

# Kent County Retiree Health Care Plan

Actuarial Valuation Report

December 31, 2019



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May 15, 2020

Mr. Jeff Dood  
Fiscal Services Director  
Kent County Retiree Health Care Plan  
300 Monroe Avenue, N.W.  
Grand Rapids, Michigan 49503-2222

Dear Mr. Dood:

Submitted in this report are the results of an Actuarial Valuation of the assets and benefit values associated with the employer financed retiree health benefits provided by Kent County. The date of the valuation was December 31, 2019.

This report was prepared at the request of the Board and is intended for use by the Retiree Health Care Plan and those designated or approved by the Board. This report may be provided to parties other than the System only in its entirety and only with the permission of the Board. GRS is not responsible for unauthorized use of this report.

The purposes of the valuation are to measure the Plan's funding progress and to determine the employer contribution rate for the fiscal year ending December 31, 2021. This report should not be relied on for any purpose other than the purposes described herein. Determinations of financial results, associated with the benefits described in this report, for purposes other than those identified above may be significantly different. This report does not satisfy the disclosure requirements of GASB Statements No. 74 and No. 75, which are issued in a separate report.

The contribution rate in this report is determined using the actuarial assumptions and methods disclosed in Section E of this report. This report includes risk metrics on pages A-7 and A-8 but does not include a more robust assessment of the risks of future experience not meeting the actuarial assumptions. Additional assessment of risks was outside the scope of this assignment.

This valuation assumed the continuing ability of the plan sponsor to make the contributions necessary to fund this plan. A determination regarding whether or not the plan sponsor is actually able to do so is outside our scope of expertise and was not performed.

The findings in this report are based on data and other information through December 31, 2019. The valuation was based upon information furnished by the County concerning Retiree Health Care Plan benefits, financial transactions, plan provisions and active members, terminated members, retirees and beneficiaries. We checked for internal reasonability and year-to-year consistency, but did not audit the data. We are not responsible for the accuracy or completeness of the information provided by the County.

This report was prepared using assumptions adopted by the Board. The assumptions are established by the Board after consulting with the actuary. All actuarial assumptions used in this report are reasonable for the purposes of this valuation. The actuarial methods and assumptions used in the actuarial valuation are summarized in Section E of this report.

This report has been prepared by actuaries who have substantial experience valuing public employee retirement systems. To the best of our knowledge the information contained in this report is accurate and fairly presents the actuarial position of the Kent County Retiree Health Care plan as of the valuation date. All calculations have been made in conformity with generally accepted actuarial principles and practices, and with the Actuarial Standards of Practice issued by the Actuarial Standards Board.

James D. Anderson, Derek Henning, and Abra D. Hill are Members of the American Academy of Actuaries (MAAA) and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein.

The signing actuaries are independent of the plan sponsor.

Respectfully submitted,



James D. Anderson, FSA, EA, FCA, MAAA



Derek Henning, ASA, MAAA



Abra D. Hill, ASA, FCA, MAAA

JDA/DH/ADH:sc



## EXECUTIVE SUMMARY

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# Executive Summary

## Actuarially Determined Contribution

The Actuarially Determined Contribution (ADC) for the fiscal year ending December 31, 2021 is \$3,338,355 or 3.19% of projected payroll. Actual claims and premiums paid on behalf of retirees from outside of the plan assets may be treated as employer contributions in relation to the ADC. The expected employer portion of the claims and premium amounts paid is estimated to be \$3,366,598 for the fiscal year ending December 31, 2021. This amount reflects the retiree only premium rates and the implicit subsidy for retirees and covered spouses. The expected employer portion is comprised of \$1,945,648 in County benefits to retirees and \$1,420,950 in retiree health care costs in excess of the premiums charged.

If the employer portion of premiums for existing retirees is paid from existing plan assets, the County can still treat the associated implicit subsidy as contributions toward the ADC. Therefore, if the actual premiums and flat dollar subsidies paid from plan assets turn out to be equal to the estimate of \$1,945,648 and the County contributes \$1,917,405 (the difference between the total ADC of \$3,338,355 and \$1,420,950) to the trust, then the ADC will be met.

Per capita costs and illustrative rates were developed from the premiums, claims and enrollment data provided to us. The process used to determine these per capita costs and the results of these calculations are provided in Section B.

## Additional OPEB Reporting Requirements

Please note that beginning with the fiscal year ending December 31, 2017, GASB Statement No. 43 was replaced by GASB Statement No. 74. Also, beginning with the fiscal year ending December 31, 2018, GASB Statement No. 45 was replaced by GASB Statement No. 75. The report dated May 8, 2020 complies with the actuarial requirements of GASB Statement No. 74 and Statement No. 75 for the fiscal year ending December 31, 2019.

## Liabilities and Assets

The present value of all benefits expected to be paid to current plan members as of December 31, 2019 is \$69,824,675. The actuarial accrued liability, which is the portion of the \$69,824,675 attributable to service accrued by plan members as of December 31, 2019, is \$59,480,568. As of December 31, 2019, there is \$31,940,824 in valuation assets available to offset the liabilities of the plan.

The funded status of the plan, which is the ratio of plan assets to actuarial accrued liability, as of December 31, 2019 is 53.7%. This is an increase from 48.4% as of December 31, 2018.

At the February 20, 2019 Board Meeting, the VEBA board adopted a 4-year asset smoothing method. Please see page D-4 for the development of the funding value of assets.



# Executive Summary

## Assumption Changes

There were no assumption changes reflected in the December 31, 2019 valuation. The actuarial assumptions reflected in the December 31, 2019 valuation are in accordance with the Uniform Assumption reporting requirements for Fiscal Year 2019 under Public Act 202.

## Benefit Change

There were no benefit changes reflected in the December 31, 2019 valuation.

