

City of Cincinnati

Other Postemployment Benefits Actuarial Valuation Report as of December 31, 2019

**Produced by Cheiron
June 2020**

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June 4, 2020

Board of Trustees
Cincinnati Retirement System
801 Plum Street, Suite 328
Cincinnati, OH 45202

Dear Members of the Board:

As requested, we have performed an actuarial valuation of the post-employment benefits provided by the Retirement System for Employees of the City of Cincinnati (CRS) as of December 31, 2019. The following report contains our findings and disclosures required by the Governmental Accounting Standards Board (GASB) standards. This is the second valuation of the Plan performed by Cheiron. Valuation results shown for valuations prior to 2018 were derived from the prior actuary's report.

The purpose of this report is to present the annual actuarial valuation of the City of Cincinnati Postemployment Benefit Plan. This report is for the use of the City and its auditors in preparing financial reports in accordance with applicable law and accounting requirements. Any other user of this report is not an intended user and is considered a third party.

The results of this valuation rely on future plan experience conforming to the underlying assumptions and methods outlined in this report. Future results may differ significantly from the current results presented in this report due to such factors as the following: plan experience differing from that anticipated by the assumptions, changes in assumptions, and changes in plan provisions or applicable law. Actuarial computations are calculated based on our understanding of GASB 74/75 and are for purposes of fulfilling employer financial accounting requirements. Determinations for purposes other than meeting employer financial accounting requirements may be significantly different from the results in this report. Additional accounting disclosures for the fiscal year ending June 30, 2020 related to GASB Statements 74 and 75 will be provided in a separate report.

Appendix A describes the Participant Data, Assumptions, and Methods used in calculating the figures throughout the report. In preparing our report, we relied without audit, on information (some oral and some written) supplied by Plan Administrators. This information includes, but is not limited to, the plan provisions, employee data, and financial information. The demographic assumptions used in this report were based on the City's actuary's experience study adopted March 1, 2018. We performed an informal examination of the obvious characteristics of the data for reasonableness and consistency in accordance with Actuarial Standard of Practice No. 23.

Appendix B contains our understanding of the substantive plan provisions based on the information provided by the City.

This actuarial valuation reflects a full valuation of the updated census, claims, and premiums. This report reflects several changes as highlighted below:

- On December 19, 2019, both chambers of Congress passed the spending deal that fully repealed three of the ACA's most significant taxes: the annual fee on health insurance providers, the Cadillac tax, and the medical device excise tax. Repeal of the annual health insurance provider fee will not take effect until 2021, meaning the fee—which has already been built in to many premiums for the 2020 plan year—will remain in effect for 2020. The Cadillac tax and medical device tax are repealed beginning in 2020. The premiums charged to the System for the new Medicare Advantage plans do not have the health insurance fees included in the guaranteed rates. However, the 2020 contribution rates set in September 2019 assumed the Medicare Advantage plans premium would include the health insurance fees through 2021.
- The claim cost curves were updated based on the experience of the retirees in the Secure, Select, and Model plans. The data provided claim experience for all covered members (retirees, covered spouses, and covered children) by age. Additional information was provided for the new Medicare Advantage Plans.
- The discount rate used for the valuation was based on the long term rate of return on plan assets or 7.5%.
- Medical Trend assumptions were updated to include several factors. First, the initial trends for the MA plans were set at 0% for medical to reflect the rate guarantee through 2021 and 7% for drug, while the retiree premiums (i.e., contributions) for the MA plans were set at a -5.7% to account for the health insurance tax reduction. The ultimate health care trend was set at 4%, with each trend period set at 15 years.
- The City moved all Medicare Part A and Part B eligible, and Medicare Part B only eligible plan participants to the new fully insured Medicare Advantage plan offered by Anthem, effective January 1, 2020. This move saved the City roughly \$9 million in premiums. This new plan benefit reduced the liabilities by over \$127 million.

This report does not reflect future changes in benefits, penalties, or administrative costs that may be required as a result of the Patient Protection and Affordable Care Act of 2010, related legislation, or regulations.

This report does not contain any adjustment for the potential impact of COVID-19. We anticipate the virus will impact both mortality and claims in the short term, as well as potentially other demographic experience. However, the net impact is not determinable at this time.

Board of Trustees

June 4, 2020

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This report and its contents have been prepared in accordance with generally recognized and accepted actuarial principles and practices and our understanding of the Code of Professional Conduct and applicable Actuarial Standards of Practice set out by the Actuarial Standards Board as well as applicable laws and regulations. Furthermore, as credentialed actuaries, we collectively meet the Qualification Standards of the American Academy of Actuaries to render the opinion contained in this report. This report does not address any contractual or legal issues. We are not attorneys and our firm does not provide any legal services or advice.

This actuarial valuation report was prepared for the City of Cincinnati for the purposes described herein and for the use by the Plan Auditor in completing an audit related to the matters herein. Other users of this report are not intended users as defined in the Actuarial Standards of Practice, and Cheiron assumes no duty or liability to such other users.

Sincerely,
Cheiron



Margaret Tempkin, FSA, EA, MAAA
Principal Consulting Actuary



Gaelle Gravot, FSA, MAAA
Principal Consulting Actuary

**CITY OF CINCINNATI
POSTRETIREMENT HEALTH FUND
ACTUARIAL VALUATION AS OF DECEMBER 31, 2019**

SECTION I – VALUATION SUMMARY

The City of Cincinnati has engaged Cheiron to provide an analysis of its post-employment benefit liabilities as of December 31, 2019. The primary purposes of performing this actuarial valuation are to:

- Estimate the Actuarially Determined Contribution (ADC) and the Actuarial Liability (AL) of the retiree health benefits using GASB 74 and 75 methodology,
- Provide disclosures for financial statements, and
- Provide projections for the ADC, Net OPEB Liability (NOL), and actuarial liabilities.

We have determined costs, liabilities, and trends for the substantive plan using actuarial assumptions and methods that we consider reasonable.

GASB’s OPEB Requirements

GASB’s Statement 74 refers to the financial reporting for post-employment benefit plans other than pension plans, and Statement 75 refers to the employer accounting for these plans. Statement 74 is generally applicable where an entity has a separate trust or fund for OPEB benefits. We understand that the City of Cincinnati has a trust used to fund future OPEB obligations. The GASB No. 74 Statements are effective for the fiscal year ending June 30, 2019. The GASB 74 and 75 valuation sections are provided in a separate report.

Statement 75, which was adopted in the fiscal year ending (FYE) June 30, 2018, requires the employer to book the actuarial cost (net of employee, retiree, and their dependents’ contributions) of the Plan as an expense on its financial statements. Additional disclosures required by GASB 74 and 75 include a description of the substantive plan, summary of significant accounting policies (which we have not included in this report), contributions, and a statement of funding progress, along with the methods and assumptions used for these disclosures.

Funding Policy

For the purpose of this valuation, the ADC is calculated as the normal cost determined under the Entry Age Normal Actuarial Cost Method, plus an open 30-year, level dollar amortization of the unfunded actuarial liability, plus 0.25% of payroll for administrative expenses. This report determines the ADC for the FYE June 30, 2021.

**CITY OF CINCINNATI
POSTRETIREMENT HEALTH FUND
ACTUARIAL VALUATION AS OF DECEMBER 31, 2019**

SECTION I – VALUATION SUMMARY

Table I-1 below summarizes the December 31, 2019 and December 31, 2018 actuarial valuation results.

| Table I-1 Summary of Valuation Results | | |
|---|--------------------------|--------------------------|
| Valuation Date | December 31, 2018 | December 31, 2019 |
| Discount Rate | 7.50% | 7.50% |
| Actuarial Liability (AL) | \$ 504,756,819 | \$ 376,560,845 |
| Actuarial Value of Assets | <u>490,886,745</u> | <u>488,000,142</u> |
| Unfunded actuarial liability (UAL) | \$ 13,870,074 | \$ (111,439,297) |
| Funded Ratio (AVA/AL) | 97.25% | 129.59% |
| Market Value of Assets | \$ 457,249,000 | \$ 500,123,000 |
| Funded Ratio (MVA/AL) | 90.59% | 132.81% |
| Fiscal Year Ending | June 30, 2020 | June 30, 2021 |
| Actuarially Determined Contribution | \$ 5,651,000 | \$ - |
| Expected Net Benefit Payments | 29,253,000 | 26,592,477 |

The Actuarial Liability decreased from \$504.8 million to \$376.6 million this year. In addition to the expected increase in liability of \$4.0 million due to normal cost, benefit payments and interest, the Plan experienced other changes in liability attributable to a \$5.4 million increase due to the changes in population, \$127.3 million decrease due to changes in benefit plans, and a \$10.3 million decrease due to changes in claim costs and health care trends.

During the year ending December 31, 2019, the Plan's assets gained \$39.4 million on a market value basis. The Plan's asset smoothing technique recognizes only a portion of the gains and losses for each year, and the return on the actuarial asset value was 5.63%. This return was below the assumed rate of return of 7.50% and resulted in an actuarial loss on investments for the Plan.

**CITY OF CINCINNATI
POSTRETIREMENT HEALTH FUND
ACTUARIAL VALUATION AS OF DECEMBER 31, 2019**

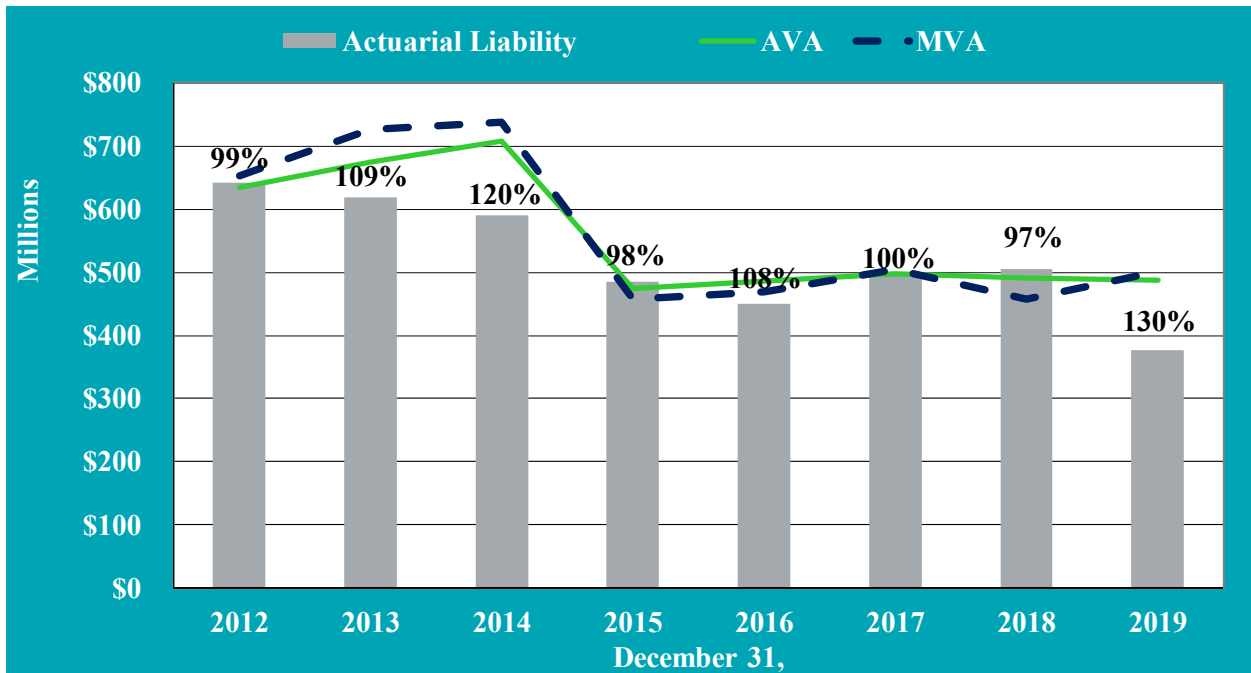
SECTION I – VALUATION SUMMARY

Historical Trends

This chart shows the historical trend of assets and the actuarial liability for the City’s OPEB Plan. The historical actuarial liabilities shown below are based on the funding valuation report for the plan and not the actuarial liabilities developed under GASB 74/75. Cheiron performed valuations starting with 2018.

