

Hawaii Employer-Union Health  
Benefits Trust Fund  
Retiree Health Care Plan

Actuarial Valuation Report  
as of July 1, 2020





January 22, 2021

Mr. Derek Mizuno  
EUTF Administrator  
Hawaii Employer-Union Health Benefits Trust Fund  
201 Merchant St.; Suite 1700  
Honolulu, Hawaii 96813

Dear Mr. Mizuno:

Submitted in this report are the results of an actuarial valuation for the Hawaii Employer-Union Health Benefits Trust Fund (EUTF) of the liabilities associated with the employer financed retiree health benefits provided through the EUTF. The date of the valuation was July 1, 2020. The annual required contribution has been calculated for the fiscal year ending June 30, 2023. The actuarial calculations were prepared to determine the annual required employer contribution to satisfy the requirements of ACT 268, SLH 2013 ("ACT 268"). Determinations of the liability associated with the benefits described in this report for purposes other than satisfying the funding requirements of ACT 268 may produce significantly different results. This report may be provided to parties other than the EUTF only in its entirety and only with the permission of the EUTF.

The valuation was based upon information, furnished by the EUTF and the Employees' Retirement System of the State of Hawaii (ERS), concerning retiree health benefits, members' census and financial data. Data was checked for internal consistency but was not otherwise audited. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements; and changes in plan provisions or applicable law.

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.

The signing actuaries are independent of the plan sponsor. To the best of our knowledge, this report is complete and accurate and was made in accordance with generally recognized actuarial methods. Joseph Newton and Mehdi Riazi are members of the American Academy of Actuaries and meet the Qualification Standards of the Academy of Actuaries to render the actuarial opinion herein.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Joseph P. Newton".

Joseph P. Newton, FSA, EA, FCA, MAAA  
Pension Market Leader

A handwritten signature in black ink, appearing to read "Lewis Ward".

Lewis Ward  
Consultant

A handwritten signature in black ink, appearing to read "Mehdi Riazi".

Mehdi Riazi, FSA, EA, FCA, MAAA  
Senior Consultant

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# SECTION A



## OVERVIEW

The following table summarizes the key results of the July 1, 2020 Other Post-Employment Benefits (OPEB) valuation for the EUTF.

Executive Summary		
	July 1, 2020	July 1, 2019
<b>Membership</b>		
Number of		
-Retirees	50,305	49,370
-Deferred Inactives	9,178	9,288
-Active Employees	66,537	66,128
Covered Payroll*	\$ 4,663,329,000	\$ 4,546,823,000
<b>Actuarial Summary</b>		
Discount Rate	7.0%	7.0%
Payroll Growth Rate	3.5%	3.5%
Present Value of Benefits	\$ 18,144,561,000	\$ 18,349,208,000
Actuarial Accrued Liability	\$ 15,412,329,000	\$ 15,569,500,000
Market Value of Assets	\$ 3,735,835,000	\$ 3,090,172,000
Actuarial Value of Assets (AVA)	\$ 3,898,479,000	\$ 3,133,111,000
Unfunded Actuarial Accrued Liability	\$ 11,513,850,000	\$ 12,436,389,000
Funded Ratio, AVA	25.3%	20.1%
ARC as % of Payroll	22.8%	24.4%
Fiscal Year Ending	June 30, 2023	June 30, 2022
<b>ACT 268 Minimum Contribution Summary</b>		
Fiscal Year Ending	June 30, 2023	June 30, 2022
Annual Required Contribution (ARC)	\$ 1,138,075,000	\$ 1,189,892,000

\*The covered payroll is equal to the projected payroll for the fiscal year beginning on the valuation date.

This report provides the minimum OPEB trust contribution required to satisfy the funding requirements of ACT 268. The Annual Required Contribution (ARC) developed in this report is for the fiscal year ending June 30, 2023. The contribution determined by each valuation will be applicable for the fiscal year which begins two years after the valuation date. The two year lag between the valuation date and the applicable fiscal year allows appropriate time for budgeting and management of the appropriations.

Section C provides a multi-year projection of liability and contribution information which should be useful to management for the operation of the OPEB program.



## Agent Multiple-Employer Plans

The EUTF OPEB plan operates as an **agent multiple-employer plan**. For agent multiple employer plans, separate asset accounts are maintained for each employer so that the employer's contributions provide benefits only for the employees of that employer. A separate actuarial valuation is performed for each individual employer's plan to determine the employer's periodic contribution rate and other information for the individual plan.

In a cost-sharing arrangement, such as the Employees' Retirement System of the State of Hawaii (ERS), the plan's assets can be used to pay the benefits for the retirees of any participating employer. By contrast, the assets of the participating government employers in an *agent multiple-employer plan* are pooled for investment purposes but separate accounts are maintained for each individual employer. As such, the EUTF's assets at EUTF can only be used to pay benefits for the EUTF's retirees. The EUTF's unfunded actuarial accrued liability and the annual required contribution for retiree health benefits will be determined based solely on the EUTF's membership and assets.

### ACT 304, SLH 2012 and ACT 268, SLH 2013

ACT 304, SLH 2012 (ACT 304), authorized the board of trustees of the EUTF to create a separate trust fund (The OPEB Trust). The OPEB Trust was established effective June 30, 2013, specifically for pre-funding the participating employers OPEB benefits. Previous pre-funding contributions and related net investment earnings were transferred to each employer's respective OPEB Trust account. As required by ACT 304, contributions to the OPEB Trust shall be irrevocable and the assets of the fund shall be dedicated exclusively to providing health and other benefits to retirees and their eligible dependents. The assets in the OPEB Trust shall not be subject to appropriation for any other purpose and shall not be subject to claims by creditors of the employers or the board or plan administrator.

ACT 268, SLH 2013 (ACT 268) established an "annual required contribution" (ARC) equal to (a) the normal cost, plus (b) an amortization payment to fund the unfunded actuarial accrued liability over a period of no more than thirty years. Moreover, employers were required to contribute 100% of the ARC starting in fiscal year ending June 30, 2019. ACT 268 established mechanisms for funding the ARC if the employer fails to do so.

ACT 268 established a funding policy which ensures the ARC will be consistently met. As a result, the liabilities in this valuation have been calculated using a 7.0% assumed long-term investment return on the OPEB Trust's assets. The 7.0% return assumption is based on the OPEB Trust's investment policy and we believe the assumption is consistent with the target asset allocation.



## Actuarial Assumptions and Methods

In any long-term actuarial valuation (such as for Pensions and OPEB), certain demographic, economic and behavioral assumptions are made concerning the population, the investment return 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. Then the investment return rate (discount rate) assumption is used to discount those projected net OPEB benefits to a present value. This and other related present values are used to calculate the Annual Required Contribution.

This actuarial valuation of the EUTF's OPEB is similar to the actuarial valuations performed for the State's pension plans. The demographic assumptions used in this OPEB Valuation were identical to those used in the June 30, 2020 ERS valuation. Because the assumptions were based upon the most recent actuarial experience study adopted by the Trustees of ERS, they were deemed reasonable for this OPEB Valuation and were employed in this report.

There are some economic and behavioral assumptions which are unique to health benefits. It would be instructive to review the Section of this Report titled, "Actuarial Assumptions and Methods" for a detailed discussion and disclosure of all the relevant actuarial assumptions used in this valuation. The Individual Entry Age Normal Cost Method was used in this valuation. This is both an acceptable and reasonable cost method. Furthermore, the Normal Costs and the amortization of any Unfunded Actuarial Accrued Liabilities were calculated using a level percent of pay.

The following assumption and method changes were made for the July 1, 2020 valuation:

1. The health care trend assumption was updated to reflect the repeal of the excise tax or "Cadillac Tax" on high-cost employer health plans.

The impact of the assumption changes is provided on page 13.

## Summary of Changes

The liabilities and contribution amounts developed in the July 1, 2020 valuation were lower than expected. The actuarial accrued liability decreased from \$15.57 billion to \$15.41 billion, while the liability was expected to increase to \$16.42 billion. The decrease was mainly due to favorable 2021 premium changes for both the Medicare and non-Medicare HMO and PPO plans. Instead of increasing, as was assumed in the prior valuation, the retiree health care premiums for 2021 stayed relatively flat for retirees on PPO plans and decreased slightly for retirees on the HMO plans. In addition, the Base Monthly Contribution and Part B reimbursement increased by a lower amount than assumed. The repeal of the excise tax and the plan's non-claims related experience also produced savings, though to a lesser extent than the premiums experience.

The actuarial value of assets increased from \$3.13 billion to \$3.90 billion, primarily due to employer contributions. The funded ratio of the plan, measured with the AVA, increased from 20.1% to 25.3%. The unfunded actuarial accrued liability decreased from \$12.44 billion to \$11.51 billion. The July 1, 2020 valuation provides the Annual Required Contribution (ARC) for fiscal year ending June 30, 2023. The FYE23 ARC of \$1,138,075,000 is \$91,371,000 lower than the projected FYE23 ARC of \$1,229,446,000 from the previous valuation.

## Governor's Proclamation Related to the Covid-19 Emergency

In July 2020, the Governor's office issued the Tenth Proclamation Related to the Covid-19 Emergency. Among the disaster relief provisions included was the suspension of the requirements related to payment by public employers to the other post-employment benefits trusts for FYE21. It is our understanding that employers who participate in this contribution holiday would still make contributions to pay for the FYE21 benefit payments. The State of Hawaii could save approximately \$408.2 million (\$842.5 million ARC - \$434.2 million in expected benefits) by taking advantage of the funding relief legislation in FYE21. However, these savings would be shortfalls from the retiree medical plan's perspective and would put upward pressure on future contribution rates under the current funding policy.

## ARC with 2% Corridor Smoothing

Beginning with this July 1, 2020 valuation, a new funding policy mechanism is being introduced for the County of Maui only. The County of Maui has indicated that it plans to fully fund the ARC and has elected to adopt this smoothing mechanism. This smoothing methodology would not be appropriate for employers that intend to pay less than the ARC as a result of the Governor's Covid-19 proclamation. The goal of the new methodology is to manage contribution volatility. The combination of the level percentage of payroll UAAL amortization methodology and the entry-age normal actuarial cost method produce an ARC that is expected to increase by roughly 3.50% per year. The corridor will limit the ARC so that it is within 2% of the prior year's ARC increased by the 3.50% payroll growth assumption. Additional details of the smoothing can be found in the Maui valuation report. It's important to note that limiting the annual change introduces a risk of straying too far off-track. An outlier event may produce a significant change that warrants steeper ARC adjustments than the 2% corridor would allow. Therefore, the decision to use the corridor approach is reversible.





