



RIVERSIDE COMMUNITY COLLEGE DISTRICT

GASB 75 ACTUARIAL VALUATION REPORT

FOR POST-EMPLOYMENT BENEFITS OTHER THAN PENSIONS

July 1, 2019 – June 30, 2020 Fiscal Year

CONTENTS

	Page
EXECUTIVE SUMMARY	1
A. PLAN OVERVIEW	1
B. SUMMARY OF KEY RESULTS	1
C. DEMOGRAPHIC INFORMATION	2
D. ASSETS	2
E. DISCOUNT RATE	2
ACTUARIAL CERTIFICATION	3
ACCOUNTING & ACTUARIAL INFORMATION	4
A. RECONCILIATION OF TOTAL OPEB LIABILITY.....	4
B. DEVELOPMENT OF OPEB EXPENSE	4
C. SCHEDULE OF DEFERRED INFLOWS & OUTFLOWS	5
D. SENSITIVITY OF NOL TO CHANGES IN DISCOUNT RATE.....	5
E. SENSITIVITY OF NOL TO CHANGES IN HEALTHCARE COST TREND RATES	5
F. SCHEDULE OF REQUIRED SUPPLEMENTARY INFORMATION	6
CENSUS INFORMATION	7
SCHEDULE OF ACTIVE PARTICIPANT DATA.....	8
ASSUMPTIONS & ACTUARIAL METHODS	9
PLAN PROVISIONS.....	16
GLOSSARY OF TERMS	17

EXECUTIVE SUMMARY

A. PLAN OVERVIEW

Riverside Community College District (*District*) provides post-employment benefits other than pensions (OPEB) to employees who meet certain criteria. As a result of offering such benefits, the District is required to report the value of such benefits and the associated costs according to the accounting requirements of Governmental Accounting Standards Board Statement No. 75, Accounting and Financial Reporting for Postemployment Benefits Other Than Pensions (GASB 75). The purpose of this report is to provide measurements of the OPEB obligations, annual expense, and other required disclosure items in accordance with GASB 75. The information contained in this report may not be suitable for other purposes.

The District provides post-employment healthcare benefits to eligible retirees and their covered eligible dependents and pays a portion of the cost. All active employees who retire directly from the District and meet the eligibility criteria may participate.

B. SUMMARY OF KEY RESULTS

The summary below identifies the key results of the costs related to the July 1, 2019 – June 30, 2020 Fiscal Year, according to the accounting requirements of GASB 75. Note that implicit rate subsidies, as required by GASB, are factored into all relevant values in this report.

Valuation Date	July 1, 2020
Measurement Date	June 30, 2020
Reporting Date	June 30, 2020
Present Value of Future Benefits	
Actives	\$149,557,367
Retirees	21,595,740
Total	\$171,153,107
Total OPEB Liability (TOL)	
Actives	\$77,062,101
Retirees	21,595,740
Total	\$98,657,841
Plan Assets	2,234,270
Net OPEB Liability (NOL)	\$96,423,571
GASB 75 Measures For the Period Ending	June 30, 2020
OPEB Expense	\$11,236,080
Actual Benefit Payments (Pay-As-You-Go)¹	\$2,383,245
Estimated Benefit Payments, reflecting implicit rate subsidies	\$3,304,004
Expected Benefit Payments, reflecting implicit rate subsidies²	\$3,768,572

¹ Actual annual benefit payments based on information provided by the District.

² Expected annual benefit payments based on valuation results.

C. DEMOGRAPHIC INFORMATION

Demographic Information	2019/2020 FY
Active Participants ³	1,109
<u>Retired Participants</u>	<u>129</u>
Total	1,238

D. ASSETS

As of the valuation date, the District has set aside assets in an irrevocable trust to pay for future benefits. According to GASB, an employer has made a contribution to pay for future benefits if it meets one of the following criteria:

- The employer has made benefit payments directly to or on behalf of a retiree or beneficiary.
- The employer has made premium payments to an insurer.
- The employer has made contributions to an OPEB plan to fund payments of benefits as they come due in the future, and all the following apply:
 - The employer no longer has ownership or control of the assets.
 - The plan is effectively a legally separate entity under the stewardship of a board of trustees.
 - The plan assets provide benefits to retirees and their beneficiaries in accordance to the terms stated in the plan.
 - The plan assets are legally protected from creditors of the employer.

