncertainty regarding the impact of COVID-19 on mortality and plan costs, including whether the pandemic will increase or decrease mortality during the term of our projections. We will be monitoring this development closely and may adjust future projections to reflect the impact of COVID-19, if and when it becomes appropriate.

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 consultants 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 meet 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 and Plan Experience

From July 1, 2019 to July 1, 2021, the overall membership decreased from 342 to 326. The number of active members decreased from 278 to 268, and the total number of members and spouses/dependents receiving benefits decreased from 64 to 58.

The average age of active members decreased slightly from 48.4 to 48.3, and the average age of members receiving benefits increased from 69.7 to 72.7.

Plan Changes

BOE Clerical and Custodians hired after July 1, 2016 do not have the option to select the PPO health care plan.

BOE Clerical and Custodians retiring with less than 10 years of service or hired after July 1, 2019 can no longer continue coverage through the town after two years of retirement.

This change caused the Unfunded Accrued Liability to decrease by about \$1,700 and the Actuarially Determined Contribution to decrease by about \$1,500.

Changes in Actuarial Methods and Assumptions

We updated the assumptions for Certified employees to reflect the assumptions used in the June 30, 2020 Actuarial Valuation Report for the Connecticut State Teachers' Retirement System.

We updated the medical trend so that it decreases from 5.60% to 4.00% over 52 years (prior: 5.15% to 4.50% over 58 years).

These changes in combination caused the Unfunded Accrued Liability to decrease by about \$404,300 and the Actuarially Determined Contribution to decrease by about \$76,000.

Other Significant Changes

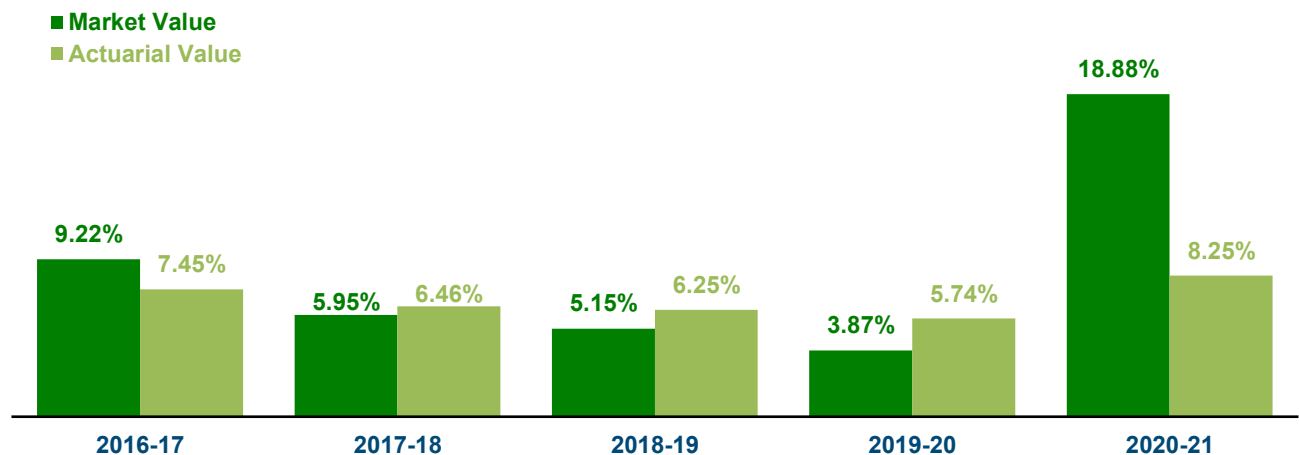
In November 2021, the Town chose to prefund several years' worth of estimated OPEB contributions by making a single \$2,000,000 payment to the OPEB trust. This did not impact the results of the July 1, 2021 valuation. In subsequent years, we will separately track the prefunded contribution balance, so that we can calculate what the the Actuarially Determined Contribution would have been had the prefunding not occurred, and then we will apply a portion of the prefunded balance to satisfy that year's Actuarially Determined Contribution. Note that the long range forecast results contained in this report do not reflect the prefunded contribution amount.

Section I - Executive Summary Assets

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 non-asymptotically over five years.

	Market	Actuarial
Value as of July 1, 2019	\$1,933,142	\$1,933,010
Town Contributions	901,761	901,761
Investment Income	80,606	119,379
Benefit Payments	(605,505)	(605,505)
Value as of July 1, 2020	2,310,004	2,348,645
Town Contributions	1,303,087	1,303,087
Investment Income	498,921	221,035
Benefit Payments	(639,301)	(639,301)
Value as of July 1, 2021	3,472,711	3,233,466

For fiscal year 2019-20, the plan's assets earned 3.87% on a Market Value basis and 5.74% on an Actuarial Value basis. The actuarial assumption for this period was 6.00%; the result is an asset loss of about \$44,000 on a Market Value basis and a loss of about \$5,000 on an Actuarial Value basis. For fiscal year 2020-21, the plan's assets earned 18.88% on a Market Value basis and 8.25% on an Actuarial Value basis. The actuarial assumption for this period was 6.00%; the result is an asset gain of about \$340,000 on a Market Value basis and a gain of about \$60,000 on an Actuarial Value basis. Historical rates of return are shown in the graph below.

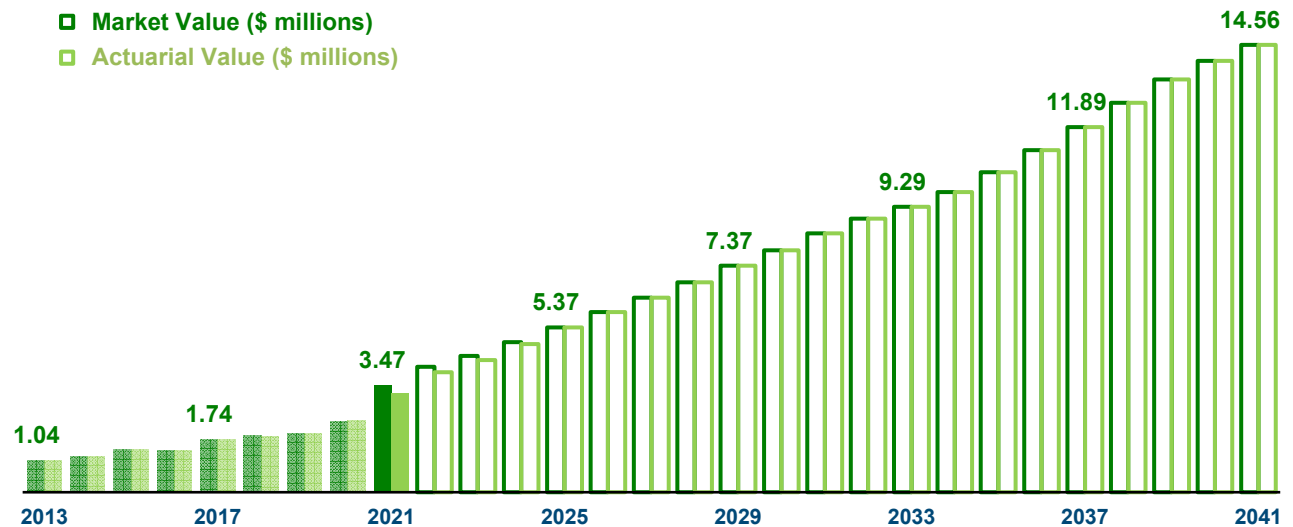


Please note that the Actuarial Value currently is less than the Market Value by \$239,000. This figure represents investment gains that will be gradually recognized in future years. This process will exert downward pressure on the Town's contribution, unless there are offsetting market losses.

