

Illinois State Employees Group Insurance Program

GASB Statement No. 75

Accounting and Financial Reporting for
Postemployment Benefits Other than Pensions

Actuarial Valuation Report as of
June 30, 2019





October 21, 2020

Illinois Department of Central Management Services
401 South Spring Street
Springfield, Illinois 62706

Subject: GASB Statement No. 75 Actuarial Valuation as of June 30, 2019, for Illinois SEGIP

Submitted in this report are the results of the GASB Statement No. 75 actuarial valuation as of June 30, 2019, of the liabilities associated with the employer financed retiree health benefits provided through Illinois State Employees Group Insurance Program (SEGIP). SEGIP provides group insurance benefits to eligible active state employees, and postemployment benefits to eligible retired members receiving pension benefits under the following retirement systems:

- State Employees' Retirement System of Illinois (SERS);
- State Universities Retirement System of Illinois (SURS) but not receiving retiree healthcare benefits through the College Insurance Program (CIP);
- Teachers' Retirement System of Illinois (TRS) but not receiving retiree healthcare benefits through the Teachers' Retirement Insurance Program (TRIP);
- Judges' Retirement System of Illinois (JRS); and
- General Assembly Retirement System (GARS).

This report was prepared at the request of the Department of Central Management Services (CMS) and is intended for use by CMS and those designated or approved by CMS. This report may be provided to other parties only in its entirety and only with the permission of CMS.

The actuarial valuation as of June 30, 2019, was prepared for purposes of complying with the requirements of Statement No. 75 of the Governmental Accounting Standards Board (GASB). The calculations reported herein have been made on a basis consistent with our understanding of this accounting standard. Determinations of the liability associated with the benefits described in this report for purposes other than satisfying the financial reporting requirements of SEGIP and participating employers may produce significantly different results. The actuarial valuation was based upon:

- Census information as of June 30, 2019, provided by SERS, SURS, TRS, JRS and GARS;
- Healthcare data and census data as of June 30, 2019, for SEGIP as provided by the Department of Central Management Services (CMS);
- Average per member costs by plan type for the period June 30, 2019, through June 30, 2020, reviewed by the State's healthcare actuary and provided by CMS;
- Incurred but not paid liability information provided by CMS;
- Substantive plan information provided by each respective retirement – SERS, SURS, TRS, JRS, and GARS – and CMS;



- Demographic assumptions consistent with the actuarial valuations as of June 30, 2019, for each respective retirement system;
- Economic assumptions approved by the State, including a discount rate of 3.13 percent as of June 30, 2019, and 2.45 percent as of June 30, 2020, which comply with the requirements of GASB Statement No. 75 (GASB No. 75);
- An ultimate trend rate assumption of 4.25 percent; and
- Other healthcare-related assumptions recommended by GRS and approved by the State.

We checked for internal 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 retirement systems or CMS. Authorization of the assumptions and methods applicable to this actuarial valuation was granted by the State, and they are disclosed in the actuarial assumptions and methods section of this report.

The Total OPEB Liability and Annual OPEB Expense were developed in accordance with the requirements of GASB No. 75, and are applicable only for financial reporting purposes. The Total OPEB Liability and annual OPEB Expense disclosed in this report should not be used to assess the level of plan assets needed to settle the plan's benefit obligations or the annual actuarially determined contributions needed to fund future benefit obligations.

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; and changes in plan provisions or applicable law. Due to the limited scope of the actuary's assignment, the actuary did not perform an analysis of the potential range of such future measurements.

This report was prepared using our proprietary valuation model and related software which in our professional judgment has the capability to provide results that are consistent with the purposes of the valuation. We performed tests to ensure that the model reasonably represents that which is intended to be modeled. We are relying on the GRS actuaries and Internal Software, Training, and Processes Team who developed and maintain the model.

The signing actuaries are independent of the plan sponsor.

To the best of our knowledge the information contained in this report is accurate and fairly presents the actuarial position of SEGIP as of the valuation date. All calculations have been made in conformity with generally accepted actuarial principles and practices, with the Actuarial Standards of Practice issued by the Actuarial Standards Board and with applicable statutes.



Alex Rivera and Abra D. Hill are Members of the American Academy of Actuaries and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein.

Respectfully submitted,



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SECTION A

EXECUTIVE SUMMARY

Executive Summary

Introduction

The Governmental Accounting Standards Board (GASB) has issued accounting standard, Statement No. 75, relating to Other Postemployment Benefits (OPEB). For participating members of the Illinois State Employees Group Insurance Program (SEGIP), OPEB primarily includes medical, prescription drug, dental, vision, and life insurance benefits provided to eligible retired members. Any other OPEB offered to retired State of Illinois employees are outside the scope of this report.

The purpose of this report is to provide: (a) results of the actuarial calculations necessary for financial reporting pursuant to GASB No. 75 and (b) various other actuarial, statistical, and benefit information useful to management for the operation of SEGIP.

State contributions are made primarily from the General Revenue Fund on a pay-as-you-go basis and no separate trust has been established for the pre-funding of SEGIP OPEB. The State recognizes SEGIP OPEB benefits as a single employer defined benefit plan as defined in GASB No. 75.

Funded and Unfunded Plans

Currently, benefits offered through SEGIP are financed through a combination of retiree premiums, State contributions, and subsidies from the Federal Government. The retiree's share of the premium depends on eligible service earned as of the retirement date, coverage elected, and Medicare eligibility. The Federal Government provides a Medicare Part D subsidy. The State finances the remainder of program costs not covered by the retiree's premium or the Federal Government subsidy.

The current objective is to finance program costs in order to provide benefits with appropriate margins for incurred but not paid liabilities. There is no arrangement into which the employer would make contributions to advance-fund the obligation. Benefit obligations are effectively funded on a pay-as-you-go basis.

Consequently, according to GASB Statements No. 74 and 75, the discount rate used to calculate the present values and costs of the OPEB, for programs funded on a pay-as-you-go basis, should be consistent with an index of high quality 20-year general obligation bonds as of the measurement date. For this purpose, the plan sponsor has selected an interest discount rate of 3.13 percent as of June 30, 2019, and 2.45 percent as of June 30, 2020.

There is no current requirement by State or Federal statute or regulation to pre-fund the OPEB obligations with real cash in a Trust. GASB Statements No. 74 and 75 only require the measurement and recognition of the Net OPEB Liability, Annual OPEB Expense and disclosure in the financial statements, as applicable.

Results of the Study

The actuarial valuation as of June 30, 2019, for purposes of financial reporting under GASB No. 75 requires:

- If benefits are funded on a pay-as-you-go basis, a discount rate based on the expected return for an index of high-quality 20-year general obligation bonds. For this purpose the sponsor selected a discount rate of 3.13 percent as of June 30, 2019, and 2.45 percent as of June 30, 2020.



Executive Summary

- The Entry Age Normal cost method.

The following table shows a reconciliation of the Actuarial Accrued Liability since the last actuarial valuation:

Reconciliation of the Change in Actuarial Accrued Liability, as of June 30, 2019

Projected Actuarial Accrued Liability at June 30, 2019, at 3.13%^{a,b}	\$ 43,889,169,017
(Gain)/Loss due:	
Demographic Experience	\$ 209,157,419
Change in Pension-related Assumptions	\$ (1,344,654,705)
Change in OPEB-related Assumptions	(6,095,097,335)
Change in Discount Rate Assumption from 3.13% to 2.45%	<u>4,036,773,306</u>
Total	\$ (3,193,821,315)
Actuarial Accrued Liability at June 30, 2019, at 2.45%^a	\$ 40,695,347,702

^a Includes \$481,076,310 in incurred but not paid liability as of June 30, 2019.

^b From June 30, 2018, actuarial valuation.

The Actuarial Accrued Liability as of June 30, 2019, using a discount rate of 2.45 percent, is projected to June 30, 2020, for GASB No. 75 financial reporting.

Actuarial Assumptions

In any long-term actuarial valuation (such as for Pensions and OPEBs), certain demographic, economic, and behavioral assumptions are made concerning the population, the investment and discount rates, and the benefits provided. These actuarial assumptions form the basis for the actuarial model which is used to project the future population, the future benefits provided, and the future contributions collected. The discount rate assumption is used to discount projected net OPEB benefits to a present value. This and other related present values are used to calculate the Service Cost, OPEB Expense, and Total OPEB Liability that will be disclosed in the State's financial statements.

This actuarial valuation of SEGIP is similar to the actuarial valuation performed for the pension plan systems sponsored by the State. The demographic assumptions (rates of retirement, termination, disability, and mortality) and economic assumptions (general inflation, wage inflation, and salary increases) used in this June 30, 2019, OPEB valuation were consistent with those used in the June 30, 2019, pension valuations for SERS, SURS, TRS, JRS, and GARS.



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The following OPEB-related assumption changes were made since the last actuarial valuation as of June 30, 2018:

- The healthcare trend assumptions were updated based on claim and enrollment experience through June 30, 2019, projected plan cost for plan year end June 30, 2020, premium changes through plan year end 2021, and expectation of future trend increases after June 30, 2020.
- Since the Excise Tax was repealed the Excise Tax trend adjustment was removed.
- Per capita claim costs for plan year end June 30, 2020, were updated based on projected claims and enrollment experience through June 30, 2020, and updated premium rates through plan year 2021.
- Healthcare plan participation rates by plan were updated based on observed experience.
- The discount rate was changed from 3.13 percent at June 30, 2019, to 2.45 percent at June 30, 2020.

The pension-related assumptions have changed since the last OPEB actuarial valuation as of June 30, 2018.

SERS conducted an experience study for the period from July 1, 2015, to June 30, 2018, and updated actuarial assumptions which were adopted for the SERS actuarial valuation as of June 30, 2019. Key changes in pension-related assumptions which impact the OPEB actuarial valuation include:

- The price inflation assumption was decreased from 2.50% to 2.25%;
- The salary scale assumption was decreased;
- The wage inflation assumption was decreased from 3.00% to 2.75%;
- The rates of retirement were updated to reflect recent experience;
- The rates of termination were increased; and
- The mortality table was updated to reflect recent experience and mortality improvement scales.

JRS conducted an experience study for the period from July 1, 2015, to June 30, 2018, and updated actuarial assumptions which were adopted by JRS for the actuarial valuation as of June 30, 2019. Key changes in pension-related assumptions which impact the OPEB actuarial valuation include:

- The price inflation assumption was decreased from 2.50% to 2.25%;
- The salary scale assumption was decreased;
- The wage inflation assumption was decreased from 2.75% to 2.50%;
- The rates of retirement were updated to reflect recent experience;
- The rates of termination were updated to reflect recent experience; and
- The mortality table was updated to reflect recent experience and mortality improvement scales.

GARS conducted an experience study for the period from July 1, 2015, to June 30, 2018, and updated actuarial assumptions which were adopted by GARS for the actuarial valuation as of June 30, 2019. Key changes in pension-related assumptions which impact the OPEB actuarial valuation include:

- The price inflation assumption was decreased from 2.50% to 2.25%;
- The salary scale assumption was decreased;
- The wage inflation assumption was decreased from 2.75% to 2.50%;



Executive Summary

- The rates of retirement were updated to reflect recent experience;
- The rates of termination were updated to reflect recent experience; and
- The mortality table was updated to reflect recent experience and mortality improvement scales.

Actuarial Cost Methods

The actuarial valuation results are based on the Entry Age Normal cost method as required by GASB No. 75.

The remainder of the report is an integral component of the actuarial valuation and includes:

- Key actuarial valuation results;
- An overview of the GASB No. 75 requirements;
- Additional actuarial valuation exhibits and financial disclosure required under GASB No. 75; and
- Summary of actuarial assumptions and methods and plan provisions.

SECTION B

ACTUARIAL VALUATION RESULTS

Actuarial Valuation Results

The following section shows actuarial valuation results as of June 30, 2019, projected to June 30, 2020, using two alternative discount rates of 3.13 percent and 2.45 percent.

Plan benefits are funded based on a pay-as-you-go policy. The current funding policy includes revenues from three sources: current retirees, the State, and the Medicare Part D subsidy from the Federal Government. Certain retirees and dependents contribute a portion of the premium to participate in the program. All liability and expense numbers throughout the report are net of the retiree's share of premiums.

The unfunded actuarial accrued liability represents the portion of the total actuarial present value of all future employer-provided benefits which is attributable to prior years, minus any actuarial valuation assets. It represents a measure of the unfunded accrued liability allocable to past service for benefits expected to be paid in the future. The cost and liabilities shown in the following pages are employer costs and liabilities, net of any co-pays, deductibles, retiree coinsurance, or retiree contributions using the Entry Age Normal cost method.