The grey bars represent the actuarial liability used to determine the Actuarially Determined Contribution (ADC). The liabilities prior to 2018 were based on actuarial reports produced by the prior actuary. As you can see, over time, the liability decreased in 2015 and has remained fairly level. In 2016, the Plan was closed to members hired after December 31, 2015. In 2019, the Plan adopted a fully insured Medicare Advantage Plan as of January 1, 2020, dropping the liability by \$127 million.

The Market Value of Assets is represented by the dark blue dotted line and the Actuarial Value of Assets is represented by the green solid line. The Actuarial Value of Assets is developed by smoothing five years of investment returns, as seen on page 5. The percentages above the bars represent the funded ratio based on the AVA. The funded percentage increases to 130% due to the benefit changes adopted on January 1, 2020.



**CITY OF CINCINNATI
POSTRETIREMENT HEALTH FUND
ACTUARIAL VALUATION AS OF DECEMBER 31, 2019**

SECTION II – ASSETS

Assets

The Plan’s last valuation of liabilities was performed as of December 31, 2018. Table II-1 below shows the reconciliation of assets for the current and prior fiscal years. This section reconciles the assets of December 31, 2019 that were used to develop the FYE 2021 ADC.

| Table II-1 Changes in Market Value of Assets | | |
|--|-----------------------|-----------------------|
| | December 31, 2018 | December 31, 2019 |
| Market Value of Assets - as of beginning of Fiscal Year | \$ 504,394,000 | \$ 457,249,000 |
| <u>Additions</u> | | |
| Employer Contributions | \$ 0 | \$ 0 |
| Participant Contributions | 0 | 0 |
| Total contributions | \$ 0 | \$ 0 |
| Investment Return | | |
| Net Realized Appreciation and Unrealized Appreciation | (24,355,000) | 66,302,000 |
| Interest and Dividends | 7,181,000 | 7,642,000 |
| Other Income | 14,000 | 8,000 |
| Total income from investment activities | \$ (17,160,000) | \$ 73,952,000 |
| Investment Expenses | (2,136,000) | (1,385,000) |
| Total Investment Return | \$ (19,296,000) | \$ 72,567,000 |
| <u>Deductions</u> | | |
| Benefit Payments Made | \$ 27,450,000 | \$ 29,253,000 |
| Administrative Expenses | 399,000 | 440,000 |
| Total Deductions | \$ 27,849,000 | \$ 29,693,000 |
| <u>Total</u> | | |
| Net Increase (Decrease) | \$ (47,145,000) | \$ 42,874,000 |
| Market Value of Assets - as of end of Fiscal Year | \$ 457,249,000 | \$ 500,123,000 |
| Market Return for Period | -3.93% | 16.40% |

**CITY OF CINCINNATI
POSTRETIREMENT HEALTH FUND
ACTUARIAL VALUATION AS OF DECEMBER 31, 2019**

SECTION II – ASSETS

Actuarial Value of Assets

The actuarial value of assets is the current market value, adjusted by a five-year smoothing of gains and losses on a market value basis. Each year's gain or loss is determined as the difference between the actual market return and the expected market return using the assumed rate of investment return. The actuarial value is adjusted to remain within 20% of the market value. Table II-2 below illustrates the calculation of the market value gains and losses.

| Table II-2 Development of Unrecognized Gain/(Loss) on Investments as of December 31, FYE | | | | |
|--|----------------------------------|----------------------------------|----------------------------------|----------------------------------|
| | Fiscal Year Ending 12/30/2016 | Fiscal Year Ending 12/31/2017 | Fiscal Year Ending 12/31/2018 | Fiscal Year Ending 12/31/2019 |
| 1. Market Value of Assets as of December 31, Beginning of Fiscal Year | \$ 456,918,000 | \$ 468,973,000 | \$ 504,394,000 | \$ 457,249,000 |
| Fiscal Year Cash Flow | | | | |
| 2. Employer Contributions for the Plan Year Ending December 31, FYE | \$ 602,000 | \$ 0 | \$ 0 | \$ 0 |
| 3. Participant Contributions for the Plan Year Ending December 31, FYE | 0 | 0 | 0 | 0 |
| 4. Benefit Payments through December 31, FYE | (28,988,000) | (30,021,000) | (27,450,000) | (29,253,000) |
| 5. Administrative Expenses through December 31, FYE | (446,000) | (396,000) | (399,000) | (440,000) |
| 6. Net Cash Flow | <u>\$ (28,832,000)</u> | <u>\$ (30,417,000)</u> | <u>\$ (27,849,000)</u> | <u>\$ (29,693,000)</u> |
| Investment Performance | | | | |
| 7. Interest of 7.50% on Market Value of Assets to December 31, FYE | \$ 34,268,850 | \$ 35,172,976 | \$ 37,829,550 | \$ 34,293,675 |
| 8. Interest on employer contributions assuming received at the end year to December 31, FYE | 22,575 | 0 | 0 | 0 |
| 9. Interest on participant contributions assuming received uniformly throughout the year to December 31, FYE | 0 | 0 | 0 | 0 |
| 10. Interest on benefit payments assuming payments made uniformly throughout the year to December 31, FYE | (1,087,050) | (1,125,788) | (1,029,375) | (1,096,988) |
| 11. Interest on administrative expenses assuming payments made uniformly throughout the year to December 31, FYE | (16,725) | (14,850) | (14,963) | (16,500) |
| 12. Expected Investment Performance (7 + 8 + 9 + 10 + 11) | <u>\$ 33,187,650</u> | <u>\$ 34,032,338</u> | <u>\$ 36,785,212</u> | <u>\$ 33,180,187</u> |
| 13. Expected Market Value of Assets as of December 31, FYE (1 + 6 + 12) | \$ 461,273,650 | \$ 472,588,338 | \$ 513,330,212 | \$ 460,736,187 |
| 14. Market Value of Assets as of December 31, FYE | \$ 468,973,000 | \$ 504,394,000 | \$ 457,249,000 | \$ 500,123,000 |
| 15. Market Value of Assets Investment Gain/(Loss) (14 - 13) | \$ 7,699,350 | \$ 31,805,662 | \$ (56,081,212) | \$ 39,386,813 |

**CITY OF CINCINNATI
POSTRETIREMENT HEALTH FUND
ACTUARIAL VALUATION AS OF DECEMBER 31, 2019**

SECTION II – ASSETS

Table II-3 illustrates the calculation of actuarial value of assets for the December 31, 2019 valuation.

| Table II-3 Development of Actuarial Value of Assets as of December 31, 2019 | | |
|--|----------------------|--------------------|
| 1. Actuarial Value of Assets as of December 31, 2018 | \$ | 490,886,745 |
| 2. Net Cash Flow (Contributions - Benefit Payments - Expenses) | \$ | (29,693,000) |
| 3. Expected Investment Performance | \$ | 33,180,187 |
| | Initial Unrecognized | |
| <u>Recognition of gain/(loss)</u> | <u>Gain/(Loss)</u> | <u>Recognition</u> |
| 4. 20% of gain/(loss) as of December 31, 2015 | \$ (54,679,565) | \$ (10,935,913) |
| 5. 20% of gain/(loss) as of December 31, 2016 | \$ 7,699,350 | \$ 1,539,870 |
| 6. 20% of gain/(loss) as of December 31, 2017 | \$ 31,805,662 | \$ 6,361,132 |
| 7. 20% of gain/(loss) as of December 31, 2018 | \$ (56,081,212) | \$ (11,216,242) |
| 8. 20% of gain/(loss) as of December 31, 2019 | \$ 39,386,813 | \$ 7,877,363 |
| 9. Recognized gain/(loss) as of December 31, 2019 (sum of 4 - 8) | \$ | (6,373,790) |
| 10. Actuarial Value of Assets as of December 31, 2019 (1 + 2 + 3 + 9) | \$ | 488,000,142 |
| Market Value of Assets as of December 31, 2019 | \$ | 500,123,000 |
| Corridor for Actuarial Value of Assets | | |
| 80% of Market Value | \$ | 400,098,400 |
| 120% of Market Value | \$ | 600,147,600 |
| Actuarial Value of Assets as of December 31, 2019 | \$ | 488,000,142 |
| Actuarial Value as a percent of Market Value | | 97.6% |
| Return on Actuarial Value of Asset | | 5.63% |

**CITY OF CINCINNATI
POSTRETIREMENT HEALTH FUND
ACTUARIAL VALUATION AS OF DECEMBER 31, 2019**

SECTION III – VALUATION RESULTS

This section of the report calculates the current and expected future contribution requirements under the City’s funding policy. This valuation calculates the contribution for the fiscal year 2020-21.

The liabilities presented in this section are based on the assumption of an ongoing plan and would not be appropriate for measuring the settlement value of Plan obligations.

Information about the actuarial liabilities of the Plan as of December 31, 2019 is shown in Table III-1 below.

| Table III-1 Actuarial Liability | | |
|---|--------------------------|--------------------------|
| Valuation Date | December 31, 2018 | December 31, 2019 |
| Discount Rate | 7.50% | 7.50% |
| Actuarial Liability | | |
| Current active members | \$ 143,719,851 | \$ 118,500,667 |
| Current retirees, beneficiaries, and dependents | <u>361,036,968</u> | <u>258,060,178</u> |
| Total Actuarial Liability (AL) | \$ 504,756,819 | \$ 376,560,845 |
| Actuarial Value of Assets (AVA) | <u>490,886,745</u> | <u>488,000,142</u> |
| Unfunded Actuarial Liability (UAL) | \$ 13,870,074 | \$ (111,439,297) |
| Funded Ratio (AVA/AL) | 97.25% | 129.59% |
| Market Value of Assets (MVA) | \$ 457,249,000 | \$ 500,123,000 |
| Unfunded Actuarial Liability (UAL) | \$ 47,507,819 | \$ (123,562,155) |
| Funded Ratio (MVA/AL) | 90.59% | 132.81% |
| Normal Cost | \$ 3,878,205 | \$ 2,982,272 |

Please note that, prior to June 30, 2017, the City reported their actuarial liability under GASB 43 and 45. Under GASB 43 and 45 requirements, the disclosure of the above actuarial liability was provided in the notes to financial statements and was not immediately recorded on the balance sheet. Starting June 30, 2017, the City’s GASB reporting requirements fall under GASB 74 and 75 and the entire liability is booked on the balance sheet. The above liability is shown for funding purposes only; the GASB 74 and 75 liability will be a roll-forward of this liability to the fiscal year ending June 30, 2020 and will be provided in a separate report.