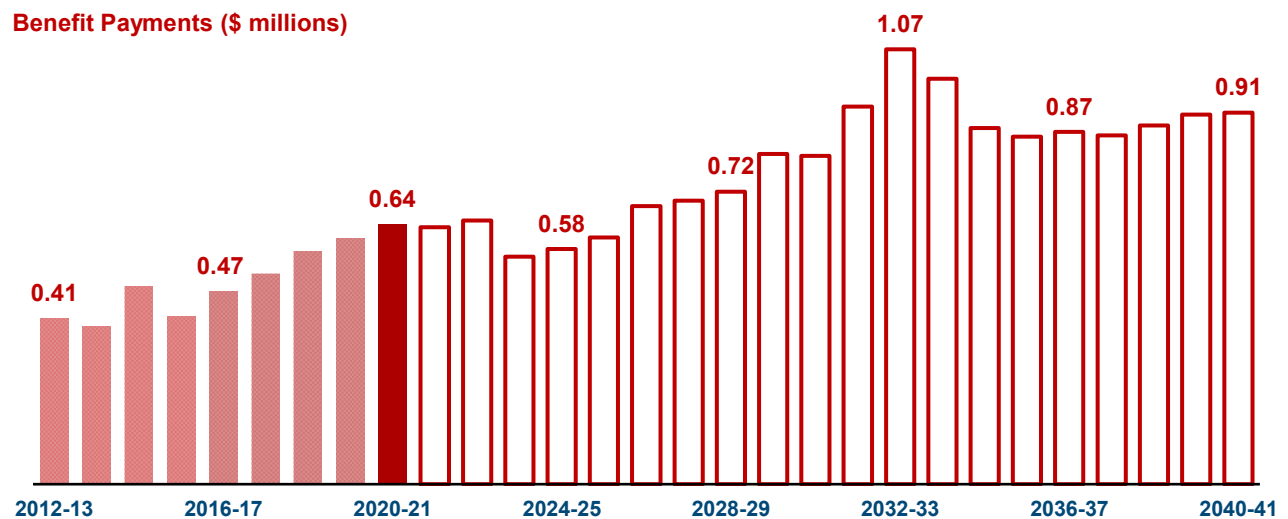
Section I - Executive Summary

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 Town always contributes the Actuarially Determined Contribution and the investments always earn the assumed interest rate each year.



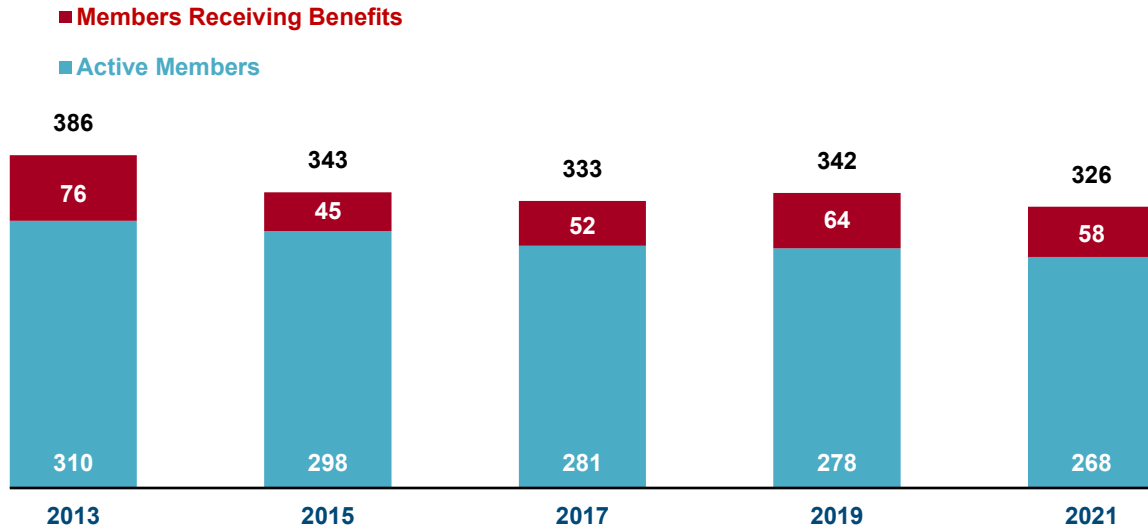
In 2020-21, the plan paid out \$639 thousand in benefits to members. Over the next 20 years, the plan is projected to pay out a total of \$16 million in benefits to members.



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.



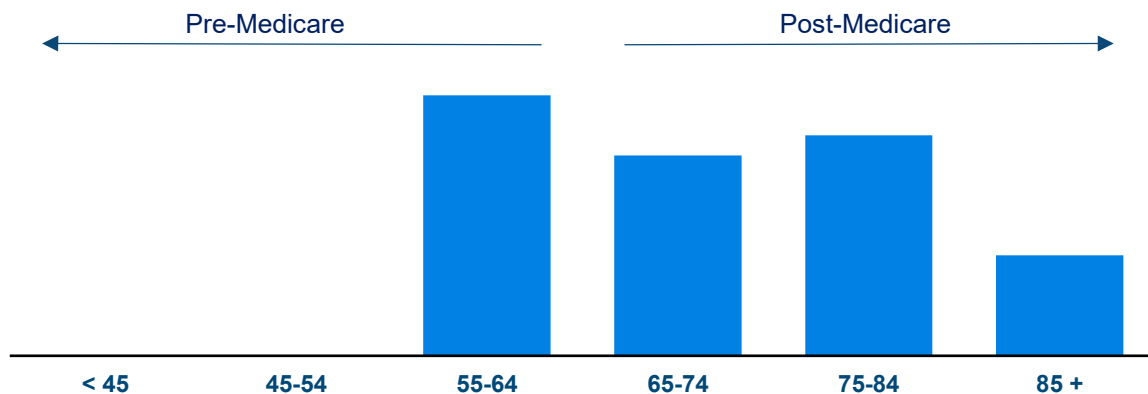
Members Receiving Benefits on July 1, 2021

Average Age

72.7

BOE Certified	35
BOE Clerical	5
BOE Custodians	4
BOE Non-Union	0
Town	13
Police	1
Total	58

As of July 1, 2021, there were 39 members receiving benefits plus an additional 19 spouses/dependents receiving benefits. The members receiving benefits fall across a wide distribution



Section I - Executive Summary

Membership (continued)

Active Members on July 1, 2021

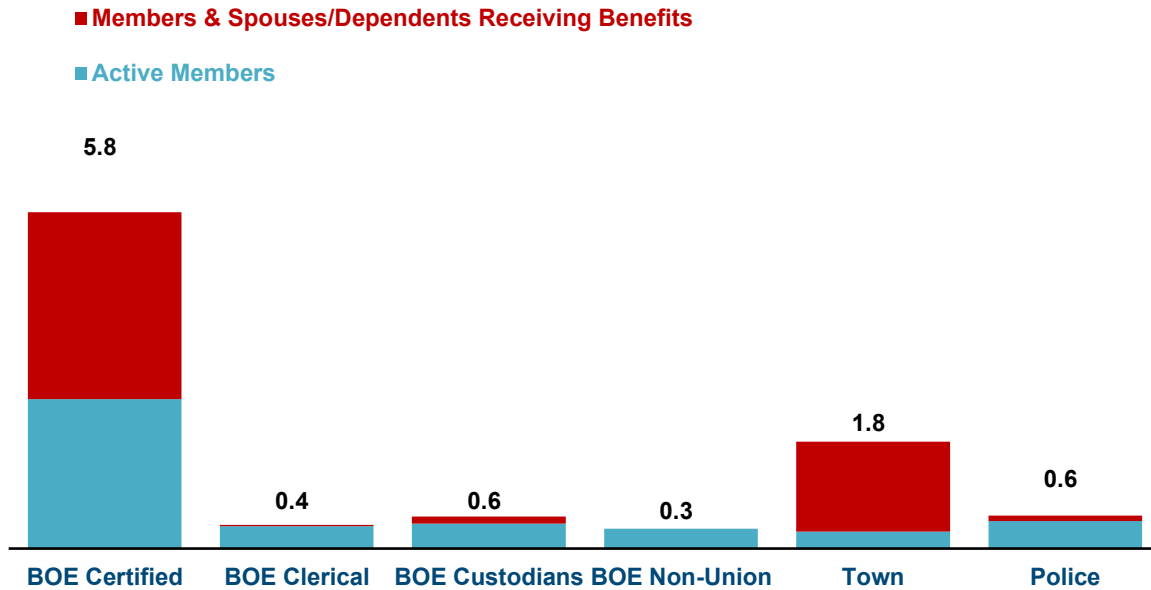
BOE Certified	164	Average Age	48.3
BOE Clerical	15	Average Service	11.7
BOE Custodians	18	Payroll	\$21,014,287
BOE Non-Union	15	Average Payroll	78,412
Town	44		
Police	<u>12</u>		
Total	268		