**SECTION B**

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**VALUATION RESULTS**

## Results by Employer

(\$ Thousands)	State of Hawaii	City & County of Honolulu	HART*	County of Hawaii	County of Maui	County of Kauai	Kauai - Department of Water	Board of Water Supply - Honolulu	Hawaii Department of Water Supply	Total
Discount Rate	7.0%	7.0%	7.0%	7.0%	7.0%	7.0%	7.0%	7.0%	7.0%	7.0%
Payroll Growth Rate	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%
Present Value of Benefits	\$ 13,278,392	\$ 2,860,037	\$ 10,536	\$ 707,319	\$ 707,568	\$ 336,494	\$ 22,243	\$ 180,650	\$ 41,322	\$ 18,144,561
Actuarial Accrued Liability	\$ 11,272,718	\$ 2,455,565	\$ 8,969	\$ 586,582	\$ 593,392	\$ 282,322	\$ 18,652	\$ 158,892	\$ 35,237	\$ 15,412,329
Actuarial Value of Assets	\$ 2,371,060	\$ 723,034	\$ 2,709	\$ 213,647	\$ 311,362	\$ 150,870	\$ 11,154	\$ 93,351	\$ 21,292	\$ 3,898,479
Unfunded Actuarial Accrued Liability	\$ 8,901,658	\$ 1,732,531	\$ 6,260	\$ 372,935	\$ 282,030	\$ 131,452	\$ 7,498	\$ 65,541	\$ 13,945	\$ 11,513,850
Funded Ratio	21.0%	29.4%	30.2%	36.4%	52.5%	53.4%	59.8%	58.8%	60.4%	25.3%
ARC for FYE 2023**	\$ 839,445	\$ 188,090	\$ 793	\$ 42,910	\$ 38,344	\$ 17,294	\$ 1,058	\$ 8,180	\$ 1,961	\$ 1,138,075
ARC as % of Payroll for FYE 2023	22.8%	24.8%	11.7%	22.1%	19.7%	18.8%	16.1%	18.4%	17.5%	22.8%

\*Honolulu Authority for Rapid Transportation

\*\*A 2% smoothing corridor was applied to the FYE 2023 ARC for the County of Maui.



## Liabilities

The liabilities shown in the following exhibit were calculated as of July 1, 2020.

	Medical/ Prescription Drug/ Dental/Vision/Life	Medicare Part B	Total
<b>Present Value of Benefits (PVB)</b>			
Retirees	\$ 6,539,873,000	\$ 1,657,027,000	\$ 8,196,900,000
Deferred Inactives	807,186,000	352,882,000	1,160,068,000
Actives	6,878,382,000	1,909,211,000	8,787,593,000
<b>Total PVB</b>	<b>\$ 14,225,441,000</b>	<b>\$ 3,919,120,000</b>	<b>\$ 18,144,561,000</b>
<b>Actuarial Accrued Liability (AAL)</b>			
Retirees	\$ 6,539,873,000	\$ 1,657,027,000	\$ 8,196,900,000
Deferred Inactives	807,186,000	352,882,000	1,160,068,000
Actives	4,834,793,000	1,220,568,000	6,055,361,000
<b>Total AAL</b>	<b>\$ 12,181,852,000</b>	<b>\$ 3,230,477,000</b>	<b>\$ 15,412,329,000</b>
<b>Normal Cost</b>	<b>\$ 240,684,000</b>	<b>\$ 84,073,000</b>	<b>\$ 324,757,000</b>



## Projected Benefits

The table below provides the EUTF's estimated benefit payments (pay-as-you-go) for the 15 years following the valuation date.

Projected Benefit Payments			
Year Ending June 30,	Medical/ Prescription Drug/ Dental/Vision/Life	Medicare Part B	Total
2021	\$ 490,413,000	\$ 103,842,000	\$ 594,255,000
2022	518,226,000	116,465,000	634,691,000
2023	561,997,000	127,735,000	689,732,000
2024	606,688,000	138,020,000	744,708,000
2025	653,227,000	148,948,000	802,175,000
2026	700,055,000	160,479,000	860,534,000
2027	748,268,000	172,541,000	920,809,000
2028	797,013,000	185,378,000	982,391,000
2029	846,018,000	198,679,000	1,044,697,000
2030	892,391,000	212,635,000	1,105,026,000
2031	938,038,000	226,965,000	1,165,003,000
2032	983,584,000	241,429,000	1,225,013,000
2033	1,029,695,000	256,083,000	1,285,778,000
2034	1,074,049,000	271,307,000	1,345,356,000
2035	1,115,001,000	287,339,000	1,402,340,000

## Plan Assets

Statement of Changes in Plan Net Assets		
	Year Ended June 30, 2020	Year Ended June 30, 2019
Assets available at beginning of year	\$ 3,090,171,502	\$ 2,370,481,565
Contributions	1,112,860,711	1,077,341,812
Transfer from retiree agency fund	0	14,600,000
Investment income	62,553,487	66,823,491
Appreciation / (depreciation)	5,936,649	60,964,038
Benefit payments	(527,426,538)	(493,019,093)
Investment fees	(7,738,687)	(6,159,577)
Administrative fees	(522,509)	(860,734)
Increase in net assets	645,663,113	719,689,937
Assets available at end of year	\$ 3,735,834,615	\$ 3,090,171,502
Investment return, net of expenses	1.80%	4.56%

Investment returns were calculated based on the dollar-weighted methodology with the assumption that contributions and benefit payments were made mid-year.

## Development of Actuarial Value of Assets

	Year Ending June 30, 2020																												
1. Actuarial value of assets, beginning of year	\$ 3,133,111,000																												
2. Net new investments																													
a. Contributions	\$ 1,112,861,000																												
b. Benefit payments	(527,426,000)																												
c. Transfer from retiree agency fund	0																												
d. Administrative expenses	(521,000)																												
e. Subtotal	\$ 584,914,000																												
3. Market value of assets at end of year	3,735,835,000																												
4. Expected return on actuarial value of assets	239,443,000																												
5. Expected actuarial value of assets, end of year	3,957,468,000																												
6. Excess/(shortfall) return (Item 3 - Item 5)	(221,633,000)																												
7. Development of amounts to be recognized as of June 30, 2020:																													
<table style="width: 100%; border-collapse: collapse; margin-left: 20px;"> <thead> <tr> <th style="text-align: left; border-bottom: 1px solid black;">Fiscal Year End</th> <th style="text-align: center; border-bottom: 1px solid black;">Remaining Deferrals of Excess / (Shortfall) of Investment Income (1)</th> <th style="text-align: center; border-bottom: 1px solid black;">Offsetting of Gains/(Losses) (2)</th> <th style="text-align: center; border-bottom: 1px solid black;">Net Deferrals Remaining (3) = (1) + (2)</th> <th style="text-align: center; border-bottom: 1px solid black;">Years Remaining (4)</th> <th style="text-align: center; border-bottom: 1px solid black;">Recognized for this valuation (5) = (3) / (4)</th> <th style="text-align: center; border-bottom: 1px solid black;">Remaining after this valuation (6) = (3) - (5)</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td style="text-align: right;">(42,939,000)</td> <td style="text-align: right;">0</td> <td style="text-align: right;">(42,939,000)</td> <td style="text-align: center;">3</td> <td style="text-align: right;">(14,313,000)</td> <td style="text-align: right;">(28,626,000)</td> </tr> <tr> <td>2020</td> <td style="text-align: right;">(178,694,000)</td> <td style="text-align: right;">0</td> <td style="text-align: right;">(178,694,000)</td> <td style="text-align: center;">4</td> <td style="text-align: right;">(44,676,000)</td> <td style="text-align: right;">(134,018,000)</td> </tr> <tr> <td>Total</td> <td style="text-align: right;">\$ (221,633,000)</td> <td style="text-align: right;">\$ 0</td> <td style="text-align: right;">\$ (221,633,000)</td> <td></td> <td style="text-align: right;">\$ (58,989,000)</td> <td style="text-align: right;">\$ (162,644,000)</td> </tr> </tbody> </table>	Fiscal Year End	Remaining Deferrals of Excess / (Shortfall) of Investment Income (1)	Offsetting of Gains/(Losses) (2)	Net Deferrals Remaining (3) = (1) + (2)	Years Remaining (4)	Recognized for this valuation (5) = (3) / (4)	Remaining after this valuation (6) = (3) - (5)	2019	(42,939,000)	0	(42,939,000)	3	(14,313,000)	(28,626,000)	2020	(178,694,000)	0	(178,694,000)	4	(44,676,000)	(134,018,000)	Total	\$ (221,633,000)	\$ 0	\$ (221,633,000)		\$ (58,989,000)	\$ (162,644,000)	
Fiscal Year End	Remaining Deferrals of Excess / (Shortfall) of Investment Income (1)	Offsetting of Gains/(Losses) (2)	Net Deferrals Remaining (3) = (1) + (2)	Years Remaining (4)	Recognized for this valuation (5) = (3) / (4)	Remaining after this valuation (6) = (3) - (5)																							
2019	(42,939,000)	0	(42,939,000)	3	(14,313,000)	(28,626,000)																							
2020	(178,694,000)	0	(178,694,000)	4	(44,676,000)	(134,018,000)																							
Total	\$ (221,633,000)	\$ 0	\$ (221,633,000)		\$ (58,989,000)	\$ (162,644,000)																							
8. Actuarial value of assets as of June 30, 2020 (Item 3 - Item 7)	\$ 3,898,479,000																												
9. Ratio of actuarial value to market value	104.4%																												
10. Asset gain / (loss) for year (Item 8 - Item 5)	\$ (58,989,000)																												



# Determination of the ARC

## Entry Age Normal Cost Actuarial Method

	FYE 6/30/2023
Discount Rate	7.0%
Payroll Growth	3.5%
Normal Cost*	\$ 348,468,000
Amortization of UAAL	<u>\$ 787,689,000</u>
ARC without limitation	\$ 1,136,157,000
% Payroll	24.4%

\*Includes plan administration fees.

The Annual Required Contribution without limitation is equal to the Normal Cost, the present value of benefits earned by the current employees in the respective fiscal year, plus projected plan administrative costs, plus an amortization payment to fund the liability attributable to past service. The ARC without limitation is determined in the same method as prior years. After the 2% corridor smoothing is applied to the County of Maui's ARC, the total ARC for all employers is \$1,138,075,000.

It is important to keep in mind that each participating employer is responsible for the amount that they contribute towards their own ARC.

## Total Experience Gain or Loss

### A. Calculation of total actuarial gain or loss

1. Unfunded actuarial accrued liability (UAAL), as of July 1, 2019	\$	12,436,389,000
2. Normal cost for the year, including administrative expenses		331,210,000
3. Less: ACT 268 minimum required contribution		(1,104,743,000)
4. Interest at 7.00%		
a. On UAAL		870,548,000
b. On normal cost		11,396,000
c. On contribution		(38,012,000)
d. Total	\$	843,932,000
5. Expected UAAL as of July 1, 2020 (Sum of Items 1 - 4)		12,506,788,000
6. Actual UAAL as of July 1, 2020		11,513,850,000
7. Total (gain)/loss for the year (Item 6 - Item 5)		(992,938,000)

### B. Source of gains and losses

8. Asset (gain)/loss for the year (AVA Table)	\$	58,989,000
9. (Gain)/loss due to contribution*		(8,397,000)
10. Other liability (gain)/loss		(960,561,000)
11. Change in assumptions**		(82,969,000)
12. Change in benefit provisions		-
13. Total (gain)/loss for the year	\$	(992,938,000)

\* Combined impact of employer contributions and transfers from the agency fund.

\*\* Trend assumption was updated to reflect repeal of the excise tax.