Actuarial Valuation Results – 3.13 Percent Discount Rate

Summary of Actuarial Valuation Results as of June 30, 2019

	<i>Discount Rate</i>						3.13%
							<i>Ultimate Trend Pre-Medicare</i>
							4.25%
							<i>Ultimate Trend Post-Medicare</i>
							4.25%
	SERS	SURS	TRS	GARS	JRS	Total	
A) Actuarial Accrued Liability (AAL) at June 30, 2019							
i) Actives ^a	\$ 9,716,463,776	\$ 4,048,660,827	\$ 457,013,351	\$ 18,668,592	\$ 123,705,334	\$ 14,364,511,880	
ii) Retirees and their covered dependents ^b	11,384,779,465	6,855,615,261	195,091,507	66,713,042	205,203,629	18,707,402,903	
iii) Deferred vesteds ^b	788,931,296	1,992,276,701	33,757,689	19,993,554	3,265,570	2,838,224,810	
iv) Deferred vesteds under TRS ^c	-	-	267,358,493	-	-	267,358,493	
v) Incurred but not paid (IBNP) liability	299,709,333	169,353,728	5,354,760	1,684,546	4,973,943	481,076,310	
vi) Total	\$ 22,189,883,870	\$ 13,065,906,516	\$ 958,575,799	\$ 107,059,734	\$ 337,148,476	\$ 36,658,574,396	
B) Market Value of Assets	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
C) Unfunded Actuarial Accrued Liability (UAAL)	\$ 22,189,883,870	\$ 13,065,906,516	\$ 958,575,799	\$ 107,059,734	\$ 337,148,476	\$ 36,658,574,396	
D) Funded Ratio: [B / A]	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E) UAAL as a percentage of covered payroll	532.0%	399.6%	476.5%	1070.3%	177.5%	467.5%	
F) Net Normal Cost	\$ 863,805,608	\$ 528,963,944	\$ 44,054,553	\$ 2,788,468	\$ 14,855,886	\$ 1,454,468,459	
G) Estimated FYE 2020 Benefit Payments	\$ 627,206,906	\$ 354,409,476	\$ 11,205,998	\$ 3,525,278	\$ 10,409,057	\$ 1,006,756,715	
H) Contributions for IBNP Liability	\$ 101,272,359	\$ 57,224,950	\$ 1,809,384	\$ 569,211	\$ 1,680,705	\$ 162,556,609	
I) Interest Cost	\$ 710,267,621	\$ 419,127,002	\$ 31,180,209	\$ 3,374,664	\$ 10,829,990	\$ 1,174,779,486	
J) Change in IBNP Liability	\$ 26,107,188	\$ 14,752,125	\$ 466,444	\$ 146,738	\$ 433,272	\$ 41,905,768	
K) Projected Actuarial Accrued Liability at June 30, 2020	\$ 23,061,585,023	\$ 13,617,115,162	\$ 1,021,261,624	\$ 109,275,115	\$ 351,177,862	\$ 38,160,414,785	
L) Incurred FYE 2020 Benefit Payments ^f	\$ 620,279,548	\$ 350,495,104	\$ 11,082,230	\$ 3,486,342	\$ 10,294,092	\$ 995,637,316	
M) Participant Information							
i) Number of Covered Participants							
a) Active employees ^a	59,821	45,499	2,721	126	953	109,120	
b) Current retirees with coverage or stipend ^d	52,614	30,735	975	303	852	85,479	
c) Waived retirees ^e	6,024	4,367	267	22	52	10,732	
d) Survivors	6,760	3,535	147	79	283	10,804	
e) Dependents	27,568	14,158	448	199	658	43,031	
f) Deferred vesteds	3,173	10,769	172	33	7	14,154	
ii) Covered Payroll	\$ 4,171,411,215	\$ 3,269,601,967	\$ 201,162,033	\$ 10,002,991	\$ 189,952,391	\$ 7,842,130,597	

^a Excludes Active TRS members, Active SURS members, and Active SERS members who are dependents of SEGIP active members. Includes members who are active in TRS and have earned a deferred vested benefit with SERS, SURS, GARS, and JRS.

^b Valuation assumes a percentage of waived retirees and deferred vested members will elect retiree healthcare coverage in the future.

^c Deferred vested under Teachers Retirement System with between 5 and 7 years of service. They are currently ineligible for TRIP healthcare benefits, but may be eligible for either TRIP or SEGIP benefits depending on reciprocal service or future TRS service. Approximately 50% of the liability for these members is allocated to TRIP.

^d Stipend of \$150 or \$500 per month under "Opt-Out" program, available to SEGIP retirees.

^e Excludes waived retirees over age 75. No liability is assumed for these members.

^f Allocation of employer benefit payments for plan year end June 30, 2020, based on June 30, 2019, actuarial valuation.



Actuarial Valuation Results – 2.45 Percent Discount Rate

Summary of Actuarial Valuation Results as of June 30, 2019

Discount Rate 2.45%
 Ultimate Trend Pre-Medicare 4.25%
 Ultimate Trend Post-Medicare 4.25%

	SERS	SURS	TRS	GARS	JRS	Total
A) Actuarial Accrued Liability (AAL) at June 30, 2019						
i) Actives ^a	\$ 10,953,120,116	\$ 4,447,326,046	\$ 512,133,876	\$ 20,988,866	\$ 137,639,271	\$ 16,071,208,175
ii) Retirees and their covered dependents ^b	12,450,870,614	7,511,733,473	213,031,038	73,183,091	225,015,677	20,473,833,893
iii) Deferred vesteds ^b	912,584,369	2,356,783,935	39,912,897	22,784,764	3,739,379	3,335,805,344
iv) Deferred vesteds under TRS ^c	-	-	333,423,980	-	-	333,423,980
v) Incurred but not paid (IBNP) liability	299,709,333	169,353,728	5,354,760	1,684,546	4,973,943	481,076,310
vi) Total	\$ 24,616,284,433	\$ 14,485,197,182	\$ 1,103,856,551	\$ 118,641,266	\$ 371,368,271	\$ 40,695,347,702
B) Market Value of Assets	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
C) Unfunded Actuarial Accrued Liability (UAAL)	\$ 24,616,284,433	\$ 14,485,197,182	\$ 1,103,856,551	\$ 118,641,266	\$ 371,368,271	\$ 40,695,347,702
D) Funded Ratio: [B / A]	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
E) UAAL as a percentage of covered payroll	590.1%	443.0%	548.7%	1186.1%	195.5%	518.9%
F) Net Normal Cost	\$ 1,047,891,074	\$ 650,701,740	\$ 53,304,849	\$ 3,351,675	\$ 17,212,886	\$ 1,772,462,224
G) Estimated FYE 2020 Benefit Payments	\$ 627,206,906	\$ 354,409,476	\$ 11,205,998	\$ 3,525,278	\$ 10,409,057	\$ 1,006,756,715
H) Contributions for IBNP Liability	\$ 101,272,359	\$ 57,224,950	\$ 1,809,384	\$ 569,211	\$ 1,680,705	\$ 162,556,609
I) Interest Cost	\$ 619,902,428	\$ 365,817,515	\$ 28,191,981	\$ 2,938,973	\$ 9,373,035	\$ 1,026,223,931
J) Change in IBNP Liability	\$ 26,107,188	\$ 14,752,125	\$ 466,444	\$ 146,738	\$ 433,272	\$ 41,905,768
K) Projected Actuarial Accrued Liability at June 30, 2020	\$ 25,581,705,858	\$ 15,104,834,137	\$ 1,172,804,443	\$ 120,984,163	\$ 386,297,701	\$ 42,366,626,302
L) Incurred FYE 2020 Benefit Payments ^f	\$ 620,279,548	\$ 350,495,104	\$ 11,082,230	\$ 3,486,342	\$ 10,294,092	\$ 995,637,316
M) Participant Information						
i) Number of Covered Participants						
a) Active employees ^a	59,821	45,499	2,721	126	953	109,120
b) Current retirees with coverage or stipend ^d	52,614	30,735	975	303	852	85,479
c) Waived retirees ^e	6,024	4,367	267	22	52	10,732
d) Survivors	6,760	3,535	147	79	283	10,804
e) Dependents	27,568	14,158	448	199	658	43,031
f) Deferred vesteds	3,173	10,769	172	33	7	14,154
ii) Covered Payroll	\$ 4,171,411,215	\$ 3,269,601,967	\$ 201,162,033	\$ 10,002,991	\$ 189,952,391	\$ 7,842,130,597

^a Excludes Active TRS members, Active SURS members, and Active SERS members who are dependents of SEGIP active members. Includes members who are active in TRS and have earned a deferred vested benefit with SERS, SURS, GARS, and JRS.

^b Valuation assumes a percentage of waived retirees and deferred vested members will elect retiree healthcare coverage in the future.

^c Deferred vested under Teachers Retirement System with between 5 and 7 years of service. They are currently ineligible for TRIP healthcare benefits, but may be eligible for either TRIP or SEGIP benefits depending on reciprocal service or future TRS service. Approximately 50% of the liability for these members is allocated to TRIP.

^d Stipend of \$150 or \$500 per month under "Opt-Out" program, available to SEGIP retirees.

^e Excludes waived retirees over age 75. No liability is assumed for these members.

^f Allocation of employer benefit payments for plan year end June 30, 2020, based on June 30, 2019, actuarial valuation.



SECTION C

GASB No. 75 INFORMATION

Auditor's Note: This information is intended to assist in preparation of the financial statements of the State Employees Group Insurance Program of Illinois. Financial statements are the responsibility of management, subject to the auditor's review. Please let us know if the auditor recommends any changes.

GASB Statement No. 75 Information

Discussion

Accounting Standard

For post-employment (OPEB) benefit plans that are administered through trusts or equivalent arrangements, Governmental Accounting Standards Board (GASB) Statement No. 74, “Financial Reporting for Postemployment Benefit Plans Other Than Pension Plans,” replaces the requirements of GASB Statement No. 43, “Financial Reporting for Postemployment Benefit Plans Other Than Pension Plans.” GASB Statement No. 74 establishes standards of financial reporting for separately issued financial reports of state and local government OPEB plans.

GASB Statement No. 75 replaces the requirements of Statements No. 45, Accounting and Financial Reporting by Employers for Postemployments Benefits Other Than Pensions, as amended, and No. 57, OPEB Measurements by Agent Employers and Agent Multiple-Employer Plans, for OPEB.

GASB Statements No. 74 and 75 are effective for fiscal years beginning after June 15, 2016, and June 15, 2017, respectively.

The following discussion provides a summary of the information that is required to be disclosed under these accounting standards. A number of these disclosure items are provided in this report. However, certain non-actuarial information, such as notes regarding accounting policies and investments, is not included in this report. As a result, the plan sponsor will be responsible for preparing and disclosing the non-actuarial information needed to comply with these accounting standards.

Plan Financial Statements

GASB Statement No. 74 requires defined benefit OPEB plans which are administered as trusts or equivalent arrangements to present two financial statements: a statement of fiduciary net position and a statement of changes in fiduciary net position. The statement of fiduciary net position presents the assets and liabilities of the OPEB plan at the end of the OPEB plan’s reporting period. The statement of changes in fiduciary net position presents the additions, such as contributions and investment income, and deductions, such as benefit payments and expense, and net increase or decrease in the fiduciary net position.

GASB Statement No. 75 requires state and local government employers to recognize the Net OPEB Liability and the OPEB expense on their financial statements, along with the related deferred outflows and inflows of resources. The Net OPEB Liability is the difference between the Total OPEB Liability and the plan’s fiduciary net position. In traditional actuarial terms, this is analogous to the accrued liability less the market value of assets.

The OPEB expense recognized each fiscal year is equal to the change in the Net OPEB Liability from the beginning of the year to the end of the year, adjusted for deferred recognition of the liability and investment experience.



GASB Statement No. 75 Information

For GASB Statement No. 75 reporting purposes, the plan sponsor's fiscal year end June 30, 2021, financial reporting will be based on the results of the June 30, 2019, actuarial valuation projected to a measurement date of June 30, 2020.

GASB Statement No. 75 requires that employer contributions made to the OPEB plan subsequent to the measurement date and before the end of the employer's reporting period be reported as a deferred outflow of resources.

The information contained in this report does not incorporate any employer contributions made subsequent to the measurement date of June 30, 2020.

Notes to Financial Statements

GASB Statement No. 75 requires the notes of the employer's financial statements to disclose the total OPEB expense, the OPEB plan's liabilities and assets, and deferred outflows of resources and inflows of resources related to OPEB.

GASB Statement No. 75 requires the notes of the financial statements for the Plan and Plan Sponsor to include certain additional information. The list of disclosure items should include:

- The name of the OPEB plan, the administrator of the OPEB plan, and the identification of whether the OPEB plan is a single-employer, agent, or cost-sharing OPEB plan;
- A description of the benefits provided by the plan;
- A brief description of changes in benefit terms or assumptions that affected the measurement of the Total OPEB Liability since the prior measurement date;
- The number of plan members by category and if the plan is closed;
- A description of the plan's funding policy, which includes member and employer contribution requirements;
- The OPEB plan's investment policies;
- The OPEB plan's fiduciary net position and the Net OPEB Liability (or Total OPEB Liability if no trust exists to pay benefits);
- The Net OPEB Liability using a + / - one percentage point change in the discount rate;
- The Net OPEB Liability using a + / - one percentage point change in the healthcare trend rate;
- Significant assumptions and methods used to calculate the Total OPEB Liability;
- Inputs to the discount rates; and
- Certain information about mortality assumptions and the dates of experience studies.

Frequency and Timing of the Actuarial Valuation

An actuarial valuation to determine the Total OPEB Liability is required to be performed at least every two years. For the employer's financial reporting purposes, the Net OPEB Liability and OPEB expense should be measured as of the employer's "measurement date," which may not be earlier than the employer's prior fiscal year end date. If the actuarial valuation used to determine the Total OPEB Liability is not calculated as of the measurement date, the Total OPEB Liability is required to be rolled forward from the actuarial valuation date to the measurement date.



GASB Statement No. 75 Information

Single Discount Rate

Projected benefit payments are required to be discounted to their actuarial present values using a Single Discount Rate that reflects: (1) a long-term expected rate of return on OPEB plan investments (to the extent that the plan's fiduciary net position is projected to be sufficient to pay benefits), and (2) a tax-exempt municipal bond rate based on an index of 20-year general obligation bonds with an average AA credit rating as of the measurement date (to the extent that the contributions for use with the long-term expected rate of return are not met).

Since SEGIP is financed on a pay-as-you-go basis, the sponsor has selected a discount rate consistent with the 20-year general obligation bond index described above. The discount rates are 3.13 percent as of June 30, 2019, and 2.45 percent as of June 30, 2020.

Actuarial Assumptions

The actuarial assumptions used to value the liabilities are outlined in detail in Section E. The actuarial assumptions include details on the healthcare trend assumption and the aging factors, as well as the actuarial cost method used to develop the OPEB expense.