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+	
< 25	5							5
25-29	8							8
30-34	8	6	4					18
35-39	11	13	5	5				34
40-44	7	8	9	10	2			36
45-49	11	5	5	10	5	1		37
50-54	8	13	5	10	10	4		50
55-59	2	11	10	9	5	3	1	41
60-64	6	5	4	4	7	2	1	29
65+	2	1	2	2	3			10
Total	68	62	44	50	32	10	2	268

Section I - Executive Summary Accrued Liability

The Accrued Liability as of July 1, 2021 is \$9,533,227, which consists of the following pieces:

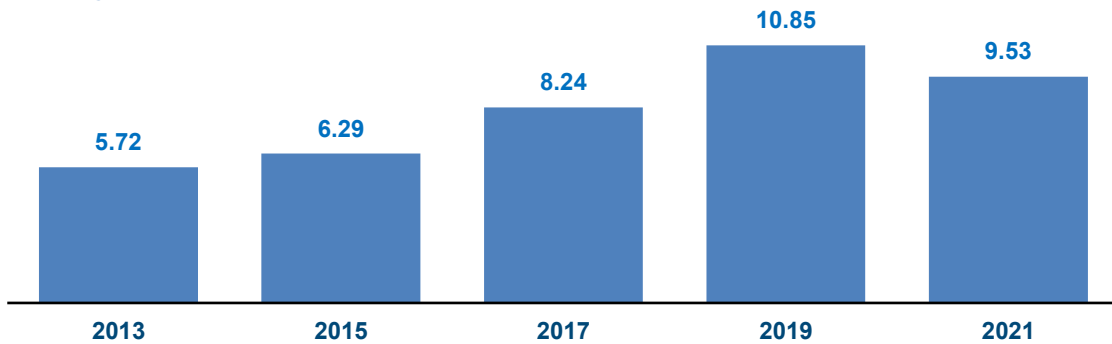


Section I - Executive Summary

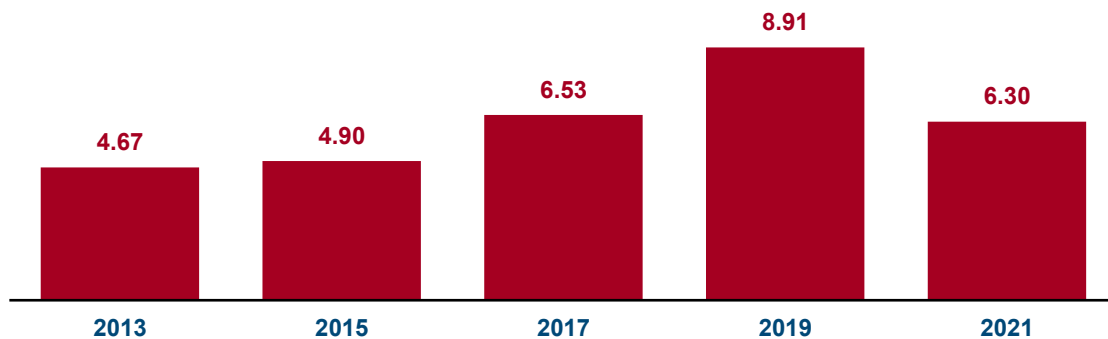
Funded Status

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.

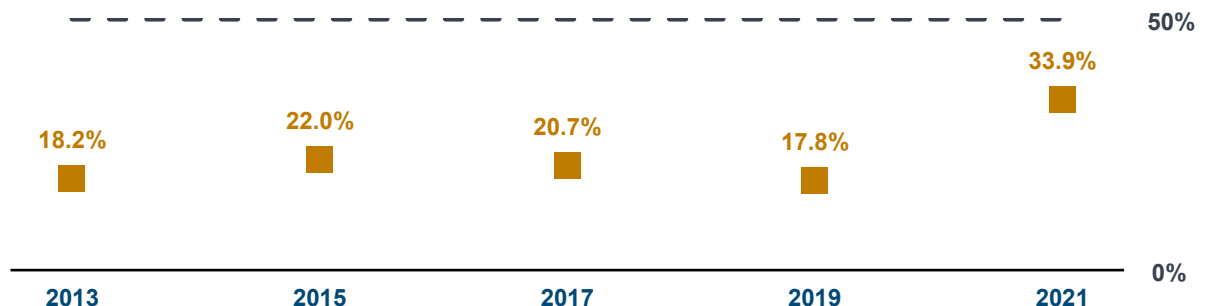
Accrued Liability (\$ millions)



Unfunded Accrued Liability (\$ millions)



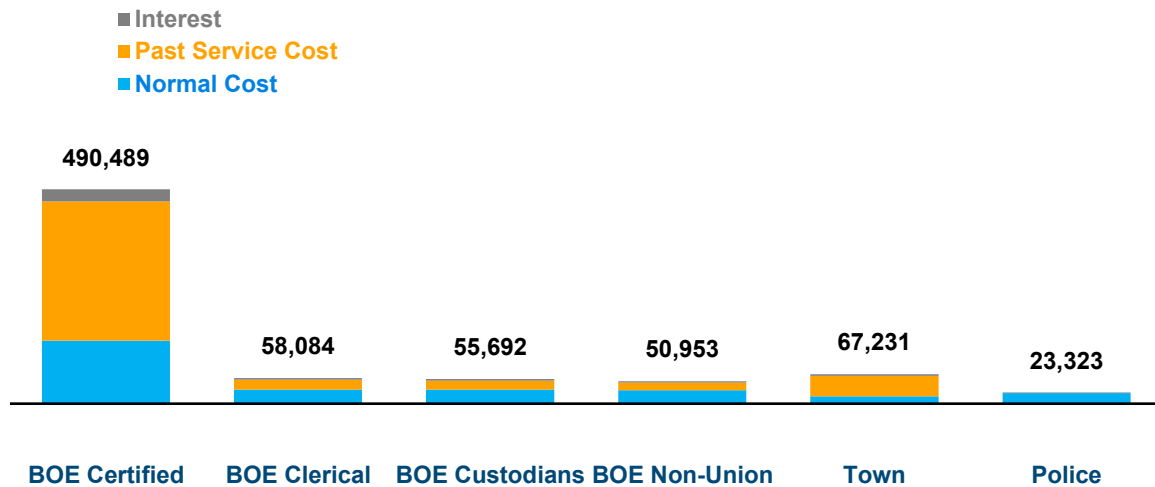
Funded Ratio



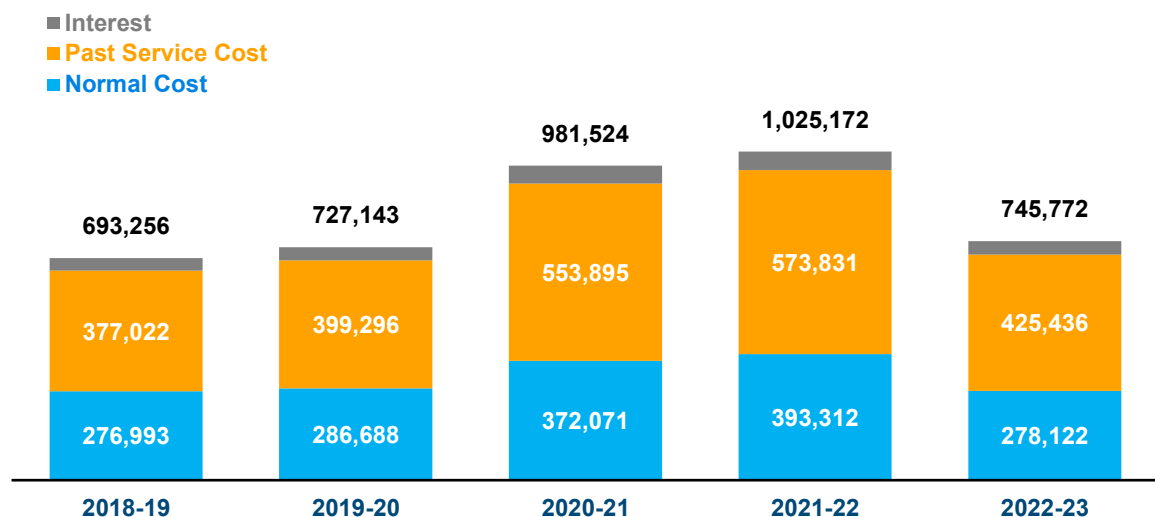
Section I - Executive Summary Actuarially Determined Contribution

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 Interest to reflect the timing of the contribution relative to the valuation date.