However, the following correction to the summary of benefits was noted: the hire date related to normal retirement eligibility (to age 62 with 5 years of service or age 60 with 25 years of service) was changed from January 1, 2011 to January 1, 2012 for Teamsters-PHN.

Also noted was that FOP and Circuit Court Referee employees hired on or after January 1, 2015, upon their retirement, will be in a separate group for retiree health premium rating purposes.

## Excise Tax

On December 20, 2019, the "Further Consolidated Appropriations Act of 2020," H.R. 1865, was signed into law. The Act repeals the "Cadillac tax" which was a tax provision from the Affordable Care Act (ACA). As a result, any liability/provision analysis included as part of the prior funding valuation is no longer required. In addition, no further adjustments associated with the "Cadillac tax" are required. For purposes of the Kent County Retiree Health Care Plan funding valuation, the repeal of the "Cadillac tax" does not have an impact on plan liabilities because no load was applied as part of the December 31, 2018 funding valuation.

**SECTION A**

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**VALUATION RESULTS**



## Development of the Actuarially Determined Contribution for Other Postemployment Benefits Fiscal Year Ending December 31, 2021

Contributions for	Development of the Actuarially Determined Contribution for January 1, 2021 - December 31, 2021
Normal Cost	
Normal Retirement	\$ 1,140,692
Early Retirement	167,441
Death-in-Service	41,860
Disability	52,325
Future Refund of Member Contributions	<u>0</u>
Total Normal Cost	\$ 1,402,318
Annual Active Member Contribution	0
Employer Normal Cost	\$ 1,402,318
Amortization of Unfunded Actuarial Accrued Liabilities (Amortized over 21 years)	\$ 1,936,037
<b>Actuarially Determined Contribution (ADC)</b>	<b>\$ 3,338,355</b>
Projected Payroll for the Fiscal Year Ending December 31, 2021	\$104,650,646
<b>ADC as a Percentage of Projected Payroll</b>	<b>3.19%</b>
ADC Per Active Participant (1,534 Actives)	\$ 2,176

The unfunded actuarial accrued liabilities were amortized as a level percent of active member payroll over a period of 21 years.

## Determination of Unfunded Actuarial Accrued Liability as of December 31, 2019

A. Present Value of Future Benefits	
1. Retirees and Beneficiaries	\$28,864,340
2. Vested Terminated Members	0
3. Active Members	<u>40,960,335</u>
Total Present Value of Future Benefits	\$69,824,675
B. Present Value of Future Employer Normal Costs	10,344,107
C. Present Value of Future Contributions from Current Active Members	0
D. Actuarial Accrued Liability (A.-B.-C.)	59,480,568
E. Actuarial Value of Assets	31,940,824
F. Unfunded Actuarial Accrued Liability (D.-E.)	\$27,539,744
G. Funded Status (E./D.)	53.7%

The Unfunded Actuarial Accrued Liability (UAAL) is not booked as an expense all in one year and does not appear in the Employer's Statement of Net Assets. Nevertheless, it is reported in the Notes to the Financial Statements and in the Required Supplementary Information. These are information sections within the employer's financial statements.

## Direct and Indirect Components of Actuarial Accrued Liability as of December 31, 2019 and Normal Cost Projected to Fiscal Year Ending December 31, 2021

Group	Actuarial Accrued Liability			Normal Cost		
	Indirect	Direct	Total	Indirect	Direct	Total
Active	\$ 17,390,020	\$ 13,226,208	\$ 30,616,228	\$ 879,065	\$ 523,253	\$ 1,402,318
Pre-65 Retirees	7,715,551	3,607,430	11,322,981			
Post-65 Retirees		17,541,359	17,541,359			
Total	\$ 25,105,571	\$ 34,374,997	\$ 59,480,568	\$ 879,065	\$ 523,253	\$ 1,402,318

For this purpose, “direct” costs represent the plan provided employer subsidy (e.g., \$400/mo). “Indirect” costs represent additional employer costs due to the difference between the total cost of retiree benefits and the portion covered by the sum of “direct” costs and retiree contributions.

## Comments

**COMMENT A:** One of the key assumptions used in any valuation of the cost of postemployment benefits is the long-term rate of investment return on plan assets. We have calculated the actuarial accrued liability and the resulting Actuarially Determined Contribution (ADC) using an assumed investment return of 6.75%, as adopted by the Board.

**COMMENT B:** Due to the Board's use of a four-year smoothed market asset valuation method, lower than expected market returns were only 25% recognized, and combined with the scheduled phase-in of the prior three years unrecognized investment income. As a result, the market value of assets returned 20.1% in 2019 while the return on valuation assets was 6.7%. The ratio of the funding value of assets to the market value of assets is 97.6% this year. The ratio of the funding value of assets to actuarial accrued liabilities increased from 48.4% last year to 53.7% this year, and the Health Care Plan's valuation liabilities exceed valuation assets by \$28 million for funding purposes. The ratio of the market value of assets to actuarial accrued liabilities increased from 43.9% last year to 55.0% this year.

Given annual investment returns of 6.75% going forward, net investment losses are scheduled for the next two years and a net investment gain is scheduled in three years (see page D-4 for further details). Over the next two years, this will exert upward pressure on computed County contribution rates and downward pressure on the funded ratio. The opposite forces will be exerted on the computed contribution and funded ratio in the third year. If the computed employer contribution of 3.19% (see page A-1) had been determined using the market value of assets rather than the funding value of assets, the computed employer contribution rate would have been 3.14%.

**COMMENT C:** The ADC shown in this report has been calculated to increase at the same rate as the projected increase in active member payroll (3.5% per year).

**COMMENT D:** The contribution rates shown include amortization of the unfunded actuarial accrued liability over 21 years.

**COMMENT E:** Retirees who are currently waiving coverage through the County are assumed to continue waiving coverage indefinitely.