Future Uncertainty or Risk

Future results may differ from those anticipated in this actuarial valuation. Reasons include, but are not limited to:

- Claims experience differing from expected;
- Medical trend experience differing from expected;
- Changes in the healthcare plan designs offered to active and retired members;
- Changes in healthcare related costs due to recent experience; and
- Participant behavior differing from expected; e.g.,
 - Elections at retirement;
 - One-person versus two-person coverage elections; and
 - Timing of retirement or termination.

Benefits Valued

The benefit provisions that were valued are described in Section F. The actuarial valuation is required to be performed on the current benefit terms and existing legal agreements. Consideration is to be given to the written plan document as well as other communications between the employer and plan members and an established pattern of practice for cost sharing. The summary of major plan provisions is designed to outline principal plan benefits.



GASB Statement No. 75 Information

GASB Statement No. 75 Information

This section contains the following GASB Statement No. 75 information:

- GASB Statement No. 75 Summary;
- GASB Statement No. 75 Changes in Total OPEB Liability for plan year end June 30, 2020, applicable to the sponsor's fiscal year end June 30, 2021;
- GASB Statement No. 75 Expense measured as of plan year end June 30, 2020, and applicable to the sponsor's fiscal year end June 30, 2021;
- GASB Statement No. 75 Development of Inflows and Outflows as of June 30, 2020;
- Notes to Schedule of Contributions; and
- GASB Statement No. 75 Sensitivity of Total OPEB Liability as of plan year end June 30, 2020.



GASB Statement No. 75 Information

Summary of GASB No. 75 Results

	2019
Actuarial Valuation Date	June 30, 2019
Measurement Date of the Total OPEB Liability	June 30, 2020
Employer's Fiscal Year End for GASB Statement No. 75	June 30, 2021
Membership	
Number of	
- Retirees and Beneficiaries	96,283
- Inactive, Nonretired Members	24,886
- Active Members	109,120
- Total	230,289
Covered Payroll	\$ 7,842,130,597
Total OPEB Liability	
Total OPEB Liability	\$ 42,366,626,302
Plan Fiduciary Net Position	-
Total OPEB Liability	\$ 42,366,626,302
Plan Fiduciary Net Position as a Percentage of Total OPEB Liability	0.00%
Total OPEB Liability as a Percentage of Covered Payroll	540.24%
Development of the Single Discount Rate	
Single Discount Rate Beginning of Year	3.13%
Single Discount Rate End of Year	2.45%
Long-Term Expected Rate of Investment Return, Beginning of Year	0.00%
Long-Term Expected Rate of Investment Return, End of Year	0.00%
Long-Term Municipal Bond Rate Beginning of Year ^a	3.13%
Long-Term Municipal Bond Rate End of Year ^a	2.45%
Year Assets are Projected to be depleted	2019
Total OPEB Expense for Fiscal Year End June 30, 2020, Applicable to Sponsor's Fiscal Year End June 30, 2021	\$ 1,172,334,241

Deferred Outflows and Deferred Inflows of Resources by Source to be Recognized in Future OPEB Expenses as of June 30, 2020

	Deferred Outflows of Resources	Deferred (Inflows) of Resources
Difference between Expected and Actual Experience	\$ 239,754,849	\$ (456,209,988)
Changes in Assumptions	1,157,788,022	(4,254,654,224)
Net Difference between Expected and Actual Investment Experience	-	-
Total	\$ 1,397,542,872	\$ (4,710,864,212)

^a Source: Fixed-income municipal bonds with 20 years to maturity that include only federally tax-exempt municipal bonds as reported in Fidelity Index's "20-Year Municipal GO AA Index" as of June 30, 2019, and June 30, 2020. In describing this index, Fidelity notes that the municipal curves are constructed using option-adjusted analytics of a diverse population of over 10,000 tax-exempt securities.



GASB Statement No. 75 Information

Schedule of Changes in Total OPEB Liability under GASB Statement No. 75 Measured as of June 30, 2020, Applicable to Plan Sponsor's Fiscal Year End June 30, 2021

Fiscal Year Ending June 30,	2020	2019	2018	2017
Total OPEB Liability				
Service Cost	\$ 1,454,468,459	\$ 1,359,786,577	\$ 1,372,138,823	\$ 1,696,977,300
Interest on the Total OPEB Liability	1,174,779,486	1,441,517,280	1,435,703,685	1,242,236,513
Changes of Benefit Terms	-	-	-	-
Difference between Expected and Actual Experience	239,943,788	69,152,774	(1,096,156,817)	16,224,331
Changes of Assumptions	(3,233,540,523)	1,893,969,860	(898,313,223)	(4,805,714,863)
Net Benefit Payments	(1,158,193,925)	(968,505,967)	(2,043,982,829)	(325,218,883)
Net Change in Total OPEB Liability	\$ (1,522,542,715)	\$ 3,795,920,523	\$ (1,230,610,361)	\$ (2,175,495,602)
Total OPEB Liability at beginning of year ^a	\$ 43,889,169,017	\$ 40,093,248,494	\$ 41,323,858,855	\$ 43,499,354,457
Total OPEB Liability at end of year ^b	\$ 42,366,626,302	\$ 43,889,169,017	\$ 40,093,248,494	\$ 41,323,858,855
Covered-Employee Payroll	\$ 7,842,130,597	\$ 7,666,176,952	\$ 7,516,762,973	\$ 7,663,997,200
Total OPEB Liability as a Percentage of Covered Payroll	540.24%	572.50%	533.38%	539.19%

^a Includes \$481,076,310 in incurred but not paid healthcare liabilities as of June 30, 2019.

^b Includes \$370,232,570 in incurred but not paid healthcare liabilities as of June 30, 2020.



GASB Statement No. 75 Information

**Statement of OPEB Expense under GASB Statement No. 75
Measured as of June 30, 2020
Applicable to Plan Sponsor's Fiscal Year End June 30, 2021**

A. Expense

1 Service Cost	\$ 1,454,468,459
2 Interest on the Total OPEB Liability	1,174,779,486
3 Current-Period Benefit Changes	-
4 Active Member Contributions	-
5 OPEB Plan Operating Expenses	12,318,037
6 Recognition of Outflow/(Inflow) due to Liability Experience	(150,122,643)
7 Recognition of Outflow/(Inflow) due to Assumption Changes	(1,319,109,097)
8 Recognition of Outflow/(Inflow) due to Investment Experience	-
9 Total OPEB Expense	\$ 1,172,334,241

B. Reconciliation of Total OPEB Liability

1 Total OPEB Liability at June 30, 2019	\$ 43,889,169,017
2 OPEB Expense	1,172,334,241
3 Employer Contributions	(1,170,511,962)
4 Change in Liability Experience Outflows/(Inflows) Recognized in Current Liabilities	390,066,431
5 Change in Assumption Updates Outflows/(Inflows) Recognized in Current Liabilities	(1,914,431,426)
6 Change in Investment Experience Outflows/(Inflows) Recognized in Current Assets	-
7 Total OPEB Liability at June 30, 2020	\$ 42,366,626,302



GASB Statement No. 75 Information

Recognition of Deferred Outflows and Inflows of Resources

Differences between expected and actual experience and changes in assumptions are recognized in OPEB expense using a systematic and rational method over a closed period equal to the average of the expected remaining service lives of all employees who are provided with OPEB through the OPEB plan (active employees and inactive employees) determined as of the beginning of the measurement period.

At the beginning of the current measurement period, the expected remaining service lives of all active members in the plan was approximately 1,181,313 years. Additionally, the total plan membership (active, inactive, and retired members) was 230,289. As a result, the average of the expected remaining service lives for purposes of recognizing the applicable deferred outflows and inflows of resources established in the current measurement period is 5.129697 years.

Additionally, differences between projected and actual earnings on OPEB plan investments should be recognized in OPEB expense using a systematic and rational method over a closed five-year period. For this purpose, the deferred outflows and inflows of resources are recognized in the OPEB expense as a level dollar amount over the closed period identified above.



GASB Statement No. 75 Information

Statement of Outflows and Inflows Arising from Current and Prior Reporting Periods Measured as of June 30, 2020, Applicable to Plan Sponsor's Fiscal Year End June 30, 2021

A. Outflows and (Inflows) of Resources Recognized in Current and Future OPEB Expenses as of Plan Year End June 30, 2020

Experience (Gain)/Loss			Original	Amount Recognized in	Amount Recognized in	Deferred (Inflows)	Deferred Outflows
	Original Balance	Date Established	Recognition Period/ Amortization Factor				
1 Liability (Gain)/Loss	\$ 239,943,788	June 30, 2020	5.129697	\$ -	\$ 46,775,431	\$ -	\$ 193,168,357
	\$ 69,152,774	June 30, 2019	5.145386	13,439,764	13,439,764	-	42,273,246
	\$ (1,096,156,817)	June 30, 2018	5.138662	(426,631,219)	(213,315,610)	(456,209,988)	-
	\$ 16,224,331	June 30, 2017	5.448481	8,933,313	2,977,771	-	4,313,247
				<u>\$ (404,258,142)</u>	<u>\$ (150,122,643)</u>	<u>\$ (456,209,988)</u>	<u>\$ 239,754,849</u>
2 Assumption Changes	\$ (3,233,540,523)	June 30, 2020	5.129697	\$ -	\$ (630,357,022)	\$ (2,603,183,501)	\$ -
	\$ 1,893,969,860	June 30, 2019	5.145386	368,090,919	368,090,919	-	1,157,788,022
	\$ (898,313,223)	June 30, 2018	5.138662	(349,629,232)	(174,814,616)	(373,869,375)	-
	\$ (4,805,714,863)	June 30, 2017	5.448481	(2,646,085,137)	(882,028,379)	(1,277,601,347)	-
				<u>\$ (2,627,623,450)</u>	<u>\$ (1,319,109,097)</u>	<u>\$ (4,254,654,224)</u>	<u>\$ 1,157,788,022</u>
3 Investment (Gain)/Loss	\$ -	June 30, 2020	5.000000	\$ -	\$ -	\$ -	\$ -
	\$ -	June 30, 2019	5.000000	-	-	-	-
	\$ -	June 30, 2018	5.000000	-	-	-	-
	\$ -	June 30, 2017	5.000000	-	-	-	-
				<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
4 Total				\$ (3,031,881,592)	\$ (1,469,231,741)	\$ (4,710,864,212)	\$ 1,397,542,872

B. Deferred Outflows and Deferred (Inflows) of Resources by Year to be Recognized in Future OPEB Expenses

Year Ending June 30,	Liability Outflows Outflows/(Inflows)	Assumption Changes Outflows/(Inflows)	Investment Outflows/(Inflows)	Year Ending June 30,	Deferred Outflows	Deferred (Inflows)	Net Outflows/(Inflows)
2021	\$ (150,122,643)	\$ (1,319,109,097)	\$ -	2021	\$ 431,283,885	\$ (1,900,515,626)	\$ (1,469,231,741)
2022	\$ (151,764,941)	\$ (832,653,688)	\$ -	2022	\$ 429,641,588	\$ (1,414,060,216)	\$ (984,418,629)
2023	\$ 30,636,426	\$ (286,506,247)	\$ -	2023	\$ 428,306,114	\$ (684,175,935)	\$ (255,869,821)
2024	\$ 48,729,385	\$ (576,841,755)	\$ -	2024	\$ 102,244,651	\$ (630,357,022)	\$ (528,112,371)
2025	\$ 6,066,633	\$ (81,755,415)	\$ -	2025	\$ 6,066,633	\$ (81,755,415)	\$ (75,688,782)
2026	\$ -	\$ -	\$ -	2026	\$ -	\$ -	\$ -
2027	\$ -	\$ -	\$ -	2027	\$ -	\$ -	\$ -
Total	\$ (216,455,140)	\$ (3,096,866,203)	\$ -	Total	\$ 1,397,542,871	\$ (4,710,864,213)	\$ (3,313,321,343)
Change in Outflows/(Inflows)	\$ 390,066,431	\$ (1,914,431,426)	\$ -				

Numbers may not add due to rounding.



GASB Statement No. 75 Information

Notes to Schedule of Contributions

Valuation Date	June 30, 2019
Measurement Date	June 30, 2020
Sponsor's Fiscal Year End	June 30, 2021

Methods and Assumptions Used to Determine Actuarial Liability and Contributions:

Actuarial Cost Method	Entry Age Normal, used to measure the Total OPEB Liability
Contribution Policy	Benefits are financed on a pay-as-you basis. Retired members contribute a percentage of premium rates based on service at retirement. The sponsor contributes claims and expenses in excess of retired member contributions. The goal of the policy is to finance current year costs plus a margin for incurred but not paid plan costs.
Retirees' share of benefit-related costs	Healthcare premium rates for members depend on the date of retirement and the years of service earned at retirement. Members who retired before January 1, 1998, are eligible for single coverage at no cost to the member. Members who retire after January 1, 1998, are eligible for single coverage provided they pay a portion of the premium equal to 5 percent for each of service under 20 years. Eligible dependents receive coverage provided they pay 100 percent of the required dependent premium. Premiums for plan year 2019 and 2020 are based on actual premiums. Premium after 2020 were projected based on the same healthcare cost trend rates applied to per capita claim costs.
Asset Valuation Method	Not applicable
Investment Rate of Return	Not applicable
Inflation	2.25%
Healthcare Cost Trend Rates	Actual trend used for fiscal year 2020. For fiscal years on and after 2021, trend starts at 8.25% for non-Medicare cost and post-Medicare costs, and gradually decreases to an ultimate trend of 4.25%. There is no additional trend rate adjustment due to the repeal of the Excise Tax.
Aging Factors	Based on the 2013 SOA Study "Health Care Costs - From Birth to Death"
Expenses	Health administrative expenses are included in the development of the per capita claims costs. Operating expenses are included as a component of the Annual OPEB Expense.
Other:	Incurred but not paid healthcare claims liability was based on information provided by the plan sponsor. Total OPEB liability includes incurred but not paid liability of \$481,076,310 as of June 30, 2019, and \$370,232,570 as of June 30, 2020.