The Actuarially Determined Contribution for fiscal year 2022-23 is \$745,772, which is shown graphically below.



The chart below shows the Actuarially Determined Contribution for the past five 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.

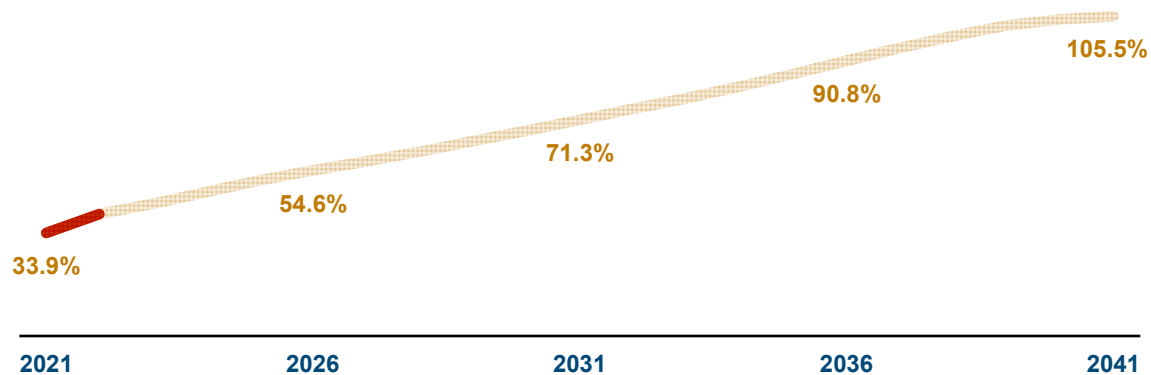


Section I - Executive Summary

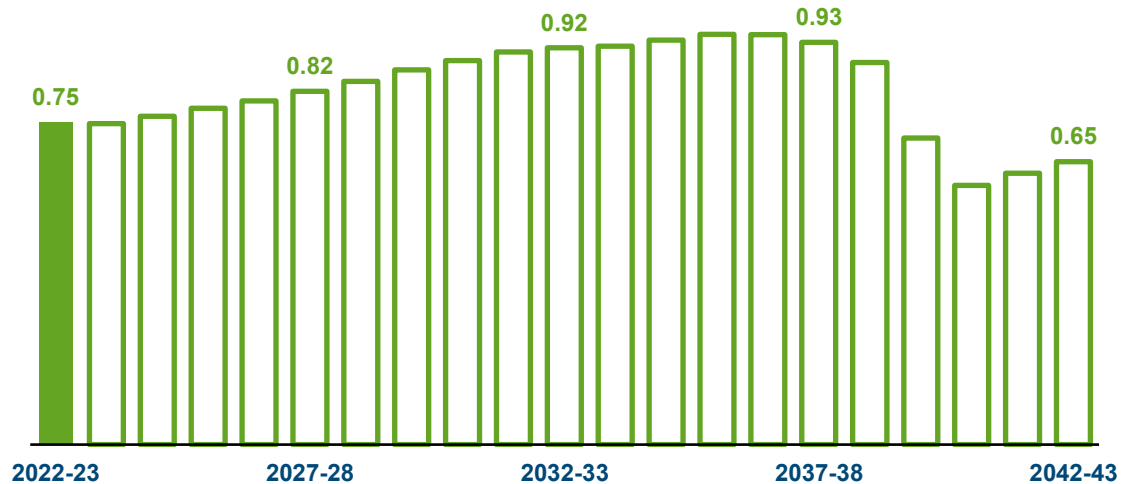
Long-Range Forecast

If the Town 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)

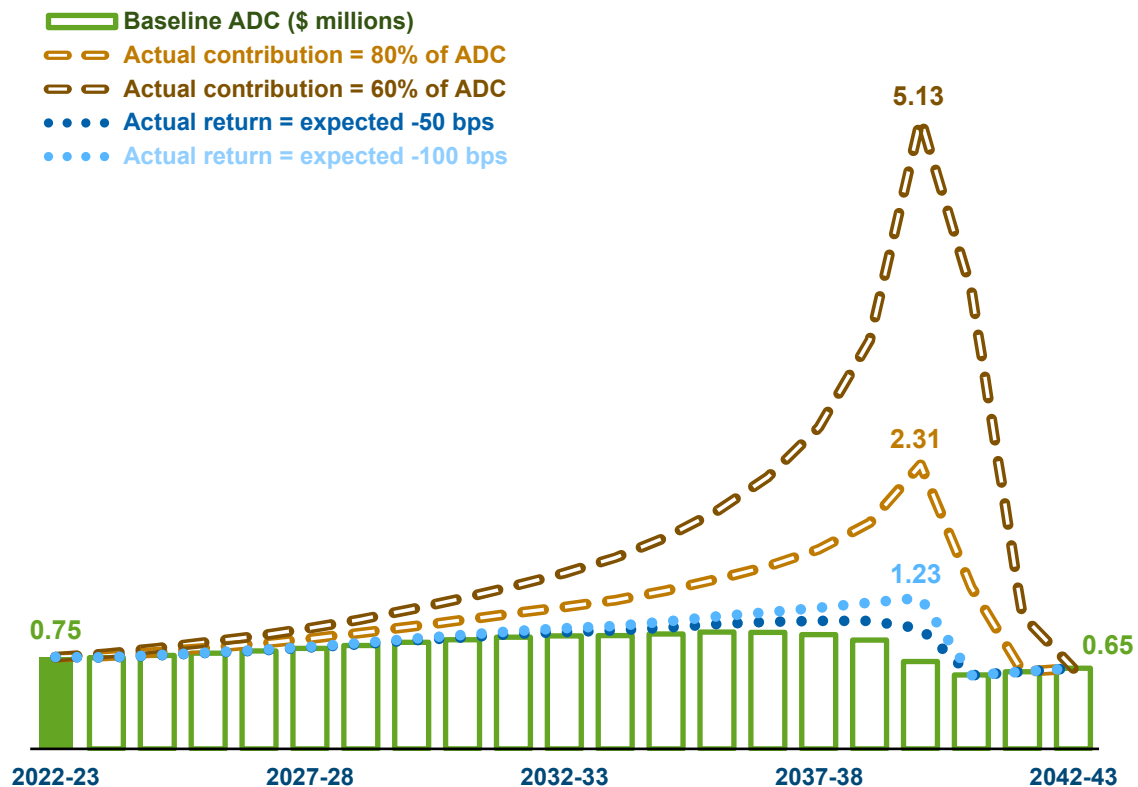


To the extent that there are future investment or liability gains or losses, changes in the actuarial assumptions or methods, or plan changes, the actual valuation results will differ from these forecasts. Please see Section III C for more details of the long range forecast.

Section I - Executive Summary

Long-Range Forecast (continued)

Benefits are paid for through a combination of contributions from the Town and from employees, and from investment income. If the Town 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 Town'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 Town's future contribution levels. Stochastic projections could be prepared that would enable the Town 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, 2019	July 1, 2021
Active Members	278	268
Members Receiving Benefits	<u>39</u>	<u>39</u>
Total Count	317	307
Payroll	\$21,208,110	\$21,014,287
Assets and Liabilities as of	July 1, 2019	July 1, 2021
Market Value of Assets	\$1,933,142	\$3,472,711
Actuarial Value of Assets	1,933,010	3,233,466
Accrued Liability for Active Members	5,552,156	4,498,497
Accrued Liability for Members Receiving Benefits	<u>5,295,232</u>	<u>5,034,730</u>
Total Accrued Liability	10,847,388	9,533,227
Unfunded Accrued Liability	8,914,378	6,299,761
Funded Ratio	17.8%	33.9%
Actuarially Determined Contribution for Fiscal Year	2020-21	2022-23
Normal Cost	\$372,071	\$278,122
Past Service Cost	553,895	425,436
Interest	<u>55,558</u>	<u>42,214</u>
Actuarially Determined Contribution	981,524	745,772
Allocated to BOE Certified	\$592,556	\$490,489
Allocated to BOE Clerical	72,546	58,084
Allocated to BOE Custodians	64,656	55,692
Allocated to BOE Non-Union	47,747	50,953
Allocated to Town	111,935	67,231
Allocated to Police	<u>92,084</u>	<u>23,323</u>
Total	981,524	745,772

Section II - Plan Assets

A. Summary of Fund Transactions

Market Value as of July 1, 2019	\$1,933,142
Town Contributions	901,761
Member Contributions	0
Net Investment Income	80,606
Benefit Payments	(605,505)
Administrative Expenses	0
Market Value as of June 30, 2020	2,310,004
Expected Return on Market Value of Assets, 2019-20	124,971
Market Value (Gain)/Loss, 2019-20	44,365
Approximate Rate of Return, 2019-20*	3.87%
Market Value as of July 1, 2020	\$2,310,004
Town Contributions	1,303,087
Member Contributions	0
Net Investment Income	498,921
Benefit Payments	(639,301)
Administrative Expenses	0
Market Value as of June 30, 2021	3,472,711
Expected Return on Market Value of Assets, 2020-21	158,555
Market Value (Gain)/Loss, 2020-21	(340,366)
Approximate Rate of Return, 2020-21*	18.88%

* The rates shown here are not the dollar or time weighted investment yield rate which measures investment performance. They are an approximate net return assuming all activity occurred on average midway through the fiscal year.