**CITY OF CINCINNATI
POSTRETIREMENT HEALTH FUND
ACTUARIAL VALUATION AS OF DECEMBER 31, 2019**

SECTION III – VALUATION RESULTS

Table III-2 below shows the Actuarial Liability for actives and retirees, the normal cost, the Actuarial Asset Value, and the resulting unfunded actuarial liability (UAL) as of December 31, 2019 at a 7.5% discount rate. Note that this development of the AL and UAL are based on the measurement date of December 31, 2019, and will be used in the determination of the Actuarially Determined Contribution for the 2020-21 fiscal year.

| Table III-2 | | |
|---|--------------------------|--------------------------|
| Actuarial Liability, Normal Cost & Actuarial Asset Value as of | | |
| | December 31, 2018 | December 31, 2019 |
| Actuarial Liability | | |
| Active Liability | | |
| -Active Employees | \$ 128,225,326 | \$ 99,068,553 |
| -DROP Participants | <u>15,494,525</u> | <u>19,432,114</u> |
| Total Active Liability | \$ 143,719,851 | \$ 118,500,667 |
| Inactive Liability | | |
| -Retired Employees | \$ 316,391,750 | \$ 228,852,824 |
| -Beneficiary | 25,955,876 | 17,890,807 |
| -Disabled | 11,955,217 | 5,848,977 |
| -Deferred Beneficiaries | 3,284,698 | 2,428,890 |
| -Deferred Members | <u>3,449,427</u> | <u>3,038,680</u> |
| Total Inactive Liability | \$ 361,036,968 | \$ 258,060,178 |
| Total Liability | \$ 504,756,819 | \$ 376,560,845 |
| Actuarial Value of Assets | <u>490,886,745</u> | <u>488,000,142</u> |
| Unfunded Actuarial Liability (UAL) | \$ 13,870,074 | \$ (111,439,297) |
| Normal Cost | \$ 3,878,205 | \$ 2,982,272 |

**CITY OF CINCINNATI
POSTRETIREMENT HEALTH FUND
ACTUARIAL VALUATION AS OF DECEMBER 31, 2019**

SECTION III – VALUATION RESULTS

Reconciliation

Table III-3 provides an estimate of the major factors contributing to the change in liability since the last actuarial valuation report (AVR).

| Table III-3 Reconciliation of Actuarial Liability | |
|--|-----------------------|
| Actuarial Liability at December, 31, 2018 | \$ 504,756,819 |
| Normal Cost | 3,878,205 |
| Expected Benefits paid throughout the year | (36,678,933) |
| Interest | 36,772,167 |
| Expected Actuarial Liability at December, 31, 2019 | \$ 508,728,258 |
| Actuarial Liability at December, 31, 2019 | 376,560,845 |
| Gain or (Loss) | \$ 132,167,413 |
| Gain or (Loss) due to: | |
| Benefit changes | \$ 127,284,095 |
| Census changes | (5,395,021) |
| Demographic changes | - |
| Health Care Claims and Trend changes | 10,278,339 |
| Total changes | \$ 132,167,413 |

Below is a brief description of each of the above components:

- *Benefits Changes* refers to changes in the Plan or eligibilities. There were benefit changes since the prior valuation. The City moved all Medicare Part A and Part B eligible, and Medicare Part B only eligible plan participants to the new fully insured Medicare Advantage plan offered by Anthem, effective January 1, 2020. Only Medicare Part A eligible participants who didn't buy into Medicare Part B are covered under the City's self-insured plan offered to non-Medicare eligible plan participants.
- *Census Changes* refers to differences in the valuation census due to members terminating, retiring, dying, and becoming disabled at rates different than expected.
- *Demographic assumption changes* refer to the changes in demographic assumptions. There were no demographic assumption changes this year.
- *Healthcare Claims and Trend changes* refer to the change in projected healthcare cost vs. actual healthcare cost redeveloped at 2019. In addition, the trends were reset to reflect the current marketplace.

**CITY OF CINCINNATI
POSTRETIREMENT HEALTH FUND
ACTUARIAL VALUATION AS OF DECEMBER 31, 2019**

SECTION III – VALUATION RESULTS

Actuarially Determined Contribution (ADC)

The ADC consists of three parts: (1) the *normal cost*, which represents the annual cost attributable to service earned in a given year, (2) the assumed administrative expense, and (3) the amortization of the UAL. In Table III-4 below, we show the computed FYE 2020 and FYE 2021 ADC based on a 7.5% assumed discount rate (based on a long-term view of returns on the asset allocation).

| Calculation of Actuarially Determined Contribution (ADC) | | |
|---|---------------------|--------------------|
| For Fiscal Year Ending | 6/30/2020 | 6/30/2021 |
| Normal Cost | \$ 3,878,000 | \$ 2,982,000 |
| Administrative Expenses ¹ | 640,000 | 412,000 |
| Amortization of UAL | <u>1,133,000</u> | <u>(9,101,000)</u> |
| Total ADC (not less than \$0) | \$ 5,651,000 | \$ - |
| Covered Payroll | \$ 168,420,214 | \$ 164,683,982 |
| ADC as a percentage of pay | 3.36% | 0.00% |
| Total Compensation | \$ 200,951,616 | \$ 208,511,970 |
| ADC as a percentage of compensation | 2.81% | 0.00% |
| Actual/Expected Net Benefit Payments | \$ 29,253,000 | \$ 26,592,477 |

¹ Administrative Expense of 0.38% of payroll for FYE 2020 & 0.25% of payroll for FYE 2021

**CITY OF CINCINNATI
POSTRETIREMENT HEALTH FUND
ACTUARIAL VALUATION AS OF DECEMBER 31, 2019**

SECTION III – VALUATION RESULTS

Projected Cash Flow

The following table presents a 30-year payout projection of employer payments for the City’s OPEB Plan.

| Projected Cash Flow Assuming 7.5% Discount Rate | | | | | |
|--|---|---|---|--|---|
| Fiscal Year Ending December 31, | Expected Market Value Assets | Expected Employer Benefit Payments | Expected Actuarial Liability | Fiscal Year Ending June 30, | Expected Actuarial Determined Contribution |
| 2020 | \$ 510,061,000 | \$ 26,592,000 | \$ 383,658,000 | 2020 | \$ 5,651,000 |
| 2021 | 520,199,000 | 27,118,000 | 388,462,000 | 2021 | 0 |
| 2022 | 530,196,000 | 27,987,000 | 392,328,000 | 2022 | 0 |
| 2023 | 537,753,000 | 31,064,000 | 393,184,000 | 2023 | 0 |
| 2024 | 544,889,000 | 32,017,000 | 393,032,000 | 2024 | 0 |
| 2025 | 551,803,000 | 32,747,000 | 392,047,000 | 2025 | 0 |
| 2026 | 558,404,000 | 33,549,000 | 390,099,000 | 2026 | 0 |
| 2027 | 564,985,000 | 34,046,000 | 387,443,000 | 2027 | 0 |
| 2028 | 571,736,000 | 34,358,000 | 384,207,000 | 2028 | 0 |
| 2029 | 579,138,000 | 34,218,000 | 380,814,000 | 2029 | 0 |
| 2030 | 586,913,000 | 34,394,000 | 376,911,000 | 2030 | 0 |
| 2031 | 594,954,000 | 34,699,000 | 372,317,000 | 2031 | 0 |
| 2032 | 603,620,000 | 34,679,000 | 367,316,000 | 2032 | 0 |
| 2033 | 613,144,000 | 34,478,000 | 362,031,000 | 2033 | 0 |
| 2034 | 623,105,000 | 34,745,000 | 355,967,000 | 2034 | 0 |
| 2035 | 633,834,000 | 34,725,000 | 349,347,000 | 2035 | 0 |
| 2036 | 645,625,000 | 34,477,000 | 342,350,000 | 2036 | 0 |
| 2037 | 658,445,000 | 34,338,000 | 334,861,000 | 2037 | 0 |
| 2038 | 672,208,000 | 34,355,000 | 326,673,000 | 2038 | 0 |
| 2039 | 687,141,000 | 34,223,000 | 317,890,000 | 2039 | 0 |
| 2040 | 703,357,000 | 34,065,000 | 308,480,000 | 2040 | 0 |
| 2041 | 721,074,000 | 33,791,000 | 298,504,000 | 2041 | 0 |
| 2042 | 740,617,000 | 33,311,000 | 288,149,000 | 2042 | 0 |
| 2043 | 762,094,000 | 32,860,000 | 277,381,000 | 2043 | 0 |
| 2044 | 785,691,000 | 32,368,000 | 266,217,000 | 2044 | 0 |

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SECTION IV – SENSITIVITY OF RESULTS

The liabilities produced in this report are sensitive to the assumptions used. Table IV-1 shows liabilities under the actuarial funding scenario using a 1% increase and a decrease in healthcare trend rates to provide some measure of sensitivity. In all cases, we are using the full actuarial funding assumption of 7.50% for the discount rate.

| Table IV-1 | | | |
|---|--------------------|--------------------|--------------------|
| Health Care Trend Rate Sensitivity | | | |
| Health Care Trend Rates | -1% | Base | +1% |
| Actuarial Liability | | | |
| Current active members | \$ 102,113,294 | \$ 118,500,667 | \$ 138,616,612 |
| Current retirees, beneficiaries, and dependents | <u>236,742,513</u> | <u>258,060,178</u> | <u>282,529,884</u> |
| Total Actuarial Liability (AL) | \$ 338,855,807 | \$ 376,560,845 | \$ 421,146,496 |
| Actuarial Value of Assets | <u>488,000,142</u> | <u>488,000,142</u> | <u>488,000,142</u> |
| Unfunded Actuarial Liability (UAL) | \$ (149,144,335) | \$ (111,439,297) | \$ (66,853,646) |
| Normal Cost | \$ 2,454,527 | \$ 2,982,272 | \$ 3,670,349 |

Table IV-2 shows liabilities under the actuarial funding scenario using a 1% increase and a decrease in discount rates to provide some measure of sensitivity.

| Table IV-2 | | | |
|---|--------------------|--------------------|--------------------|
| Discount Rate Sensitivity | | | |
| Discount Rate | 6.50% | 7.50% | 8.50% |
| Actuarial Liability | | | |
| Current active members | \$ 135,630,479 | \$ 118,500,667 | \$ 104,220,472 |
| Current retirees, beneficiaries, and dependents | <u>282,471,104</u> | <u>258,060,178</u> | <u>237,131,680</u> |
| Total Actuarial Liability (AL) | \$ 418,101,583 | \$ 376,560,845 | \$ 341,352,152 |
| Actuarial Value of Assets | <u>488,000,142</u> | <u>488,000,142</u> | <u>488,000,142</u> |
| Unfunded Actuarial Liability (UAL) | \$ (69,898,559) | \$ (111,439,297) | \$ (146,647,990) |
| Normal Cost | \$ 3,857,926 | \$ 2,982,272 | \$ 2,315,974 |

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SECTION V – ACCOUNTING DISCLOSURES

The Government Finance Officers Association (GFOA) maintains a checklist of items to be included in the Comprehensive Annual Financial Report (CAFR) in order to receive recognition for excellence in financial reporting. In accordance with those statements, we have prepared the following disclosures.

Schedule of Funding Progress

The schedule of funding progress compares the assets used for funding purposes to the comparable liabilities to determine how well the Plan is funded, and how this status has changed over the past several years. The actuarial liability is compared to the actuarial value of assets to determine the funding ratio. The actuarial liability under GASB is determined assuming that the Plan is ongoing and participants continue to terminate employment, retire, etc., in accordance with the actuarial assumptions.