GASB Statement No. 75 Information

	SERS	SURS	TRS	JRS	GARS
Salary Increases	Depends on age and ranges from 7.17% at age 25 graded down to 2.75% at age 70. Salary increase includes a 2.75% wage inflation assumption.	Depends on service and ranges from 12.25% at less than 1 year of service to 3.25% at 34 or more years of service. Salary increase includes a 3.25% wage inflation assumption.	Depends on service and ranges from 9.50% at 1 year of service to 4.00% at 20 or more years of service. Salary increase includes a 3.25% wage inflation assumption.	2.50% per annum	2.50% per annum
Retirement Age	Experience-based table of rates that are specific to the type of eligibility condition. Last updated for the June 30, 2019, actuarial valuation.	Experience-based table of rates that are specific to the type of eligibility condition. Last updated for the June 30, 2018, actuarial valuation.	Experience-based table of rates that are specific to the type of eligibility condition. Last updated for the June 30, 2018, actuarial valuation.	Experience-based table of rates that are specific to the type of eligibility condition. Last updated for the June 30, 2019, actuarial valuation.	Experience-based table of rates that are specific to the type of eligibility condition. Last updated for the June 30, 2019, actuarial valuation.
Mortality	Retirement and Beneficiary Annuitants: Pub-2010 General Healthy Retiree Table and Pub-2010 Public Safety Healthy Retiree Table. Pre-Retirement: Pub-2010 General Employee Table and Pub-2010 Public Safety Employee Table. Tables are adjusted for SERS experience. All tables reflect future mortality improvements using Projection Scale MP-2018.	Retirement and Beneficiary Annuitants: RP-2014 White Collar Annuitant Mortality Table. Disabled Annuitants: RP-2014 Disabled Annuitant Table. Pre-Retirement: RP-2014 White Collar Table. Tables are adjusted for SURS experience. All tables reflect future mortality improvements using Projection Scale MP-2017.	Retirement and Beneficiary Annuitants: RP-2014 White Collar Annuitant Mortality Table, adjusted for TRS experience. Disabled Annuitants: RP-2014 Disabled Annuitant Table. Pre-Retirement: RP-2014 White Collar Table. All tables reflect future mortality improvements using Projection Scale MP-2017.	Retirement and Beneficiary Annuitants: Pub-2010 Above-Median Income General Healthy Retiree Table. Pre-Retirement: Pub-2010 Above-Median Income General Employee Table. Tables are adjusted for JRS experience. All tables reflect future mortality improvements using Projection Scale MP-2018.	Retirement and Beneficiary Annuitants: Pub-2010 Above-Median Income General Healthy Retiree Table. Pre-Retirement: Pub-2010 Above-Median Income General Employee Table. Tables are adjusted for GARS experience. All tables reflect future mortality improvements using Projection Scale MP-2018.

GASB Statement No. 75 Information

Single Discount Rate

Retirees contribute a percentage of the premium rate based on service at retirement. The State contributes additional amounts to cover claims and expense in excess of retiree contributions. Because plan benefits are financed on a pay-as-you-go basis, the single discount rate is based on a tax-exempt municipal bond rate index of 20-year general obligation bonds with an average AA credit rating as of the measurement date. A single discount rate of 3.13 percent at June 30, 2019, and 2.45 percent at June 30, 2020, was used to measure the Total OPEB liability.

Sensitivity of Total OPEB Liability

The following table shows the plan's Total OPEB liability as of June 30, 2020, using the current single discount rate of 2.45 percent, and sensitivity single discount rates that are either one percentage point higher or lower:

Current Single Discount		
1% Decrease	Rate Assumption	1% Increase
1.45%	2.45%	3.45%
\$ 49,869,306,145	\$ 42,366,626,302	\$ 36,382,968,692

The following table shows the plan's Total OPEB Liability as of June 30, 2020, using current trend rates and sensitivity trend rates that are either one percentage point higher or lower. The current claims trend rates are 8.25% in 2021 decreasing to an ultimate trend rate of 4.25% in 2037.

Healthcare Cost		
1% Decrease^a	Trend Rates Assumption	1% Increase^b
\$ 35,467,145,913	\$ 42,366,626,302	\$ 51,413,698,526

^a One percentage point decrease in healthcare trend rates are 7.25% in 2021 decreasing to an ultimate trend rate of 3.25% in 2037.

^b One percentage point increase in healthcare trend rates are 9.25% in 2021 decreasing to an ultimate trend rate of 5.25% in 2037.

SECTION D

ADDITIONAL VALUATION EXHIBITS

Additional Valuation Exhibits

40-Year Projection of Expected Employer Claims ^a

Plan Year Ending June 30,	Expected Employer Claims	Year Beginning July 1	Expected Employer Claims
2020 ^b	\$ 1,006,756,715	2040	\$ 2,480,121,168
2021	1,073,964,520	2041	2,516,687,186
2022	1,152,232,120	2042	2,545,366,336
2023	1,235,729,535	2043	2,565,846,281
2024	1,323,431,008	2044	2,582,426,404
2025	1,416,429,010	2045	2,587,339,619
2026	1,493,153,166	2046	2,583,295,402
2027	1,583,772,274	2047	2,569,466,027
2028	1,675,065,983	2048	2,547,491,086
2029	1,765,964,724	2049	2,520,709,916
2030	1,856,158,333	2050	2,489,270,447
2031	1,952,263,136	2051	2,454,793,656
2032	2,045,604,741	2052	2,420,830,679
2033	2,128,998,319	2053	2,384,370,755
2034	2,200,979,528	2054	2,347,810,745
2035	2,263,436,948	2055	2,310,566,131
2036	2,312,250,474	2056	2,268,641,431
2037	2,352,903,346	2057	2,224,451,472
2038	2,395,831,850	2058	2,181,105,279
2039	2,438,139,152	2059	2,137,630,835

^a Expected claims net of retiree contributions for current participants.

^b During plan year end June 30, 2020, the sponsor incurred net employer claims of \$ 995,637,316 and operating expenses of \$12,318,037, and made a contribution of \$1,170,511,962.



Additional Valuation Exhibits

Summary of Demographic Information

	<u>SERS</u>	<u>SURS</u>	<u>TRS</u>	<u>GARS</u>	<u>JRS</u>	<u>Combined</u>
A) Active Participants ^a						
i) Counts	59,821	45,499	2,721	126	953	109,120
ii) Average Age	45.3	45.7	46.2	50.7	58.1	45.6
iii) Average Service	11.6	10.3	12.4	9.2	10.6	11.1
B) Deferred vested participants ^{b,c}						
i) Counts	3,173	10,769	172	33	7	14,154
ii) Average Age	52.1	50.1	51.0	53.7	54.3	50.5
C) Retirees with SEGIP Healthcare Coverage						
i) Counts	52,052	30,327	974	301	852	84,506
ii) Average Age	69.8	71.9	72.3	73.4	72.1	70.6
D) Survivors with SEGIP Healthcare Coverage Over Age 26						
i) Counts	6,692	3,525	147	79	279	10,722
ii) Average Age	77.2	79.4	81.1	80.7	78.7	78.0
E) Dependents with SEGIP Healthcare Coverage Over Age 26						
i) Counts	21,609	12,023	401	169	573	34,775
ii) Average Age	66.0	68.8	70.5	69.9	68.5	67.1
F) Retirees and Survivors Waiving Medical Coverage (Excluding Those Over Age 75) ^{d, e}						
i) Counts	6,024	4,367	267	22	52	10,732
ii) Average Age	65.2	65.9	64.9	63.6	67.7	65.5
G) Retirees Receiving a Monthly Stipend ^f						
i) Counts	562	408	1	2	-	973
ii) Average Age	60.7	61.2	61.0	60.0	N/A	60.9
H) Survivors with SEGIP Healthcare Coverage Age 26 and Under						
i) Counts	68	10	-	-	4	82
ii) Average Age	17.1	19.5	N/A	N/A	18.3	17.5
I) Dependents with SEGIP Healthcare Coverage Age 26 and Under						
i) Counts	5,959	2,135	47	30	85	8,256
ii) Average Age	20.2	20.6	21.3	20.7	20.5	20.3
J) Total Participants	155,960	109,063	4,730	762	2,805	273,320

^a Excludes Active TRS members, Active SURS members, and Active SERS members who are dependents of SEGIP active members. Includes members who are active in TRS and have earned a deferred vested benefit with SERS, SURS, GARS, and JRS.

^b Valuation assumes a percentage of waived retirees and deferred vested members will elect retiree healthcare coverage in the future.

^c Under TRS, includes deferred vested members with between 5 and 7 years of service. They are currently ineligible for TRIP healthcare benefits, but may be eligible for either TRIP or SEGIP benefits depending on reciprocal service or future TRS service. 50% of the liability for these members is allocated to TRIP and 50% is allocated to SEGIP. The counts under TRS also include deferred vested benefits with more than 7 years of service.

^d Includes 1,275 retirees and 106 survivors with only dental coverage.

^e Excludes waived retirees over age 75. No liability is assumed for these members.

^f Stipend under "Opt-Out" program, available to retirees.



SECTION E

SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS

Summary of Actuarial Assumptions and Methods

Development of Per Capita Claim Costs

The per capita claims used in the actuarial valuation were calculated by the State's healthcare actuary and are based on average per member costs by plan type for the period June 30, 2019, through June 30, 2020, as provided by the Department of Central Management Services (CMS). The per capita claims for the MAPD plans used in the actuarial valuation were based on weighted average premium rate, as provided by CMS. The average costs were adjusted at each respective retirement age by the morbidity factors disclosed in the actuarial assumption section of the report.

Cost Method and Expense Calculations for Retiree Healthcare Benefits

The retiree healthcare actuarial valuation was based on the Entry Age Normal cost method. Under this method, the normal cost and actuarial accrued liability are directly proportional to the employee's salary. The normal cost rate equals the present value of future benefits at entry age divided by the present value of future salary at entry age. The normal cost at the member's attained age equals the normal cost rate at entry age multiplied by the salary at attained age. The actuarial accrued liability equals the present value of benefits at attained age less present value of future salaries at attained age multiplied by normal cost rate at entry age.

Under GASB Statement Nos. 74 and 75, the Entry Age Normal Method is the required cost method.

Census Data

The actuarial valuation was based on SERS, SURS, TRS, GARS, and JRS active, inactive, and retiree data as of June 30, 2019, for eligible SEGIP members, and SEGIP retiree data as of June 30, 2019.

Retirees' Share of Benefit-Related Costs

Healthcare premium rates for members depend on the date of retirement and the years of service earned at retirement. Members who retired before January 1, 1998, are eligible for single coverage at no cost to the member. Members who retire after January 1, 1998, are eligible for single coverage provided they pay a portion of the premium equal to 5 percent for each of service under 20 years. Eligible dependents receive coverage provided they pay 100 percent of the required dependent premium. Premiums for plan year 2020 and 2021 are based on actual premiums. Premiums after 2021 were projected based on the same healthcare cost trend rates applied to per capita claim costs but excluding the additional trend rate that estimates the impact of the Excise Tax.



Summary of Actuarial Assumptions and Methods

Actuarial Assumptions

The actuarial assumptions used in our actuarial valuation are outlined on the following pages.

Valuation Date	June 30, 2019
Measurement Date	June 30, 2020
Discount Rate	3.13% at June 30, 2019 2.45% at June 30, 2020
Inflation¹	2.25%
Wage Inflation²	2.75% for SERS 3.25% for SURS and TRS 2.50% for JRS and GARS
OPEB Assumptions	

<u>Fiscal Year End</u>	Healthcare Trend		
	<u>Pre-Medicare Medical/Rx^{3,5}</u>	<u>Post-Medicare Medical/Rx^{4,5}</u>	<u>Dental and Vision</u>
2021	8.25%	8.25%	4.00%
2022	8.00%	8.00%	4.25%
2023	7.75%	7.75%	4.25%
2024	7.50%	7.50%	4.25%
2025	7.25%	7.25%	4.25%
2026	7.00%	7.00%	4.25%
2027	6.75%	6.75%	4.25%
2028	6.50%	6.50%	4.25%
2029	6.25%	6.25%	4.25%
2030	6.00%	6.00%	4.25%
2031	5.75%	5.75%	4.25%
2032	5.50%	5.50%	4.25%
2033	5.25%	5.25%	4.25%
2034	5.00%	5.00%	4.25%
2035	4.75%	4.75%	4.25%
2036	4.50%	4.50%	4.25%
2037	4.25%	4.25%	4.25%

¹ Underlying inflation used to develop wage inflation and trend rates.

² Wage inflation used to project payroll.

³ The Excise Tax has been repealed and no longer affects the trend rates.

⁴ In addition to these trend rates, the per capita claims costs for the Medicare Advantage Prescription Drug plans (MAPD) are increased to reflect an ultimate MAPD savings of 15% in 2035 and thereafter.

⁵ Healthcare trend rates for fiscal year end June 30, 2021, based on trend rates used to develop actual projected average costs and premium increases provided by CMS. Plan year 2021 premium increases based on 4.02% for non-MAPD plans and -11.49% for MAPD plans.