## Schedule of Funding Progress

Valuation Date	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) (b)	Unfunded AAL (b) - (a)	Funded Ratio (a)/(b)	Covered Payroll (c)	Unfunded AAL as a % of Covered Payroll (b - a)/(c)
July 1, 2007	\$ 0	\$ 9,194,300,000	\$ 9,194,300,000	0.0%	\$ 2,789,000,000	329.7%
July 1, 2009	115,500,000	14,662,100,000	14,546,600,000	0.8%	2,758,000,000	527.4%
July 1, 2011	178,200,000	16,458,800,000	16,280,600,000	1.1%	3,743,000,000	435.0%
July 1, 2013	296,124,000	11,477,633,000	11,181,509,000	2.6%	3,881,223,000	288.1%
July 1, 2015	843,520,000	12,615,528,000	11,772,008,000	6.7%	4,161,386,000	282.9%
July 1, 2017	1,777,674,000	13,923,637,000	12,145,963,000	12.8%	4,278,034,000	283.9%
July 1, 2018	2,363,352,000	14,640,923,000	12,277,571,000	16.1%	4,399,147,000	279.1%
July 1, 2019	3,133,111,000	15,569,500,000	12,436,389,000	20.1%	4,546,823,000	273.5%
July 1, 2020	3,898,479,000	15,412,329,000	11,513,850,000	25.3%	4,663,329,000	246.9%

As a result of ACT 268's funding requirements, the discount rate was changed from 4.00% to 7.00% in the July 1, 2013 valuation for the State of Hawaii. The discount rate remained at 7.00% for the other participating employers.

New demographic and healthcare assumptions were adopted in the July 1, 2017 valuation. The most significant assumption change was to reflect longer life expectancy.

Asset smoothing was first introduced in the July 1, 2018 valuation.

Minor updates to the demographic and healthcare assumptions were adopted in the July 1, 2019 valuation.

The healthcare trend assumption was updated in the July 1, 2020 valuation to reflect the repeal of the "Cadillac Tax".



## Actuarial Methods and Assumptions

Inflation rate	2.50%
Investment rate of return	7.00%
Actuarial Cost method	Individual Entry Age Normal
Amortization method*	Level percent, closed
Payroll Growth	3.50%
Asset Method	Smoothed
Mortality	System-specific mortality tables utilizing scale BB to project generational mortality improvement
 Participation Rates	
	98% healthcare participation assumption for retirees that receive 100% of the Base Monthly Contribution (BMC). Healthcare participation rates of 25%, 65%, and 90% for retirees that receive 0%, 50%, or 75% of the base monthly contribution, respectively. 100% for Life Insurance and 98% for Medicare Part B
 Healthcare cost trend rate	
PPO**	Initial rate of 7.50%, declining to a rate of 4.70% after 13 years
HMO**	Initial rate of 7.50%, declining to a rate of 4.70% after 13 years
Part B & Base Monthly Contribution	Initial rate of 5.00%, declining to a rate of 4.70% after 10 years
Dental	5.00% for the first year; then 4.00% for all future years
Vision	0.00% for the first year; then 2.50% for all future years
Life Insurance	0.00%

\* Closed bases are established at each valuation for new unfunded liabilities.

\*\* Includes prescription drug assumptions.

## Trend Sensitivity

Actuarial valuations are based on the cost of benefits to be paid in the future. The payments considered will range from one month in the future to decades from the valuation date. When the benefits being valued are health benefits, a key factor is the future cost of the health benefits being promised. The future benefits are projected using the current cost of the health care benefits and assumed future health care cost increases. The final cost of providing retiree health care benefits will depend upon how the charges for health care services actually increase in the future.

In order to demonstrate how the cost of these benefits can vary depending upon future health care cost increases, we have performed additional valuations based upon alternative health care cost increase assumptions. The following table shows the impact of a 1.0% increase or decrease in the assumed healthcare trend rates.

	-1% Trend	Baseline	+1% Trend
Present Value of Benefits (PVB)	\$ 15,496,504,000	\$ 18,144,561,000	\$ 21,650,100,000
Funded Status			
Actuarial Accrued Liability	\$ 13,429,935,000	\$ 15,412,329,000	\$ 17,975,763,000
Actuarial Value of Assets	3,898,479,000	3,898,479,000	3,898,479,000
Unfunded AAL	9,531,456,000	11,513,850,000	14,077,284,000
ARC without limitation for FYE23	\$ 920,733,000	\$ 1,136,157,000	\$ 1,408,430,000

# SECTION C



## PROJECTIONS

## Summary of Funding Projections

The projections in this section provide estimated future liabilities, assets, contributions and benefit payments based on the census data used for the July 1, 2020 valuation and the actuarial assumptions/methods described in Section G of this report. The projections provide insight into how the employer's contributions and the financial condition of the plan are assumed to change over time. Key items from the projections are:

- Prefunding the OPEB liability will require a significant commitment. However, the long-term savings will also be significant. Once the plan is well funded, the percentage of the benefits paid for by investment earnings is typically over 50%.
- The Annual Required Contribution (ARC) is developed using a level percentage of payroll amortization.
- The ARC is expected to remain fairly level, as a percentage of payroll, until the initial amortization base is paid off. However, the ARC is expected to trend upwards because the normal cost is expected to slowly grow over time as a percentage of payroll.
- The projection assumes the employer will contribute the full ARC, as required by ACT 268.
- The employer's annual cost for financing the retiree health benefit becomes less than what it would have been under a pay-as-you-go approach starting in FYE2045.
- The projections include liabilities for future employees. However, the total number of active employees is assumed to remain level.

Please bear in mind that, depending on plan experience, actual results could deviate significantly from the actuarial projections. The key assumptions in the projections are:

1. the assumed 7.00% rate of investment return
2. future health care inflation
3. that the benefits and cost sharing provisions will remain the same as they currently are

## Projection of Funding Progress

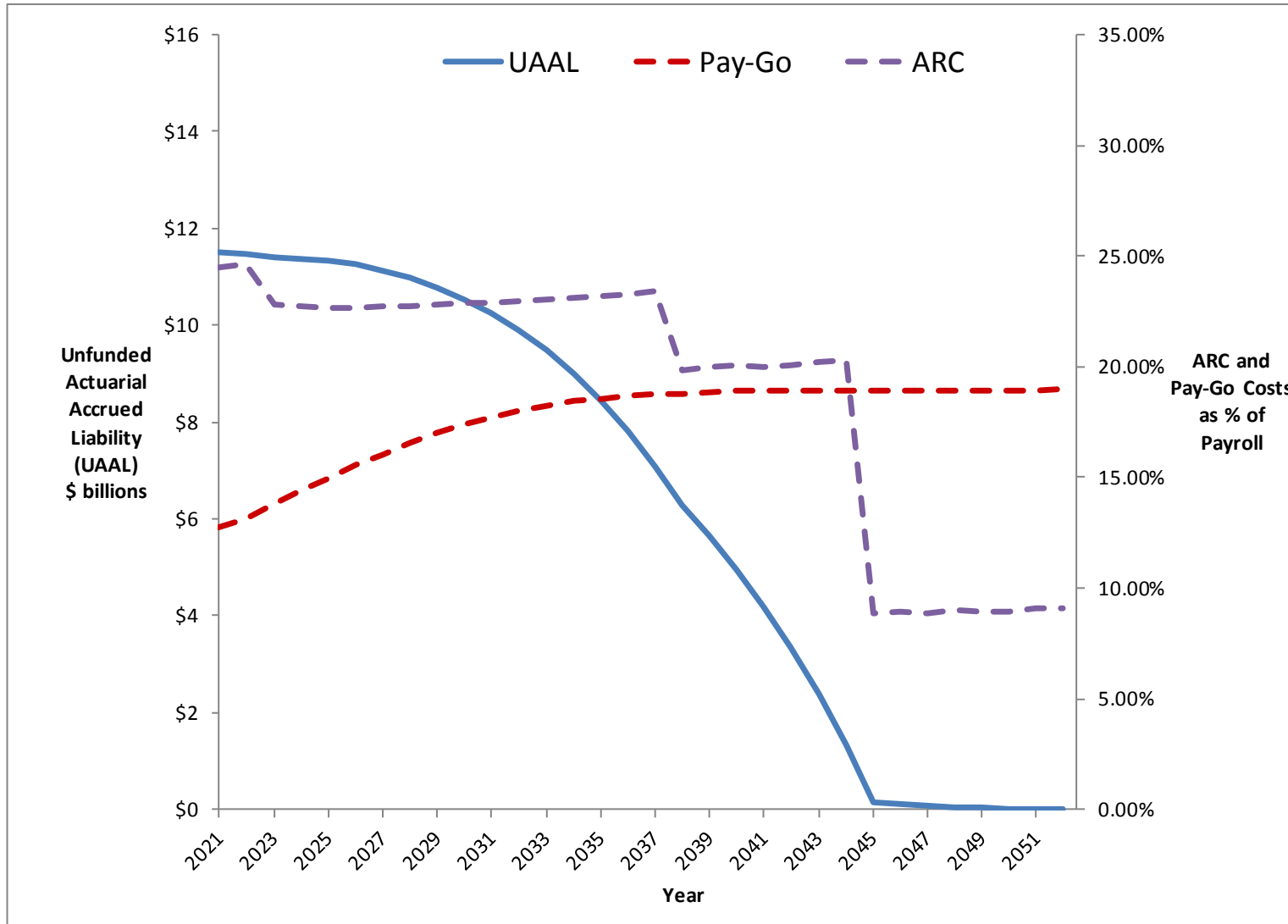
Fiscal Year Ending	Actuarial Accrued Liability (AAL)	Actuarial Value of Assets (AVA)	Unfunded AAL (UAAL)	Funded Ratio	Annual Required Contribution	Contribution as % of Payroll	Benefit Payment Total	Benefits as % of Payroll	ARC minus Benefit Payments	
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k) = (g) - (i)
2021	\$ 4,663,329,000	\$ 15,412,329,000	\$ 3,898,479,000	\$ 11,513,850,000	25.3%	\$ 1,142,698,000	24.5%	\$ 594,255,000	12.7%	\$ 548,443,000
2022	4,826,546,000	16,212,423,000	4,738,129,000	11,474,294,000	29.2%	1,189,892,000	24.7%	634,691,000	13.2%	555,201,000
2023	4,995,474,000	17,038,449,000	5,643,521,000	11,394,928,000	33.1%	1,138,075,000	22.8%	689,732,000	13.8%	448,343,000
2024	5,170,317,000	17,877,534,000	6,501,737,000	11,375,797,000	36.4%	1,173,483,000	22.7%	744,708,000	14.4%	428,775,000
2025	5,351,277,000	18,728,301,000	7,399,769,000	11,328,532,000	39.5%	1,213,813,000	22.7%	802,175,000	15.0%	411,638,000
2026	5,538,573,000	19,593,102,000	8,342,913,000	11,250,189,000	42.6%	1,256,986,000	22.7%	860,534,000	15.5%	396,452,000
2027	5,732,422,000	20,473,036,000	9,336,345,000	11,136,691,000	45.6%	1,302,317,000	22.7%	920,809,000	16.1%	381,508,000
2028	5,933,059,000	21,368,127,000	10,383,836,000	10,984,291,000	48.6%	1,350,200,000	22.8%	982,391,000	16.6%	367,809,000
2029	6,140,716,000	22,279,112,000	11,490,457,000	10,788,655,000	51.6%	1,400,506,000	22.8%	1,044,697,000	17.0%	355,809,000
2030	6,355,640,000	23,207,670,000	12,662,107,000	10,545,563,000	54.6%	1,453,091,000	22.9%	1,105,026,000	17.4%	348,065,000
2031	6,578,087,000	24,158,249,000	13,907,731,000	10,250,518,000	57.6%	1,507,861,000	22.9%	1,165,003,000	17.7%	342,858,000
2032	6,808,320,000	25,133,795,000	15,235,138,000	9,898,657,000	60.6%	1,565,080,000	23.0%	1,225,013,000	18.0%	340,067,000
2033	7,046,610,000	26,137,283,000	16,652,549,000	9,484,734,000	63.7%	1,624,885,000	23.1%	1,285,778,000	18.2%	339,107,000
2034	7,293,243,000	27,171,256,000	18,168,158,000	9,003,098,000	66.9%	1,687,325,000	23.1%	1,345,356,000	18.4%	341,969,000
2035	7,548,506,000	28,240,445,000	19,792,791,000	8,447,654,000	70.1%	1,752,468,000	23.2%	1,402,340,000	18.6%	350,128,000
2036	7,812,704,000	29,351,391,000	21,539,556,000	7,811,835,000	73.4%	1,820,427,000	23.3%	1,457,630,000	18.7%	362,797,000
2037	8,086,149,000	30,510,225,000	23,421,666,000	7,088,559,000	76.8%	1,891,275,000	23.4%	1,514,892,000	18.7%	376,383,000
2038	8,369,164,000	31,719,740,000	25,449,548,000	6,270,192,000	80.2%	1,662,396,000	19.9%	1,574,059,000	18.8%	88,337,000
2039	8,662,084,000	32,983,006,000	27,321,385,000	5,661,621,000	82.8%	1,728,588,000	20.0%	1,634,198,000	18.9%	94,390,000
2040	8,965,257,000	34,304,265,000	29,330,481,000	4,973,784,000	85.5%	1,797,495,000	20.0%	1,694,883,000	18.9%	102,612,000
2041	9,279,040,000	35,688,535,000	31,488,685,000	4,199,850,000	88.2%	1,855,665,000	20.0%	1,757,052,000	18.9%	98,613,000
2042	9,603,808,000	37,140,233,000	33,793,785,000	3,346,448,000	91.0%	1,929,566,000	20.1%	1,819,673,000	18.9%	109,893,000
2043	9,939,941,000	38,665,232,000	36,271,874,000	2,393,358,000	93.8%	2,006,304,000	20.2%	1,883,586,000	18.9%	122,718,000
2044	10,287,840,000	40,268,985,000	38,936,655,000	1,332,330,000	96.7%	2,086,388,000	20.3%	1,949,955,000	19.0%	136,433,000
2045	10,647,914,000	41,956,143,000	41,802,114,000	154,029,000	99.6%	940,928,000	8.8%	2,017,965,000	19.0%	(1,077,037,000)
2046	11,020,590,000	43,732,631,000	43,612,889,000	119,742,000	99.7%	984,423,000	8.9%	2,087,569,000	18.9%	(1,103,146,000)
2047	11,406,310,000	45,604,836,000	45,523,365,000	81,471,000	99.8%	1,013,125,000	8.9%	2,159,236,000	18.9%	(1,146,111,000)
2048	11,805,532,000	47,579,264,000	47,523,085,000	56,179,000	99.9%	1,060,319,000	9.0%	2,233,757,000	18.9%	(1,173,438,000)
2049	12,218,724,000	49,662,057,000	49,634,470,000	27,587,000	99.9%	1,088,380,000	8.9%	2,311,724,000	18.9%	(1,223,344,000)
2050	12,646,380,000	51,859,542,000	51,841,979,000	17,563,000	100.0%	1,133,876,000	9.0%	2,392,723,000	18.9%	(1,258,847,000)
2051	13,089,006,000	54,178,726,000	54,167,238,000	11,488,000	100.0%	1,190,465,000	9.1%	2,479,072,000	18.9%	(1,288,607,000)
2052	13,547,120,000	56,624,430,000	56,624,430,000	0	100.0%	1,233,891,000	9.1%	2,570,091,000	19.0%	(1,336,200,000)
2053	14,021,267,000	59,204,338,000	59,204,338,000	0	100.0%	1,291,251,000	9.2%	2,666,432,000	19.0%	(1,375,181,000)