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 in equal installments ('non-asymptotically') over a five year period. The Actuarial Value of Assets as of July 1, 2020 is determined below.

1.	Expected Market Value of Assets:			
	a. Market Value of Assets as of July 1, 2019			\$1,933,142
	b. Town Contributions			901,761
	c. Benefit Payments			(605,505)
	d. Expected Earnings Based on 6.00% Interest			<u>124,971</u>
	e. Expected Market Value of Assets as of July 1, 2020			2,354,369
2.	Actual Market Value of Assets as of July 1, 2020			2,310,004
3.	Market Value (Gain)/Loss: (1e) - (2)			44,365
4.	Delayed Recognition of Market (Gains)/Losses			
			Percent Not	Amount Not
	Plan Year End	(Gain)/Loss	Recognized	Recognized
	06/30/2020	\$44,365	80%	\$35,492
	06/30/2019	15,640	60%	9,384
	06/30/2018	867	40%	347
	06/30/2017	(32,910)	20%	<u>(6,582)</u>
				38,641
5.	Actuarial Value of Assets as of July 1, 2020: (2) + (4)			2,348,645
6.	Return on Actuarial Value of Assets:			119,379
7.	Approximate Rate of Return on Actuarial Value of Assets			5.74%
8.	Actuarial Value (Gain)/Loss			5,407

Section II - Plan Assets

B. Development of Actuarial Value of Assets

The Actuarial Value of Assets as of July 1, 2021 is determined below.

1.	Expected Market Value of Assets:	
a.	Market Value of Assets as of July 1, 2020	\$2,310,004
b.	Town Contributions	1,303,087
c.	Benefit Payments	(639,301)
d.	Expected Earnings Based on 6.00% Interest	<u>158,555</u>
e.	Expected Market Value of Assets as of July 1, 2021	3,132,345
2.	Actual Market Value of Assets as of July 1, 2021	3,472,711
3.	Market Value (Gain)/Loss: (1e) - (2)	(340,366)
4.	Delayed Recognition of Market (Gains)/Losses	
	Plan Year End	(Gain)/Loss
	06/30/2021	(\$340,366)
	06/30/2020	44,365
	06/30/2019	15,640
	06/30/2018	867
		<u>173</u>
		(239,245)
5.	Actuarial Value of Assets as of July 1, 2021: (2) + (4)	3,233,466
6.	Return on Actuarial Value of Assets:	221,035
7.	Approximate Rate of Return on Actuarial Value of Assets	8.25%
8.	Actuarial Value (Gain)/Loss	(60,282)

Section III - Development of Contribution

A. Summary of Liabilities

We have calculated the Accrued Liability separately for 6 groups, who are eligible for different OPEB benefits. We have broken the accrued liability into several pieces: benefits that are expected to be paid prior to age 65 (i.e. prior to Medicare) and after age 65 (i.e. after Medicare) to current active members and their covered dependents after retirement, and the same figures for members who have already retired and are currently receiving benefits. In all cases, the Accrued Liability only reflects benefits that are paid for by the Town, taking into account any implicit rate subsidies.

	BOE Certified	BOE Clerical	BOE Custodians	BOE Non- Union	Town	Police	Total
Current active members							
Members Under Age 65	\$1,381,448	\$156,706	\$157,233	\$111,366	\$115,731	\$262,281	\$2,184,765
Members Over Age 65	437,404	100,126	152,248	115,704	79,865	143,128	1,028,475
Spouses/Dependents Under Age 65	349,438	12,550	81,127	27,722	54,743	65,948	591,528
Spouses/Dependents Over Age 65	<u>414,155</u>	<u>117,104</u>	<u>37,449</u>	<u>83,382</u>	<u>38,830</u>	<u>2,809</u>	<u>693,729</u>
Total	2,582,445	386,486	428,057	338,174	289,169	474,166	4,498,497
Current members receiving benefits							
Members Under Age 65	98,030	18,791	60,680	0	57,807	36,345	271,653
Members Over Age 65	2,667,433	2,626	24,169	0	551,659	57,345	3,303,232
Spouses/Dependents Under Age 65	12,248	0	39,712	0	206,349	0	258,309
Spouses/Dependents Over Age 65	<u>459,308</u>	<u>1,133</u>	<u>0</u>	<u>0</u>	<u>741,095</u>	<u>0</u>	<u>1,201,536</u>
Total	3,237,019	22,550	124,561	0	1,556,910	93,690	5,034,730
Total Accrued Liability	5,819,464	409,036	552,618	338,174	1,846,079	567,856	9,533,227
Accrued Liability Sensitivity							
	1% Decrease			Baseline		1% Increase	
Discount Rate	10,423,440			9,533,227		8,754,602	
Trend Rate	8,640,964			9,533,227		10,572,512	

Section III - Development of Contribution

B. Actuarially Determined Contribution

The Actuarially Determined Contribution (ADC) for the OPEB program consists of three pieces: a **Normal Cost** (the cost of benefits earned each year should be accrued in that year) plus a **Past Service Cost** (a catch-up accrual to amortize the Unfunded Accrued Liability) plus **Interest** to reflect the timing lag between the valuation date and the fiscal year.

The amortization method produces annual payments that will increase by 3.50% annually. On this basis, the ADC is determined as follows:

	BOE Certified	BOE Clerical	BOE Custodians	BOE Non- Union	Town	Police	Total
Accrued Liability	\$5,819,464	\$409,036	\$552,618	\$338,174	\$1,846,079	\$567,856	\$9,533,227
Actuarial Value of Assets (see Section II B)	1,100,928	70,169	243,660	74,997	1,146,844	596,868	3,233,466
Unfunded Accrued Liability	4,718,536	338,867	308,958	263,177	699,235	(29,012)	6,299,761
Funded Ratio	18.9%	17.2%	44.1%	22.2%	62.1%	105.1%	33.9%
Amortization Period	18	18	18	18	18	18	18
Amortization Growth Rate	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%
Past Service Cost	318,652	22,884	20,865	17,773	47,221	(1,959)	425,436
Normal Cost	144,073	31,912	31,675	30,296	16,204	23,962	278,122
Interest	27,764	3,288	3,152	2,884	3,806	1,320	42,214
ADC for FY 2022-23	490,489	58,084	55,692	50,953	67,231	23,323	745,772
Expected Benefit Payouts	378,564	40,815	79,552	18,390	109,365	23,519	650,205
Net Budget Impact	111,925	17,269	(23,860)	32,563	(42,134)	(196)	95,567

* The Actuarial Value of Assets is allocated to the groups in proportion to the Accrued Liability