Summary of Actuarial Assumptions and Methods

<u>Age</u>	<u>Morbidity Factor</u>	
	<u>Male</u>	<u>Female</u>
50	5.81%	3.46%
55	5.44%	2.84%
60	5.02%	3.66%
65	1.68%	2.46%
70	1.72%	1.89%
75	1.07%	1.20%
80	0.62%	0.97%
85	-0.37%	0.36%
90	-0.28%	-0.14%

PYE 2020 Annual Per Capita Claims Costs for Pre 65, Not Medicare Eligible Members

<u>Age</u>	<u>QCHP</u>		<u>OAP</u>		<u>HMO</u>	
	<u>Medical and Rx</u>		<u>Medical and Rx</u>		<u>Medical and Rx</u>	
	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>
20	\$ 4,008	\$ 5,245	\$ 4,182	\$ 5,472	\$ 3,359	\$ 4,395
25	3,393	6,937	3,540	7,237	2,844	5,813
30	4,155	9,778	4,335	10,201	3,482	8,193
35	5,177	10,637	5,401	11,097	4,338	8,913
40	6,465	10,505	6,744	10,959	5,417	8,803
45	8,048	11,108	8,396	11,588	6,744	9,308
50	10,480	12,910	10,933	13,468	8,781	10,818
51	11,089	13,357	11,568	13,934	9,292	11,192
52	11,723	13,795	12,229	14,391	9,823	11,559
53	12,382	14,221	12,917	14,836	10,376	11,917
54	13,071	14,640	13,636	15,272	10,953	12,267
55	13,790	15,057	14,386	15,708	11,555	12,617
56	14,540	15,485	15,168	16,154	12,184	12,975
57	15,319	15,936	15,981	16,624	12,836	13,353
58	16,124	16,422	16,821	17,131	13,511	13,760
59	16,953	16,953	17,686	17,686	14,206	14,206
60	17,811	17,537	18,581	18,295	14,924	14,695
61	18,705	18,179	19,514	18,965	15,674	15,233
62	19,643	18,879	20,492	19,695	16,459	15,819
63	20,627	19,633	21,518	20,482	17,284	16,452
64	21,658	20,440	22,594	21,323	18,148	17,127

Annual Dental Cost: \$452

Annual Vision Cost: \$23



Summary of Actuarial Assumptions and Methods

PYE 2020 Annual Per Capita Claims Costs for Medicare Eligible Members

Age	QCHP		OAP		HMO		MAPD	
	<u>Medical and Rx</u>		<u>Medical and Rx</u>		<u>Medical and Rx</u>		<u>Medical and Rx</u>	
	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>
65	\$ 7,197	\$ 6,789	\$ 8,002	\$ 8,002	\$ 6,647	\$ 6,269	\$ 2,385	\$ 2,249
66	7,318	6,955	8,137	8,137	6,758	6,423	2,425	2,305
67	7,443	7,119	8,276	8,276	6,874	6,575	2,466	2,359
68	7,571	7,280	8,418	8,418	6,992	6,723	2,509	2,412
69	7,704	7,436	8,566	8,566	7,115	6,868	2,553	2,464
70	7,840	7,587	8,718	8,718	7,241	7,007	2,598	2,514
71	7,976	7,730	8,868	8,868	7,366	7,139	2,643	2,561
72	8,103	7,866	9,010	9,010	7,484	7,264	2,685	2,606
73	8,220	7,993	9,139	9,139	7,591	7,381	2,724	2,648
74	8,325	8,110	9,256	9,256	7,688	7,490	2,759	2,687
75	8,421	8,217	9,363	9,363	7,777	7,588	2,790	2,723
76	8,511	8,316	9,463	9,463	7,860	7,680	2,820	2,755
77	8,599	8,410	9,561	9,561	7,941	7,767	2,849	2,787
78	8,686	8,503	9,658	9,658	8,022	7,852	2,878	2,817
79	8,768	8,595	9,749	9,749	8,098	7,938	2,905	2,848
80	8,840	8,686	9,829	9,829	8,164	8,021	2,929	2,878
81	8,895	8,770	9,890	9,890	8,215	8,099	2,948	2,906
82	8,929	8,845	9,927	9,927	8,246	8,168	2,959	2,931
83	8,939	8,910	9,939	9,939	8,255	8,229	2,962	2,953
84	8,929	8,966	9,928	9,928	8,246	8,280	2,959	2,971
85	8,905	9,009	9,901	9,901	8,224	8,320	2,951	2,985
86	8,872	9,042	9,864	9,864	8,193	8,350	2,940	2,996
87	8,835	9,066	9,824	9,824	8,160	8,372	2,928	3,004
90	8,740	9,100	9,717	9,717	8,071	8,404	2,896	3,015
98 +	8,504	8,007	9,455	9,455	7,853	7,394	2,818	2,653

Annual Dental Cost: \$452

Annual Vision Cost: \$23



Summary of Actuarial Assumptions and Methods

PYE 2020 Annual Per Capita Claims Costs for Post 65, Not Medicare Eligible Members

Age	QCHP		OAP		HMO	
	Medical and Rx		Medical and Rx		Medical and Rx	
	Male	Female	Male	Female	Male	Female
65	\$ 22,382	\$ 21,111	\$ 23,349	\$ 22,023	\$ 18,755	\$ 17,690
66	22,758	21,630	23,741	22,565	19,070	18,125
67	23,146	22,139	24,146	23,096	19,395	18,552
68	23,545	22,639	24,563	23,618	19,729	18,970
69	23,958	23,126	24,993	24,125	20,075	19,378
70	24,382	23,593	25,436	24,613	20,431	19,770
71	24,802	24,039	25,874	25,078	20,783	20,144
72	25,200	24,461	26,289	25,518	21,116	20,497
73	25,562	24,855	26,666	25,930	21,419	20,827
74	25,889	25,219	27,008	26,309	21,693	21,132
75	26,187	25,553	27,319	26,657	21,943	21,412
76	26,467	25,860	27,611	26,978	22,178	21,669
77	26,741	26,153	27,897	27,283	22,408	21,915
78	27,011	26,441	28,179	27,584	22,634	22,156
79	27,267	26,729	28,446	27,884	22,849	22,397
80	27,491	27,010	28,679	28,178	23,036	22,633
81	27,662	27,272	28,858	28,451	23,180	22,853
82	27,766	27,505	28,966	28,694	23,266	23,048
83	27,798	27,709	28,999	28,907	23,293	23,219
84	27,767	27,881	28,967	29,086	23,267	23,363
85	27,691	28,017	28,888	29,228	23,203	23,477
86	27,589	28,118	28,781	29,333	23,118	23,561
87	27,476	28,192	28,664	29,410	23,024	23,623
90	27,178	28,298	28,352	29,521	22,773	23,712
98 +	26,445	24,899	27,588	25,975	22,159	20,864

Annual Dental Cost: \$452

Annual Vision Cost: \$23



Summary of Actuarial Assumptions and Methods

Participation

Current active and deferred vested members participating in SERS, SURS, or TRS are assumed to participate in SEGIP at retirement as follows:

Service at Retirement	Waive Coverage	1 person	2 person	Total
over 20	0%	60%	40%	100%
15 to 20	5%	55%	40%	100%
10 to 15	15%	50%	35%	100%
less than 10	30%	40%	30%	100%

For deferred vested members, preceding rates are multiplied by 85 percent.

Two percent of future eligible retirees are assumed to participate in the Opt-Out – Financial Incentive Program. The Opt-Out program provides a financial incentive – \$500 per month if service is greater than or equal to 20 years or \$150 per month if service is less than 20 years – to enroll in another healthcare program prior to becoming eligible for Medicare. Members in the Opt-Out program are assumed to elect SEGIP Medicare coverage after age 65.

Ten percent of members in the SURS SMP program are assumed to annuitize their account balance upon retirement and elect healthcare coverage under SEGIP.

Current SERS, SURS, and TRS retired members who have waived SEGIP coverage, are assumed to participate in SEGIP in the future as follows:

- a) For those under age 62, 50% elect coverage at 62, multiplied by the preceding service based participation table.
- b) For those age 62 to 75, 50% elect coverage as of the actuarial valuation date, multiplied by the preceding service based participation table.
- c) For those over age 75, 0% elect coverage.

Current active and deferred vested members participating in JRS and GARS are assumed to participate in SEGIP at 100% with 25% electing single coverage and 75% electing 2-person coverage. Current JRS and GARS retirees who have waived SEGIP coverage are assumed to participate at the same rates as outlined above excluding the service based assumption.

Children of retired members are valued explicitly assuming coverage ends at age 23. Disabled children are assumed to receive benefits during their lifetime.

One hundred percent of covered spouses are assumed to continue coverage after the death of the retiree.

Costs for future retirees are based on blended plan costs with the following assumed coverage:

	QCHP	OAP	HMO	Total
SERS/SURS/TRS	30%	30%	40%	100%
JRS/GARS	80%	10%	10%	100%



Summary of Actuarial Assumptions and Methods

Pension-Related Assumptions

The pension-related assumptions were based on those used for the most recent actuarial valuation of each respective retirement system.

The rates used for the pension valuations of SERS, SURS, TRS, JRS, and GARS, were applied to the SEGIP OPEB valuation.

Deferred vested members are assumed to commence benefits at earliest eligibility.

Medicare eligible members are assumed to participate in the MAPD six months after attaining age 65.

Summary of Actuarial Assumptions and Methods SERS Pension-Related Assumptions

Mortality:

Mortality assumptions for general employees and retirees covered under the Regular Benefit Formula are shown in the following table.

General Employees and Retirees	Base Mortality Table	Male Set Back Years	Female Set Back Years	Male Scaling Factor	Female Scaling Factor
Pre-retirement	Pub-2010 General Employee, sex distinct	2	1	89%	95%
Post-retirement	Pub-2010 General Healthy Retiree sex distinct	0	-1	111%	111%

Mortality assumptions for Public Safety employees and retirees covered under the Alternative Benefit Formula are shown in the following table.

Public Safety Employees and Retirees	Base Mortality Table	Male Set Back Years	Female Set Back Years	Male Scaling Factor	Female Scaling Factor
Pre-retirement	Pub-2010 Public Safety Employee, sex distinct	0	0	96%	108%
Post-retirement	Pub-2010 Public Safety Healthy Retiree, sex distinct	0	0	110%	105%

Future mortality improvements are reflected by projecting the base mortality tables forward from the year 2010 using the fully generational MP-2018 projection scale. This assumption provides a margin for future mortality improvements.

Summary of Actuarial Assumptions and Methods SERS Pension-Related Assumptions

Termination:

Illustrative rates of withdrawal from the plan are as follows for Tier One members:

Service Based Withdrawal				
Service (Beginning of Year)	Regular Formula Employees		Alternate Formula Employees	
	Males	Females	Males	Females
0	0.2400	0.2200	0.0525	0.0700
1	0.0900	0.0900	0.0425	0.0700
2	0.0750	0.0650	0.0425	0.0650
3	0.0650	0.0550	0.0425	0.0600
4	0.0600	0.0450	0.0425	0.0600
5	0.0460	0.0450	0.0300	0.0500
6	0.0450	0.0400	0.0300	0.0400
7	0.0400	0.0400	0.0300	0.0300
8	0.0300	0.0350	0.0200	0.0200
9	0.0300	0.0350	0.0200	0.0200
10	0.0300	0.0300	0.0150	0.0200
11	0.0250	0.0300	0.0150	0.0175
12	0.0250	0.0250	0.0150	0.0175
13	0.0250	0.0250	0.0150	0.0175
14	0.0200	0.0250	0.0150	0.0175
15	0.0200	0.0250	0.0150	0.0175
16	0.0200	0.0200	0.0150	0.0150
17	0.0200	0.0200	0.0150	0.0150
18	0.0200	0.0200	0.0150	0.0150
19	0.0200	0.0200	0.0125	0.0125
20	0.0200	0.0150	0.0125	0.0125
21	0.0200	0.0150	0.0125	0.0125
22	0.0200	0.0150	0.0125	0.0125
23	0.0200	0.0150	0.0125	0.0125
24	0.0150	0.0150	0.0100	0.0100
25	0.0150	0.0100	0.0100	0.0100
26	0.0150	0.0100	0.0100	0.0100
27	0.0150	0.0100	0.0100	0.0100
28	0.0150	0.0100	0.0100	0.0100
29	0.0150	0.0100	0.0100	0.0100
30+	0.0150	0.0100	0.0100	0.0100

It is assumed that terminated employees will not be rehired. The rates apply only to employees who have not fulfilled the service requirement necessary for retirement at any given age.

Summary of Actuarial Assumptions and Methods

SERS Pension-Related Assumptions

Salary Increases:

Illustrative rates of increase per individual employee per annum, compounded annually:

Age	Annual Increase
25	7.17%
30	5.70%
35	4.80%
40	4.47%
45	4.08%
50	3.76%
55	3.55%
60	3.35%
65	2.97%
70	2.75%

Disability:

Under the pension valuation, disability is valued as a term cost only. No rates were applied.

Summary of Actuarial Assumptions and Methods

SERS Pension-Related Assumptions

Retirement – Tier 1:

Employees are assumed to retire in accordance with the rates shown below. The rates apply to employees who have fulfilled the service requirement necessary for retirement at any given age.