Years prior to 2018 were taken from the prior actuary’s report.

| Table V-1 Schedule of Funding Progress for Fiscal Year Ending December 31, (\$ in Thousands) | | | | | | |
|--|------------------------------------|-------------------------------|---|--------------------------------|----------------------------|---|
| Valuation Year | Actuarial Asset Value (a) | Actuarial Liability (b) | Unfunded Actuarial Liability (c)=(b-a) | Funded Ratio (d)=(a)/(b) | Covered Payroll* (e) | UAL as a Percentage of Covered Payroll (f) = (c)/(e) |
| 2012 | 634,173 | 641,876 | 7,703 | 98.8% | 167,148 | 4.6% |
| 2013 | 674,709 | 618,508 | (56,201) | 109.1% | 163,477 | (34.4)% |
| 2014 | 706,959 | 590,902 | (116,057) | 119.6% | 164,575 | (70.5)% |
| 2015 | 474,746 | 484,833 | 10,087 | 97.9% | 174,963 | 5.8% |
| 2016 | 485,845 | 450,026 | (35,819) | 108.0% | 168,785 | (21.2)% |
| 2017 | 497,233 | 496,188 | (1,045) | 100.2% | 172,156 | (0.6)% |
| 2018 | 490,887 | 504,757 | 13,870 | 97.3% | 168,420 | 8.2% |
| 2019 | 488,000 | 376,561 | (111,439) | 129.6% | 164,684 | (67.7)% |

* Covered Payroll represents the payroll of those members eligible for postretirement healthcare benefits. The plan was closed December 31, 2015.

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SECTION V – ACCOUNTING DISCLOSURES

Historical Asset Information

The historical asset information, Table V-2, shows the dollar-weighted rate of return for each of the actuarial value of assets and the market value of assets.

Years prior to 2018 were taken from the prior actuary’s report.

| Table V-2 Historical Asset Information (\$ in Thousands) | | | | |
|---|----------------------------------|---|-------------------------------|---|
| Valuation Year | Actuarial Value of Assets | | Market Value of Assets | |
| | Amount | Dollar-weighted Rate of Return | Amount | Dollar-weighted Rate of Return |
| 2009 | \$746,029 | 0.40% | \$621,691 | 19.13% |
| 2010 | 726,412 | 2.43% | 657,319 | 13.10% |
| 2011 | 668,392 | -1.65% | 616,464 | 0.87% |
| 2012 | 634,173 | 0.15% | 652,864 | 11.95% |
| 2013 | 674,709 | 12.02% | 726,098 | 16.81% |
| 2014 | 706,959 | 10.01% | 737,722 | 6.38% |
| 2015 | 474,746 | 7.39% | 456,918 | -0.11% |
| 2016 | 485,845 | 8.67% | 468,973 | 9.24% |
| 2017 | 497,233 | 8.88% | 504,394 | 14.51% |
| 2018 | 490,887 | 4.45% | 457,249 | -3.93% |
| 2019 | 488,000 | 5.63% | 500,123 | 16.40% |

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APPENDIX A – MEMBERSHIP INFORMATION

The census data used to develop the Actuarial Liability (AL) as of December 31, 2019 was provided by the City.

| Group | December 31, 2018 | December 31, 2019 |
|--|-------------------|-------------------|
| Active Participants | | |
| Active Full Time Employees | 2,357 | 2,151 |
| Active Part Time Employees | 421 | 330 |
| Active DROP Employees | <u>145</u> | <u>217</u> |
| Total | 2,923 | 2,698 |
| Covered Payroll | \$168,420,214 | \$164,683,982 |
| Total Compensation | \$200,951,616 | \$208,511,970 |
| Active Full Time Employees - ineligible for retiree health benefits | 602 | 769 |
| Active Part Time Employees - ineligible for retiree health benefits | <u>316</u> | <u>469</u> |
| Total - ineligible for retiree health benefits | 918 | 1,238 |
| Inactive Participants | | |
| Number of retirees and surviving spouses currently receiving retiree health benefits | 3,602 | 3,565 |
| Spouses currently receiving retiree health benefits | <u>1,366</u> | <u>1,361</u> |
| Total | 4,968 | 4,926 |
| Retired members and surviving spouses not currently receiving retiree health benefits but may elect coverage in the future | <u>196</u> | <u>221</u> |
| Total | 5,164 | 5,147 |
| Terminated vested members eligible for retiree health benefits | 27 | 26 |
| Terminated vested members not eligible for retiree health benefits | <u>185</u> | <u>194</u> |
| Total | 5,376 | 5,367 |

Note: In addition, there are 7,422 inactive participants hired before December 31, 2015 who are former employees with an employee account balance in the pension plan, but are assumed not to be vested. No retiree health benefit liability is assumed for these individuals.

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APPENDIX A – MEMBERSHIP INFORMATION

Active Member Data as of December 31, 2019

| COUNTS BY AGE/SERVICE | | | | | | | | | | |
|------------------------------|----------------|------------|------------|------------|------------|------------|------------|----------|----------|--------------|
| Age | Service | | | | | | | | | Total |
| | 0 to 4 | 5 to 9 | 10 to 14 | 15 to 19 | 20 to 24 | 25 to 29 | 30 to 34 | 35 to 39 | 40 & up | |
| Under 25 | 81 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 83 |
| 25 to 29 | 50 | 33 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 83 |
| 30 to 34 | 35 | 110 | 32 | 2 | 0 | 0 | 0 | 0 | 0 | 179 |
| 35 to 39 | 46 | 116 | 85 | 39 | 2 | 0 | 0 | 0 | 0 | 288 |
| 40 to 44 | 18 | 87 | 66 | 58 | 27 | 2 | 0 | 0 | 0 | 258 |
| 45 to 49 | 26 | 76 | 78 | 67 | 70 | 30 | 2 | 0 | 0 | 349 |
| 50 to 54 | 23 | 70 | 56 | 85 | 64 | 91 | 31 | 0 | 0 | 420 |
| 55 to 59 | 27 | 54 | 47 | 70 | 66 | 118 | 42 | 4 | 0 | 428 |
| 60 to 64 | 25 | 36 | 31 | 41 | 36 | 52 | 30 | 4 | 1 | 256 |
| 65 to 69 | 13 | 11 | 10 | 20 | 11 | 9 | 4 | 0 | 0 | 78 |
| 70 & up | 23 | 8 | 4 | 10 | 3 | 5 | 3 | 1 | 2 | 59 |
| Total | 367 | 603 | 409 | 392 | 279 | 307 | 112 | 9 | 3 | 2,481 |

| AVERAGE SALARY BY AGE/SERVICE | | | | | | | | | | |
|--------------------------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| Age | Service | | | | | | | | | Total |
| | 0 to 4 | 5 to 9 | 10 to 14 | 15 to 19 | 20 to 24 | 25 to 29 | 30 to 34 | 35 to 39 | 40 & up | |
| Under 25 | 11,747 | * | | | | | | | | 12,573 |
| 25 to 29 | 27,221 | 52,302 | * | | | | | | | 37,193 |
| 30 to 34 | 44,773 | 56,833 | 62,010 | * | | | | | | 55,392 |
| 35 to 39 | 38,430 | 61,476 | 67,158 | 61,758 | * | | | | | 59,720 |
| 40 to 44 | * | 59,343 | 60,717 | 69,105 | 77,917 | * | | | | 63,108 |
| 45 to 49 | 28,640 | 65,115 | 74,108 | 72,426 | 70,721 | 75,219 | | | | 67,903 |
| 50 to 54 | 45,525 | 57,860 | 64,928 | 66,615 | 73,667 | 76,440 | 69,091 | | | 67,162 |
| 55 to 59 | 34,697 | 56,331 | 71,806 | 64,277 | 69,145 | 72,528 | 71,111 | * | * | 66,134 |
| 60 to 64 | 27,384 | 53,130 | 62,342 | 61,245 | 66,119 | 68,853 | 67,798 | * | * | 60,422 |
| 65 to 69 | * | * | * | 59,570 | * | * | * | * | * | 51,892 |
| 70 & up | 6,040 | * | * | * | * | * | * | * | * | 32,370 |
| Total | \$ 27,582 | \$ 57,912 | \$ 66,622 | \$ 65,922 | \$ 70,920 | \$ 73,274 | \$ 68,955 | \$ 83,061 | \$ 92,650 | \$ 60,123 |

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APPENDIX A – MEMBERSHIP INFORMATION

Inactive Member Data as of December 31, 2019

| Health Care Plan | Under 65 | Over 65 | Total |
|------------------|------------|-----------|------------|
| Secure Plan | 4 | 93 | 97 |
| Select Plan | 769 | 3,715 | 4,484 |
| Model Plan | <u>295</u> | <u>50</u> | <u>345</u> |
| Total | 1,068 | 3,858 | 4,926 |

| Attained Age | Number of Retirees/ Surviving Spouses | Number of Covered Spouses |
|--------------|--|------------------------------|
| < 40 | 0 | 1 |
| 40 - 44 | 1 | 2 |
| 45 - 49 | 2 | 6 |
| 50 - 54 | 30 | 33 |
| 55 - 59 | 149 | 125 |
| 60 - 64 | 479 | 240 |
| 65 - 69 | 776 | 370 |
| 70 - 74 | 768 | 287 |
| 75 - 79 | 471 | 155 |
| 80 - 84 | 402 | 102 |
| 85 - 89 | 267 | 29 |
| 90 - 94 | 154 | 9 |
| 95 - 99 | 57 | 2 |
| 100+ | 9 | 0 |
| Total | 3,565 | 1,361 |

| Reconciliation of Members with Medical Coverage | | | | | | | | |
|---|--------------|------------|------------|-----------|---------------|--------------|-------------|--------------|
| | Active | DROP | Disabled | Survivors | Beneficiaries | Retired | Term Vested | Total |
| December 31, 2018 | 2,778 | 145 | 152 | 41 | 489 | 2,920 | 27 | 6,552 |
| Retirement those that Elect Medical Coverage | (55) | (25) | | | | 81 | (1) | 0 |
| DROP | (85) | 85 | | | | | | 0 |
| Termination, Eligible Medical Coverage | (2) | 0 | | | | | 2 | 0 |
| Termination/Retirement, No Medical Coverage | (196) | (1) | | | | | | (197) |
| Deaths / Drop Coverage | 0 | 0 | (12) | (2) | (34) | (118) | 0 | (166) |
| Data Changes | 41 | 13 | 0 | 3 | 30 | 15 | (2) | 100 |
| December 31, 2019 | 2,481 | 217 | 140 | 42 | 485 | 2,898 | 26 | 6,289 |

Please note that the above data was used to project the figures in this report.

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APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

The assumptions for this valuation were selected based on recent experience and expectations for the future. The current year’s assumptions were detailed in the prior actuary’s experience study adopted March 1, 2018. We have not performed our own experience study but reviewed the reports and letters of the prior actuary and believe the assumptions to be reasonable. The 7.50% discount rate used for valuation purposes as of December 31, 2019, is prescribed under paragraph 29 of the CSA. The actuarial cost method, the asset valuation method and the amortization method used for funding purposes were selected by CRS during prior periods.