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 Town 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. For purposes of this forecast the amortization period declines to 1 year to illustrate the progress of the plan towards becoming fully funded; in actual practice the amortization period will not be less than 10 years in order to shield the Town from contribution volatility. 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		Town Contributions	Member Contributions	Benefit Payments	Net Cash Flows
7/1/2021	\$9,533,227	\$3,233,466	\$6,299,761	33.9%	2022-23	\$745,772	\$0	(\$650,205)	\$95,567
7/1/2022	9,700,000	3,903,000	5,797,000	40.2%	2023-24	743,000	0	(560,000)	183,000
7/1/2023	9,877,000	4,305,000	5,572,000	43.6%	2024-25	760,000	0	(578,000)	182,000
7/1/2024	10,166,000	4,818,000	5,348,000	47.4%	2025-26	779,000	0	(607,000)	172,000
7/1/2025	10,459,000	5,366,000	5,093,000	51.3%	2026-27	795,000	0	(684,000)	111,000
7/1/2026	10,742,000	5,865,000	4,877,000	54.6%	2027-28	817,000	0	(697,000)	120,000
7/1/2027	10,988,000	6,332,000	4,656,000	57.6%	2028-29	840,000	0	(719,000)	121,000
7/1/2028	11,235,000	6,836,000	4,399,000	60.8%	2029-30	867,000	0	(813,000)	54,000
7/1/2029	11,464,000	7,371,000	4,093,000	64.3%	2030-31	888,000	0	(808,000)	80,000
7/1/2030	11,625,000	7,869,000	3,756,000	67.7%	2031-32	909,000	0	(929,000)	(20,000)
7/1/2031	11,813,000	8,424,000	3,389,000	71.3%	2032-33	919,000	0	(1,070,000)	(151,000)
7/1/2032	11,883,000	8,909,000	2,974,000	75.0%	2033-34	922,000	0	(998,000)	(76,000)
7/1/2033	11,827,000	9,288,000	2,539,000	78.5%	2034-35	936,000	0	(876,000)	60,000
7/1/2034	11,868,000	9,766,000	2,102,000	82.3%	2035-36	950,000	0	(855,000)	95,000
7/1/2035	12,049,000	10,414,000	1,635,000	86.4%	2036-37	949,000	0	(867,000)	82,000
7/1/2036	12,262,000	11,137,000	1,125,000	90.8%	2037-38	930,000	0	(858,000)	72,000
7/1/2037	12,511,000	11,890,000	621,000	95.0%	2038-39	884,000	0	(883,000)	1,000
7/1/2038	12,804,000	12,677,000	127,000	99.0%	2039-40	709,000	0	(909,000)	(200,000)
7/1/2039	13,116,000	13,439,000	(323,000)	102.5%	2040-41	600,000	0	(914,000)	(314,000)
7/1/2040	13,440,000	14,040,000	(600,000)	104.5%	2041-42	628,000	0	(957,000)	(329,000)

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, 2013	\$1,040,223	\$5,715,086	\$4,674,863	18.2%
July 1, 2014	1,182,317	5,825,811	4,643,494	20.3%
July 1, 2015	1,385,541	6,288,232	4,902,691	22.0%
July 1, 2016	1,365,480	6,477,821	5,112,341	21.1%
July 1, 2017	1,708,877	8,238,963	6,530,086	20.7%
July 1, 2018	1,819,327	8,493,312	6,673,985	21.4%
July 1, 2019	1,933,010	10,847,388	8,914,378	17.8%
July 1, 2020	2,348,645	11,219,239	8,870,594	20.9%
July 1, 2021	3,233,466	9,533,227	6,299,761	33.9%

Section III - Development of Contribution

E. History of Town Contributions

Fiscal Year	Actuarially Determined Contribution	Actual Town Contribution	Contribution Deficiency (Excess)
2014-15	\$526,242	\$661,242	(\$135,000)
2015-16	551,457	412,830	138,627
2016-17	568,962	707,589	(138,627)
2017-18	610,945	518,279	92,666
2018-19	693,256	572,118	121,138
2019-20	727,143	901,761	(174,618)
2020-21	981,524	1,303,087	(321,563)
2021-22	1,025,172	901,761	123,411
2022-23	745,772	TBD	TBD

Section IV - Membership Data

A. Statistics of Active Membership

		As of July 1, 2019	As of July 1, 2021
Number of Active Members	BOE Certified	169	164
	BOE Clerical	18	15
	BOE Custodians	18	18
	BOE Non-Union	12	15
	Town	47	44
	Police	<u>14</u>	<u>12</u>
	Total	278	268
Average Age	BOE Certified	45.4	45.6
	BOE Clerical	52.9	54.4
	BOE Custodians	54.5	51.9
	BOE Non-Union	51.6	51.6
	Town	54.6	54.1
	Police	47.0	47.6
	Total	48.4	48.3
Average Service	BOE Certified	11.3	11.8
	BOE Clerical	9.9	11.2
	BOE Custodians	13.3	11.3
	BOE Non-Union	10.1	10.2
	Town	11.6	11.9
	Police	11.8	12.1
	Total	11.4	11.7

Section IV - Membership Data

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

BOE Certified

Age	Years of Service							Total
	0-4	5-9	10-14	15-19	20-24	25-29	30+	
< 25	4							4
25-29	7							7
30-34	6	4	3					13
35-39	7	10	5	4				26
40-44	4	5	7	9	2			27
45-49	5	4	5	7	3	1		25
50-54	4	8	4	7	7	3		33
55-59	1	3	4	4	4	2	1	19
60-64	2		1	2	3			8
65+	1				1			2
Total	41	34	29	33	20	6	1	164

BOE Clerical

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		1		1				2
40-44								0
45-49	1							1
50-54	1	1	1					3
55-59		2	1	2				5
60-64	1			1	2			4
65+								0
Total	3	4	2	4	2	0	0	15

BOE Custodians

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								0
35-39	2							2
40-44	1	1						2
45-49					1			1
50-54		2		2				4
55-59		1	1					2
60-64	1	1	1		2	1		6
65+								0
Total	5	5	2	2	3	1	0	18

Section IV - Membership Data

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

BOE Non-Union

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		1						1
40-44	1	2						3
45-49	2	1		2				5
50-54								0
55-59				1	1			2
60-64	1	1						2
65+			1	1				2
Total	4	5	1	4	1	0	0	15

Town

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

Police

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		1						1
35-39	1	1						2
40-44			1					1
45-49	1				1			2
50-54	1	1		1	1	1		5
55-59		1						1
60-64								0
65+								0
Total	3	4	1	1	2	1	0	12

Section IV - Membership Data

C. Information on Members Receiving Benefits

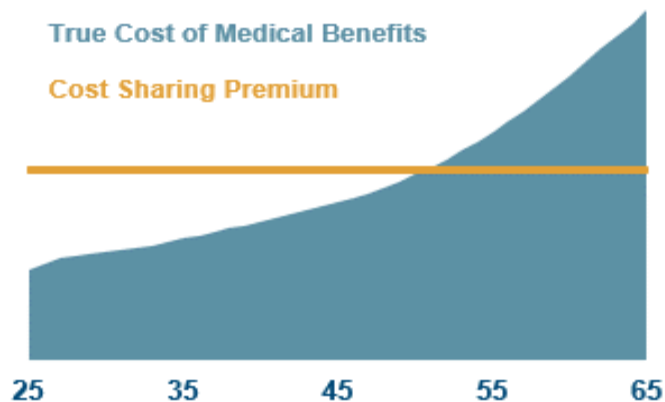
	As of July 1, 2019	As of July 1, 2021
Members Receiving Benefits		
BOE Certified	30	24
BOE Clerical	1	4
BOE Custodians	1	3
BOE Non-Union	1	0
Town	4	7
Police	<u>2</u>	<u>1</u>
Total Count	39	39
Average Age	69.7	72.7
Spouses/Dependents Receiving Benefits		
BOE Certified	18	11
BOE Clerical	0	1
BOE Custodians	1	1
BOE Non-Union	1	0
Town	5	6
Police	<u>0</u>	<u>0</u>
Total Count	25	19
Average Age	66.7	72.8

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 Appendix B. 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 Program – 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 Town is calculated as the difference between the gross liability and the offset liability.

Section V - Healthcare Information

B. Current Premiums

The annual medical premiums for the year beginning July, 1 2021 are shown below.

Medical Plan	Employee	Spouse
Blended PPO	\$14,083.80	\$14,081.04
Blended HSA	9,504.48	9,856.80
Dental Plan		
Blended Dental	750.84	749.16

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 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 also shown below.