Retirement Rates for Regular Formula Employees		
Age	Males	Females
50	15.00%	27.50%
51	25.00%	27.50%
52	25.00%	35.00%
53	25.00%	27.50%
54	25.00%	22.50%
55	25.00%	25.00%
56	18.00%	24.00%
57	18.00%	19.00%
58	18.00%	19.00%
59	18.00%	19.00%
60	13.00%	17.00%
61	12.00%	13.50%
62	20.00%	23.00%
63	17.50%	19.00%
64	17.50%	20.00%
65	25.00%	25.00%
66	25.00%	29.00%
67	25.00%	27.00%
68	25.00%	27.00%
69	25.00%	22.00%
70	25.00%	22.00%
71	20.00%	22.00%
72	20.00%	22.00%
73	20.00%	22.00%
74	20.00%	22.00%
75	100.00%	100.00%

Early Retirement Rates for Regular Formula Employees		
Age	Males	Females
55	3.50%	2.00%
56	3.50%	3.00%
57	5.00%	4.00%
58	6.00%	5.00%
59	6.50%	6.00%



Summary of Actuarial Assumptions and Methods

SERS Pension-Related Assumptions

Retirement Rates for Alternate Formula Employees				
Age	Eligible for Alternate Formula Benefits Only		Eligible for Regular Formula Benefits Only	
	Males	Females	Males	Females
50	65.00%	42.50%	N/A	N/A
51	50.00%	30.00%	N/A	N/A
52	40.00%	25.00%	N/A	N/A
53	40.00%	25.00%	N/A	N/A
54	35.00%	25.00%	N/A	N/A
55	42.00%	45.00%	N/A	N/A
56	30.00%	30.00%	N/A	N/A
57	30.00%	30.00%	N/A	N/A
58	30.00%	30.00%	N/A	N/A
59	30.00%	20.00%	N/A	N/A
60	30.00%	30.00%	4.00%	5.00%
61	30.00%	25.00%	4.00%	5.00%
62	30.00%	40.00%	10.00%	18.00%
63	35.00%	30.00%	11.00%	18.00%
64	35.00%	40.00%	12.00%	15.00%
65	35.00%	50.00%	14.00%	25.00%
66	35.00%	50.00%	20.00%	15.00%
67	35.00%	50.00%	20.00%	20.00%
68	35.00%	50.00%	20.00%	30.00%
69	45.00%	50.00%	20.00%	30.00%
70	50.00%	50.00%	20.00%	30.00%
71	50.00%	50.00%	20.00%	30.00%
72	100.00%	100.00%	100.00%	100.00%

Spouse and Marriage Assumptions:

85.0 percent of active male participants and 65.0 percent of active female participants are assumed to be married. Actual marital status at benefit commencement is used for retirees. If no data is available, the female spouse is assumed to be three years younger than the male spouse.

Summary of Actuarial Assumptions and Methods

SERS Pension-Related Assumptions

Assumptions as a Result of Public Act 96-0889 Adopted June 30, 2016

Retirement rates for members hired after December 31, 2010, who are eligible for regular formula benefits will retire according to the following age-based retirement rates:

Retirement Rates for Regular Formula Employees - Tier 2 Members			
Age	Males	Age	Females
67	50.00%	62	30.00%
68	35.00%	63	15.00%
69	35.00%	64	15.00%
70	35.00%	65	15.00%
71	20.00%	66	15.00%
72	20.00%		
73	20.00%		
74	20.00%		
75	100.00%		

Members hired after December 31, 2010, eligible for the alternate formula benefits will retire according to the following age-based retirement rates:

Retirement Rates for Alternate Formula Employees		
Age	Males	Females
60	50.00%	50.00%
61	30.00%	25.00%
62	30.00%	40.00%
63	35.00%	30.00%
64	35.00%	40.00%
65	35.00%	50.00%
66	35.00%	50.00%
67	35.00%	50.00%
68	35.00%	50.00%
69	45.00%	50.00%
70	50.00%	50.00%
71	50.00%	50.00%
72	100.00%	100.00%

Summary of Actuarial Assumptions and Methods

SERS Pension-Related Assumptions

Illustrative rates of withdrawal from the plan are as follows for members hired after December 31, 2010:

Service Based Withdrawal				
Service (Beginning of Year)	Regular Formula Employees		Alternate Formula Employees	
	Males	Females	Males	Females
0	0.3000	0.2700	0.0800	0.1100
1	0.1650	0.1600	0.0700	0.0800
2	0.0700	0.0900	0.0575	0.0700
3	0.0700	0.0800	0.0550	0.0600
4	0.0650	0.0750	0.0325	0.0500
5	0.0550	0.0650	0.0300	0.0500
6	0.0500	0.0600	0.0300	0.0500
7	0.0500	0.0500	0.0300	0.0325
8	0.0300	0.0350	0.0200	0.0200
9	0.0300	0.0350	0.0200	0.0200
10	0.0300	0.0300	0.0150	0.0200
11	0.0250	0.0300	0.0150	0.0175
12	0.0250	0.0250	0.0150	0.0175
13	0.0250	0.0250	0.0150	0.0175
14	0.0200	0.0250	0.0150	0.0175
15	0.0200	0.0250	0.0150	0.0175
16	0.0200	0.0200	0.0150	0.0150
17	0.0200	0.0200	0.0150	0.0150
18	0.0200	0.0200	0.0150	0.0150
19	0.0200	0.0200	0.0125	0.0125
20	0.0200	0.0150	0.0125	0.0125
21	0.0200	0.0150	0.0125	0.0125
22	0.0200	0.0150	0.0125	0.0125
23	0.0200	0.0150	0.0125	0.0125
24	0.0150	0.0150	0.0100	0.0100
25	0.0150	0.0100	0.0100	0.0100
26	0.0150	0.0100	0.0100	0.0100
27	0.0150	0.0100	0.0100	0.0100
28	0.0150	0.0100	0.0100	0.0100
29	0.0150	0.0100	0.0100	0.0100
30+	0.0150	0.0100	0.0100	0.0100

Summary of Actuarial Assumptions and Methods

SURS Pension-Related Assumptions

Mortality:

The mortality assumptions are as follows:

Applicable Group	Base Mortality Table	Male Scaling Factor	Female Scaling Factor
Pre-retirement	RP-2014 White Collar Employee, sex distinct	93%	100%
Post-retirement (non-disabled)	RP-2014 White Collar Healthy Annuitant, sex distinct	96%	93%
Post-retirement (disabled)	RP-2014 Disabled Annuitant, sex distinct	112%	123%

Future mortality improvements are reflected by projecting the base mortality tables back from the year 2014 to the year 2006 using the Society of Actuaries (SOA) MP-2014 scale (referred to as the RP-2006 base mortality tables) and projecting from 2006 using the SOA MP-2017 projection scale. The assumptions are generational mortality tables and include a margin for improvement.

Summary of Actuarial Assumptions and Methods

SURS Pension-Related Assumptions

Termination:

Illustrative rates are as follows:

<u>Years of Service</u>	<u>Termination Rates</u>
0	20.00%
1	20.00%
2	15.00%
3	14.00%
4	13.00%
5	12.00%
6	10.00%
7	9.00%
8	8.00%
9	7.00%
10	6.00%
11	5.00%
12	4.50%
13	4.00%
14	4.00%
15	4.00%
16	3.50%
17	3.50%
18	3.50%
19	3.00%
20	3.00%
21	3.00%
22	2.50%
23	2.50%
24	2.50%
25	2.00%
26	2.00%
27	2.00%
28	2.00%
29	2.00%

Part-time members with less than three years of service (all members classified as part time for valuation purposes) are assumed to terminate at the valuation date.

Termination rate for 29 years of service used for Tier 2 members until retirement eligibility is met.



Summary of Actuarial Assumptions and Methods

SURS Pension-Related Assumptions

Salary Increases:

Rates are as follows:

<u>Service Year</u>	<u>Total Increase</u>
0	12.25%
1	12.25%
2	8.75%
3	7.00%
4	6.25%
5	5.50%
6	5.50%
7	5.50%
8	4.75%
9	4.50%
10	4.50%
11-14	4.00%
15-18	3.75%
19-33	3.50%
34+	3.25%

Summary of Actuarial Assumptions and Methods

SURS Pension-Related Assumptions

Disability:

Illustrative rates are as follows:

Age	Male	Female	Age	Male	Female
20	0.0247%	0.0328%	50	0.1214%	0.1360%
21	0.0253%	0.0347%	51	0.1287%	0.1401%
22	0.0259%	0.0366%	52	0.1361%	0.1442%
23	0.0265%	0.0385%	53	0.1435%	0.1483%
24	0.0271%	0.0404%	54	0.1508%	0.1524%
25	0.0277%	0.0423%	55	0.1552%	0.1565%
26	0.0283%	0.0442%	56	0.1552%	0.1565%
27	0.0289%	0.0461%	57	0.1552%	0.1565%
28	0.0295%	0.0481%	58	0.1552%	0.1565%
29	0.0300%	0.0500%	59	0.1552%	0.1565%
30	0.0315%	0.0541%	60	0.1552%	0.1565%
31	0.0330%	0.0582%	61	0.1552%	0.1565%
32	0.0345%	0.0623%	62	0.1552%	0.1565%
33	0.0359%	0.0664%	63	0.1552%	0.1565%
34	0.0374%	0.0705%	64	0.1552%	0.1565%
35	0.0395%	0.0745%	65	0.1552%	0.1565%
36	0.0415%	0.0786%	66	0.1552%	0.1565%
37	0.0436%	0.0827%	67	0.1552%	0.1565%
38	0.0457%	0.0868%	68	0.1552%	0.1565%
39	0.0477%	0.0909%	69	0.1552%	0.1565%
40	0.0536%	0.0950%	70	0.1552%	0.1565%
41	0.0595%	0.0991%	71	0.1552%	0.1565%
42	0.0654%	0.1032%	72	0.1552%	0.1565%
43	0.0713%	0.1073%	73	0.1552%	0.1565%
44	0.0772%	0.1114%	74	0.1552%	0.1565%
45	0.0845%	0.1155%	75	0.1552%	0.1565%
46	0.0919%	0.1196%	76	0.1552%	0.1565%
47	0.0993%	0.1237%	77	0.1552%	0.1565%
48	0.1066%	0.1278%	78	0.1552%	0.1565%
49	0.1140%	0.1319%	79	0.1552%	0.1565%

Disability rates apply during the retirement eligibility period.



Summary of Actuarial Assumptions and Methods

SURS Pension-Related Assumptions

Retirement:

Upon eligibility, active members are assumed to retire as follows:

Age	Members Hired before January 1, 2011 and Eligible for		Members Hired on or after January 1, and Eligible for	
	Normal Retirement	Early Retirement	Normal Retirement	Early Retirement
Under 50	50.0%	-	-	-
50	50.0	-	-	-
51	40.0	-	-	-
52	40.0	-	-	-
53	35.0	-	-	-
54	35.0	-	-	-
55	35.0	7.0%	-	-
56	30.0	5.5	-	-
57	25.0	4.0	-	-
58	25.0	5.0	-	-
59	25.0	5.5	-	-
60	11.0	-	-	-
61	11.0	-	-	-
62	12.0	-	-	25.0%
63	12.0	-	-	10.0
64	12.0	-	-	10.0
65	15.0	-	-	10.0
66	15.0	-	-	10.0
67	15.0	-	35.0%	-
68	15.0	-	15.0	-
69	15.0	-	15.0	-
70-79	15.0	-	15.0	-
80+	100.0	-	100.0	-

A rate of 50 percent is used if a member has 40 or more years of service and is less than 80 years old. The rates shown above are for members with less than 40 years of service.



Summary of Actuarial Assumptions and Methods

SURS Pension-Related Assumptions

Spouse and Marriage Assumptions:

Members are assumed to be married in the following proportions:

<u>Age</u>	<u>Males</u>	<u>Females</u>
20	25.00%	40.00%
30	70.00%	75.00%
40	80.00%	80.00%
50	85.00%	80.00%
60	85.00%	70.00%

Summary of Actuarial Assumptions and Methods

TRS Pension-Related Assumptions

Demographic Assumptions:

Healthy Life Mortality, Post-Retirement

RP-2014 White Collar Annuitant Tables, sex distinct with female rates multiplied by 70% for ages under 78 and 110% for ages 78 to 114, and males rates multiplied by 94% for ages under 81 and 110% for ages 81 to 114

Healthy Life Mortality, Post-Retirement Beneficiary

RP-2014 Annuitant Tables, sex distinct with female and male rates multiplied by 96% and 116%, respectively, for ages 50 to 114

Healthy Life Mortality, Pre-Retirement

RP-2014 White Collar Mortality Tables, sex distinct with female and male rates multiplied by 104% for all ages

Disabled Life Mortality, Post-Retirement

RP-2014 Disabled Tables, sex distinct with female and male rates multiplied by 117% for ages 45 to 99

Future annual improvements in mortality are based on the Society of Actuaries Mortality Projection Scale MP-2017.

Summary of Actuarial Assumptions and Methods

TRS Pension-Related Assumptions

Termination:

Illustrative rates are as follows:

Sample Turnover Rates				
% Separating Within Next Year				
Age	Under 5 Years of Service		5 or More Years of Service	
	Male	Female	Male	Female
25	7.0%	6.5%	3.0%	5.0%
30	6.5%	7.0%	3.0%	4.8%
35	8.0%	7.5%	1.5%	3.0%
40	10.0%	8.0%	1.8%	1.5%
45	11.0%	8.0%	1.3%	1.3%
50	12.0%	8.0%	1.3%	1.5%
55	11.5%	11.8%	2.0%	2.0%
60	15.0%	14.0%	3.0%	2.5%
65	30.0%	30.0%	3.0%	3.0%

Salary Increases:

Service	Annual Increase
1	9.50%
2	7.50%
3	7.00%
4	6.75%
5	6.50%
6	6.25%
7	6.00%
8	5.75%
9	5.50%
10	5.50%
11	5.25%
12	5.00%
13	5.00%
14	4.75%
15	4.75%
16	4.50%
17	4.50%
18	4.25%
19	4.00%
20 & above	4.00%



Summary of Actuarial Assumptions and Methods

TRS Pension-Related Assumptions

Disability:

Illustrative rates are as follows:

Sample Disability Rates		
% Separating Within Next Year		
Age	Male	Female
25	0.01%	0.03%
30	0.01%	0.04%
35	0.02%	0.06%
40	0.03%	0.07%
45	0.05%	0.10%
50	0.10%	0.18%
55	0.14%	0.20%
60	0.18%	0.27%
65	0.25%	0.30%

Summary of Actuarial Assumptions and Methods

TRS Pension-Related Assumptions

Retirement:

Sample Normal Retirement Rates					
% Separating Within Next Year (Age-Based)					
Age	Service				
	5 - 18	19 - 29	30-31	32 - 33	34 +
54	0%	7%	8%	40%	45%
55	0%	7%	8%	40%	45%
56	0%	7%	8%	40%	45%
57	0%	7%	10%	40%	45%
58	0%	7%	10%	40%	40%
59	0%	30%	35%	60%	40%
60	20%	30%	40%	60%	40%
61	17%	30%	40%	50%	40%
62	15%	30%	40%	50%	40%
63	15%	30%	40%	50%	40%
64	22%	40%	45%	50%	40%
65	25%	40%	45%	50%	40%
66	25%	40%	45%	50%	40%
67	20%	40%	45%	50%	45%
68	20%	40%	40%	50%	45%
69	25%	40%	40%	50%	45%
70	100%	100%	100%	50%	30%
71	100%	100%	100%	50%	30%
72	100%	100%	100%	50%	30%
73	100%	100%	100%	50%	30%
74	100%	100%	100%	100%	30%
75 & older	100%	100%	100%	100%	100%

Summary of Actuarial Assumptions and Methods TRS Pension-Related Assumptions

The following assumptions apply to members hired on or after January 1, 2011.