Assets	June 30, 2020
Market Value of Assets	\$2,234,270
Actuarial Value of Assets	\$2,234,270
Money-Weighted Rate of Return (2019/2020 FY)	TBD

E. DISCOUNT RATE

The discount rate under GASB 75 is required to be a blend of the long-term expected rate of return (ROR) to the extent funded and the 20 year municipal bond rate. Specifically, an initial projection is made using the ROR on irrevocable OPEB plan assets and, as long as the plan's net position and projected contributions associated with current participants are expected to fully cover projected benefit payments (including expenses), this long-term rate may be used. For years in which the net position is not projected to cover projected benefit payments, the discount rate used is equal to the 20 year municipal bond yield. A single discount rate is then determined as a blend of the two rates, which produces the same discounted present value of benefits as the dual rate calculation. Based on the District's current net position and anticipated future contributions, the District's net position is anticipated to deplete quickly. Therefore, as described in paragraph 39 of GASB 75, an alternative method was used where no depletion analysis was performed and only the 20 year municipal bond rate of 2.66% was considered for the June 30, 2020 measurement.

³ Counts reflect the exclusion of 157 part-time active employees. These employees are assumed to continue active employment at their current part-time status, and therefore would not be eligible for District provided healthcare benefits upon retirement.

ACTUARIAL CERTIFICATION

Riverside Community College District (*District*) retained Grant Thornton to perform a valuation of its post-employment healthcare benefits plan for the purpose of determining its annual cost and disclosures in accordance with GASB Statement No. 75, Accounting and Financial Reporting for Postemployment Benefits Other Than Pensions (GASB 75).

The undersigned consulting actuary is a member of the Society of Actuaries and other professional actuarial organizations, and meets the "Qualification Standards for Actuaries Issuing Statements of Actuarial Opinion in the United States" relating to post-employment healthcare plans.

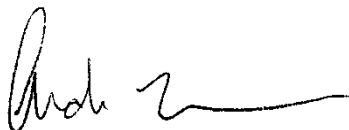
In preparing the results presented in this report, we have relied upon information provided to us regarding plan provisions, plan participants, and plan assets. We have reviewed this information for overall reasonableness and consistency, but have neither audited nor independently verified this information. The accuracy of the results presented in this report is dependent upon the accuracy and completeness of the underlying information.

Where reasonable, the actuarial assumptions and the accounting policies and methods employed in the development of the post-employment healthcare cost have been selected by the District, which relied upon actuarial audits and experience studies conducted for the California State Teachers Retirement System (CalSTRS) and the California Public Employees Retirement System (CalPERS). We did not independently study historical information to develop assumptions. As prescribed under GASB 75, the Entry Age Normal cost method was used, where normal costs are computed as a level annual percentage of salary.

The valuation has been conducted in accordance with generally accepted actuarial principles and practices. In our opinion, the actuarial assumptions and methods represent reasonable expectations of anticipated plan experience. To fulfill the applicable accounting requirements, each actuarial assumption should be management's "best estimate solely with respect to that individual assumption."

The information contained in this report was prepared for the internal use of the District and its auditors in connection with the actuarial valuation of the post-employment healthcare plan. It is neither intended nor necessarily suitable for other purposes. The District may also distribute this actuarial valuation report to parties which have a legal right to require the District to provide them with this report, in which case they will provide this report in its entirety including all assumptions, caveats, and limitations.

We are available to answer questions on the material contained in the report or to provide explanations or further detail, as may be appropriate.



Andrew Etheridge, FSA, FCA, EA, MAAA
Senior Manager, Human Capital Services
Grant Thornton, LLP
January 8, 2021

ACCOUNTING & ACTUARIAL INFORMATION

A. RECONCILIATION OF TOTAL OPEB LIABILITY

The Total OPEB Liability (TOL) is the liability or obligation for benefits earned through the valuation date, based on certain actuarial methods and assumptions. The following represents a reconciliation of the TOL from the beginning of the Fiscal Year (July 1, 2019) to the end of the Fiscal Year (June 30, 2020). The TOL as of June 30, 2020 is \$98,657,841.

Reconciliation of Total OPEB Liability		2019/2020 FY
Beginning of Year TOL		\$44,862,388
Service Cost		1,621,345
Interest Cost		3,144,666
Changes of Benefit Terms		0
Differences Between Expected and Actual Experience		1,960,004
Changes in Assumptions		50,373,442
<u>Estimated Benefit Payments</u>		<u>(3,304,004)</u>
End of Year TOL		\$98,657,841
Discount Rate:		
Beginning of Year		7.01%
End of Year		2.66%

B. DEVELOPMENT OF OPEB EXPENSE

The OPEB Expense related to the July 1, 2019 – June 30, 2020 period is \$11,236,080. Deferred inflows and outflows of resources are amortized over the following periods depending on source.

- Differences between expected/actual experience and assumption changes are amortized over the average working lifetime (active and inactive participants).
- The difference between projected and actual earnings on any applicable OPEB plan investments is recognized over a 5-year period.
- Any plan changes are fully recognized.