Economic Assumptions

- 1. Discount Rate** 7.50% per year
- 2. Expected Return on Assets** 7.50% per year, net of investment expenses
- 3. Administrative Expenses** 0.38% of payroll for FYE 2020,
0.25% of payroll for FYE 2021
- 4. Inflation Assumption** CPI: 2.75% per year
Medical CPI: 3.25% per year
- 5. Salary Increase Rate** Salary increases are assumed to vary by service.
Representative rates are shown as follows:

| Service | Annual Increase |
|---------|-----------------|
| 0 | 7.50% |
| 5 | 5.00 |
| 10 | 4.50 |
| 15 | 4.00 |
| 21+ | 3.75 |

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APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

6. Per Person Health Care Cost Trends

Annual per capita health care claims costs are expected to increase in future years as a result of medical inflation, utilization, demographic changes, leverage in the plan design, and improvements in technology-adjusted for any implicit and/or explicit cost containment features. Initial health care cost trend rates were selected based on an analysis of national average health trend surveys specific to similarly structured plans for both Medicare ineligible and Medicare-eligible participants. The assumed rates of increases in expected retiree health care claims costs and contributions vary by year, retiree health plan, and payment age, as shown in the table below:

Trends for current actives, non-Medicare retirees, and Part A only Medicare retirees:

| Calendar Year | All Plans | Non-Model Plans | Model Plans |
|---------------|------------------|-----------------|-----------------|
| | Payment Age < 65 | Payment Age 65+ | Payment Age 65+ |
| 2019 | 8.00% | 4.87% | 4.79% |
| 2020 | 7.73% | 8.73% | 8.80% |
| 2021 | 7.47% | 8.12% | 8.18% |
| 2022 | 7.20% | 7.86% | 7.92% |
| 2023 | 6.93% | 7.60% | 7.65% |
| 2024 | 6.67% | 7.32% | 7.37% |
| 2025 | 6.40% | 7.04% | 7.08% |
| 2026 | 6.13% | 6.74% | 6.78% |
| 2027 | 5.87% | 6.45% | 6.48% |
| 2028 | 5.60% | 6.14% | 6.17% |
| 2029 | 5.33% | 5.83% | 5.86% |
| 2030 | 5.07% | 5.51% | 5.54% |
| 2031 | 4.80% | 5.19% | 5.21% |
| 2032 | 4.53% | 4.87% | 4.88% |
| 2033 | 4.27% | 4.54% | 4.55% |
| 2034+ | 4.00% | 4.00% | 4.00% |

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APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

Trends for current Medicare retirees:

| Calendar Year | Non-Model Plans Payment Age 65+ | Model Payment Age 65+ | Medicare A Only Payment Age 65+ |
|----------------------|--|----------------------------------|--|
| 2019 | 5.56% | 5.61% | 7.84% |
| 2020 | 8.10% | 8.05% | 7.59% |
| 2021 | 7.63% | 7.59% | 7.33% |
| 2022 | 7.39% | 7.36% | 7.08% |
| 2023 | 7.15% | 7.12% | 6.82% |
| 2024 | 6.90% | 6.87% | 6.57% |
| 2025 | 6.65% | 6.62% | 6.31% |
| 2026 | 6.39% | 6.36% | 6.05% |
| 2027 | 6.12% | 6.10% | 5.80% |
| 2028 | 5.85% | 5.83% | 5.54% |
| 2029 | 5.58% | 5.56% | 5.28% |
| 2030 | 5.30% | 5.28% | 5.03% |
| 2031 | 5.01% | 5.00% | 4.77% |
| 2032 | 4.73% | 4.72% | 4.51% |
| 2033 | 4.44% | 4.43% | 4.26% |
| 2034+ | 4.00% | 4.00% | 4.00% |

Trends for retiree contributions:

| Calendar Year | All Plans Payment Age < 65 | Non-Model Plans Payment Age 65+ | Model Plans Payment Age 65+ |
|----------------------|--|--|--|
| 2019 | 8.00% | -3.57% | -3.47% |
| 2020 | 7.73% | 8.80% | 8.65% |
| 2021 | 7.47% | 8.18% | 8.06% |
| 2022 | 7.20% | 7.92% | 7.81% |
| 2023 | 6.93% | 7.65% | 7.54% |
| 2024 | 6.67% | 7.37% | 7.27% |
| 2025 | 6.40% | 7.08% | 6.99% |
| 2026 | 6.13% | 6.78% | 6.70% |
| 2027 | 5.87% | 6.48% | 6.41% |
| 2028 | 5.60% | 6.17% | 6.11% |
| 2029 | 5.33% | 5.86% | 5.80% |
| 2030 | 5.07% | 5.54% | 5.49% |
| 2031 | 4.80% | 5.21% | 5.17% |
| 2032 | 4.53% | 4.88% | 4.85% |
| 2033 | 4.27% | 4.55% | 4.53% |
| 2034+ | 4.00% | 4.00% | 4.00% |

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APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

7. Changes Since the Last Valuation

Medical Trend assumptions were updated to include several factors. First, the initial trends for the MA plans were set at 0% for medical and 7% for drug, while the trends for the contribution rates for the MA plans were set at a -5.7% to account for the health insurance tax reduction. The ultimate health care trend was set at 4%, with each trend period set at 15 years.

The City moved all Medicare Part A and Part B eligible, and Medicare Part B only eligible plan participants to the new fully insured Medicare Advantage plan offered by Anthem, effective January 1, 2020.

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APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

Demographic Assumptions

1. Retirement Rates

Retirement rates for each group vary by age and service with the City. Sample rates are shown in the tables below:

| Annual Rate of Retirement Groups C, D, E, and F* | | | | | |
|---|-----------------------|--------------------------|---------------------------|------------------------|-------------------------|
| Age | 5 Years of Service | 6-24 Years of Service | 25-29 Years of Service | 30 Years of Service | 31+ Years of Service |
| 50-54 | | | | 55.0% | 30.0% |
| 55 | | | 6.0% | 55.0 | 30.0 |
| 56 | | | 8.0 | 55.0 | 30.0 |
| 57-59 | | | 10.0 | 55.0 | 30.0 |
| 60 | 25.0% | 25.0% | 25.0 | 55.0 | 25.0 |
| 61-69 | 25.0 | 18.0 | 18.0 | 55.0 | 25.0 |
| 70 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

**For purposes of valuing CSA Employee members eligible for DROP benefits, an additional 10% is added to rates for 30 years of service and an additional 5% is added to rates for 31+ years of service.*

| Annual Rate of Retirement Group G | | | | | |
|--------------------------------------|-----------------------|--------------------------|---------------------------|------------------------|-------------------------|
| Age | 5 Years of Service | 6-14 Years of Service | 15-29 Years of Service | 30 Years of Service | 31+ Years of Service |
| 57-58 | | | 6.0% | 6.0% | 6.0% |
| 59-60 | | | 8.0 | 8.0 | 8.0 |
| 61 | | | 10.0 | 10.0 | 10.0 |
| 62 | | | 10.0 | 25.0 | 25.0 |
| 63-66 | | | 10.0 | 25.0 | 18.0 |
| 67 | 25.0% | 25.0% | 25.0 | 25.0 | 18.0 |
| 68-69 | 25.0 | 18.0 | 18.0 | 18.0 | 18.0 |
| 70 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

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APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

2. Rates of Withdrawal

Withdrawal rates for each group vary by age and service with the City. Sample rates are shown in the tables below:

| Annual Rate of Withdrawal | | | | |
|----------------------------------|----------------------------------|--|---|----------------------------------|
| Age | Less than One Year of Service | Between One and Three Years of Service | Between Three and Five Years of Service | Five or More Years of Service |
| 20 | 22.00% | 10.00% | 8.00% | 4.00% |
| 25 | 22.00 | 10.00 | 8.00 | 4.00 |
| 30 | 22.00 | 10.00 | 8.00 | 4.00 |
| 35 | 22.00 | 10.00 | 4.00 | 4.00 |
| 40 | 22.00 | 10.00 | 4.00 | 2.75 |
| 45 | 22.00 | 10.00 | 4.00 | 1.25 |
| 50 | 22.00 | 10.00 | 4.00 | 1.25 |
| 55 | 22.00 | 10.00 | 4.00 | 1.25 |
| 60 | 22.00 | 10.00 | 4.00 | 1.25 |
| 65 | 22.00 | 10.00 | 4.00 | 1.25 |
| 70 | 22.00 | 10.00 | 4.00 | 1.25 |

3. Rates of Disability

Disability rates for each group vary by age. Sample rates are shown in the table below:

| Age | Annual Rate of Disability* |
|-----|----------------------------|
| 20 | 0.005% |
| 25 | 0.010 |
| 30 | 0.015 |
| 35 | 0.025 |
| 40 | 0.045 |
| 45 | 0.075 |
| 50 | 0.135 |
| 55 | 0.210 |
| 60 | 0.250 |
| 65 | 0.250 |

**Rates are 0% when a member is eligible for normal retirement*

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APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

4. Rates of Mortality

Preretirement Mortality: RP-2014 Healthy Dataset Mortality table set forward two years for males and females with fully generational projected mortality improvements using MP-2017.

Postretirement Mortality: RP-2014 Total Dataset Mortality table set forward two years for males and females with fully generational projected mortality improvements using MP-2017.

Disabled Mortality: RP-2014 Disabled Mortality table with fully generational projected mortality improvements using MP-2017.

5. DROP Participation

60% of eligible CSA Employee members eligible for DROP benefits are assumed to decline participation and 40% are assumed to elect participation. Those electing to participate are assumed to remain in the DROP for 3 years.

6. Vested Withdrawal

60% of vested members who terminate elect to leave their contributions in the Plan in order to be eligible for a benefit at their normal retirement date while the remaining 40% elect to withdraw their contributions.

7. Percent of Members Electing Coverage

Actual census data and current Plan elections provided by CRS were used for those currently receiving retiree health benefits. Group 1 members who retired prior to September 1, 2007, and currently qualify for the Secure Plan, are assumed to re-qualify in all future years. All current participants not qualifying for the Secure Plan are covered either by the Select Plan or the Model Plan. Current participants are assumed to maintain their current retiree health benefits coverage until they are no longer eligible. The active members of Group C with at least 15 years of creditable service shall be entitled to retiree health benefits under the Select Plan as Group 1 members. All other eligible future retirees electing retiree health benefits are assumed to be covered by the Model Plan. 95% of eligible future retirees in Group 1 are assumed to elect retiree health benefits. Eligible future retirees in Group 2 are required to pay the portion of their cost as determined by the point system, so retiree health benefit election rates are assumed to reduce as the level of cost-sharing increases. The point system is based upon the sum of the member's full years of service and the member's age at separation from service. The assumed contribution rates and rates of participation for Group 1 and Group 2 members are as follows:

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APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

| Group | Assumed Rate of Participation | | Retiree Contribution as a Percentage of Cost | |
|--------------------------------|-------------------------------------|--------------------|--|------------|
| | Pre-65 Retirement | Post-64 Retirement | Select Plan | Model Plan |
| Group 1 | 95% | 95% | 5% | 10% |
| Group 2 with 90+ Points | 90% grading to 45% over 20 years | 45% | 5% | 10% |
| Group 2 with 80 – 89 Points | 90% grading to 45% over 20 years | 45% | 25% | 25% |
| Group 2 with 70 – 79 Points | 40% grading to 0% over 20 years | 0% | 50% | 50% |

It is assumed that 100% of eligible future disabled retirees will elect retiree health benefits.

8. Spousal Coverage

Actual census data, payment form elections, and current health care plan elections for spouses of current retirees were used. For spouses of eligible future retirees, a 100% spouse coverage election rate is assumed for those members choosing a joint & survivor payment form, and a 15% spouse coverage election rate is assumed for those members selecting a single-life annuity payment form. Under a joint & survivor payment form, retiree health benefits are available until the death of the last annuitant.