The projection assumes a constant workforce.



## Projection of Funding Progress

Trust contributions are projected to be less than benefits paid starting in FYE 2045



**SECTION D**

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**DEVELOPMENT OF BASELINE COSTS**



## Development of Baseline Costs

The underlying retiree claims costs were estimated using the plan premiums effective January 1, 2021, and are used for both current and future retirees. An inherent assumption in this methodology is that the projected future retirees will have a similar distribution by plan type as the current retirees (82% PPO and 18% HMO). The fully-insured retiree plans are separate from the active plans and are underwritten using the claims experience of the retired members only. The contracts for the retiree plans do not allow for any cross subsidization of premiums or rates. The prescription drug benefit for the PPO plan is self-insured. Based on conversations with EUTF’s health care consultant (Segal), we did not believe it was necessary to independently verify the premiums for the PPO prescription drug benefit. The estimated age-adjusted claims shown below include administrative expenses and are net of prescription drug rebates.

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

Baseline Costs for Retirees and Spouses (Medical and Prescription Drug) (Expected Monthly Per Capita Costs for 2021)				
	HMSA		Kaiser	
Age	Male	Female	Male	Female
50	\$469.81	\$578.77	\$443.35	\$546.16
55	618.22	675.01	583.39	636.98
60	798.47	786.22	753.48	741.92
65	416.48	392.82	391.92	369.66
70	453.70	439.02	426.95	413.14
75	487.28	475.48	458.55	447.44
80	511.55	502.60	481.38	472.97

Dental and vision benefits are not included in the benefits shown above. The underlying claims for the dental and vision benefits were not age-rated. Premiums for all medical, prescription drug, dental, and vision plans are shown in Section E.

## SECTION E

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### SUMMARY OF BENEFIT PROVISIONS

# Summary of the Substantive Plan Provisions

## Plan Participants

Plan participants are retired members of the employees' retirement system; the county pension system; or the police, firefighters, or bandsmen pension system of the State or county.

## Base Monthly Contribution Amount

January 1, 2021 - Base Monthly Contribution			
	<u>Self</u>	<u>Two-Party</u>	<u>Family</u>
Non-Medicare	\$1,042.18	\$2,100.66	\$3,074.56
Medicare	742.42	1,488.00	2,167.24

The Base Monthly Contribution (BMC) determines the maximum amount provided by the employer to cover premiums for medical, prescription drug, dental and vision care. The BMC is adjusted annually based on the change in the Medicare Part B premium. The employer's costs for providing the Medicare Part B premium reimbursement and the life insurance benefit are in addition to the contribution related to the BMC.

## Deferred Retirement

Employees who terminate employment are eligible for retiree health care benefits upon commencing a retirement or pension allowance.

## Disability Retirement

Employees who terminate due to disability are eligible for retiree health care benefits upon commencing a retirement or pension allowance.

## Non-Duty Death in Service Retirement

If an active employee dies while in service and is eligible to retire at the time of death, the ERS will retire the employee and the surviving spouse, domestic or civil union partner and eligible dependents are eligible for retiree health care benefits. If the member was not eligible for retirement at the time of death, the surviving spouse, domestic or civil union partner and eligible dependents are eligible for COBRA benefits only.

## Duty Death in Service Retirement

The surviving spouse, domestic or civil union partner and eligible dependents of an employee who is killed in the performance of the employee's duty are eligible for retiree health care benefits. Regardless of the employee's date of hire or years of service, the employer will pay up to the BMC for a spouse, domestic or civil union partner and eligible dependents of an employee who is killed in the performance of duty. Coverage ends when the surviving spouse or domestic or civil union partner remarries or enters into another domestic or civil union partnership or when the surviving child reaches age 19 or 24 if the child is a full-time student.



## Surviving Spouses of Retired Employees

The employer's contribution percentage for a surviving spouse, domestic or civil union partner and eligible dependent of a retiree who was hired prior to July 1, 2001 will remain the same as the deceased retiree. For a surviving spouse, domestic or civil union partner and eligible dependent of a retiree who was hired after June 30, 2001, the employer's contribution percentage will be half of the deceased retirees' employer contribution percentage.

## Life Insurance

Retiree life insurance benefit is \$1,815, and is provided at no cost to the retiree.

## Medicare Part B Reimbursement

Retirees and spouse/domestic and civil union partners are required to enroll in Medicare Part B coverage when they become eligible and enroll in a medical and/or prescription drug plan. The employer reimburses the Part B premium for both retiree and spouse/domestic or civil union partner at 100%. Surviving spouses/domestic or civil union partners, regardless of hire date, continue to receive the Part B reimbursement. The 2020 Medicare Part B premiums vary for current retirees due to the hold harmless provisions. The 2021 Part B premium is \$148.50 per month for retirees enrolling in Part B for the first time or not enrolled in Social Security. EUTF will reimburse the entire Part B premium for retirees who pay income adjusted Part B premiums if they submit proof.

## Employer's Contribution

The Employer's percentage of the BMC for the year determines the maximum employer contribution payable. Any difference between the maximum employer contribution and the total premium for plans selected (medical, prescription drug, dental and vision) will be paid by the retiree.

Hire Date	Year of Service	% of BMC*
Before 7/1/1996	< 10	50%
	10+	100%
Post 7/1/1996	< 10	0%
	10-14	50%
	15-24	75%
	25+	100%

\* Employees hired after 6/30/2001 only receive the % of the "Self" BMC.



## EUTF Monthly Retiree Rates

### Effective January 1, 2021 through December 31, 2021

Benefit Plan	Type of Enrollment	Total Contribution Required
<b><i>MEDICAL AND PRESCRIPTION DRUG PLANS – MEDICARE</i></b>		
HMSA 90/10 PPO Medical Plan	Self	\$264.24
	Two-Party	514.90
	Family	763.34
Humana Medicare Advantage PPO Medical Plan	Self	\$42.68
	Two-Party (both Medicare)	85.36
	Three-Party (all Medicare; maximum of 3 enrollees)	128.04
SilverScript Prescription Drug Plan	Self	\$217.54
	Two-Party	423.60
	Family	628.06
Kaiser Senior Advantage Medical and Prescription Drug Plan	Self	\$453.58
	Two-Party	884.46
	Family	1,310.82
<b><i>MEDICAL AND PRESCRIPTION DRUG PLANS - NON-MEDICARE</i></b>		
HMSA 90/10 PPO Medical Plan	Self	\$597.16
	Two-Party	1,163.56
	Family	1,724.98
CVS Caremark Prescription Drug Plan	Self	\$216.40
	Two-Party	421.48
	Family	624.90
Kaiser HMO Comprehensive Medical and Prescription Drug Plan	Self	\$748.58
	Two-Party	1,512.12
	Family	2,230.76
<b><i>DENTAL PLAN</i></b>		
HDS Dental	Self	\$43.64
	Two-Party	85.10
	Family	104.30
<b><i>VISION PLAN</i></b>		
VSP Vision	Self	\$4.86
	Two-Party	9.74
	Family	13.08
<b><i>LIFE INSURANCE</i></b>		
Securian Life Insurance (Retiree only)	Self	\$4.12