**COMMENT F:** If the employer portion of premiums for existing retirees is paid from existing plan assets, the County can still treat the associated implicit subsidy as contributions toward the ADC. Therefore, if the actual premiums and flat dollar subsidies paid from plan assets turn out to be \$1,945,648 and the County contributes \$1,917,405 (the difference between \$3,338,355 and \$1,420,950) to the trust, then the ADC will be met.

**COMMENT G:** Currently, no trend is being applied to the monthly flat dollar subsidy, as it is not expected to be increased in the future. If the amount of the flat dollar subsidy is expected to increase, then application of a trend may be appropriate.

**COMMENT H:** Michigan Public Act 202 of 2017 created new reporting and other requirements for local units of government. The GASB report issued May 8, 2020 satisfies the Public Act 202 uniform assumptions reporting for Fiscal Year 2019.



## Other Observations

### General Implications of Contribution Allocation Procedure or Funding Policy on Future Expected System Contributions and Funded Status

Given the Plan's contribution allocation procedure, if all actuarial assumptions are met (including the assumption of the Plan earning 6.75% on the funding value of assets), it is expected that:

- (1) The employer normal cost as a percentage of pay will be sufficient to finance benefits accruing each year,
- (2) The Unfunded Actuarial Accrued Liabilities (UAAL) will be fully amortized after 21 years (December 31, 2041), and
- (3) The funded status of the plan will increase gradually towards a 100% funded ratio.

**The above statements assume that the full Actuarially Determined Employer Contribution (ADC) is contributed each year.**

### Limitations of Funded Status Measurements

Unless otherwise indicated, a funded status measurement presented in this report is based upon the actuarial accrued liability and the actuarial value of assets. Unless otherwise indicated, with regard to any funded status measurements presented in this report:

- (1) The measurement is inappropriate for assessing the sufficiency of System assets to cover the estimated cost of settling the System's benefit obligations, for example: transferring the liability to an unrelated third party in a market value type transaction.
- (2) The measurement is dependent upon the actuarial cost method which, in combination with the System's amortization policy (funding policy), affects the timing and amounts of future contributions. The amounts of future contributions will most certainly differ from those assumed in this report due to future actual experience differing from assumed experience based upon the actuarial assumptions. Even if the funded status measurement in this report was 100%, it would not be synonymous with no required future contributions. If the funded status were 100%, the Plan would still require future normal cost contributions (i.e., contributions to cover the cost of the active membership accruing an additional year of service credit).

## Risks Associated with Measuring the Accrued Liability and Actuarially Determined Contribution

The determination of the accrued liability and the actuarially determined contribution requires the use of assumptions regarding future economic and demographic experience. Risk measures, as illustrated in this report, are intended to aid in the understanding of the effects of future experience differing from the assumptions used in the course of the actuarial valuation. Risk measures may also help with illustrating the potential volatility in the accrued liability and the actuarially determined contribution that result from the differences between actual experience and the actuarial assumptions.

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 due to changing conditions; 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. The scope of an actuarial valuation does not include an analysis of the potential range of such future measurements.

Examples of risk that may reasonably be anticipated to significantly affect the plan's future financial condition include:

1. **Investment Risk** – actual investment returns may differ from the expected returns;
2. **Asset/Liability Mismatch Risk** – changes in asset values may not match changes in liabilities, thereby altering the gap between the accrued liability and assets and consequently altering the funded status and contribution requirements;
3. **Contribution Risk** – actual contributions may differ from expected future contributions. For example, actual contributions may not be made in accordance with the plan's funding policy or material changes may occur in the anticipated number of covered employees, covered payroll, or other relevant contribution base;
4. **Salary and Payroll Risk** – actual salaries and total payroll may differ from expected, resulting in actual future accrued liability and contributions differing from expected;
5. **Longevity Risk** – members may live longer or shorter than expected and receive benefits for a period of time other than assumed; and
6. **Other Demographic Risks** – members may terminate, retire or become disabled at times or with benefits other than assumed resulting in actual future accrued liability and contributions differing from expected.

The effects of certain trends in experience can generally be anticipated. For example, if the investment return since the most recent actuarial valuation is less (or more) than the assumed rate, the cost of the plan can be expected to increase (or decrease). Likewise, if longevity is improving (or worsening), increases (or decreases) in cost can be anticipated.



## Plan Maturity Measures

Risks facing a retiree health plan evolve over time. A young plan with virtually no investments and paying few benefits may experience little investment risk. An older plan with a large number of members in pay status and a significant trust may be much more exposed to investment risk. Generally accepted plan maturity measures include the following:

	<b>Health Care Plan</b>	
	<b>2019</b>	<b>2018</b>
Ratio of the market value of assets to total payroll	0.34	0.26
Ratio of actuarial accrued liability to payroll	0.61	0.60
Ratio of actives to retirees and beneficiaries	2.19	2.35
Ratio of net cash flow to market value of assets	4.5%	8.6%
Duration of the actuarial accrued liability	12.56	12.69

### Ratio of Market Value of Assets to Payroll

The relationship between assets and payroll is a useful indicator of the potential volatility of contributions. For example, if the market value of assets is 2.0 times the payroll, a return on assets 5% different than assumed would equal 10% of payroll. A higher (lower) or increasing (decreasing) level of this maturity measure generally indicates a higher (lower) or increasing (decreasing) volatility in plan sponsor contributions as a percentage of payroll.

### Ratio of Actuarial Accrued Liability to Payroll

The relationship between actuarial accrued liability and payroll is a useful indicator of the potential volatility of contributions for a fully funded plan. A funding policy that targets a funded ratio of 100% is expected to result in the ratio of assets to payroll and the ratio of liability to payroll converging over time.