HSA

Age	Employee		Spouse	
	Male	Female	Male	Female
45	0.57939	0.94407	0.47353	0.63013
50	0.63265	0.87787	0.55793	0.71012
55	0.68668	0.82507	0.64628	0.79167
60	0.78466	0.87967	0.77360	0.87837
65	1.00000	1.00000	1.00000	1.00000
70	1.26794	1.23097	1.42552	1.36170
75	1.54021	1.44401	1.81471	1.66318
80	1.76631	1.61900	2.08111	1.86472
85	1.98573	1.80415	2.33963	2.07799
90	2.18007	1.97019	2.56861	2.26922

Age 65 per capita claims cost

Pre-65	\$18,795.14	\$16,785.61	\$14,869.36	\$13,717.26
Post-65	18,226.82	17,448.55	15,469.76	15,149.22

PPO

Age	Employee		Spouse	
	Male	Female	Male	Female
45	0.57939	0.94407	0.47353	0.63013
50	0.63265	0.87787	0.55793	0.71012
55	0.68668	0.82507	0.64628	0.79167
60	0.78466	0.87967	0.77360	0.87837
65	1.00000	1.00000	1.00000	1.00000
70	1.26794	1.23097	1.42552	1.36170
75	1.54021	1.44401	1.81471	1.66318
80	1.76631	1.61900	2.08111	1.86472
85	1.98573	1.80415	2.33963	2.07799
90	2.18007	1.97019	2.56861	2.26922

Age 65 per capita claims cost

Pre-65	\$27,801.17	\$24,828.75	\$21,994.29	\$20,290.14
Post-65	26,960.53	25,809.34	22,882.38	22,408.25

Section V - Healthcare Information

C. Expected Healthcare Costs (continued)

Anthem Plan F

Age	Employee		Spouse	
	Male	Female	Male	Female
65	1.00000	1.00000	1.00000	1.00000
70	1.19099	1.13763	1.19099	1.13763
75	1.34252	1.22746	1.34252	1.22746
80	1.40670	1.25365	1.40670	1.25365
85	1.39960	1.22804	1.39960	1.22804
90	1.37366	1.18958	1.37366	1.18958

Age 65 per capita claims cost

Post-65	\$5,204.34	\$5,008.21	\$5,204.34	\$5,008.21
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PPO Carve Out

Age	Employee		Spouse	
	Male	Female	Male	Female
65	1.00000	1.00000	1.00000	1.00000
70	1.19099	1.13763	1.19099	1.13763
75	1.34252	1.22746	1.34252	1.22746
80	1.40670	1.25365	1.40670	1.25365
85	1.39960	1.22804	1.39960	1.22804
90	1.37366	1.18958	1.37366	1.18958

Age 65 per capita claims cost

Post-65	\$7,698.10	\$7,407.98	\$7,698.10	\$7,407.98
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Dental

Age	Employee		Spouse	
	Male	Female	Male	Female
45	0.63388	0.74847	0.63388	0.74847
50	0.68744	0.79672	0.68744	0.79672
55	0.77694	0.86654	0.77694	0.86654
60	0.88589	0.94178	0.88589	0.94178
65	1.00000	1.00000	1.00000	1.00000
70+	1.09979	1.03892	1.09979	1.03892

Age 65 per capita claims cost

Pre-65	\$815.52	\$796.96	\$815.52	\$796.96
Post-65	815.52	796.96	815.52	796.96

Appendix A - Actuarial Funding Method

The actuarial funding method used in the valuation of this Plan is known as the Entry Age Normal 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 Interest to reflect the timing of the contribution relative to the valuation date.

The Normal Cost is determined by calculating the present value of future benefits for present active Members that will become payable as the result of death, disability, retirement or termination. This cost is then spread as a level percentage of earnings from entry age to termination as an Active Member. If Normal Costs had been paid at this level for all prior years, a fund would have accumulated. Because this fund represents the portion of benefits that would have been funded to date, it is termed the Accrued Liability. In fact, it is calculated by adding the present value of benefits for Retired Members and Terminated Vested Members to the present value of benefits for Active Members and subtracting the present value of future Normal Cost contributions.

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 a closed 22 year period starting July 1, 2017. The amortization period will decrease each year until it reaches 10 years, after which time it will remain at 10 years.

The Actuarial Value of Assets is determined by recognizing market gains and losses non-asymptotically over a five year period.

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. 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 6.00%

Inflation 2.60% (prior: 2.75%)

Amortization Growth Rate 3.50%

Medical Inflation Rate	Current:	Year	Pre-65	Post-65
		Ending	Trend	Trend
		2023	5.60%	5.60%
		2025	5.10%	5.10%
		2030	4.70%	4.70%
		2040	4.60%	4.60%
		2050	4.50%	4.50%
		2060	4.50%	4.50%
		2070	4.30%	4.30%
		2080+	4.00%	4.00%

Prior: 5.15% to 4.50% over 58 years

Dental Inflation Rate 3.00%

Salary Scale **Teachers and Administrators[#]**

Service	Rate
0-1	6.50%
2-9	6.25%
10-11	5.50%
12-14	5.00%
15	4.75%
16	4.50%
17	4.25%
18	4.00%
19	3.75%
20	3.50%
21+	3.25%

All Others 3.50%

Appendix B - Actuarial Assumptions

Healthy Mortality

Teachers and Administrators[#]: Current: PubT-2010 Mortality Table for Employees and Healthy Annuitants (adjusted 105% for males and 103% for females at ages 82 and above) with generational projection of future improvements per the MP-2019 Ultimate scale. The PubT-2010 Contingent Survivor Table projected generationally per the MP-2019 Ultimate scale and set forward 1 year for both males and females is used for survivors and beneficiaries. This assumption includes a margin for improvements in longevity beyond the valuation date.

Prior: For healthy retirees and beneficiaries, the RPH-2014 White Collar table with employee and annuitant rates blended from ages 50 to 80 projected to the year 2020 using the BB improvement scale and further adjusted to grade in increases (5% for females and 8% for males) to rates over age 80.

Police and Town Union: PubS-2010 Mortality Table with generational projection per MP-2014 ultimate scale, with employee rates before benefit commencement and healthy annuitant rates after benefit commencement. This assumption includes a margin for mortality improvement beyond the valuation date.

All Others: PubG-2010 Mortality Table with generational projection per MP-2014 ultimate scale, with employee rates before benefit commencement and healthy annuitant rates after benefit commencement. This assumption includes a margin for mortality improvement beyond the valuation date.

Disabled Mortality

Teachers and Administrators[#]: Current: PubT-2010 Disabled Mortality Table for males and females with generational projection of future improvements per the MP-2019 Ultimate scale. This assumption includes a margin for mortality improvement beyond the valuation date.

Prior: RPH-2014 Disabled Mortality Table projected to 2017 using the BB improvement scale.

All Others: N/A.

Disability

Teachers and Administrators[#]: rates based on age and gender:

Current:	Age	Male	Female
	20	0.0200%	0.0200%
	30	0.0200%	0.0200%
	40	0.0300%	0.0600%
	50	0.1500%	0.1500%
	60	0.1500%	0.1500%

Appendix B - Actuarial Assumptions

Disability (Continued)

Teachers and Administrators[#]: rates based on age and gender:

Prior:	Age	Male	Female
	20	0.0341%	0.0500%
	30	0.0341%	0.0410%
	40	0.0536%	0.0720%
	50	0.2438%	0.2630%
	60	0.9604%	0.5000%

All Others: None.

Turnover

Teachers and Administrators[#]: Rates based on gender and length of service for the first ten years and gender and age thereafter:

Current:	Service	Male	Female
	0-1	15.00%	12.00%
	1-2	11.00%	11.00%
	2-3	8.50%	9.50%
	3-4	7.00%	8.00%
	4-5	5.50%	7.50%
	5-6	4.50%	7.00%
	6-7	4.00%	6.50%
	7-8	3.50%	6.00%
	8-9	3.50%	5.50%
	9-10	3.50%	5.00%
	10+	1.80%	6.00%
	Age	Male	Female
	25	1.80%	6.00%
	35	1.80%	4.25%
	45	1.80%	2.00%
	55	4.00%	3.90%

Appendix B - Actuarial Assumptions

Turnover (Continued)

Teachers and Administrators[#]: Rates based on gender and length of service for the first ten years and gender and age thereafter:

Prior:	Service	Male	Female
	0-1	14.00%	12.00%
	1-2	11.00%	10.50%
	2-3	8.00%	8.75%
	3-4	6.50%	7.50%
	4-5	4.50%	6.75%
	5-6	3.50%	6.00%
	6-7	3.00%	5.25%
	7-8	2.75%	4.75%
	8-9	2.50%	4.25%
	10+	2.50%	4.00%
	Age	Male	Female
	25	1.50%	4.00%
	35	1.50%	3.50%
	45	1.59%	1.50%
	55	3.44%	2.50%

All Others: Rates based on age and gender:

	Age	Male	Female
	20	6.00%	15.00%
	25	4.80%	15.00%
	30	3.60%	10.00%
	35	2.75%	7.50%
	40	2.05%	5.00%
	45	1.40%	2.50%
	50	0.75%	0.00%

Appendix B - Actuarial Assumptions

Retirement

Teachers and Administrators[#]: Rates based on age, eligibility for pension benefits, and gender.