## HSTA VB Monthly Retiree Rates

### Effective January 1, 2021 through December 31, 2021

Benefit Plan	Type of Enrollment	Total Contribution Required
<b><i>MEDICAL AND PRESCRIPTION DRUG PLANS – MEDICARE</i></b>		
HMSA 90/10 PPO Medical and Chiropractic, SilverScript Prescription Drug, and VSP Vision Plans	Self	\$474.74
	Two-Party	925.26
	Family	1,368.72
Kaiser Senior Advantage Medical, Chiropractic and Prescription Drug, and VSP Vision Plans	Self	\$465.80
	Two-Party	908.54
	Family	1,345.18
<b><i>MEDICAL AND PRESCRIPTION DRUG PLANS - NON-MEDICARE</i></b>		
HMSA 90/10 PPO Medical and Chiropractic, CVS Caremark Prescription Drug, and VSP Vision Plans	Self	\$706.72
	Two-Party	1,377.14
	Family	2,038.72
Kaiser HMO Comprehensive Medical, Chiropractic and Prescription Drug, and VSP Vision Plans	Self	\$739.30
	Two-Party	1,493.30
	Family	2,201.72
<b><i>DENTAL PLAN</i></b>		
HDS Dental	Self	\$52.44
	Two-Party	102.24
	Family	125.32
<b><i>VISION PLAN</i></b>		
VSP Vision	Self	\$4.86
	Two-Party	9.74
	Family	13.08
<b><i>LIFE INSURANCE</i></b>		
Securian Life Insurance (Retiree only)	Self	\$4.12



## Medical Plan Benefits - EUTF Non-Medicare Retirees

Medical	HMSA 90/10 PPO		Kaiser HMO
	In-Network	Out-of-Network	HMO Network
Calendar Year Deductible	\$100 per person \$300 per family		None
Calendar Year Out-of-Pocket limit	\$2,500 per person \$7,500 per family		\$2,000 per person \$6,000 per family
Lifetime Benefit Maximum	None		None
Physician Office Visit	10%*	30%	\$15
Urgent Care Visit	10%*	30%	\$15 (in service area) 20% (out of service area)
Emergency Room	10%*	10%*	\$50 (in service area) 20% (out of service area)
Inpatient Hospital Services	10%*	30%	No Charge
Outpatient Testing, Lab and X-ray Services	20%*	30%	\$15
Annual Physical Exam	No charge*	30%*	No charge
Well Child Office Visit	No charge*	30%*	No charge
Preventative Screening	20%*	30%	No charge
Inpatient Mental Health	10%*	30%	No charge
Outpatient Mental Health	10%*	30%	\$15
Chiropractic Services	Not covered	Not covered	Not covered

\* Not subject to the deductible



## Medical Plan Benefits – HSTA VB Non-Medicare Retirees

Medical	HMSA 90/10 PPO		Kaiser HMO
	In-Network	Out-of-Network	HMO Network
Calendar Year Deductible	None	\$100 per person \$300 per family	None
Calendar Year Maximum Out-of-Pocket Limit	\$2,000 per person \$6,000 per family		\$2,000 per person \$6,000 per family
Lifetime Benefit Maximum	\$2,000,000 for all individuals combined		None
Physician Office Visit	10%	30%	\$15
Urgent Care Visit	10%	30%	\$15 (in service area) 20% (out of service area)
Emergency Room	10%	10%*	\$50 (in service area) 20% (out of service area)
Inpatient Hospital Services	10%	30%	No charge
Outpatient Testing, Lab and X-ray Services	10%	30%	\$15
Annual Physical Exam	No charge	No charge*	No charge
Well Child Office Visit	No charge	30%*	No charge
Preventative Screening	10%	30%	No charge
Inpatient Mental Health	10%	30%	No charge
Outpatient Mental Health	10%	30%	\$15
Chiropractic Services (administered through American Specialty Health, Inc.)	\$12 (20 visits/year)	not covered	\$12 (20 visits/year)

\* Not subject to the deductible





## Prescription Drug Plan Benefits – EUTF Non-Medicare Retirees

Prescription Drugs	CVS PPO Drug Plan*			Kaiser HMO Plan+	
	In-Network	Out-of-Network **	Retail 90/Mail Order	HMO Network	Mail Order
Day Supply	30/60/90 day			30/60/90	
Generic	\$5/\$10/\$15	\$5/\$10/\$15 + 20%	\$5/\$10/\$10	\$15/\$30/\$45	\$15/\$30/\$30
Preferred Brand	\$15/\$30/\$45	\$15/\$30/\$45 + 20%	\$15/\$30/\$30		
Non-Preferred Brand	\$30/\$60/\$90	\$30/\$60/\$90 + 20%	\$30/\$60/\$60		
Preferred Insulin	\$5/\$10/\$15	\$5/\$10/\$15 + 20%	\$5/\$10/\$10	\$15/\$30/\$45	Not covered
Other Insulin	\$15/\$30/\$45	\$15/\$30/\$45 + 20%	\$15/\$30/\$30		
Preferred Diabetic Supplies	No charge	20%	No charge	\$15/\$30/\$45	\$15/\$30/\$30
Other Diabetic Supplies	\$15/\$30/\$45	\$15/\$30/\$45 + 20%	\$15/\$30/\$30		
Specialty Drugs/ Injectables	20% (up to a 30-day supply) Up to \$250 per fill; \$2,000 maximum out-of-pocket per calendar year; \$30 copay for oral oncology specialty medications		Retail 90: Dispensed up to a 30-day supply Mail Order: Not covered	\$15 (up to a 30-day supply) Not all drugs can be mailed; restrictions and limitations apply	

\* This plan is the prescription drug coverage for the HMSA PPO medical plan option and is administered by CVS Caremark. Note: Maintenance medications can be filled at any retail network pharmacy or through mail order but must be filled in a 90-day supply after the first three 30-day initial fills.

\*\*If you receive services from an out-of-network pharmacy, you will pay full price for the prescription and must file a claim for reimbursement. You are responsible for the copayment, including the penalty %, and any difference between the actual charge and the eligible charge.

+ The Kaiser prescription drug coverage is included under the Kaiser HMO medical plan.



## Prescription Drug Plan Benefits – HSTA VB Non-Medicare Retirees

Prescription Drugs	CVS PPO Drug Plan*		Kaiser HMO Plan+	
	In-Network / Mail Order	Out-of-Network**	HMO Network	Mail Order
Day Supply	30/60/90 day supply		30/60/90 day supply	
Generic	\$5/\$9/\$9	\$5/\$9/\$9 + 30%	\$10/\$20/\$30	\$10/\$20/\$20
Brand	\$15/\$27/\$27	\$15/\$27/\$27 + 30%		
Insulin	\$5/\$9/\$9	\$5/\$9/\$9 + 30%	\$10/\$20/\$30	Not covered
Diabetic Supplies	No charge	No charge	50%	50%
Specialty Drugs/ Injectables	Generic/brand copays apply Mail order: Not covered	Generic/brand copays apply	\$10 (up to a 30-day supply) Not all drugs can be mailed; restrictions and limitations apply	

\* This plan is the prescription drug coverage for the HMSA PPO medical plan option and is administered by CVS Caremark.

\*\* If you receive services from an out-of-network pharmacy, you will pay full price for the prescription and must file a claim for reimbursement. You are responsible for the copayment, including the penalty %, and any difference between the actual charge and the eligible charge.

+ The Kaiser prescription drug coverage is included under the Kaiser HMO medical plan.



## Medical Plan Benefits – EUTF Medicare Retirees

Medical	HMSA 90/10 PPO (Supplemental Plan to Medicare)		Humana Medicare Advantage Plan	Kaiser HMO Senior Advantage
	In-Network	Out-of-Network	In-Network/ Out-of-Network	HMO Network
Calendar Year Deductible	\$100 per person \$300 per family		\$100 per person	None
Calendar Year Maximum Out-of-Pocket Limit	\$2,500 per person \$7,500 per family		\$2,500 per person	\$2,000 per person \$6,000 per family
Lifetime Benefit Maximum	None		None	None
Physician Office Visit	10%*	30%	10%*	\$15
Urgent Care Visit	10%*	30%	10%*	\$20
Emergency Room	10%*	10%*	10%* (waived if admitted within 24 hours)	\$50
Inpatient Hospital Services	10%*	30%	10%	No charge
Outpatient Testing, Lab, and X-ray Services	20%*	30%	10%	No charge
Annual Physical Exam	No charge*	30%*	No charge*	No charge
Preventative Screening	20%*	30%	No charge*	No charge
Inpatient Mental Health	10%*	30%	10%	No charge
Outpatient Mental Health	10%*	30%	10%	\$15
Chiropractic Services	Not covered	Not covered	10%* For only the Medicare- covered service (manual manipulation of the spine to correct subluxation)	\$15 For only the Medicare- covered service (manual manipulation of the spine to correct subluxation)

\* Not subject to the deductible



## Medical Plan Benefits – HSTA VB Medicare Retirees

Prescription Drugs	HMSA 90/10 PPO Plan		Kaiser Senior Advantage Plan
	In-Network	Out-of-Network	HMO Network
Calendar Year Deductible	None	\$100/person \$300/family	None
Calendar Year Maximum Out-of-Pocket Limit	\$2,500 per person \$6,000 per family		\$2,000 per person \$6,000 per family
Lifetime Benefit Maximum	\$2,000,000 for all individuals combined		None
Physician Office Visit	10%	30%	\$15
Urgent Care Visit	10%	30%	\$20
Emergency Room	10%	10%*	\$50
Inpatient Hospital Services	10%	30%	No charge
Outpatient Testing, Lab, and X-ray Services	10%	30%	No charge
Annual Physical Exam	No charge	No charge*	No charge
Preventative Screening	10%	30%	No charge
Inpatient Mental Health	10%	30%	No charge
Outpatient Mental Health	10%	30%	\$15
Chiropractic Treatment (administered through American Specialty Health, Inc.)	\$12* (20 visits per year)	Not Covered	\$12 (20 visits per year)

\* Not subject to the deductible



## Prescription Drug Plan Benefits – EUTF Medicare Retirees

Prescription Drug	SilverScript (SSI) Medicare Part D PPO Drug Plan*		Kaiser Advantage Plan+	
	In-Network/ Mail Order	Out-of-Network**	HMO Network	Mail Order
Day Supply	30/60/90		30/60/90	
Generic	\$5/\$10/\$10	\$5/\$10/\$10 + 20%	\$15/\$30/\$45	\$15/\$30/\$30
Preferred Brand	\$15/\$30/\$30	\$15/\$30/\$30 + 20%		
Non-Preferred Brand	\$30/\$60/\$60	\$30/\$60/\$60 + 20%		
Covered Insulin Products	\$5/\$10/\$10	\$5/\$10/\$10 + 20%	\$15/\$30/\$45	Not covered
Diabetic Supplies	No charge Meters: Covered by Medicare Part B and the HMSA/Humana PPO medical plan.	20% Meters: Covered by Medicare Part B and the HMSA/Humana PPO medical plan.	Lancets, Strips & Meters: 20% Syringes/Needles: \$15/\$30/\$45	Lancets, Strips & Meters: 20% Syringes/Needles: \$15/\$30/\$30
Specialty Drug	20% (up to a 30-day supply) Up to \$250 per fill; \$2000 maximum out-of-pocket per calendar year; \$30 copay for oral oncology specialty medications Mail Order: Not covered	50%	\$15 (up to a 30-day supply) Not all drugs can be mailed; restrictions and limitations apply	

\* The EUTF's Medicare Part D prescription drug plan is administered by SilverScript (SSI), the Medicare Part D administrator for CVS Caremark. This plan is the prescription drug coverage for Medicare retirees enrolled in the HMSA and Humana PPO medical plan options and for stand-alone drug coverage.