9. Dependent Age

For current retirees, the actual spouse date of birth was used when available. For future retirees, husbands are assumed to be 3-years older than wives.

10. Health Plan Administrative Expenses

Health plan administrative expenses are included in the per capita claims costs.

11. Percent Electing Medical Expense Reimbursement Program (MERP)

Based upon current participation in the MERP, 0% of current and future retiree health benefits participants are assumed to elect the MERP. As credible experience for MERP participation is not yet available, the assumed rate of participation is an estimate and actual results may be materially different. As such, this assumption will need to be reviewed as credible experience evolves.

12. New Retiree Listing

Members who have newly retired but have not been completely processed for benefits were assumed to elected post-retirement medical. For those in Pension Group C, we have assumed they elect the Select Plan while all others elect the Model Plan.

13. Changes Since the Last Valuation

None

**CITY OF CINCINNATI
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APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

Claim and Expense Assumptions

The claims costs are developed based on actual premiums in effect for 2020. Contractual administrative expenses for 2020 are included. The resulting per person per month (PPPM) cost is then adjusted using age curves.

1. Average Annual Claims and Expense Assumptions & Methodology

The Calendar Year (CY) 2020 claims costs were developed using actual CY 2018 and CY 2019 Medical and Rx claim experience. Claims were divided by benefit type (i.e., medical vs. Rx) and population category (i.e., non-Medicare eligible (NME) vs Medicare Eligible (ME)) for each plan, and standardized to the Select Plan design for the 2019 enrollment. Rx claim costs were defined as Plan paid amounts minus pharmacy rebates. Large claims above \$100,000 for Medical were removed from the experience prior to calculating the experience Per Adult Per Month (PAPM) cost.

We calculated the benefit relativity factors of the Select, Model, and Secure plan using the OptumInsight Comprehensive Pricing Tool for NME and OptumInsight Comprehensive Medicare Coordination Model for ME participants. Using the same model, we calculated the change in demographics between the 2018 and 2019 enrollments.

Using the benefit relativity and demographic factors, the experience PMPM costs of each plan and year were adjusted to the Select plan design for the 2019 population. The adjusted experience PMPM costs were then blended using 50% of CY 2018 and 50% of CY 2019 experience for the four sets of rates (Medical NME, Medical ME, Rx NME, Rx ME). Rates were trended to CY 2020 using an 8% annual trend. Large claims were trended separately assuming a 5% annual trend and added to the projected PMPM costs. To convert paid claims into incurred claims, we applied an extra 2.5 months of trend to medical and ½ month of trend to Rx. The CY 2020 projected Rx cost for ME was further adjusted to reflect the expected receivable payments from CMS (Part D Direct subsidy, Federal Reinsurance, Low Income Cost Share subsidy, Low Income Premium subsidy) and PhrMa (Gap Discount). These receivable were projected using CY 2018 and CY 2019 experience with payments through April 2020, adjusted for changes in the program (e.g., increase of Gap Discount from 50% to 70% effective 2019), and expected reconciliation payments for CY 2019.

Finally, we applied the benefit relativity factors the Select projected costs PMPM to derive the Model and Secure projected costs PMPM.

Claims curves were developed using the resulting 12 projected PAPM claims costs (3 plans x 2 benefits x 2 population categories), the 6 premium rates for the fully insured MA plans (3 plans x 2 population types based on Medicare eligibility), and our proprietary age curves. For retirees over 65 who are eligible for Medicare Part A and didn't sign up for Part B, we created blended curves where we removed the expected cost of Inpatient services from the ME curve and add the expected cost of Inpatient services from the NME curve.

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APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

No child load was added to the NME pre-65 claims since the associated cost is assumed to be implicitly reflected in the Per Adult Per Month costs.

Expenses were projected for NME vs ME, based on actual CY 2019 expenses provided by CRS, trended to CY 2020 using a 4% trend.

| Calendar Year 2020 Average Claim and Expense Assumptions (Future Retirees and Current NME Inactives) | | | | | | |
|---|-----------------------------|---------|----------------------------|---------|-----------------------------|---------|
| Age | Select Medicare Eligible | | Model Medicare Eligible | | Secure Medicare Eligible | |
| | Male | Female | Male | Female | Male | Female |
| 40 | \$5,193 | \$8,275 | \$5,136 | \$8,172 | \$5,404 | \$8,605 |
| 45 | 6,811 | 8,962 | 6,736 | 8,855 | 7,088 | 9,321 |
| 50 | 8,823 | 10,406 | 8,725 | 10,283 | 9,181 | 10,824 |
| 55 | 11,229 | 12,553 | 11,102 | 12,402 | 11,683 | 13,056 |
| 60 | 14,028 | 14,710 | 13,868 | 14,532 | 14,594 | 15,299 |
| 64 | 16,550 | 15,433 | 16,360 | 15,253 | 17,218 | 16,054 |
| 65 | \$2,900 | \$2,776 | \$2,927 | \$2,800 | \$2,196 | \$2,136 |
| 70 | 3,335 | 2,975 | 3,369 | 3,004 | 2,478 | 2,243 |
| 75 | 3,511 | 3,115 | 3,556 | 3,152 | 2,441 | 2,221 |
| 80 | 3,545 | 3,194 | 3,603 | 3,241 | 2,246 | 2,120 |
| 85 | 3,523 | 3,219 | 3,593 | 3,274 | 2,014 | 1,984 |

| Calendar Year 2020 Average Claim and Expense Assumptions (Current Inactives Medicare A & B Eligible) | | | | | | |
|---|---------------------------------|---------|--------------------------------|---------|---------------------------------|---------|
| Age | Select Non Medicare Eligible | | Model Non Medicare Eligible | | Secure Non Medicare Eligible | |
| | Male | Female | Male | Female | Male | Female |
| 40 | \$2,640 | \$2,498 | \$2,598 | \$2,460 | \$2,916 | \$2,753 |
| 45 | 3,801 | 3,597 | 3,741 | 3,542 | 4,199 | 3,964 |
| 50 | 4,825 | 4,566 | 4,748 | 4,495 | 5,329 | 5,031 |
| 55 | 5,287 | 5,003 | 5,204 | 4,926 | 5,841 | 5,513 |
| 60 | 4,985 | 4,717 | 4,906 | 4,645 | 5,507 | 5,198 |
| 64 | 4,193 | 3,968 | 4,127 | 3,907 | 4,632 | 4,373 |
| 65 | \$2,540 | \$2,446 | \$2,500 | \$2,409 | \$2,806 | \$2,696 |
| 70 | 2,901 | 2,602 | 2,854 | 2,561 | 3,214 | 2,877 |
| 75 | 2,983 | 2,670 | 2,929 | 2,623 | 3,338 | 2,977 |
| 80 | 2,918 | 2,671 | 2,858 | 2,619 | 3,311 | 3,009 |
| 85 | 2,807 | 2,626 | 2,742 | 2,570 | 3,230 | 2,990 |

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APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

| Calendar Year 2020 Average Claim and Expense Assumptions (Current Inactives Medicare B Only Eligible) | | | | | | |
|--|----------------------------|------------------------------|----------------------------|------------------------------|----------------------------|------------------------------|
| Age | Select | | Model | | Secure | |
| | Non Medicare Eligible Male | Non Medicare Eligible Female | Non Medicare Eligible Male | Non Medicare Eligible Female | Non Medicare Eligible Male | Non Medicare Eligible Female |
| 40 | \$6,375 | \$5,860 | \$7,035 | \$6,454 | \$6,062 | \$5,584 |
| 45 | 9,180 | 8,439 | 10,131 | 9,294 | 8,729 | 8,042 |
| 50 | 11,651 | 10,711 | 12,857 | 11,795 | 11,078 | 10,206 |
| 55 | 12,768 | 11,738 | 14,090 | 12,926 | 12,141 | 11,185 |
| 60 | 12,038 | 11,067 | 13,284 | 12,187 | 11,446 | 10,545 |
| 64 | 10,127 | 9,310 | 11,175 | 10,252 | 9,629 | 8,871 |
| 65 | \$6,135 | \$5,739 | \$6,770 | \$6,320 | \$5,834 | \$5,469 |
| 70 | 7,235 | 6,334 | 8,002 | 6,993 | 6,864 | 6,019 |
| 75 | 8,266 | 7,121 | 9,204 | 7,910 | 7,787 | 6,725 |
| 80 | 9,188 | 7,906 | 10,306 | 8,838 | 8,591 | 7,418 |
| 85 | 9,968 | 8,554 | 11,249 | 9,612 | 9,261 | 7,983 |

| Calendar Year 2020 Average Claim and Expense Assumptions (Current Inactives Medicare A Only Eligible) | | | | | | |
|--|----------------------------|------------------------------|----------------------------|------------------------------|----------------------------|------------------------------|
| Age | Select | | Model | | Secure | |
| | Non Medicare Eligible Male | Non Medicare Eligible Female | Non Medicare Eligible Male | Non Medicare Eligible Female | Non Medicare Eligible Male | Non Medicare Eligible Female |
| 40 | \$5,291 | \$7,806 | \$5,219 | \$7,687 | \$5,509 | \$8,116 |
| 45 | 7,238 | 8,896 | 7,141 | 8,767 | 7,537 | 9,255 |
| 50 | 9,360 | 10,581 | 9,233 | 10,430 | 9,746 | 11,010 |
| 55 | 11,322 | 12,481 | 11,164 | 12,300 | 11,785 | 12,985 |
| 60 | 12,963 | 13,752 | 12,772 | 13,545 | 13,484 | 14,300 |
| 64 | 14,045 | 13,305 | 13,827 | 13,099 | 14,600 | 13,831 |
| 65 | \$12,931 | \$12,292 | \$12,719 | \$12,091 | \$13,431 | \$12,768 |
| 70 | 14,237 | 13,507 | 14,004 | 13,284 | 14,789 | 14,029 |
| 75 | 15,334 | 14,715 | 15,080 | 14,470 | 15,926 | 15,282 |
| 80 | 16,391 | 15,982 | 16,116 | 15,713 | 17,020 | 16,595 |
| 85 | 17,538 | 17,367 | 17,238 | 17,071 | 18,207 | 18,030 |

2. Retiree Health Care Plan Contributions

Assumed adult per capita health care contribution rates were developed for those participants in the Select and Model Plans who are required to contribute a portion of retiree health benefit costs as defined in Schedule C. Contributions were determined to fully-fund retiree health benefit costs in 2020 based upon Medicare eligibility status. Rates are based on retiree cost experience, enrollment, and trended based on the assumptions. The following chart details the full (100%) adult per capita contribution assumptions. Note these contribution assumptions were set prior to the finalization of the agreement with Anthem re the MA plans and do not reflect the actual MA premiums. These amounts include medical, drug, and third-party administrative costs.

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APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

| Health Plan | Retiree | | Spouse | |
|-------------|-------------|-----------------|-------------|-----------------|
| | Payment Age | | Payment Age | |
| | < 65 | Payment Age 65+ | < 65 | Payment Age 65+ |
| Secure Plan | \$0 | \$0 | \$0 | \$0 |
| Select Plan | \$17,387 | \$4,078 | \$17,387 | \$4,078 |
| Model Plan | \$16,229 | \$3,882 | \$15,970 | \$3,882 |

As members hired after December 31, 2015 are ineligible to receive retiree health benefits, the contributions assumed for years beyond 2019 are based upon the projected retiree health care costs associated with each projection year’s closed group of participants, reflecting the impact of aging and health care inflation.