Current:

Age	Unreduced			
	< 35 years of service		35+ years of service	
	Male	Female	Male	Female
50-59			35.00%	30.00%
60	20.00%	20.00%	30.00%	30.00%
61	20.00%	20.00%	30.00%	30.00%
62	22.50%	20.00%	30.00%	30.00%
63	22.50%	20.00%	30.00%	30.00%
64	25.00%	25.00%	30.00%	30.00%
65	27.50%	32.50%	35.00%	37.50%
66	27.50%	30.00%	35.00%	37.50%
67-74	27.50%	30.00%	30.00%	32.50%
75	100.00%	100.00%	100.00%	100.00%

Age	Proratable		Reduced	
	Male	Female	Male	Female
50-52			1.50%	1.25%
53			1.50%	1.75%
54			2.00%	2.25%
55			3.00%	3.00%
56			4.00%	3.75%
57			5.00%	4.50%
58			6.50%	5.50%
59			8.00%	7.00%
60	6.00%	5.00%		
61	6.00%	6.00%		
62	6.00%	7.00%		
63	9.00%	8.00%		
64	12.00%	9.00%		
65	15.00%	12.00%		
66-68	18.00%	15.00%		
69-79	28.50%	15.00%		
80	100.00%	100.00%		

Appendix B - Actuarial Assumptions

Retirement (continued)

Teachers and Administrators[#]

Prior:	Unreduced		Proratable		Reduced	
Age	Male	Female	Male	Female	Male	Female
50	27.50%	27.50%			1.00%	1.00%
51	27.50%	27.50%			1.00%	1.25%
52	27.50%	27.50%			1.00%	1.75%
53	27.50%	27.50%			2.00%	2.25%
54	27.50%	27.50%			3.00%	2.75%
55	38.50%	27.50%			4.00%	4.75%
56	38.50%	27.50%			6.00%	6.25%
57	38.50%	27.50%			7.00%	6.75%
58	38.50%	27.50%			8.00%	7.25%
59	38.50%	27.50%			11.00%	8.50%
60	22.00%	27.50%	6.00%	5.50%		
61	25.30%	27.50%	6.00%	6.50%		
62	25.30%	27.50%	9.00%	7.50%		
63	27.50%	27.50%	11.00%	7.50%		
64	27.50%	27.50%	10.00%	8.00%		
65	36.30%	32.50%	13.00%	12.50%		
66-67	27.50%	32.50%	20.00%	12.50%		
68	27.50%	32.50%	20.00%	12.00%		
69	27.50%	32.50%	30.00%	14.50%		
70-73	100.00%	32.50%	30.00%	14.50%		
74-79	100.00%	32.50%	30.00%	18.00%		
80	100.00%	100.00%	100.00%	100.00%		

BOE Non-Certified

Age	Rate
55-59	5%
60-61	15%
62	50%
63-64	30%
65-69	40%
70	100%

Town

Age	Rate
55-59	2%
60-61	10%
62	50%
63-64	30%
65-69	40%
70	100%

Police

Age	Rate
55	75%
56-64	20%
65	100%

Appendix B - Actuarial Assumptions

Future Retiree Coverage 100% of **BOE** for the first 2 years and 50% thereafter, 50% of **Town** and 50% of **Police** active members are assumed to elect coverage at retirement.

Future Dependent Coverage Current active members are assumed to elect dependent coverage at retirement as follows. All female spouses are assumed to be three years younger than males.

	Male	Female
Teachers and Administrators	50%	50%
BOE Non-Certified	50%	50%
Town	70%	50%
Police	100%	100%

Future Post-65 Coverage **Teachers and Administrators:** 50% of current actives and pre-65 retirees are assumed to continue retiree health coverage at age 65. 100% of current actives and pre-65 retirees are assumed to be Medicare-eligible.

All Others: 100% of current actives and pre-65 retirees are assumed to continue retiree health coverage at age 65 (when applicable).

Valuation of Life, Dental and Post-65 Medicare Eligible Medical Benefits It is assumed that there is no implicit rate subsidy associated with life/dental benefits, or with post-65 medical benefits for Medicare eligible retired members and their spouses who are paying 100% of the premium.

Certain actuarial demographic assumptions for **Teachers** and **Administrators** are based on the assumptions used in the June 30, 2020 valuation of the Connecticut State Teachers' Retirement System.

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.

Eligibility

BOE Certified (Teachers and Administrators) A Teacher or Administrator retiring under the Connecticut State Teachers' Retirement System shall be eligible to receive health benefits for self and spouse.

Normal Retirement for Teachers and Administrators is the earliest of age 60 with 20 years of service, or completion of 35 years of service regardless of age. Early Retirement is the earliest of age 60 with 10 years of service, any age with 25 years of service, or age 55 with 20 years of service.

Education Support Personnel (ESP) employees are not eligible for post-employment benefits.

BOE Clerical (SEIU) Category A and B retirees with at least 15 years of full-time employment in the Granby Public Schools are eligible to continue health and life insurance coverage.

Retirees hired before July 1, 2019 can continue coverage after two years at their own expense. All other retirees are not eligible to continue coverage after two years of retirement.

BOE Custodians (UPSEU) A retired member shall be eligible to continue health and life insurance coverage.

Retirees hired before July 1, 2019 can continue coverage after two years at their own expense. All other retirees are not eligible to continue coverage after two years of retirement.

BOE Non-Union A retired member shall be eligible to continue health benefits for self and spouse, when applicable per individual contract. The School Business Manager shall be eligible to continue health and life insurance coverage upon retirement.

Town (GMEA, UPSEU and Non-Union) and Police (IBPO) Retired members are eligible to continue health coverage as long as their coverage is uninterrupted and does not cause adverse effect on the group's experience as determined by the Town.

Appendix C - Summary of Plan Provisions

Cost-Sharing

Teachers

Medical Retiree contributes 19.25% of the cost (Prior: 21% of the PPO cost and 16.5% of the HSA cost).

Dental Retiree contributes 22.75% of the cost (prior: 21% of the cost).

The above cost-sharing applies for two years following retirement. Thereafter, the retiree shall contribute 100% of the cost.

Administrators

Medical Retiree contributes 21% of the cost (prior: 18% of the cost).

Dental Retiree contributes 24% of the cost (prior: 22% of the cost).

The above cost-sharing applies for two years following retirement. Thereafter, the retiree shall contribute 100% of the cost.

BOE Clerical and Custodians

Medical Retiree contributes 17% of the cost (prior: 22.5% of the PPO cost and 16% of the HSA cost).

Dental Retiree contributes 22.5% of the cost (prior: 21.5% of the cost).

The above cost-sharing applies for two years following retirement. Thereafter, the retiree shall contribute 100% of the cost.

BOE Non-Union

The above cost-sharing for Clerical and Custodians applies. The School Business Manager will contribute the same premium share as active Administrators for the two years following retirement. Thereafter the School Business Manager shall contribute 100% of the cost as long as the coverage is uninterrupted.

Town GMEA

Medical Retiree contributes 100% of the cost.

Town UPSEU

Medical Retiree contributes 100% of the cost.

Dental Retiree contributes 100% of the cost.

Appendix C - Summary of Plan Provisions

Cost-Sharing

Town Non-Union

Date of Hire prior to September 1, 2002:

Medical	Retiree contributes 15% of the cost.
Dental	Retiree contributes 15% of the cost.

Date of Hire after September 1, 2002:

Medical	Retiree contributes 100% of the cost.
Dental	Retiree contributes 100% of the cost.

Police (IBPO)

The Town shall contribute 50% of the cost of PPO insurance for the retiree only. The retiree shall contribute the remainder of the cost.

Life Insurance

In the event of an employee's death in the line of duty, the Town shall Retirees may continue coverage (if applicable), based on the terms of their respective collective bargaining agreements. In general, if coverage continuation is permitted, then the retiree contributes 100% of the cost after two years.

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.