\*\* If you receive services from an out-of-network pharmacy, you will pay full price for the prescription and must file a claim for reimbursement. You are responsible for the copayment, including the penalty %, and any difference between the actual charge and the eligible charge.

+The Kaiser Medicare Part D prescription drug coverage is included under the Kaiser Permanente Senior Advantage medical plan.



## Prescription Drug Plan Benefits – HSTA VB Medicare Retirees

Prescription Drugs	SilverScript (SSI) Medicare Part D PPO Drug Plan*		Kaiser Advantage Plan+	
	In-Network/ Mail Order	Out-of-Network**	HMO Network	Mail Order
Day Supply	30/60/90		30/60/90	
Generic	\$3/\$9/\$9	\$3/\$9/\$9 + 30%	\$10/\$20/\$30	\$10/\$20/\$20
Brand	\$9/\$27/\$27	\$9/\$27/\$27 + 30%		
Insulin	\$3/\$9/\$9	\$3/\$9/\$9 + 30%	\$10/\$20/\$30	Not covered
Diabetic Supplies	No charge Meters: Covered by Medicare Part B and the HMSA PPO medical plan.	30% Meters: Covered by Medicare Part B and the HMSA PPO medical plan.	20%	20%
Specialty Drug	Generic/brand copays apply Mail order: Not covered	Generic/ brand copays apply	\$10 (up to a 30-day supply) Not all drugs can be mailed; Restrictions and limitations apply	

\* The HSTA VB's Medicare Part D prescription drug plan is administered by SilverScript (SSI), the Medicare Part D administrator for CVS Caremark. This plan is the prescription drug coverage for Medicare retirees enrolled in the HMSA PPO medical plan option.

\*\* If you receive services from an out-of-network pharmacy, you will pay full price for the prescription and must file a claim for reimbursement. You are responsible for the copayment, including the penalty %, and any difference between the actual charge and the eligible charge.

+The Kaiser Medicare Part D prescription drug coverage is included under the Kaiser Permanente Senior Advantage medical plan.



## Dental Plan Benefits (Hawaii Dental Service [HDS]) – EUTF & HSTA VB

DENTAL BENEFIT	PLAN COVERS
<b>PLAN MAXIMUM</b> per calendar year per member (Jan 1 — Dec 31)	\$2,000
<b>DIAGNOSTIC</b>	
<b>Examinations</b> – 2 per calendar year	100%
<b>Bitewing X-rays</b> – 2 per calendar year through age 14; 1 per calendar year thereafter	100%
<b>Other X-rays</b> – full mouth X-rays limited to 1 every 5 years	100%
<b>PREVENTATIVE</b>	
<b>Cleanings</b> – 2 per calendar year, additional cleanings covered for diabetic patients and expectant mothers	100%
<b>Fluoride</b> – 2 per calendar year through age 19	100%
<b>Silver Diamine Fluoride</b>	100%
<b>Space maintainers</b> – through age 17	100%
<b>Sealants</b> – through age 18 (one treatment application, once per lifetime only to permanent molars with no prior occlusal restorations, regardless of the number of surfaces sealed)	100%
<b>BASIC CARE</b>	
<b>Fillings</b> – silver fillings; white-colored fillings limited to front teeth	60%
<b>Root Canals</b>	60%
<b>Gum Surgeries &amp; Maintenance</b> Cleaning for gum disease – 2 per calendar year after qualifying gum treatment	60%
<b>Oral Surgeries</b>	60%
<b>MAJOR CARE</b>	
<b>Crowns and Gold Restorations</b> – 1 every 5 years when teeth cannot be restored with silver or white fillings	60%
<b>Fixed Bridges &amp; Dentures</b> – 1 every 5 years; ages 16 and older	60%
<b>Implants</b>	60%
<b>OTHER SERVICES</b>	
<b>Emergency Treatments of Dental Pain</b>	100%



## Vision Plan Benefits (Vision Service Plan [VSP]) – EUTF & HSTA VB

<b>Vision Exam &amp; Eye Wear Benefits</b>			
Members can have an eye exam and choose between a pair of lenses or contact lenses every calendar year. Frames are covered every other calendar year.			
Service	Frequency	In-Network	Out-of-Network Plan Pays
<b>Exam</b>	Every calendar year	\$10 copay	Up to \$45
<b>Prescription Glasses</b>		\$25 copay	
<b>Frame</b>	Every other calendar year	\$150 allowance plus 20% off out-of-pocket cost	Up to \$47
<b>Prescription Glasses – Lenses:</b> - Single Vision Lenses - Lined Bifocals - Lined Trifocals - Standard progressive lenses - Premium progressive lenses - Custom progressive lenses Polycarbonate lenses for dependent children up to age 18 -UV protection	Every calendar year	-Included in \$25 copay -Included in \$25 copay -Included in \$25 copay -Included in \$25 copay -\$80-\$90 copay -\$120-\$160 copay -No charge -No charge	Single Lens - up to \$45 Bifocal Lens - up to \$65 Trifocal Lens - up to \$85 Progressive Lens - up to \$85 Polycarbonate Lens - Not covered UV lens – Not covered
<b>Contact Lenses</b> -Contact Lenses -Contact lenses fitting and evaluation	Every calendar year	-\$130 allowance -\$60 copay max	-Up to \$105 -Not covered
<b>Extra Discounts and Savings from VSP Providers</b> <b>Glasses &amp; Sunglasses</b> <ul style="list-style-type: none"> <li>- Average 35-40% savings on all non-covered lens options (such as tints, progressive lenses, anti-scratch coatings, etc.)</li> <li>- 30% off additional glasses &amp; sunglasses, including lens options, from the same VSP doctor on the same day as your exam. Or 20% off any VSP doctor within 12 months of your last exam.*</li> </ul> <b>Retinal Screening</b> <ul style="list-style-type: none"> <li>- Guaranteed pricing on retinal screening as an enhancement to your exam; \$39 maximum copay.</li> </ul> <b>Contact Lenses</b> <ul style="list-style-type: none"> <li>- 15% off cost of contact lens exam (fitting &amp; evaluation)</li> <li>- VSP has partnered with leading contact lens manufacturers to provide VSP members exclusive offers. Check out <a href="http://www.vsp.com">www.vsp.com</a> for details.</li> </ul> <b>Laser Vision Correction</b> <ul style="list-style-type: none"> <li>- Average 15% off the regular price or 5% off the promotional price from VSP-contracted facilities.</li> <li>- After surgery, use your frame allowance (if eligible) for sunglasses from any VSP doctor.</li> </ul>			

\* Costco, Walmart, and Sam's Club pricing applies; there are no additional discounts. All other affiliate provider locations 20% off additional glasses and 15% off contact lens services within one year.





## Summary of Benefit Eligibility (For Members Hired Prior to 7/1/2012)

	<u>Noncontributory Plan</u>	<u>Contributory Plan</u>	<u>Hybrid Plan</u>
<b>Normal Retirement</b>	Age 62 and 10 years credited service; or age 55 and 30 years credited service	Age 55 and 5 years credited service	Age 62 and 5 years credited service; or age 55 and 30 years credited service
<b>Early Retirement</b>	Age 55 and 20 years credited service	Any age and 25 years credited service	Age 55 with 20 years credited service
<b>Deferred Vesting</b>	10 years credited service	5 years credited service and contributions left in the ERS	5 years credited service and contributions left in the ERS
<b>Ordinary Disability</b>	10 years credited service	10 years credited service	10 years credited service
<b>Service-Connected Disability</b>	Any age or credited service	Any age or credited service	Any age or credited service
<b>Ordinary Death</b>	Active employee at time of death with at least 10 years of credited service	Active employee at time of death with at least 1 year of service	Active employee at time of death with at least 5 years of service
<b>Service-Connected Death</b>	Any age or service	Any age or service	Any age or service

The benefit eligibilities summarized above apply to teachers and most State and County employees. Special provisions applicable to other groups of employees are outlined below:

Police officers, firefighters, investigators of the Department of the Prosecuting Attorney and the Attorney General, narcotic enforcement investigators, and public safety investigators may retire at age 55 with 5 years of credited service or at any age with 25 years of credited service.

Judges, elected officials, and legislative officers may retire at age 55 with at least 5 years of credited service, or at any age with at least 10 years of credited service. Judges hired after June 30, 1999 require 25 years of credited service in order to retire before age 55.

Sewer workers in specified classifications, water safety officers, and emergency medical technicians (EMTs) may retire at any age if they are credited with 25 years of such service with the last 5 or more years in these occupations. (The 25-year feature is phased in through 7/1/2008 for EMTs.)

Sewer workers in specified classifications, water safety officers, and emergency medical technicians (EMTs) that transfer to the Hybrid Plan may retire at age 62 with 5 years of credited service or at any age if they are credited with 25 years of such service with the last 5 or more years in these occupations.



## Summary of Benefit Eligibility (For Members Hired After 6/30/2012)

	Contributory Plan (for Police/Fire)	Contributory Plan (for Judges/Elected Officers)	Hybrid Plan
<b>Normal Retirement</b>	Age 60 and 10 years credited service	Age 60 and 10 years credited service	Age 65 and 10 years credited service; or Age 60 and 30 years credited service Sewer workers, water safety officers, and EMTs may retire with 25 years credited service at age 55.
<b>Early Retirement</b>	Age 55 and 25 years credited service	Age 55 and 25 years credited service any age with 10 years for elected officers	Age 55 with 20 years credited service Sewer workers, water safety officers, and emergency medical technicians (EMTs) may retire with 25 years credited service.
<b>Deferred Vesting</b>	10 years credited service and contributions left in the ERS	10 years credited service and contributions left in the ERS	10 years credited service and contributions left in the ERS
<b>Ordinary Disability</b>	10 years credited service	10 years credited service	10 years credited service
<b>Service-Connected Disability</b>	Any age or credited service	Any age or credited service	Any age or credited service
<b>Ordinary Death</b>	Active employee at time of death with at least 1 years of credited service	Active employee at time of death with at least 1 years of credited service	Active employee at time of death with at least 10 years of service
<b>Service-Connected Death</b>	Any age or service	Any age or service	Any age or service



## **SECTION F**

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### **SUMMARY OF PARTICIPANT DATA**

## Active Employee Age/Service Distribution

Attained Age	Years of Credited Service												Total
	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35 & Over	
Under 25	378	269	68	28	10	4	-	-	-	-	-	-	757
25-29	787	909	761	551	387	401	-	-	-	-	-	-	3,796
30-34	690	824	801	689	653	2,219	273	-	-	-	-	-	6,149
35-39	515	692	652	546	465	2,341	1,906	268	-	-	-	-	7,385
40-44	437	568	481	463	386	1,872	2,069	1,903	224	-	-	-	8,403
45-49	351	404	407	352	332	1,463	1,603	1,975	1,707	270	1	-	8,865
50-54	273	325	324	278	269	1,236	1,347	1,594	1,594	1,865	333	-	9,438
55-59	241	311	253	227	210	1,039	1,340	1,356	1,075	1,652	1,344	152	9,200
60-64	160	195	171	208	153	874	1,062	1,115	896	1,125	925	501	7,385
65 & Over	79	102	96	112	97	592	734	805	608	613	579	742	5,159
<b>Total</b>	<b>3,911</b>	<b>4,599</b>	<b>4,014</b>	<b>3,454</b>	<b>2,962</b>	<b>12,041</b>	<b>10,334</b>	<b>9,016</b>	<b>6,104</b>	<b>5,525</b>	<b>3,182</b>	<b>1,395</b>	<b>66,537</b>