The ratio of liability to payroll may also be used as a measure of sensitivity of the liability itself. For example, if the actuarial accrued liability is 2.5 times the payroll, a change in liability 2% other than assumed would equal 5% of payroll. A higher (lower) or increasing (decreasing) level of this maturity measure generally indicates a higher (lower) or increasing (decreasing) volatility in liability (and also plan sponsor contributions) as a percentage of payroll.

### Ratio of Actives to Retirees and Beneficiaries

A young plan with many active members and few retirees will have a high ratio of active to retirees. A mature open plan may have close to the same number of actives to retirees resulting in a ratio near 1.0. A super-mature or closed plan may have significantly more retirees than actives resulting in a ratio below 1.0.

**SECTION B**

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**RETIREE PREMIUM RATE DEVELOPMENT**



## Retiree Premium Rate Development

For the self-insured plans, initial premium rates were developed separately for each class (pre-65 and post-65). The rates were calculated by using actual claims and exposure data for the period of January 2017 through December 2019, plus the load for administration fees. The self-insured medical and prescription drug data were provided by the County. Prescription drug claims and the medical claims were analyzed separately since they exhibit different trends and claim payment patterns. Prescription drug claims are also split between pre-65 and post-65 participants since claim costs between these segments is very significant. Using appropriate assumptions, the medical data is split between the pre-65 and post-65 participants since Medicare is available for the post-65 participants and has a significant impact on the claim experience.

For the fully-insured plans, initial premium rates were developed for the two classes of retirees (pre-65 and post-65). The January 1, 2020 fully-insured rates provided by Kent County were utilized to determine the appropriate per capita costs. The pre-65 fully-insured medical premiums are blended rates based on the combined experience of active and pre-65 retired members; therefore, there is an implicit employer subsidy for the non-Medicare eligible retirees since the average costs of providing health care benefits to retirees under age 65 is higher than the average cost of providing health care benefits to active employees. The true per capita cost for the pre-65 retirees is developed by adjusting the demographic differences between the active employees and retirees to reflect this implicit rate subsidy for the retirees. For the post-65 retirees, the fully-insured premium rate is used as the basis of the initial per capita cost without adjustments since the rate reflects the demographics of the post-65 retiree group.

The medical and prescription drug claims experience was better than expected leading to lower than expected self-insured medical per capita costs. Fully-insured drug premiums decreased since the last valuation. The aggregate effect of these elements has led to lower than expected increases in the per capita rates used in the valuation.

The per capita costs shown on the following page are the weighted average costs of the fully-insured and self-insured premiums based on the actual enrollment by plan as of the valuation date.

## Retiree Premium Rate Development


Age graded and sex distinct premiums are utilized in this valuation. The premiums developed by the preceding process are appropriate for the unique age and sex distribution currently existing. Over the future years covered by this valuation, the age and sex distribution will most likely change. Therefore, our process “distributes” the average premium over all age/sex combinations and assigns a unique premium for each combination. The age/sex specific costs more accurately reflect the health care utilization and cost at that age.

The tables below show the resulting medical and prescription drug one-person monthly premiums at select ages. The premium (or per capita costs) rates shown below reflect the use of age grading.

<b>For Those Not Eligible for Medicare</b>		
<b>Age</b>	<b>Male</b>	<b>Female</b>
45	\$525.88	\$725.79
50	684.76	843.56
55	901.07	983.83
60	1,163.78	1,145.92

<b>For Those Eligible for Medicare</b>		
<b>Age</b>	<b>Male</b>	<b>Female</b>
65	\$274.21	\$258.64
70	298.72	289.05
75	320.83	313.06

James E. Pranschke is a Member of the American Academy of Actuaries (MAAA) and meets the Qualification Standards of the American Academy of Actuaries to certify the per capita retiree health care rates shown above.

  
 \_\_\_\_\_  
 James E. Pranschke, FSA, FCA, MAAA

5/15/2020  
 Date

**SECTION C**

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**SUMMARY OF BENEFIT PROVISIONS**

# Summary of Benefit Provisions as of December 31, 2019

## Plan Participants

Members of Kent County with continued employee/retiree participation in employer sponsored health care plans are eligible to receive retiree health care benefits.

## Health Care Benefit Provided

<u>Pension Group</u>	<u>OPEB Group</u>	<u>Monthly Flat Dollar Subsidy Amount</u>
35	POLC – Captains/ Lieutenants	\$400
11	APAA – Prosecuting Attorneys	\$400
12	POLC – Court Reporters	\$400
20	UAW	\$400
22	TPOAM	\$400
55	Teamsters - Parks	\$400
50	Teamsters - PHN	\$400
31	FOP	\$400
30	KCDSA	\$400
60	MPP	\$400
65	Judges	\$400
70	Elected Officials	\$400
75	Commissioners	\$400
60	Non- Exempt MPP	\$400
17	Circuit Court Referees	\$400

Subsidy prorated for service less than 25 years.

Pension Groups 11, 20, 35, 50, 60, 65, 70, and 75 – Employees hired on or after January 1, 2016 (January 1, 2015 for Pension Groups 31 and 17), upon their retirement, will be in a separate group for retiree health premium rating purposes.

Pension Group 22 – Employees hired on or after July 1, 2016, upon their retirement, will be in a separate group for retiree health premium rating purposes.

## Normal Retirement Eligibility

Age 60 with 5 years of service or 25 years of service regardless of age. Military service may be purchased.

For members hired on or after January 1, 2011, age 62 with 5 years of service or age 60 (age 55 for Captains/Lieutenants) with 25 years of service, for the following groups: MPP, UAW, TPOAM, Court Reporters, and Prosecuting Attorneys.

For members hired on or after January 1, 2012, age 62 with 5 years of service or age 60 with 25 years of service, for the following groups: Teamsters-Parks, Teamsters-PHN, and Circuit Court Referees.

For KCDSA members hired on or after January 1, 2013, age 60 with 5 years of service or age 50 with 25 years of service.