3. Medicare Part D Subsidy

The City offers an EGWP Part D plan to its Medicare retirees; it, therefore, does not participate in the Retiree Drug Subsidy program.

4. Medicare Part B Premium Subsidy

Assumed that Medicare eligible retirees pay the Medicare Part B premiums.

5. Medicare Coverage and Eligibility

Retiree health benefit participants age 65 and older who are eligible for premium-free Medicare Part A benefits are assumed to be enrolled in Medicare Part A. For those retiree health benefit participants who are not eligible for premium-free Medicare Part A coverage, CRS is assumed to remain the primary payer. For a portion of the Medicare-eligible group, the premium-free Medicare Part A eligibility status is provided by CRS. As the premium-free Medicare Part A eligibility status is determined from a wide range of sources with varying and, at times, limited content, the premium-free Medicare Part A eligibility status data is incomplete. Adjustments have been made to account for this incompleteness. As the true status of those who are, or will be eligible for premium-free Medicare Part A is uncertain, actual results may be materially different. For all unidentified current retirees, hired prior to April 1, 1986, and not assumed eligible for premium-free Medicare Part A coverage through their spouse, as well as those active employees hired prior to April 1, 1986, 10% are assumed to not qualify for premium-free Medicare Part A coverage. The assumption of 10% is based upon estimates from the current retiree population. 100% of deferred vested members are assumed to obtain the 40 or more quarters of Medicare-covered employment required for premium-free Medicare Part A coverage as a result of their subsequent employment. Retiree health benefit participants age 65 and older are assumed to be enrolled in Medicare Part B.

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APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

6. Marital and Spouse Assumptions

For participants who are not receiving benefits, 100% of participants are assumed to be married to a spouse of the opposite gender. Husbands are assumed to be three-years-older than their wives. For participants who are receiving benefits, the actual spouse age is used where available. If relevant spouse information is not available, husbands are assumed to be three- years-older than their wives.

7. Part-Time Employees

On July 1, 1991, the plan was amended to include part-time employees. Part-time employees hired on or before December 31, 2015, have been included in the valuation.

8. Geography

Implicitly assumed to remain the same as current retirees.

9. Changes Since the Last Valuation

The claims assumptions and retiree contributions were updated to reflect actual 2020 premiums.

The claim cost curves were updated based on the experience of the retirees in the Secure, Select, and Model plans. The data provided claim experience for all covered members (retirees, covered spouses, and covered children) by age. Additional information was provided for the new Medicare Advantage Plans, which were applied to the 2020 claim curves above.

The percentage of members to not qualify for premium-free Medicare Part A coverage was lowered from 15% to 10%.

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APPENDIX B – ACTUARIAL ASSUMPTIONS AND METHODS

Methodology

The Entry Age Normal Actuarial Cost method is used to determine costs. Under this funding method, a normal cost rate is determined as a level percent of pay for each active Plan member and then summed to produce the total normal cost for the City.

The Actuarial Accrued Liability is that portion of the present value of projected benefits that will not be paid by future employer normal costs or member contributions. It represents the value of the past normal costs with interest to the valuation date. The difference between this liability and funds accumulated as of the same date is referred to as the unfunded actuarial liability.

The portion of the Actuarial Liability in excess of OPEB Trust's assets is amortized to develop additional costs or savings which is added to each year's employer normal cost to produce the Actuarial Defined Contribution (ADC). Under this cost method, actuarial gains and losses are directly reflected in the size of the ADC.

The unfunded actuarial liability is amortized over an open 30-year period. The amortization is a level dollar amortization. CY 2020 claims and expenses were developed as described in Appendix B, Claims and Expenses Assumptions section above.

Actuarial Value of Assets

For purposes of determining the contribution rate to the Plan, we use an actuarial value of assets. The asset adjustment method dampens the volatility in asset values that could occur because of fluctuations in market conditions. Use of an asset smoothing method is consistent with the long-term nature of the actuarial valuation process.

The actuarial value of assets is the current market value, adjusted by a five-year smoothing of gains and losses on a market value basis. Each year's gain or loss is determined as the difference between the actual market return and the expected market return using the assumed rate of investment return. The actuarial value is adjusted to remain within 20% of the market value.

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APPENDIX C – SUMMARY OF PLAN PROVISIONS

Summary of Key Substantive Plan Provisions

Pension Benefit Eligibility

All active employees of the City except for the following:

- Members of the Police and Firemen’s Disability and Pension Fund of Ohio.
- Elected City officials.
- Employees for whom the City contributes to PERS.
- Persons hired as police recruits who are not currently enrolled as a member of the System prior to their date of hire.
- Current contributing members of the School Employees Retirement System (SERS) or the State Teachers Retirement System (STRS) who are hired by the City on a seasonal, temporary, or part-time basis.

Members of the System are divided into the following groups:

| Group | Criteria |
|-------------|--|
| A, B | Any member who has retired prior to 7/1/2011 |
| C | Any member who, as of June 30, 2011, was an active or deferred vested member and had either: a) Completed at least 30 years of service, or b) Reached age 60 and completed at least 5 years of service. |
| D | Any active member who, between July 1, 2011 and December 31, 2013: 1) Either a) Completed at least 30 years of service, or b) Reached age 60 and completed at least 5 years of service; and 2) Retired prior to January 1, 2014. |
| E | Any active member who: 1) Between July 1, 2011 and December 31, 2013, either: a) Completed at least 30 years of service, or b) Reached age 60 and completed at least 5 years of service; and 2) Retires on or after January 1, 2014. |
| F | Any active member whose most recent membership enrollment date was prior to January 1, 2010 and who is not in groups A through E. Any deferred vested member whose most recent membership enrollment date was prior to January 1, 2010, is not in groups A through E, and has at least five years of service prior to the date they separate from employment. |
| G | Any member whose most recent membership enrollment date is on or after January 1, 2010, or Any member rehired on or after January 1, 2010, who has fewer than 5 years of service as of June 30, 2011, or Any retiree of the System who is receiving a service retirement allowance and is re-employed on or after April 1, 2013. |

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APPENDIX C – SUMMARY OF PLAN PROVISIONS

Members of the System are further classified as:

| Class | Criteria |
|---|--|
| <p>CSA Retiree</p> <p>(CSA participants corresponding to Retirees Class)</p> | Group A and B members and their designated optionees. |
| <p>CSA Employee</p> <p>(CSA participants corresponding to Current Employees Class)</p> | Group C, D, E, and F members (and their designated optionees) that were vested and employed on 7/1/2011. |
| <p>CMC Employee</p> <p>(Non-CSA participants)</p> | Group E and F members (and their designated optionees) that were either vested or employed on 7/1/2011 and no break in employment service since 1/1/2010 and prior to becoming vested. |
| <p>Non-CSA</p> | Group G members and their designated optionees. |

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APPENDIX C – SUMMARY OF PLAN PROVISIONS

Years of Service: Years or fractional years of full-time service rendered to the Plan Sponsor.

Normal Retirement:

Groups A, B, C, D, E, and F:
Age 60 with 5 years of service or 30 years of service.

Group G:
Age 67 with 5 years of service or age 62 with 30 years of service.

Early Retirement:

Groups A, B, C, D, E, and F:
Age 55 with 25 years of service.

Group G:
Age 57 with 15 years of service.

Deferred Retirement Option Plan (DROP):

Current Employees Class members with at least 30 years of service may participate in the DROP.

Disability Retirement Eligibility:

5 years of service.

Deferred Vested Retirement Eligibility:

5 years of service.

Retiree Health Benefits Eligibility:

Per Ordinance 336-2016 adopted by the City Council on October 26, 2016, employees hired after December 31, 2015, are not eligible to receive retiree health benefits.

Group 1: Those members of Group C or those members hired before January 9, 1997. For those members of Group C or those members who retire under the System prior to January 1, 2016 (including their survivors receiving pension benefits), a minimum of 15 years of service is required. For those members who retire under the System after December 31, 2015 (including their survivors receiving pension benefits), a minimum attained the age of 60 with 20 years of service or 30 years of service regardless of age is required.

Group 2: Those participants hired on or after January 9, 1997. For those members who retire under the System prior to January 1, 2016 (including their survivors receiving pension benefits), a minimum of 15 years of service is required. For those members who retire under the System after December 31, 2015 (including their survivors receiving pension benefits), a minimum attained the age of 60 with 20 years of service or 30 years of service regardless of age is required. Group 2 participants entitled to a deferred retirement allowance are eligible for health benefits upon attainment of the Medicare eligibility age.

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APPENDIX C – SUMMARY OF PLAN PROVISIONS

Deferred Retirement Option Plan (DROP): Eligible Current Employees Class members may effectively retire and freeze their accrual of years of service with the System and defer receipt of retirement benefits, including retiree health benefits, for a period not to exceed five years while continuing City employment. For valuation purposes, current DROP participants are assumed to be active members, receiving health care benefits as an active employee. Service does not accrue while participating in the DROP and retiree health benefits are assumed to begin upon exit from active employment.

Members and Beneficiaries Assumed to be Eligible for Deferred Retiree Health Benefits as of December 31, 2016: Per Ordinance 336-2016 adopted by the City Council on October 26, 2016, members of Group C and their associated beneficiaries are eligible for retiree health benefits under the Select Plan based upon a minimum of 15 years of service. All other eligible members and their associated beneficiaries are eligible for retiree health benefits under the Model Plan based upon a minimum attained age of 60 with 20 years of service or 30 years of service regardless of age.

Dependents: A retiree may elect to cover an eligible spouse and/or eligible dependent children by paying the applicable retiree contribution rate for the specified enrollment tier.

Retiree Health Benefits

The System offers health care benefits (medical, prescription drugs, dental, and vision coverage) to eligible retirees, beneficiaries, and their dependents before and during Medicare eligibility.

Under the provisions of Ordinance 85-2011, beginning January 1, 2012, members who retired prior to September 1, 2007, and who establish their annual household income to be less than \$30,000, are eligible to receive medical and prescription drug coverage under the Secure Plan. Those members who retired prior to September 1, 2007, who do not qualify for coverage under the Secure Plan may elect medical and prescription drug coverage through either the Select Plan or Model Plan based upon eligibility.

Those members of Group C or those members who retired on or after September 1, 2007 (including those employees who retired under a special incentive plan in 2007) but prior to January 1, 2016, may elect medical and prescription drug coverage through the Select Plan. Those members not eligible for the Secure Plan or the Select Plan may elect coverage under the Model Plan.

Active Service Death Benefits

A surviving spouse, eligible dependent child, and orphan receiving survivor pension benefits as a result of death during employment of an eligible active member is eligible to receive retiree health benefits based upon the eligibility and terms applicable to the associated member.

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APPENDIX C – SUMMARY OF PLAN PROVISIONS

Medicare Part B Premium Reimbursement

Under the provisions of Ordinance 85-2011, beginning January 1, 2012, CRS no longer reimburses the Medicare Part B premiums for retirees and spouses.

Retiree Contributions

Participants covered by the Secure Plan do not contribute towards the cost of medical and prescription drug coverage. Group 1 participants covered by the Select Plan contribute an amount equal to five percent of the full cost of medical and prescription drug benefits of the retiree group with costs adjusted based upon the Medicare eligibility age (age 65). Group 1 participants covered by the Model Plan contribute an amount equal to ten percent of the full cost of medical and prescription drug benefits of the retiree group with costs adjusted based upon the Medicare eligibility age (age 65). Group 2 participants will pay the portion of the full cost of medical and prescription drug benefits of the coverage option for which they are eligible as determined by the point system.

| Retiree Contribution as a Percentage of Cost | | |
|--|-------------|------------|
| Points | Select Plan | Model Plan |
| 90+ | 5% | 10% |
| 80-89 | 25% | |
| 70-79 | 50% | |

Dental Benefits

Under the provisions of Ordinance 85-2011, beginning January 1, 2012, all members electing to participate in the dental plan will be required to pay the full cost of dental coverage. As such, it is assumed CRS has no liability under GASB 74 and 75 for dental benefits.