Sample Normal Retirement Rates					
% Separating Within Next Year (Age-Based)					
Age	Service				
	<u>9 - 18</u>	<u>19 - 30</u>	<u>31</u>	<u>32 - 33</u>	<u>34 +</u>
61 and younger	0%	0%	0%	0%	0%
62	13%	15%	20%	25%	25%
63-65	8%	10%	15%	20%	20%
66	20%	10%	15%	20%	20%
67	20%	40%	70%	70%	70%
68	20%	40%	40%	40%	40%
69	20%	40%	40%	40%	40%
70	100%	100%	100%	100%	100%

Spouse and Marriage Assumptions:

80.0 percent of active male participants and 70.0 percent of active female participants are assumed to be married. If no data is available, the female spouse is assumed to be three years younger than the male spouse.

Summary of Actuarial Assumptions and Methods

JRS/GARS Pension-Related Assumptions

Mortality:

Post-Retirement Mortality

JRS: Pub-2010 Above-Median Income General Healthy Retiree Mortality tables, sex distinct, with scaling factors of 102 percent for males and 98 percent for females, and the MP-2018 two-dimensional generational mortality improvement scale. This assumption provides a margin for future mortality improvements.

GARS: Pub-2010 Above-Median Income General Healthy Retiree Mortality tables, sex distinct, with scaling factors of 99 percent for males and females, and the MP-2018 two-dimensional generational mortality improvement scale. This assumption provides a margin for future mortality improvements.

Pre-Retirement Mortality, including terminated vested members prior to attaining age 50

JRS: Pub-2010 Above-Median Income General Employee Mortality tables, sex distinct, with scaling factors of 99 percent for males and females, and the MP-2018 two-dimensional generational mortality improvement scale. This assumption provides a margin for future mortality improvements.

GARS: Pub-2010 Above-Median Income General Employee Mortality tables, sex distinct, with no scaling factors, and the MP-2018 two-dimensional generational mortality improvement scale. This assumption provides a margin for future mortality improvements.

JRS/GARS: Future mortality improvements are reflected by projecting the base mortality tables forward from the year 2010 using the MP-2018 projection scale.

Termination:

GARS: Rates of withdrawal are assumed to be equal to six percent for all ages 20 through 65.

JRS: Illustrative rates of withdrawal from the plan are as follows:

Sample Withdrawal Rates		
Age	Male	Female
30	0.0129	0.0162
35	0.0124	0.0162
40	0.0108	0.0162
45	0.0095	0.0162
50	0.0083	0.0158
55	0.0071	0.0092
60	0.0059	0.0074
65	0.0047	0.0057

JRS/GARS: It is assumed that terminated employees will not be rehired. The rates apply only to employees who have not fulfilled the service requirement necessary for retirement at any given age.

Salary Increases:

JRS/GARS: A salary increase assumption of 2.50 percent per year, compounded annually, was used. This 2.50 percent salary increase assumption includes an inflation component of 2.25 percent per year, and a productivity/merit/promotion component of 0.25 percent.



Summary of Actuarial Assumptions and Methods

JRS/GARS Pension-Related Assumptions

Disability:

JRS/GARS: No assumption for disability.

Retirement:

Rates only apply to employees who have fulfilled the service requirement necessary for retirement at any given age.

JRS: Employees are assumed to retire in accordance to the rates shown below.

Retirement Rates	
Age	Males & Females
60	9.00%
61-65	11.00%
66-70	12.00%
71-74	13.00%
75-79	14.00%
80+	100.00%

Early Retirement Rates		
Age	Male	Female
55	5.50%	8.50%
56	5.50%	8.50%
57	5.50%	8.50%
58	5.50%	8.50%
59	5.50%	8.50%

GARS: Employees are assumed to retire in accordance to the rates shown below.

Retirement Rates	
Age	Male & Female
55	5.00%
56-64	15.00%
65-74	20.00%
75	100.00%

Spouse and Marriage Assumptions:

JRS: 80.0 percent of active and retired participants are assumed to be married. If no data is available, the female spouse is assumed to be four years younger than the male spouse.

GARS: 75.0 percent of active and retired participants are assumed to be married. If no data is available, the female spouse is assumed to be four years younger than the male spouse.



SECTION F

SUMMARY OF PRINCIPAL PLAN PROVISIONS

Summary of Principal Plan Provisions

PLAN MEMBERS

Members receiving monthly benefits from the State Employees' Retirement System of Illinois (SERS), State Universities Retirement System of Illinois (SURS), Teachers' Retirement System of Illinois (TRS), General Assembly Retirement System (GARS), or the Judges' Retirement System of Illinois (JRS) are eligible to enroll in SEGIP. Certain members covered under TRS for pension purposes are eligible for retiree healthcare benefits under the Teachers' Retirement Insurance Program (TRIP). Other TRS members eligible for coverage under SEGIP include: certified teachers working for certain State agencies, executives working for the Board of Education, regional superintendents, regional assistant superintendents, TRS fund staff, and certain members with certain reciprocal service.

PENSION ELIGIBILITY PROVISIONS

STATE EMPLOYEES RETIREMENT SYSTEM

Normal Retirement

General formula members are eligible to retire with unreduced benefits after completing one of the following: i) age 60 with 8 years of service, ii) 35 years of service or iii) age plus service is at least 85. Alternate formula members are eligible to retire with unreduced after completing one of the following: i) age 50 with 25 years of service or ii) age 55 with 20 years of service.

Early Retirement

General formula members are eligible to retire with reduced benefits after attaining age 55 and earning at least 25 years of service.

Disability Retirement

There is no specific age or service requirement for receipt of occupational disability benefits. Receipt of non-occupational disability benefits has an eligibility requirement of one- and one-half years of service.

Vested Termination

Members who terminate are eligible to receive pension benefits after attaining age 60 with at least 8 years of service or at any age with at least 35 years of service.

Provisions Applicable to Members Hired after December 31, 2010, as a result of Public Act 96-0889

Retirement Eligibility – All Members Except State policemen, fire fighters in the fire protection service of a department or security employees of the Department of Corrections or the Department of Juvenile Justice

Normal retirement – 67 years old with 10 years of service.



Summary of Principal Plan Provisions

Early Retirement – 62 years old with 10 years of service with a 6.0 percent per year reduction in benefit for each year age is under 67.

Retirement Eligibility – State policemen, fire fighters in the fire protection service of a department or security employees of the Department of Corrections or the Department of Juvenile Justice

Normal retirement – 60 years old with 20 years of service.



Summary of Principal Plan Provisions

STATE UNIVERSITIES RETIREMENT SYSTEM

Normal Retirement

Police officers and fire fighters are eligible to retire with unreduced benefits after completing one of the following: i) age 55 with 20 years of service or ii) age 50 with 25 years of service.

Other members hired before January 1, 2011, are eligible to retire with unreduced benefits after completing one of the following: i) age 62 with 5 years of service, ii) age 60 with 8 years of service or iii) 30 years of service.

For members hired on or after January 1, 2011, separation from service on or after attainment of age 67 with 10 years of service.

Early Retirement

Members hired before January 1, 2011, other than police and fire employees, are eligible to retire with reduced benefits after attaining age 55 and earning at least 8 years of service. For members hired on or after January 1, 2011, separation from service on or after attainment of age 62 with 10 years of service.

Disability Retirement

There is no specific age or service eligibility requirement for receipt of accidental disability benefits. Receipt of non-accidental disability benefits has an eligibility requirement of two years of service.

Vested Termination

Members hired before January 1, 2011, who terminate with at least 5 years of service are eligible to receive pension benefits under either the normal or early retirement provisions. Members hired on or after January 1, 2011, are vested after 10 years of service.

Summary of Principal Plan Provisions

TEACHERS' RETIREMENT SYSTEM

Normal Retirement

Members hired before January 1, 2011, are eligible to retire with unreduced benefits after completing one of the following: i) age 60 with 10 years of service, ii) age 62 with 5 years of service or iii) age 55 with 35 years of service.

Age 67 with 10 years of service for members hired on or after January 1, 2011.

Early Retirement

Members hired before January 1, 2011, are eligible to retire with reduced benefits after attaining age 55 and earning at least 20 years of service.

Age 62 with 10 years of service for members hired on or after January 1, 2011.

Disability Retirement

There is no specific age or service requirement for receipt of occupational disability benefits. Receipt of non-occupational disability benefits requires termination of temporary disability benefits and member remains disabled.

Vested Termination

Members who terminate with more than five years of service are eligible to receiving retirement pension benefits at age 62 if service is less than 10 and at age 60 if service is at least 10.

Members hired on or after January 1, 2011, are vested after 10 years of service.

Summary of Principal Plan Provisions

GENERAL ASSEMBLY RETIREMENT SYSTEM

Normal Retirement

Members hired before January 1, 2011, are eligible to retire with full benefits after completing one of the following: i) age 55 with 8 years of service or ii) age 62 with 4 years of service. Age 67 with 8 years of service for members hired on or after January 1, 2011.

Early Retirement

Members hired on or after January 1, 2011, are eligible to retire with reduced benefits after attaining age 62 and earning at least 8 years of service.

Disability Retirement

Members are eligible for disability benefits after completing 8 years of service.

Vested Termination

Members hired before January 1, 2011, who terminate with at least 4 years of service are eligible to receive pension benefits under the normal retirement provisions. Members hired on or after January 1, 2011, are vested after 8 years of service.

JUDGES' RETIREMENT SYSTEM

Normal Retirement

Members hired before January 1, 2011, are eligible to retire with unreduced benefits after completing one of the following: i) age 55 with 26 years of service, ii) age 60 with 10 years of service or iii) age 62 with 6 years of service.

Age 67 with 8 years of service for members hired on or after January 1, 2011.

Early Retirement

Members hired before January 1, 2011 are eligible to retire with reduced benefits after completing age 55 with 10 years of service.

Age 62 with 8 years of service for members hired on or after January 1, 2011.

Disability Retirement

Members are eligible for disability benefits after completing 10 years of service.



Summary of Principal Plan Provisions

Vested Termination

Members hired before January 1, 2011, who terminate with at least 6 years of service are eligible to receive pension benefits under either the normal or early retirement provisions.

Members hired on or after January 1, 2011, are vested after 8 years of service.

Summary of Principal Plan Provisions

DEPENDENTS ELIGIBLE FOR COVERAGE

If a plan member enrolls in SEGIP, they may enroll the following dependents: spouses; same-sex domestic partner (enrolled prior to June 1, 2011); civil union partner (enrolled on or after June 1, 2011); unmarried children under age 26; disabled children that have been continuously disabled from causes originating prior to age 26 and are financially dependent for at least one-half of their support, and eligible to be claimed on income tax return; and parents if they are financially dependent for at least one-half of their support and eligible to be claimed on income tax return.

ENROLLMENT TIMING

Members who have not previously enrolled in SEGIP are eligible to enroll when they begin receiving pension benefits through one of the State sponsored pension programs, during any annual open enrollment period, when turning 65 or becoming Medicare eligible, or after losing coverage by a former plan. Members and beneficiaries who previously were enrolled in SEGIP, and subsequently waive coverage, are only eligible to reenroll due to the loss of prior coverage by a former plan or at the attainment of age 65 or when Medicare eligible.

SURVIVING SPOUSE COVERAGE

Spouses of employees/retirees who die are eligible to maintain health insurance coverage until the surviving spouse's death. If the surviving spouse elects a monthly benefit, he or she becomes the member with the same SEGIP rights.

MEDICARE

Coverage through SEGIP becomes secondary to Medicare after Medicare eligibility has been reached. Members must enroll in Medicare Parts A and B to receive the subsidized SEGIP premium available to Medicare eligible participants. SEGIP benefits are coordinated with Medicare as follows:

- i) After Medicare Part A pays, QCHP pays 85% for an In-Network provider and 60% for an Out-of-Network Provider, of the Medicare Part A deductible after the QCHP annual plan deductible has been met.
- ii) After Medicare Part B pays, QCHP pays 85% for an In-Network provider and 60% for an Out-of-Network Provider, of the balance after the QCHP annual plan deductible has been met.

Prescription drug coverage provided by the plan is at least as valuable as benefits provided through Medicare Part D.

DENTAL, VISION, AND LIFE INSURANCE BENEFITS

The State provides postemployment dental, vision, and life insurance benefits. Members eligible for SEGIP healthcare benefits are also eligible for dental and vision benefits. The State provides fully subsidized life insurance benefits to retired and disabled members and their spouses equal to one times pay before retirement if death occurs before age 60, and \$5,000 if death occurs after age 60. Dependent children are eligible for life insurance benefit of \$10,000.



Summary of Principal Plan Provisions

The State offers optional life insurance benefits to retired and disabled members and their spouses. The member is required to pay the full age-based premium.

FUNDING POLICY

OPEB offered through SEGIP are financed through a combination of retiree premiums, State contributions, and Federal government subsidies from the Medicare Part D program. Contributions are deposited in the Health Insurance Reserve Fund, which covers both active State employees and retired members. State contributions are made primarily from the General Revenue Fund on a pay-as-you-go basis and no separate trust has been established for the funding of OPEB. The State recognizes SEGIP OPEB benefits as a single employer defined benefit plan with a special funding situation for employees of the State's component unit universities as defined in GASB Statement No. 75.