For FOP members hired on or after January 1, 2015, age 60 with 5 years of service or age 50 with 25 years of service.



# Summary of Benefit Provisions as of December 31, 2019

## **Early Retirement Eligibility**

Members who retire at age 55 or older with 15 or more years of service are eligible for the flat dollar subsidy above, pro-rated for service less than 25 years.

## **Deferred Retirement Eligibility**

Retirees who terminate employment prior to eligibility for early or normal retirement are not eligible for retiree health care benefits.

## **Duty Disability Eligibility**

Employees who retire under a duty disability retirement are immediately eligible for full subsidy. The County pays a pro-rated amount of the flat dollar subsidy on page C-1 for groups 35, 60, 65, 70 and 75.

## **Non-Duty Disability Eligibility**

Members who become disabled with ten or more years of service will receive the flat dollar on page C-1, pro-rated for service less than 25 years for groups 30, 31 and 35. All other employees are covered by the Long-Term Disability Plan.

## **Death-in-Service Eligibility**

Survivors of employees who become deceased while employed are eligible to purchase retiree health care benefits at full rates.

## **Benefit for Spouses of Retired Members**

Spouses of retired employees are eligible to purchase health care through the County. Surviving spouses of deceased retirees are also eligible to purchase health care through the County if receiving a pension benefit from the Kent County Retirement Plan.

## **Non-Medicare and Medicare-Eligible Provisions**

Retiree and spouse are required to enroll in Medicare once eligible. Retiree and spouse pay the Medicare Part B premiums.

## **Vision and Dental Insurance Eligibility**

The County offers fully-insured retiree vision and dental plans to retirees. Retirees pay full cost of premiums.

## **Life Insurance Eligibility**

The County does not offer life insurance coverage for retirees or their dependents.

*This is a brief summary of the Kent County provisions. In the event that any description contained herein differs from the actual eligibility or benefit, the appropriate employee contract or governing document will prevail.*



# Designated MPP Parks Unit Members

## Summary of Benefit Provisions as of December 31, 2019

### Plan Participants

Designated Members of Kent County MPP Parks Bargaining Unit with continued employee/retiree participation in employer sponsored health care plans are eligible to receive retiree health care benefits.

### Health Care Benefit Provided

The County pays 80% of the retiree health care premiums for eligible retirees and spouse named at retirement. Dental and Drug coverage ceases at age 65.

### Normal Retirement Eligibility

Members are eligible for retiree health care at age 55 with 20 years of service or at age 55 if the sum of age and service is 75 or greater.

### Early Retirement Eligibility

Members who retire under early retirement are eligible for a reduced benefit.

<u>Eligibility</u>	<u>Benefit Paid by County</u>
Age 55 and service sum to 70-74	75% of premium
Age 55 and service sum to 65-69	50% of premium

### Benefit for Spouses of Retired Members

Spouses of retired employees are eligible to purchase health care through the County.

### Non-Medicare and Medicare-Eligible Provisions

Retiree and spouse are required to enroll in Medicare once eligible. Retiree and spouse pay the Medicare Part B premiums.

### Dental Eligibility

The County provides 100% paid dental until the age of 65.

### Vision Insurance Eligibility

The County offers a fully insured retiree vision plan to retirees. Retirees pay full cost of premiums.

### Life Insurance Eligibility

The County does not offer life insurance coverage for retirees or their dependents.

*This is a brief summary of the Kent County provisions for the designated MPP Parks Unit. In the event that any description contained herein differs from the actual eligibility or benefit, the appropriate employee contract or governing document will prevail.*



## SECTION D

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### SUMMARY OF VALUATION DATA

## Total Active Members as of December 31, 2019 by Attained Age and Years of Service

Attained Age	Years of Service to Valuation Date							Totals	Valuation Payroll
	0-4	5-9	10-14	15-19	20-24	25-29	30 Plus	No.	
20-24	22							22	\$ 934,247
25-29	145	20						165	8,275,055
30-34	113	52	18	2				185	10,458,979
35-39	63	54	55	29	2			203	12,575,068
40-44	50	33	38	88	35	1		245	16,539,854
45-49	22	29	16	74	95	10		246	17,347,126
50-54	19	18	21	41	70	27	4	200	14,045,357
55-59	17	17	22	32	35	8	9	140	9,056,304
60-64	13	8	3	27	21	15	7	94	6,102,144
65 & Over	2		4	11	6	4	7	34	2,358,363
<b>Totals</b>	<b>466</b>	<b>231</b>	<b>177</b>	<b>304</b>	<b>264</b>	<b>65</b>	<b>27</b>	<b>1,534</b>	<b>\$97,692,497</b>

There is 1 MPP member in the above totals.

While not used in the financial computations, the following group averages are computed and shown because of their general interest.

**Age:** 43.5 years  
**Service:** 12.4 years  
**Annual Pay:** \$63,685



## Total Retired Members as of December 31, 2019 by Attained Age

Attained Age	Number of Retirees and Surviving Spouses			Average Flat Dollar Subsidy (Monthly)
	Male	Female	Total	
Under 55	18	23	41	\$311.13
55-59	28	42	70	318.39
60-64	43	85	128	258.74
65 & Over	226	237	463	173.41
<b>Totals</b>	<b>315</b>	<b>387</b>	<b>702</b>	<b>\$211.47</b>

The number counts above only include those retirees who receive retiree health care coverage through the Kent County Retiree Health Care Plan. However, some of the retirees included above are paying the full “premium” for health care coverage.