Vision Benefits

Under the provisions of Ordinance 85-2011, beginning January 1, 2012, all members electing to participate in the vision plan will be required to pay the full cost of vision coverage. As such, it is assumed CRS has no liability under GASB 74 and 75 for vision benefits.

Changes Since Prior Valuation

None

**CITY OF CINCINNATI
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APPENDIX C – SUMMARY OF PLAN PROVISIONS

Summary of 2020 Benefit Plans

Currently, the City of Cincinnati Postretirement Health Fund offers three plans for retired employees. Benefits are payable under the Plan for medical care obtained from the City’s health care vendors. Medicare Part A eligible retirees who didn’t buy into Part B get the same medical benefits as the Non-Medicare retirees.

City of Cincinnati Non-Medicare Retirees

| Provider Network: | Anthem BCBS | Anthem BCBS | Anthem BCBS |
|---|----------------------------|----------------------------|----------------------------|
| <u>In-Network (INN) Benefits</u> | Select Plan | Model Plan | Secure Plan |
| Deductible (Individual / Family) | \$300 / 600 | \$500 / 1,000 | \$0 / 0 |
| Coinsurance | 20% | 20% | 20% |
| Copays | | | |
| Office Visit (OV)-Primary Care (PCP) | DC | DC | DC |
| OV - Specialist Care Provider (SCP) | DC | DC | DC |
| Urgent Care (UC) | DC | DC | DC |
| Hospital Emergency Room (ER) | DC | DC | DC |
| Outpatient Surgery | DC | DC | DC |
| Hospital Inpatient | DC | DC | DC |
| Out-of-Pocket Max (Individual / Family) | \$1,500 / 3,000 | \$2,000 / 4,000 | \$500 / 1,000 |
| <u>Out-of-Network (OON) Benefits</u> | | | |
| Deductible (Individual / Family) | \$600 / 1,200 | \$1,000 / 2,000 | \$0 / 0 |
| Coinsurance | 50% | 50% | 50% |
| Hospital Emergency Room (ER) | INN DC | INN DC | INN DC |
| Out-of-Pocket (OOP) Max (Individ / Family) | \$3,000 / 6,000 | \$4,000 / 8,000 | \$1,000 / 2,000 |
| Lifetime Maximum | Unlimited | Unlimited | Unlimited |
| Annual Maximum | Unlimited | Unlimited | Unlimited |
| <u>Prescription Drugs</u> | Non Medicare Coverage Only | Non Medicare Coverage Only | Non Medicare Coverage Only |
| Retail (30 Days) - Generic/Formulary /Non-Form. Copay | \$10 / 20 / 30 | \$10 / 20 / 30 | \$5 / 15 / 30 |
| Mail Order (90 Days) - Generic/Formulary /Non-Form. Copay | \$20 / 40 / 60 | \$20 / 40 / 60 | \$10 / 30 / 60 |
| Out-of-Pocket Max (Individual / Family) | None | None | \$500 |
| <u>Detail Benefits</u> | | | |
| Mental Health (MH) / Substance Abuse (SA): | | | |
| - SA Lifetime Visit Limit (Inpatient / Outpatient) | Unlimited | Unlimited | Unlimited |
| - SA Lifetime OOP Maximum | Unlimited | Unlimited | Unlimited |
| - MH Per Year Visit Limit (Inpatient / Outpatient) | Unlimited | Unlimited | Unlimited |
| Home Health (INN / OON): | DC / DC up to 30 visits | DC / DC up to 30 visits | DC / DC up to 30 visits |
| Allergy Care: | DC | DC | DC |
| Rehabilitation (i.e., speech, occup. physical): | DC up to 60 visits | DC up to 60 visits | DC up to 60 visits |
| Chiropractors: | DC | DC | DC |
| Medical Supplies and Equipment: | DC | DC | DC |
| Maternity Care: | DC | DC | DC |
| Skilled Nursing Facility | DC | DC | DC |
| Hearing Aids: | DC | DC | DC |
| Preventive Care: | DC | DC | DC |
| Medicare Integration: | Exclusion ² | Exclusion ² | Exclusion ² |

¹ DC=Deductible and coinsurance applies.

² Medicare Pays first then the Plan applies the Plan's rules for non-Medicare covered benefits. Only Medicare Eligibles who have not bought into Medicare Part B are covered under the NME plan

Vendors

| | |
|-------------------------------|----------------|
| Medical Claims Administrator: | Anthem BCBS |
| Medical Network: | Anthem BCBS |
| Pharmacy Benefit Manager: | CVS / CareMark |
| Stop-Loss Insurer: | N/A |

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POSTRETIREMENT HEALTH FUND
ACTUARIAL VALUATION AS OF DECEMBER 31, 2019**

APPENDIX C – SUMMARY OF PLAN PROVISIONS

City of Cincinnati Medicare Advantage Plans - For Medicare Part A&B and Part B only eligibles

| Provider Network: | Anthem BCBS | Anthem BCBS | Anthem BCBS |
|---|---|---|---|
| <u>In-Network (INN) Benefits</u> | Select Plan | Model Plan | Secure Plan |
| Deductible (Individual) | \$300 | \$500 | \$0 |
| Coinsurance | 4% | 4% | 4% |
| Copays | | | |
| Office Visit (OV)-Primary Care (PCP) | DC | DC | DC |
| OV - Specialist Care Provider (SCP) | DC | DC | DC |
| Preventive Care: | \$0 / C | \$0 / C | \$0 / C |
| Urgent Care (UC) | DC | DC | DC |
| Hospital Emergency Room (ER) | \$50 | \$50 | \$50 |
| Skilled Nursing Facility (SNF) | \$5/day for days 1-20, DC for days 21-100 | \$5/day for days 1-20, DC for days 21-100 | \$5/day for days 1-20, DC for days 21-100 |
| Outpatient Surgery | DC | DC | DC |
| Hospital Inpatient | DC | DC | DC |
| Home Health (INN / OON): | \$0 / DC | \$0 / DC | \$0 / DC |
| Mental Health (MH) / Substance Abuse (SA): | DC | DC | DC |
| Out-of-Pocket Max (Individual / Family) | \$1,500 | \$2,000 | \$500 |
| <u>Out-of-Network (OON) Benefits</u> | | | |
| Deductible (Individual) | Combined with INN | Combined with INN | Combined with INN |
| Coinsurance | 10% | 10% | 10% |
| Hospital Emergency Room (ER) | INN DC | INN DC | INN DC |
| Out-of-Pocket (OOP) Max (Individual) | \$3,000 | \$4,000 | \$1,000 |
| Lifetime Maximum | Unlimited | Unlimited | Unlimited |
| Annual Maximum | Unlimited | Unlimited | Unlimited |
| <u>Prescription Drugs</u> | | | |
| | Medicare Coverage Only | Medicare Coverage Only | Medicare Coverage Only |
| Retail (30 Days) - Generic/Formulary /Non-Form. Copay | \$10 / 20 / 30 | \$10 / 20 / 30 | \$5 / 15 / 30 |
| Mail Order (90 Days) - Generic/Formulary /Non-Form. Copay | \$20 / 40 / 60 | \$20 / 40 / 60 | \$10 / 30 / 60 |
| Out-of-Pocket Max (Individual) | None | None | \$500 |

¹ DC=Deductible and coinsurance applies.

² C=Coinsurance applies.

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APPENDIX D – GLOSSARY OF TERMS

1. Actuarial Assumptions

Assumptions as to the occurrence of future events affecting OPEB costs, such as mortality, withdrawal, and retirement; changes in compensation; rates of investment earnings and asset appreciation or depreciation; procedures used to determine the actuarial value of assets; and other relevant items.

2. Actuarial Cost Method

A procedure for determining the actuarial present value of OPEB plan benefits and expenses and for developing an allocation of such value to each year of service, usually in the form of a normal cost and an actuarial liability.

3. Actuarially Determined Contribution

A target or recommended contribution for the reporting period, determined in conformity with Actuarial Standards of Practice based on the most recent measurement available when the contribution for the reporting period was adopted.

4. Actuarial Gain (Loss)

A measure of the difference between actual experience and that expected based upon a set of actuarial assumptions during the period between two actuarial valuation dates, as determined in accordance with a particular actuarial cost method.

5. Actuarial Liability

The portion of the actuarial present value of projected benefits will not be paid by future normal costs. It represents the value of the past normal costs with interest to the valuation date.

6. Actuarial Present Value (Present Value)

The value as of a given date of a future amount or series of payments, the actuarial present value discounts the payments to the given date at the assumed investment return and includes the probability of the payment being made. As a simple example: assume you owe \$100 to a friend one year from now. Also, assume there is a 1% probability of your friend dying over the next year, in which case you will not be obligated to pay him. If the assumed investment return is 10%, the actuarial present value is:

$$\frac{\text{Amount}}{\$100} \times \frac{\text{Probability of Payment}}{(1 - .01)} \times \frac{1/}{(1+0.10)} = \frac{\text{Present Value}}{\$90}$$

**CITY OF CINCINNATI
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APPENDIX D – GLOSSARY OF TERMS

7. Actuarial Valuation Date

The date as of which an actuarial valuation is performed. This date may be up to 24 months prior to the measurement date and up to 30 months prior to the employer's reporting date.

8. Actuarial Value of Assets

The value of cash, investments, and other property belonging to an OPEB plan as used by the actuary for the purpose of an actuarial valuation. The purpose of an actuarial value of assets is to smooth out fluctuations in market values. This way long-term costs are not distorted by short-term fluctuations in the market.

9. Amortization Payment

The portion of the OPEB plan contribution which is designed to pay interest and principal on the unfunded actuarial liability in order to pay for that liability in a given number of years.

10. Entry Age Normal Actuarial Cost Method

A method under which the actuarial present value of the projected benefits of each individual included in an actuarial valuation is allocated on a level basis over the earnings of the individual between entry age and assumed exit ages.

11. Normal Cost

That portion of the actuarial present value of OPEB plan benefits and expenses which is allocated to a valuation year by the actuarial cost method.

12. Unfunded Actuarial Liability

The excess of the actuarial liability over the actuarial value of assets.

13. Funded Percentage

The ratio of the actuarial value of assets to the actuarial liabilities.

14. Mortality Table

A set of percentages which estimate the probability of death at a particular point in time. Typically, the rates are annual and based on age and sex.

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APPENDIX D – GLOSSARY OF TERMS

15. Discount Rate

The assumed interest rate used for converting projected dollar related values to a present value as of the valuation date.

16. Medical Trend

The assumed increase in dollar-related values in the future due to the increase in the cost of health care.

17. Entry Age Actuarial Cost Method

The actuarial cost method required for GASB 74 and 75 calculations. Under this method, the actuarial present value of the projected benefits of each individual included in an actuarial valuation is allocated on a level basis over the earnings of the individual between entry age and assumed exit ages. The portion of this actuarial present value allocated to a valuation year is called the Service Cost. The portion of this actuarial present value not provided for at a valuation date by the actuarial present value of future service costs is called the total OPEB liability.