OPEB PROGRAMS

Members may elect healthcare coverage in the QHCP, a managed care HMO plan, or an Open Access Plan (OAP). The QHCP is a traditional medical indemnity plan. There are four HMOs offering coverage that varies by location throughout the state. The two OAPs are managed care plans that offer three benefit levels based on the provider used. In addition, there are five Medicare Advantage Prescription Drug (MAPD) plans offering coverage that varies by location throughout the state. A summary of the healthcare benefits provided under the three plan types is shown later in this section. The State also provides postemployment dental, vision and life insurance benefits which are also summarized later in this section.

Healthcare premium rates for members depend on the date of retirement and the years of service earned at retirement. Members retiring before January 1, 1998, are eligible for single coverage at no cost to the member. Members retiring after January 1, 1998, are eligible for single coverage provided they pay a portion of the premium equal to 5 percent for each of service under 20 years. Eligible dependents receive coverage provided they pay 100 percent of the required dependent premium. The following tables show the premium amounts for healthcare plans for the fiscal year ending June 30, 2020, and June 30, 2021.

Member monthly premium for single coverage in the non-MAPD plans (shared between State and member depending on date of retirement and service at retirement):

FYE 6/30/2020	Pre-Medicare	Medicare
Quality Care Health Plan	\$1,246.62	\$466.02
HMO/OAP Plans	\$973.42	\$558.66

FYE 6/30/2021	Pre-Medicare	Medicare
Quality Care Health Plan	\$1,268.68	\$537.44
HMO/OAP Plans	\$1,021.72	\$575.86



Summary of Principal Plan Provisions

Member monthly premium for single coverage in the MAPD plans (shared between State and member depending on date of retirement and service at retirement):

Medicare MAPD CY	2019	2020	2021
Coventry Advantra, Health Alliance MAPD, and Humana HMOs	\$183.48	\$183.94	\$162.15
UnitedHealthcare PPO	\$228.67	\$209.53	\$156.53

Dependent monthly premiums for the non-MAPD plans (paid fully by dependent):

FYE 2020	One Non-Medicare	Two Non-Medicare	One Medicare	Two Medicare
BlueAdvantage HMO	\$125	\$161	\$104	\$139
Coventry HMO	\$158	\$203	\$135	\$177
Coventry OAP	\$151	\$196	\$128	\$170
Health Alliance HMO	\$158	\$204	\$134	\$178
HealthLink OAP	\$164	\$217	\$140	\$187
HMO Illinois	\$129	\$168	\$108	\$145
Quality Care Health Plan	\$252	\$290	\$145	\$206

Dependent monthly premiums for the MAPD plans (paid fully by dependent):

Medicare MAPD CY One Medicare Dependent	2019	2020	2021
Coventry Advantra, Health Alliance MAPD, and Humana HMOs	\$90	\$90	\$90
UnitedHealthcare PPO	\$110	\$110	\$110

Medicare MAPD CY Two Medicare Dependents	2019	2020	2021
Coventry Advantra, Health Alliance MAPD, and Humana HMOs	\$126	\$126	\$126
UnitedHealthcare PPO	\$155	\$155	\$155

Annuitants receiving benefits from any state retirement system (SERS, SURS, TRS, JRS, and GARS) who are not eligible for Medicare may waive healthcare coverage from SEGIP and receive a monthly financial incentive. The monthly financial incentive equals \$500 per month if service is greater than or equal to 20 years or \$150 per month if service is less than 20 years.

Effective October 1, 2009, retirees and survivors are required to pay a monthly premium for dental equal to \$11 for member only coverage, \$17 for member plus one dependent coverage, and \$19.50 for member plus two dependents coverage.

No premiums are required for vision coverage or the basic non-voluntary life insurance benefit.



Summary of Principal Plan Provisions

Quality Care Health Plan (QCHP)

<i>Plan Feature</i>	<i>In Network</i>	<i>Out of Network ¹</i>
Annual Deductible	\$400 per individual, with \$1,000 family cap	\$400 per individual, with \$1,000 family cap
Annual Out of Pocket Limit	\$1,625 per enrollee, with \$4,063 per family	\$6,500 per enrollee, with \$12,750 per family
<u>Covered Services</u>	<u>Coinsurance</u>	<u>Coinsurance</u>
-Office Visits	85% after deductible	60% after deductible
-Emergency Room	\$450 copay, then 85% after deductible	\$450 copay, then 60% after deductible
-Inpatient Services	\$150 copay, then 85% after deductible	\$600 copay, then 60% after deductible
-Outpatient Services		
-Preventive Services	100% after deductible	60% after deductible
-Lab/X-ray	85% after deductible	60% after deductible
-Other	85% after deductible	60% after deductible
Prescription Drug Copays	After annual prescription deductible of \$150	
	<u>Retail at 30-day supply</u>	
	Generic	\$15
	Preferred Formulary Brand	\$35
	Non-Preferred Brand	\$65
Maximum Lifetime Benefit	Unlimited	

¹ Out of network claims covered only up to usual and customary amount.

Summary of Principal Plan Provisions

HMO Plans (Non-MAPD)

<i>Plan Feature</i>							
Annual Deductible	\$0						
<u>Covered Services</u>	<u>Coinsurance</u>						
-Physicians Visits	\$25 Copay, then 100%						
-Emergency Care	\$275 Copay, then 100%						
-Inpatient Services	\$375 Copay, then 100%						
-Outpatient Services	\$275 Copay, then 100%						
Prescription Drug Copays	<p>After annual prescription deductible of \$125</p> <p style="text-align: center;"><u>Retail at 30-day supply</u></p> <table style="margin-left: auto; margin-right: auto;"> <tr> <td style="padding-right: 20px;">Generic</td> <td style="text-align: right;">\$13</td> </tr> <tr> <td>Preferred Brand</td> <td style="text-align: right;">\$31</td> </tr> <tr> <td>Non-Preferred Brand</td> <td style="text-align: right;">\$55</td> </tr> </table>	Generic	\$13	Preferred Brand	\$31	Non-Preferred Brand	\$55
Generic	\$13						
Preferred Brand	\$31						
Non-Preferred Brand	\$55						
Maximum Lifetime Benefit	Unlimited						

Summary of Principal Plan Provisions

Open Access Plan (OAP)

<i>Plan Feature</i>	<i>Tier I</i>	<i>Tier II</i>	<i>Tier III</i>
Annual Deductible	\$0	\$275 per enrollee ¹	\$375 per enrollee ¹
Annual Out of Pocket Limit	\$3,000 (includes eligible charges from Tier I and Tier II combined) per enrollee, with \$6,000 (includes eligible charges from Tier I and Tier II combined) per family.		Not Applicable
<u>Covered Services</u>	<u>Coinsurance/Copay</u> ²	<u>Coinsurance/Copay</u> ²	<u>Coinsurance/Copay</u> ³
-Office Visits	\$25 copay	90% of network charges	60% of U&C
-Emergency Room	\$275 copay	\$275 copay	\$275 copay
-Inpatient Services	\$375 copay	\$425 copay, then 90%	\$525 copay, then 60%
-Outpatient Services	\$275 copay	\$275 copay, then 90%	\$275 copay, then 60%
-Lab/X-ray	100%	90% of network charges	60% of U&C
-Other	100%		
Prescription Drug Copays	After annual prescription deductible of \$125 <u>Retail at 30-day supply</u> Generic \$13 Preferred Brand \$31 Non-Preferred Brand \$55		
Maximum Lifetime Benefit	Unlimited	Unlimited	Unlimited

¹ An annual plan deductible must be met before plan benefits apply. Benefit limits are measured on a plan year basis.

² Network charges.

³ Usual and customary charges.



Summary of Principal Plan Provisions

HMO Plans (MAPD)

<i>Plan Feature</i>	
Annual Deductible	\$0
Out of Pocket Maximum	\$3,000 per enrollee
<u>Covered Services</u>	<u>Coinsurance</u>
-Physicians Visits	\$20 Copay, then 100%
-Emergency Care	\$120 Copay, then 100%
-Inpatient Services	\$350 Copay, then 100%
-Outpatient Services	\$250 Copay, then 100%
Prescription Drug Copays Retail and Mail Order	After annual prescription deductible of \$100
	<u>30-day</u> <u>60-day</u> <u>90-day</u>
	Tier 1 \$8 \$16 \$20
	Tier 2 \$26 \$52 \$65
	Tier 3 or 4 \$50 \$100 \$125
Maximum Lifetime Benefit	Unlimited

Summary of Principal Plan Provisions

PPO Plan (MAPD)

<i>Plan Feature</i>	
Annual Deductible	\$110
Out of Pocket Maximum	\$1,300 per enrollee
<u>Covered Services</u>	<u>Coinsurance</u>
-Physicians Visits	85% after deductible
-Emergency Care	\$120 Copay, then 100%
-Inpatient Services	85% after deductible
-Outpatient Services	85% after deductible
Prescription Drug Copays Retail and Mail Order	After annual prescription deductible of \$125
	<u>30-day</u> <u>60-day</u> <u>90-day</u>
	Tier 1 \$10 \$20 \$25
	Tier 2 \$30 \$60 \$75
	Tier 3 or 4 \$60 \$120 \$150
Maximum Lifetime Benefit	Unlimited

Summary of Principal Plan Provisions

Quality Care Dental Plan

<i>Plan Feature</i>	
<u>Annual Deductible</u>	
-Preventive and diagnostic services	None
- All other covered services	\$175 per participant
<u>Plan Year Maximum Benefit</u>	
-Preventive and diagnostic services	\$2,500 per participant
- All other covered services	\$2,500 per participant, in network \$2,000 per participant, out of network
<u>Covered Services</u>	
-Preventive and diagnostic	Subject to schedule
-Basic and major benefits	Subject to schedule

Vision Plan

<i>Plan Feature</i>	<i>In-Network</i>	<i>Out-of-Network</i>	<i>Benefit Frequency</i>
Eye Exam	\$30 copay	\$30 allowance	Once every 12 months
Spectacle Lenses (single, bifocal, and trifocal)	\$30 copay	\$50 allowance for single vision and \$80 allowance for bifocal and trifocal	Once every 12 months
Standard Frames	\$25 copay (up to \$175 retail frame cost; member responsible for balance over \$175)	\$70 allowance	Once every 24 months
Contact Lenses (in lieu of standard frames and spectacle lenses)	\$120 allowance	\$120 allowance	Once every 12 months



Summary of Principal Plan Provisions

Life Insurance

<i>Plan Feature</i>	
<p><u>Basic Life Insurance</u></p> <ul style="list-style-type: none"> - For annuitants under age 60 - For annuitants over age 60 - For spouse if annuitant age is less than 60 - For spouse if annuitant age is greater than 60 - For dependent child 	<p>One times annual salary as of last day of active State service</p> <p>\$5,000</p> <p>\$10,000</p> <p>\$5,000</p> <p>\$10,000</p>
<u>Member Contribution</u>	None
<u>Other Optional Life Insurance Benefits</u>	Are fully paid by the member using individual age and other rating factors and have been excluded from the valuation

SECTION G

GLOSSARY

Glossary

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

Actuarial Accrued Liability (AAL). The difference between: (i) the actuarial present value of future plan benefits; and (ii) the actuarial present value of future normal cost, which is 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.

Actuarial Value of Assets. The value of cash, investments, and other property belonging to a pension or OPEB plan, as used by the actuary for the purpose of an actuarial valuation.

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.

Annual OPEB Expense. An accrual-basis measure of the periodic cost of an employer's participation in a defined benefit OPEB plan.

Discount Rate. The rate used to adjust a series of future payments to reflect the time value of money.



Glossary

Entry Age Normal Cost Method. A method under which the normal cost and actuarial accrued liability are directly proportional to the employee's salary. The normal cost rate equals the present value of future benefits at entry age divided by the present value of future salary at entry age. The normal cost at the member's attained age equals the normal cost rate at entry age multiplied by the salary at attained age. The actuarial accrued liability equals the present value of benefits at attained age less present value of future salaries at attained age multiplied by normal cost rate at entry age.

Expected Net Employer Contributions. The difference between the age-adjusted premium or expected retiree healthcare claims and retired member's share of the premium. This amount is used to offset the Annual OPEB Cost during the fiscal year.

Explicit Rate Subsidy. The portion of the premium paid by the employer. The premium may be based on the experience of active and retired members or retired members only.

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.

Implicit Rate Subsidy. The de facto subsidy of retirees by permitting them to pay lower than age-adjusted premiums through the use of a single common or blended premium for both retirees and active employees.

Medical Trend Rate (Health Inflation). The increase in the plan's cost over time. Trend includes all elements that may influence a plan's cost, assuming those enrollments and the plan benefits do not change. 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.

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

Pay-As-You-Go Funding. A method of financing benefits by making required payments only as they come due.

Plan Member. A plan's membership includes active service employees, terminated employees who are eligible to receive benefits but are not receiving them, and retired employees and beneficiaries currently receiving benefits.

Pre-Funding. A method of financing benefits by placing resources in trust as employees earn benefits so that the resources thus accumulated, along with related earnings, can be used to make benefit payments as they become due.



Glossary

Present Value of all Projected Benefits. The present value of the cost to finance benefits payable in the future, discounted to reflect the expected effects of the time value of money and the probabilities of payment.

Projected Unit Credit Cost Method. A method under which the normal cost and actuarial accrued liability are directly proportional to the employee's service. The normal cost equals the present value of future benefits divided by projected service at retirement, and the actuarial accrued liability equals the present value of benefits multiplied by the ratio of service at valuation date to projected service at retirement.

Qualified Plan. A qualified plan is an employer-sponsored retirement plan that qualifies for special tax treatment under Section 401(a) of the Internal Revenue Code.

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 (UAAL). 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.