## Asset Information

### Balance Sheet

<b>Reported Assets – Market Value</b>	
	<b>December 31, 2019</b>
Cash & equivalents	\$ 404,360
Receivables & accruals	151,874
Stocks	19,403,606
Bonds & government securities	12,208,321
Real Estate	1,025,673
Other -Accounts Payable	(458,975)
<b>Total Current Assets</b>	<b>\$32,734,859</b>

### Revenues and Expenditures

	<b>2019</b>
Balance – December 31, 2018	\$ 25,891,112
Adjustment	-
Balance – January 1	\$ 25,891,112
Revenues:	
Employees' contributions	-
Employer contributions	\$ 3,201,142
Investment income	5,488,352
Total	\$ 8,689,494
Expenditures:	
Benefit payments	\$ 1,718,382
Refund of member contributions	-
Administrative and investment expenses	127,365
Total	\$ 1,845,747
Balance - December 31	<u>\$32,734,859</u>
Rate of Return	20.1%

## Development of Funding Value of Assets

Year Ended December 31:	2018	2019	2020	2021	2022
A. Funding Value Beginning of Year	\$ 25,315,572	\$ 28,509,900			
B. Market Value End of Year *	25,891,112	32,734,859			
C. Market Value Beginning of Year	25,315,572	25,891,112			
D. Non-Investment Net Cash Flow	2,217,553	1,482,760			
E. Investment Income:					
E1. Expected Rate of Return	7.00%	6.75%	6.75%	6.75%	6.75%
E2. Market Total: B - C - D	(1,642,013)	5,360,987			
E3. Amount for Immediate Recognition: E1*(D/2+A)	1,849,704	1,974,461			
E4. Amount for Phased-In Recognition: E2-E3	(3,491,717)	3,386,526			
F. Phased-In Recognition of Investment Income:					
F1. Current Year: 0.25 x E4	(872,929)	846,632			
F2. First Prior Year	-	(872,929)	\$ 846,632		
F3. Second Prior Year	-	-	(872,929)	\$ 846,632	
F4. Third Prior Year	-	-	-	(872,930)	\$ 846,630
F5. Total Recognized Investment Gain	(872,929)	(26,297)	(26,297)	(26,298)	846,630
<b>G. Funding Value End of Year: A + D + E3 + F5</b>	<b>28,509,900</b>	<b>31,940,824</b>			
H. Difference between Market & Funding Value	(2,618,788)	794,035			
I. Recognized Rate of Return	3.7%	6.7%			
J. Market Rate of Return	(6.2)%	20.1%			
K. Ratio of Funding to Market Value	110.1%	97.6%			

\* Unaudited amount.

The Funding Value of Assets recognizes assumed investment income (line E3) fully each year. Differences between actual and assumed investment income (line E4) are phased-in over a closed 4-year period. During periods when investment performance exceeds the assumed rate, Funding Value of Assets will tend to be less than market value. During periods when investment performance is less than the assumed rate, Funding Value of Assets will tend to be greater than market value. The Funding Value of Assets is **unbiased** with respect to Market Value. At any time it may be either greater or less than Market Value. If actual and assumed rates of investment income are exactly equal for 3 consecutive years, the Funding Value will become equal to Market Value.



## SECTION E

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### ACTUARIAL COST METHOD AND ACTUARIAL ASSUMPTIONS

## Actuarial Cost Method

Normal cost and the allocation of benefit values between service rendered before and after the valuation date was determined using an individual **entry-age normal cost** method having the following characteristics:

- (i) the annual normal costs for each individual active member, payable from the date of employment to the date of retirement, are sufficient to accumulate the value of the member's benefit at the time of retirement; and
- (ii) each annual normal cost is a constant percentage of the member's year-by-year projected covered pay.

**Asset Valuation Method.** Valuation assets are the funding value of assets smoothed over 4-years as of the valuation date.

**Financing of Unfunded Actuarial Accrued Liabilities.** Unfunded actuarial accrued liabilities were amortized by level (principal & interest combined) percent-of-payroll contributions over a closed period of 21 years. The 21-year amortization factor used was 15.1852.

## Actuarial Assumptions

**The rate of investment return** was 6.75% a year, compounded annually net of expenses. The assumed real rate of return (the net return in excess of the wage inflation rate) is 3.25%.

**The wage inflation assumption**, or base rate of salary increase, used for individual members was 3.5% per year.

**The price inflation assumption** was 2.5% (not explicit in the valuation).

The number of active members is assumed to remain constant in the future.

If the number of active members remains constant, then the total active payroll is expected to increase 3.5% annually, the base portion of the individual salary increase assumptions. The payroll growth rate for financing Unfunded Actuarial Accrued Liabilities was assumed to be 3.5% per year.

**The rates of salary increase** used for individual members are in accordance with the following table. This assumption is used to project a member's current salary to the salaries upon which benefit amounts will be based.

Sample Ages	Salary Increase Assumptions For an Individual Member		
	Merit & Seniority	Base (Economic)	Increase Next Year
20	7.0 %	3.5 %	10.5 %
25	5.8	3.5	9.3
30	3.5	3.5	7.0
35	2.1	3.5	5.6
40	1.4	3.5	4.9
45	1.1	3.5	4.6
50	0.8	3.5	4.3
55	0.5	3.5	4.0
60	0.2	3.5	3.7
65	0.0	3.5	3.5

## Actuarial Assumptions (Continued)

*The mortality table* used was the RP-2014 Mortality Tables with 2-dimensional, fully generational improvements projected with the MP-2018 Mortality Improvement Scales. The projection tables were first used for the December 31, 2018 valuation.

Attained Age in 2019*	Percent Dying Next Year		Future Life Expectancy (Years)	
	Men	Women	Men	Women
	50	0.4130%	0.2757%	34.20
55	0.5859%	0.3900%	29.48	31.91
60	0.8272%	0.5875%	24.95	27.18
65	1.1889%	0.8595%	20.67	22.67
70	1.7485%	1.3109%	16.64	18.38
75	2.7689%	2.1465%	12.90	14.35
80	4.6557%	3.6778%	9.56	10.74

\* Mortality and life expectancy for a person retired in 2019. Retirements in future years will reflect improvements in life expectancy.