## Inactive Age Distribution

Age	Inactives	Retirees	Total
<35	253	15	268
35-39	852	10	862
40-44	1,159	14	1,173
45-49	1,362	88	1,450
50-54	1,768	435	2,203
55-59	1,750	1,818	3,568
60-64	1,467	4,575	6,042
65-69	446	9,556	10,002
70-74	111	11,210	11,321
75-79	4	8,723	8,727
80-84	4	5,712	5,716
85-89	2	4,375	4,377
90-94	0	2,729	2,729
95+	0	1,045	1,045
<b>Total</b>	<b>9,178</b>	<b>50,305</b>	<b>59,483</b>

**Hawaii Employee-Union Trust Fund  
Distribution by Health Plan and Coverage Type**

**Actives**

	<u>Single</u>	<u>Two-Party</u>	<u>Family</u>	<u>Waived</u>	<u>Total</u>
PPO	19,851	6,130	9,816	-	35,797
HMO	8,716	2,565	3,600	-	14,881
Others	181	175	397	-	753
Waived				15,106	15,106
<b><i>Total Medical</i></b>					<b>66,537</b>
Dental	28,092	12,459	14,262	11,724	<b>66,537</b>
Vision	27,764	11,419	13,144	14,210	<b>66,537</b>

**Retirees**

	<u>Single</u>	<u>Two-Party</u>	<u>Family</u>	<u>Total</u>
PPO	22,955	14,930	1,326	39,211
HMO	4,953	2,677	216	7,846
Others	118	66	2	186
<b><i>Total Medical</i></b>				<b>47,243</b>
Dental	28,058	18,198	1,522	<b>47,778</b>
Vision	28,058	18,293	1,577	<b>47,928</b>
Life				<b>44,700</b>



## **SECTION G**

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### **ACTUARIAL ASSUMPTIONS AND METHODS**

## Summary of Actuarial Assumptions and Methods

The actuarial assumptions used in the valuation are shown in this Section. Assumptions that are specific to certain groups (i.e. General Employees, Teachers, Police and Firefighters) are discussed under the first subsection that follows. Assumptions that are common to all types of members and unique to this valuation are then shown on the following pages.

### Demographic and Certain Economic Assumptions

This actuarial valuation of the OPEB is similar to the actuarial valuations performed for ERS. All of the demographic assumptions and most of the economic assumptions used in this OPEB Valuation were identical to those used in the June 30, 2020 retirement system valuations performed by Gabriel, Roeder, Smith and Company. The assumptions which are common to the pension and OPEB valuations are described in Appendix A of this report.

## Healthcare and Other Economic Assumptions

**General Inflation** was assumed to be 2.50% per year.

**The rate of investment return** was assumed to be 7.00% a year, compounded annually net after investment expenses. The assumed real return is the rate of return in excess of price inflation. Considering other assumptions used in the valuation, the nominal rate translates to a net real return of 4.50% a year.

**Health Cost and Premium Increases** – See table below

<b>Year</b>	<b>HMSA (PPO)</b>	<b>Kaiser (HMO)</b>	<b>Dental</b>	<b>Vision</b>	<b>Part B Premiums*</b>
2022	7.50%	7.50%	5.00%	0.00%	5.00%
2023	7.25%	7.25%	4.00%	2.50%	5.00%
2024	7.00%	7.00%	4.00%	2.50%	5.00%
2025	6.75%	6.75%	4.00%	2.50%	5.00%
2026	6.50%	6.50%	4.00%	2.50%	5.00%
2027	6.25%	6.25%	4.00%	2.50%	5.00%
2028	6.00%	6.00%	4.00%	2.50%	5.00%
2029	5.75%	5.75%	4.00%	2.50%	5.00%
2030	5.50%	5.50%	4.00%	2.50%	4.90%
2031	5.25%	5.25%	4.00%	2.50%	4.80%
2032	5.00%	5.00%	4.00%	2.50%	4.70%
2033	4.90%	4.90%	4.00%	2.50%	4.70%
2034	4.80%	4.80%	4.00%	2.50%	4.70%
2035	4.70%	4.70%	4.00%	2.50%	4.70%

*The premiums for 2021 were known at the time of the valuation. The first trend rate shown above is assumed to occur at 1/1/2022. Future increases are also assumed to occur on 1/1. The HMSA and Kaiser trend rates are blended rates used to project both medical and prescription drug costs.*

*\* The trend rates shown above for the Part B premiums apply to the BMC and the Part B premiums for future retirees. As a result of the “hold harmless” provision in the Part B statutes, retirees who were enrolled in Social Security in 2020 will see varying increases in their Part B premiums in 2021. It was assumed that Part B premiums for the retirees who have been held harmless would converge to the standard Part B premiums in 2022. As a result, it was assumed that the Part B premiums for the participants who were retired as of the valuation date would increase by 8.20%, effective both 1/1/2021 and 1/1/2022.*

The 4.70% ultimate trend assumption for the HMSA and Kaiser plans is comprised of 2.50% long-term price inflation + 2.20% real GDP growth.





## Healthcare and Other Economic Assumptions (Continued)

### Plan Participation

The plan participation rates were assumed to vary based on the employer contribution percentage, as follows:

Employer Contribution	Rates of Participation		
	Medical, Prescription Drug, Dental and Vision	Life Insurance	Medicare Part B
0%	25%	100%	98%
50%	65%	100%	98%
75%	90%	100%	98%
100%	98%	100%	98%

The same assumptions were used for terminated participants with vested pension benefits. However, current active employees who terminate service prior to the age of 35 are not assumed to ever participate in the retiree health plan.

For current retirees, the actual family coverage election is used. For future retirees, the family coverage assumptions are 35% single / 50% two-party / 15% family prior to age 65 and 50% single / 50% two-party after the age of 65. It was assumed 45% of future retirees would receive Medicare Part-B reimbursements for a spouse. For those that elect two-party or family coverage, it was assumed that coverage would continue to the spouse upon death of the retiree.

### Plan Elections

For current retirees, plan elections were based on the plan in which they are currently enrolled. For future retirees, plan participation was assumed to be 82% HMSA / 18% Kaiser.

### Administration Fees

The following table provides the assumed 2021 monthly administration fees. The EUTF Board approved to pay third party administration fees through December 31, 2028, using the Agency Fund assets. As a result, it was assumed that the administration fees would be in addition to the premiums shown in Section E for years after 2028.

Monthly Fee	Single Party	Two-Party	Family
Medical and Drug	\$5.16	\$10.32	\$15.48
Dental	0.38	0.76	1.14
Vision	0.04	0.08	0.12
Life	0.04	0.04	0.04



## Healthcare and Other Economic Assumptions (Continued)

**Aging Factors:** In any given year, the cost of medical and prescription drug benefits vary by age. As the ages of retirees in the covered population increase so does the cost of benefits. Morbidity tables are employed to develop Per Capita Costs at every relevant age. The following table represents the percent by which the cost of medical and prescription drug benefits at one age is higher than the cost for the previous age. For example, according to the following table, the cost of benefits for a male age 55 is 5.50% higher than for one age 54. These percentages below are separate from the annual Medical Trend, which operates to increase costs independent of and in addition to the Aging Factors shown below.

Sample Ages	Cost Increases by Age	
	Male	Female
45	4.66%	1.88%
50	5.83%	3.53%
55	5.50%	2.85%
60	5.06%	3.45%
65	3.34%	3.28%
70	1.77%	2.02%
75	1.15%	1.32%
80	0.82%	1.05%
85	-0.27%	0.49%
90	-0.32%	0.03%

### Actuarial Methods

**The individual entry age actuarial cost method** was used in determining liabilities and normal cost. Differences between assumed experience and actual experience (“actuarial gains and/or losses”) become part of actuarial accrued liabilities.

Unfunded actuarial accrued liabilities are amortized to produce payments (principal & interest) which are a level percent of payroll. Closed bases will be established at each valuation for new unfunded liabilities. If experience produces a gain, the new base will be netted against past loss bases to control amortization volatility.

## Miscellaneous and Technical Assumptions

Actuarial Value of Assets	The actuarial value of assets is based on the market value of assets with a four-year phase-in of actual investment return in excess of (less than) expected investment income. Offsetting unrecognized gains and losses are immediately recognized, with the shortest remaining bases recognized first and the net remaining bases continue to be recognized on their original timeframe. The expected actuarial value of assets is calculated net of investment expenses, and the expected investment return is equal to the assumed investment return rate multiplied by the prior year's actuarial value of assets, adjusted for contributions, benefits paid, and refunds.
Claims Utilization	To model the impact of aging on the underlying health care costs, the valuation relied on the Society of Actuaries' 2013 Study "Health Care Costs – From Birth to Death". Chart 1 (2010 Aggregate Commercial Costs) was used to model the impact of aging for ages less than 65 and Table 4 (Development of Plan Specific Medicare Age Curve) was used to model the impact of aging for ages 65 and over.
Marriage Assumption	100% of males and females are assumed to be married for purposes of death-in-service benefits. For future retirees, husbands are assumed to be four years older than wives.
Pay Increase Timing	Beginning of (fiscal) year. This is equivalent to assuming that reported pays represent amounts paid to members during the year ended on the valuation date.
Decrement Timing	Except for teachers, decrements of all types are assumed to occur mid-year. For teachers, the normal retirement, early retirement and termination decrements are assumed to occur at the beginning of the year.
Eligibility Testing	Eligibility for benefits is determined based upon the age nearest birthday and service nearest whole year on the date the decrement is assumed to occur.
Decrement Operation	Disability and mortality decrements are added to the termination decrements during the first 5 years. Disability is added to the retirement decrement during retirement eligibility.