This assumption is used to measure the probabilities of each benefit payment being made after retirement. A margin for future mortality improvements is included in these tables.

## Actuarial Assumptions (Continued)

**The rates of retirement** used to measure the probability of eligible members retiring during the next year were as follows:

Service Based	
Years of Service	Active Members Retiring Next Year
25	25%
26	20
27	15
28	15
29	20
30	20
31	20
32	30
33	40
34	40
35	60
36	60
37	60
38	60
39	60
40	100

Age and Service Based			
Retirement Ages	Active Members Retiring Next Year		
	Normal		Early
	Eligible At Age 60	Eligible At Age 55	
55		25%	5%
56		20	5
57		15	5
58		15	5
59		20	5
60	20%	20	5
61	20	20	5
62	20	30	
63	20	40	
64	20	40	
65	20	60	
66-69	30	60	
70-74	35	100	
75	100	100	

For members Captains and Lieutenants, KCDSA and FOP members hired after a certain date who are subject to the 55 & 25 or 50 & 25 retirement eligibility conditions, the “age and service” retirement rates for these groups be set to the “service based” retirement rates shown above.



## Actuarial Assumptions (Continued)

*Rates of separation from active membership* were as shown below (rates do not apply to members eligible to retire). This assumption measures the probabilities of members remaining in employment.

Sample Ages	Years of Service	% of Active Members Separating Within Next Year
ALL	0	18.00 %
	1	13.00
	2	10.00
	3	8.00
	4	7.00
25	5 & Over	5.40
30		5.40
35		4.86
40		3.96
45		3.33
50		3.00
55		3.00
60	3.00	

*Rates of disability* among active members.

Sample Ages	% of Active Members Becoming Disabled Within Next Year
20	0.02 %
25	0.03
30	0.04
35	0.07
40	0.10
45	0.14
50	0.23
55	0.38
60	0.55

Twenty-five percent of disabilities were assumed to be duty related.

## Actuarial Assumptions (Concluded)

*Health cost increases* – See table below:

Year	Medical and Drug Trend Rates	
	Non-Medicare	Medicare
2020	8.50%	7.00%
2021	8.25	6.75
2022	8.00	6.50
2023	7.75	6.25
2024	7.50	6.00
2025	7.25	5.75
2026	7.00	5.50
2027	6.75	5.25
2028	6.50	5.00
2029	6.25	4.75
2030	6.00	4.50
2031	5.75	4.50
2032	5.50	4.50
2033	5.25	4.50
2034	5.00	4.50
2035	4.75	4.50
2036 & Later	4.50	4.50

## Miscellaneous and Technical Assumptions

<b>Decrement Operation:</b>	Disability and mortality decrements do not operate during the first 5 years of service. Disability and withdrawal do not operate during retirement eligibility.
<b>Decrement Timing:</b>	Decrements of all types are assumed to occur mid-year.
<b>Eligibility Testing:</b>	Eligibility for benefits is determined based upon the age nearest birthday and service nearest whole year on the date the decrement is assumed to occur.
<b>Incidence of Contributions:</b>	Contributions are assumed to be received continuously throughout the year based upon the computed percent of payroll shown in this report, and the actual payroll payable at the time contributions are made.
<b>Marriage Assumption:</b>	Male spouses are assumed to be three years older than female spouses for active member valuation purposes.
<b>Pay Increase Timing:</b>	Beginning of (Fiscal) year. This is equivalent to assuming that reported pays represent amounts paid to members during the year ended on the valuation date.
<b>Medicare Coverage:</b>	Assumed to be available for all covered employees on attainment of age 65. Disabled retirees were assumed to be eligible for Medicare coverage at age 65.
<b>Election Percentage:</b>	It was assumed that 37% of female retirees and 52% of male retirees would choose not to receive retiree health care benefits through the County. Of those assumed to elect coverage, 33% of males and 21% of females were assumed to elect two-person coverage, if eligible. For those that elect two-person coverage, it was assumed that coverage would continue to 10% of the surviving spouses upon death of the retiree, if eligible.
<b>Employer Cost:</b>	The employer's portion of the per capita cost is assumed to be the implicit subsidy and the applicable flat dollar subsidy. All flat dollar subsidies are assumed to remain level.

## SECTION F

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### **ADDITIONAL DISCLOSURE INFORMATION**

GASB Statements No. 74 and No. 75 are the accounting standards which replaced GASB Statements No. 43 and No. 45. A separate GASB Statements No. 74 and No. 75 report has been issued outside of this report. This section contains historical GASB Statements No. 43 and No. 45 reporting information for prior fiscal years and illustrative information for fiscal year 2017 and after.

## Supplementary Information

Valuation Date	December 31, 2019
Actuarial Cost Method	Individual Entry Age
Amortization Method	Level Percent-of-Payroll Closed
Remaining Amortization Periods	21 Years
Asset Valuation Method	4-Year Smoothed
Actuarial Assumptions:	
Investment Rate of Return	6.75%
Projected Salary Increases	3.5% - 10.5%
Health Care Cost Trend Rate	
Non-Medicare	8.5% Initial to 4.5% Ultimate over 16 years
Medicare	7.0% Initial to 4.5% Ultimate over 10 years