## Miscellaneous and Technical Assumptions (continued)

Deferred Age	Terminated employees with vested pension benefits are assumed to commence their benefit at age 62 or their current age if they are older than 62 as of the valuation date.
Timing of ARC Contributions	The ARC is assumed to be received at the middle of the year.
Administrative Expenses	Third party administrative expenses related to providing benefits are included in the age-rated costs. The administrative costs related to operating the trust are included in the normal cost.
Reliance on Other Actuaries	We have relied on the premiums developed by Segal Consulting for the self-insured prescription drug benefit.
Assumption, Method And Plan Changes	<ol style="list-style-type: none"><li>1. The trend rates were updated to reflect the repeal of the excise tax or “Cadillac Tax” on high-cost employer health plans. This change decreased the accrued liability.</li></ol>



## **APPENDIX A**

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### **DEMOGRAPHIC AND CERTAIN ECONOMIC ASSUMPTIONS**

## Demographic and Certain Economic Assumptions

A. Economic Assumptions

1. Payroll growth rate: 3.50% per annum.
2. Salary increase rate: As shown below

Years of Service	General Employees		Teachers	
	Service-related Component	Total Rate Including 2.50% Inflation Component and 1.00% Productivity Component	Service-related Component	Total Rate Including 2.50% Inflation Component and 1.25% Productivity Component
1	3.00%	6.50%	2.00%	5.75%
2	3.00%	6.50%	1.75%	5.50%
3	2.00%	5.50%	1.75%	5.50%
4	1.50%	5.00%	1.50%	5.25%
5	1.50%	5.00%	1.00%	4.75%
6	1.25%	4.75%	1.00%	4.75%
7	1.25%	4.75%	0.75%	4.50%
8	1.00%	4.50%	0.75%	4.50%
9	1.00%	4.50%	0.50%	4.25%
10	1.00%	4.50%	0.50%	4.25%
11	0.75%	4.25%	0.50%	4.25%
12	0.75%	4.25%	0.50%	4.25%
13	0.50%	4.00%	0.25%	4.00%
14	0.50%	4.00%	0.25%	4.00%
15	0.50%	4.00%	0.25%	4.00%
16	0.50%	4.00%	0.25%	4.00%
17	0.50%	4.00%	0.25%	4.00%
18	0.50%	4.00%	0.25%	4.00%
19	0.50%	4.00%	0.25%	4.00%
20	0.25%	3.75%	0.25%	4.00%
21	0.25%	3.75%	0.25%	4.00%
22	0.25%	3.75%	0.25%	4.00%
23	0.25%	3.75%	0.25%	4.00%
24	0.25%	3.75%	0.25%	4.00%
25 or more	0.00%	3.50%	0.00%	3.75%



2. Salary increase rates (continued):

Police & Firefighters		
Years of Service	Service-related Component	Total Annual Rate of Increase Including 2.50% Inflation Component and 2.5% General Increase Rate
1	2.00%	7.00%
2	2.00%	7.00%
3	1.00%	6.00%
4	1.00%	6.00%
5	1.00%	6.00%
6	0.75%	5.75%
7	0.75%	5.75%
8	0.75%	5.75%
9	0.50%	5.50%
10	0.50%	5.50%
11	0.50%	5.50%
12	0.50%	5.50%
13	0.25%	5.25%
14	0.25%	5.25%
15	0.25%	5.25%
16	0.25%	5.25%
17	0.25%	5.25%
18	0.25%	5.25%
19	0.25%	5.25%
20	0.25%	5.25%
21	0.25%	5.25%
22	0.25%	5.25%
23	0.25%	5.25%
24	0.25%	5.25%
25 or more	0.00%	5.00%



Salary increases are assumed to occur once a year, on July 1. Therefore the pay used for the period between the valuation date and the first anniversary of the valuation date is equal to the reported pay for the prior year, annualized if necessary, and then increased by the salary increase assumption. To adjust the pays received as of March 31<sup>st</sup> to the June 30<sup>th</sup> valuation date, the reported pay for each member is increased by 1%.

**B. Demographic Assumptions**

**1. Mortality rates:**

Active Members: Multiples of the Pub-2010, Employee Tables for active employees based on the occupation of the member as follows:

Type	General Employees	Teachers	Police and Fire
	Male & Female	Male & Female	Male & Female
Ordinary	94%	92%	83%
% of Ordinary	41%	52%	24%
Choosing Annuity			
Duty Related	6%	8%	17%

Healthy Retirees: The 2019 Public Retirees of Hawaii mortality table, generational projection using the BB projection table from the year 2019 and with multipliers based on plan and group experience. The following are sample rates of the base table as of 2019 with the corresponding multipliers:

**Healthy Annuitant Mortality Rates Before Projection (Multiplier Applied)**

Age	General Employees		Teachers		Police and Fire	
	Male	Female	Male	Female	Male	Female
50	0.2901%	0.2376%	0.2640%	0.1980%	0.3394%	0.2376%
55	0.4195%	0.3042%	0.3817%	0.2535%	0.4908%	0.3042%
60	0.5773%	0.3175%	0.5253%	0.2646%	0.6754%	0.3175%
65	0.8603%	0.3175%	0.7829%	0.2646%	1.0066%	0.3175%
70	1.2866%	0.7022%	1.1708%	0.5852%	1.5053%	0.7022%
75	2.0370%	1.3340%	1.8537%	1.1117%	2.3833%	1.3340%
80	3.4486%	2.2177%	3.1382%	1.8481%	4.0349%	2.2177%
85	6.2716%	3.9579%	5.7072%	3.2982%	7.3378%	3.9579%
90	11.8489%	7.7873%	10.7825%	6.4895%	13.8632%	7.7873%
Multiplier Setback	100% 0	108% 0	91% 0	90% 0	117% 0	108% 0





The following table provides the life expectancy for individuals retiring in future years based on the assumption with full generational projection:

<u>Life Expectancy for an Age 65 Retiree in Years</u>					
Year of Retirement					
Gender	2025	2030	2035	2040	2045
General Retirees					
Male	23.8	24.2	24.7	25.2	25.6
Female	26.8	27.2	27.5	27.9	28.2
Teachers					
Male	24.5	25.0	25.4	25.9	26.3
Female	28.2	28.5	28.8	29.1	29.5
Police and Fire					
Male	22.5	23.0	23.5	24.0	24.5
Female	26.8	27.2	27.5	27.9	28.2

Disabled retirees: Base Table for healthy retirees occupation, set forward 5 years, generational projection using the BB projection table from the year 2019. Minimum mortality rate of 3.5% for males and 2.5% for females.

2. Disability rates – The assumed total disability rates at select ages are multiples of the client specific table that follows:

Age	Male & Female
25	0.000%
30	0.001%
35	0.008%
40	0.026%
45	0.064%
50	0.146%
55	0.198%
60	0.217%

Note: The disability rates project the percentage of employees at each age that is assumed to become disabled before retiring. Multiples of the rates above are assumed to be ordinary disability or accidental disability, and varies by employee group as follows:

Type	General Employees	Teachers	Police and Fire
	Male & Female	Male & Female	Male & Female
Ordinary	240%	85%	70%
Accidental	40%	7%	100%

3. Termination Rates - Same male and female rates, based solely on the member's service. Rates reflect terminations for causes other than death, disability or retirement. Employees eligible for retirement are assumed to have no probability of termination. Sample rates are shown below:

Years of Service	Expected Terminations per 1000 Lives (Male & Female)		
	General Employees	Teachers	Police & Fire
0	185.9	243.6	110.0
1	152.5	200.8	95.0
2	124.6	164.7	37.0
3	101.6	134.4	30.1
4	82.9	109.4	26.1
5	67.9	89.0	23.3
6	56.1	72.5	21.0
7	47.0	59.5	19.2
8	40.1	49.4	17.7
9	35.1	41.7	16.4
10	31.5	36.0	15.2
11	29.1	31.9	14.1
12	27.6	29.0	13.2
13	26.6	27.0	12.3
14	25.9	25.7	11.5
15	25.5	24.8	10.8
16	25.1	24.0	10.1
17	24.5	23.2	9.5
18	23.9	22.4	8.9
19	23.0	21.4	8.3
20	22.0	20.2	7.7
21	20.8	18.7	7.2
22	19.5	17.1	6.8
23	18.3	15.4	6.3
24	17.4	13.6	5.8
25	16.8	12.1	0.0
26	16.8	10.9	0.0
27	16.8	10.4	0.0
28	16.8	10.7	0.0
29	16.8	10.0	0.0
30 and more	0.0	0.0	0.0

4. Retirement rates - Separate male and female rates, based on age. Sample rates are shown below:

Contributory Members

Expected Retirements per 100 Lives									
Age	General Employees				Teachers				Police/Fire
	Unreduced Retirement		Reduced Retirement		Unreduced Retirement		Reduced Retirement		Unreduced Retirement
	Male	Female	Male	Female	Male	Female	Male	Female	Male & Female
45	0	0	0	0	0	0	0	0	13.5
46	0	0	0	0	0	0	0	0	13.5
47	0	0	0	0	0	0	0	0	13.5
48	0	0	0	0	0	0	0	0	13.5
49	0	0	0	0	0	0	0	0	13.5
50	0	0	0	0	0	0	1	0	16.0
51	0	0	2	1	0	0	1	1	16.0
52	0	0	2	1	0	0	1	1	16.0
53	0	0	2	1	0	0	2	2	16.0
54	0	0	3	2	0	0	3	3	16.0
55	25	20	3	2	20	18			20.0
56	25	20			15	16			20.0
57	16	13			15	16			20.0
58	16	13			15	16			22.0
59	13	13			15	16			25.0
60	13	15			14	18			30.0
61	13	15			14	18			30.0
62	28	25			14	25			30.0
63	20	20			14	20			30.0
64	20	20			14	15			30.0
65	20	20			20	25			100.0
66	18	20			15	25			
67	18	20			15	20			
68	18	20			15	20			
69	18	20			15	20			
70	20	20			15	20			
71	20	20			15	20			
72	20	20			15	20			
73	20	20			15	20			
74	20	20			15	20			
75	100	100			100	100			



Noncontributory Members

Age	Expected Retirements per 100 Lives									
	General Employees				Teachers				Reduced Retirement	
	Unreduced		25 & Out		Reduced		Unreduced			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
55	20	11	15	11	1	1	10	13	1	2
56	18	11	23	11	1	1	10	7	1	2
57	13	11	18	11	1	1	10	8	1	2
58	10	11	15	11	1	1	10	10	2	2
59	10	11	15	11	2	2	10	20	3	3
60	10	14	15	14	3	3	10	11	5	5
61	11	18	16	18	4	4	10	16	7	5
62	20	20	25	20			16	25		
63	20	20	25	20			12	20		
64	12	20	17	20			10	15		
65	14	20	19	20			20	25		
66	20	20	25	20			15	25		
67	20	20	25	20			15	25		
68	20	20	25	20			15	25		
69	20	20	25	20			15	25		
70	20	20	25	20			15	25		
71	20	20	25	20			15	25		
72	20	20	25	20			15	25		
73	20	20	25	20			15	25		
74	20	20	25	20			15	25		
75	100	100	100	100			100	100		

Note: Retirement rates for the 25&out group age 50-54 are 15% for male and 11% for female.



Hybrid Members

Age	Expected Retirements per 100 Lives							
	General Employees				Teachers			
	Unreduced		Reduced		Unreduced		Reduced	
Male	Female	Male	Female	Male	Female	Male	Female	
55	18	18	1	1	20	16	2	2
56	12	13	1	1	13	10	2	2
57	12	13	1	1	13	10	2	2
58	16	13	1	2	13	12	2	2
59	16	13	2	2	13	12	3	3
60	14	13	2	4	14	14	3	5
61	14	15	3	4	14	18	3	10
62	21	20			22	30		
63	18	20			14	20		
64	18	20			14	20		
65	21	20			20	25		
66	18	18			15	25		
67	18	18			15	25		
68	18	18			15	25		
69	18	18			15	25		
70	20	20			15	25		
71	20	20			15	25		
72	20	20			15	25		
73	20	20			15	25		
74	20	20			15	25		
75	100	100			100	100		

Note: Retirement rates for the 25 & out group age 50-54 are 6% for both male and female.

For members hired after June 30, 2012 the retirement rates for members once they reach unreduced retirement eligibility are increased 10% (multiplicative) for each year the member is beyond the age the member would have been eligible under the Hybrid provisions for members hired prior to June 30, 2012.



**APPENDIX B**

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**GLOSSARY**

## Glossary

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

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

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

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

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

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

**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 Required Contribution (ARC).** The ARC is the normal cost plus the portion of the unfunded actuarial accrued liability to be amortized in the current period. The ARC 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.

**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 that 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 Post-Employment Employee Benefits (OPEB).** OPEB are post-employment benefits other than pensions. OPEB generally takes the form of health insurance and dental, vision, prescription drugs or other healthcare benefits.

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

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

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