# Schedule of Funding Progress and Schedule of Employer Contributions

## Schedule of Funding Progress

Actuarial Valuation Date	Actuarial Value of Assets* (a)	Actuarial Accrued Liability (AAL) (b)	Unfunded AAL (UAAL) (b-a)	Funded Ratio (a/b)	Covered Payroll (c)	UAAL as a Percentage of Covered Payroll [(b-a)/c]
12/31/2006	\$ -	\$ 40,650,129	\$ 40,650,129	0.0%	\$ 91,300,604	44.5%
12/31/2007	2,522,191	31,652,880	29,130,689	8.0%	91,856,607	31.7%
12/31/2008	4,201,774	38,377,399	34,175,625	10.9%	94,065,929	36.3%
12/31/2009	6,467,528	39,171,891	32,704,363	16.5%	95,198,853	34.4%
12/31/2010	9,003,067	45,864,042	36,860,975	19.6%	92,734,218	39.7%
12/31/2011	10,531,436	44,257,602	33,726,166	23.8%	91,139,213	37.0%
12/31/2012	12,605,625	48,975,067	36,369,442	25.7%	91,421,357	39.8%
12/31/2013	15,178,339	50,174,616	34,996,277	30.3%	91,589,536	38.2%
12/31/2014	16,705,220	52,899,776	36,194,556	31.6%	90,860,847	39.8%
12/31/2015	17,140,234	55,167,726	38,027,492	31.1%	96,580,051	39.4%
12/31/2016	19,656,145	53,997,661	34,341,516	36.4%	88,846,626	38.7%
12/31/2017	25,315,572	52,996,963	27,681,391	47.8%	92,095,534	30.1%
12/31/2018	28,509,900	58,948,727	30,438,827	48.4%	98,195,782	31.0%
12/31/2019	31,940,824	59,480,568	27,539,744	53.7%	97,692,497	28.2%

\* Incorporating asset smoothing effective with the 12/31/2018 valuation.

## Schedule of Employer Contributions

Valuation Date	Fiscal Year Ending	Actuarially Determined Contribution
12/31/2006	12/31/2008	\$ 3,940,154
12/31/2007	12/31/2009	2,811,665
12/31/2008	12/31/2010	3,367,650
12/31/2009	12/31/2011	3,284,650
12/31/2010	12/31/2012	3,600,818
12/31/2011	12/31/2013	3,193,869
12/31/2012	12/31/2014	3,401,518
12/31/2013	12/31/2015	3,318,618
12/31/2014	12/31/2016	3,351,181
12/31/2015	12/31/2017	3,394,981
12/31/2016	12/31/2018	3,151,965
12/31/2017	12/31/2019	2,908,628
12/31/2018	12/31/2020	3,513,339
12/31/2019	12/31/2021	3,338,355



# APPENDIX

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## OVERVIEW

## Glossary

**Accrued Service** - The service credited under the plan, which was rendered before the date of the actuarial valuation.

**Actuarial Accrued Liability** - The difference between (i) the actuarial present value of future plan benefits, and (ii) the actuarial present value of future normal cost. Sometimes referred to as “accrued liability” or “past service liability.”

**Actuarial Assumptions** - Estimates of future plan experience with respect to rates of mortality, disability, turnover, retirement, rate or rates of investment income and salary increases. Decrement assumptions (rates of mortality, disability, turnover and retirement) are generally based on past experience, often modified for projected changes in conditions. Economic assumptions (salary increases and investment income) consist of an underlying rate in an inflation-free environment plus a provision for a long-term average rate of inflation.

**Actuarial Cost Method** - A mathematical budgeting procedure for allocating the dollar amount of the “actuarial present value of future plan benefits” between the actuarial present value of future normal cost and the actuarial accrued liability. Sometimes referred to as the “actuarial funding method.”

**Actuarial Equivalent** - A single amount or series of amounts of equal value to another single amount or series of amounts, computed on the basis of the rate(s) of interest and mortality tables used by the plan.

**Actuarial Present Value** - The amount of funds presently required to provide a payment or series of payments in the future. It is determined by discounting the future payments at a predetermined rate of interest, taking into account the probability of payment.

**Actuarially Determined Contribution (ADC)** - The ADC is the normal cost plus the portion of the unfunded actuarial accrued liability to be amortized in the current period. The ADC is an amount that is actuarially determined in accordance with the requirements so that, if paid on an ongoing basis, it would be expected to provide sufficient resources to fund both the normal cost for each year and the amortized unfunded liability.

**Amortization** - Paying off an interest-bearing liability by means of periodic payments of interest and principal, as opposed to paying it off with a lump sum payment.

**Governmental Accounting Standards Board (GASB)** - GASB is the private, nonpartisan, nonprofit organization that works to create and improve the rules U.S. state and local governments follow when accounting for their finances and reporting them to the public.

**Medical Trend Rate (Health Care Inflation)** - The increase in the cost of providing health care benefits over time. Trend includes such elements as pure price inflation, changes in utilization, advances in medical technology, and cost shifting.

**Normal Cost** - The annual cost assigned, under the actuarial funding method, to current and subsequent plan years. Sometimes referred to as “current service cost.” Any payment toward the unfunded actuarial accrued liability is not part of the normal cost.





## Glossary (Concluded)

**Other Postemployment Employee Benefits (OPEB)** - OPEB are postemployment benefits other than pensions. OPEB generally takes the form of health insurance and dental, vision, prescription drugs or other health care benefits.

**Reserve Account** - An account used to indicate that funds have been set aside for a specific purpose and are not generally available for other uses.

**Unfunded Actuarial Accrued Liability** - The difference between the actuarial accrued liability and valuation assets. Sometimes referred to as “unfunded accrued liability.”

**Valuation Assets** - The value of current plan assets recognized for valuation purposes.



May 15, 2020

Mr. Jeff Dood  
Fiscal Services Director  
Kent County Retiree Health Care Plan  
300 Monroe Avenue, N.W.  
Grand Rapids, Michigan 49503

**Re: Kent County Retiree Health Care Plan**

Dear Mr. Dood:

Enclosed are 20 copies of the December 31, 2019 Actuarial Valuation Report of the Kent County Retiree Health Care Plan.

Respectfully submitted,

A handwritten signature in black ink that reads "James D. Anderson". The signature is written in a cursive, flowing style.

James D. Anderson, FSA, EA, FCA, MAAA

JDA:sc  
Enclosures