OPEB Expense		2019/2020 FY
Service Cost		\$1,621,345
Interest Cost		3,144,666
Expected Return on Assets		(197,843)
Recognition of:		
Changes of Benefit Terms		0
Differences Between Expected and Actual Experience		338,772
Differences Between Projected and Actual Earnings		(32,105)
<u>Changes in Assumptions</u>		<u>6,361,245</u>
OPEB Expense		\$11,236,080
Beginning of Year:		
Discount Rate		7.01%
Expected Rate of Return		7.01%
Average Expected Service Life		7.79
<u>Expected Benefit Payments</u>		<u>\$3,768,572</u>

C. SCHEDULE OF DEFERRED INFLOWS & OUTFLOWS

Differences between expected and actual experience, assumption changes, and projected and actual earnings, are amortized over their respective periods as discussed in the prior section. The amounts left to be amortized in the future are reported as deferred inflows and outflows of resources.

The table below summarizes the current balances of collective deferred inflows and outflows of resources along with the net recognition through annual expense over future years.

Schedule of Deferred Inflows/Outflows	June 30, 2020	
	Deferred Inflows	Deferred Outflows
Differences Between Expected and Actual Experience	\$0	\$2,235,762
Differences Between Projected and Actual Earnings ⁴	71,382	0
<u>Changes in Assumptions</u>	<u>636,335</u>	<u>43,907,018</u>
Total	\$707,717	\$46,142,780

Amounts reported as deferred inflows and outflows of resources will be recognized in the OPEB expense as follows:

Fiscal Year Ending June 30:	Recognition
2021	\$6,667,912
2022	6,667,912
2023	6,694,291
2024	6,698,571
2025	6,700,017
Thereafter	\$12,006,360

D. SENSITIVITY OF NOL TO CHANGES IN DISCOUNT RATE

Changes in the discount rate affect the measurement of the NOL. Lower discount rates produce a higher NOL, while higher discount rates produce a lower NOL.

	1% Decrease	Current Rate	1% Increase
Net OPEB Liability	\$103,946,616	\$96,423,571	\$89,275,572

E. SENSITIVITY OF NOL TO CHANGES IN HEALTHCARE COST TREND RATES

Changes in the healthcare trend rate affect the measurement of the NOL. Lower healthcare trend rates produce a lower NOL, while higher healthcare trend rates produce a higher NOL.

	1% Decrease	Current Trend	1% Increase
Net OPEB Liability	\$85,873,318	\$96,423,571	\$108,889,109

⁴ GASB 75 requires deferred inflows and outflows arising from asset experience to be aggregated and shown as a net number for reporting purposes. The June 30, 2020 deferred inflow is \$71,382, while the June 30, 2020 deferred outflow is \$0.

F. SCHEDULE OF REQUIRED SUPPLEMENTARY INFORMATION

The following schedule is intended to show information for a period of 10 years. However, the District recently adopted GASB 75, and therefore has limited information to disclose. This information will be included prospectively as the District continues to perform actuarial valuations and report under GASB 75.

	2019/2020 FY	2018/2019 FY	2017/2018 FY ⁵
Total OPEB Liability			
Service Cost	\$1,621,345	\$1,723,506	\$1,751,284
Interest Cost	3,144,666	2,976,284	2,928,661
Changes of Benefit Terms	0	0	0
Differences Between Expected and Actual Experience	1,960,004	701,697	0
Changes in Assumptions	50,373,442	(846,693)	0
<u>Estimated Benefit Payments</u>	<u>(3,304,004)</u>	<u>(4,315,779)</u>	<u>(3,585,234)</u>
Net Change in Total OPEB Liability	\$53,795,453	\$239,015	\$1,094,711
Total OPEB Liability – Beginning of Year	\$44,862,388	\$44,623,373	\$43,528,662
Total OPEB Liability – End of Year (a)	\$98,657,841	\$44,862,388	\$44,623,373
Plan Fiduciary Net Position			
<i>Estimated</i> Employer Contributions	\$5,546,232	\$4,679,405	\$6,209,619
Net Investment Income	205,072	191,351	116,869
<i>Estimated</i> Benefit Payments	(5,235,658)	(4,315,779)	(5,968,234)
<u>Administrative Expenses</u>	<u>(3,040)</u>	<u>(2,718)</u>	<u>(2,197)</u>
Net Change in Plan Fiduciary Net Position	\$512,606	\$552,259	\$356,057
Plan Fiduciary Net Position – Beginning of Year	\$1,721,664	\$1,169,405	\$813,348
Plan Fiduciary Net Position – End of Year (b)	\$2,234,270	\$1,721,664	\$1,169,405⁶
Net OPEB Liability – End of Year (a) – (b)	\$96,423,571	\$43,140,724	\$43,453,968
Plan Fiduciary Net Position as a percentage of the TOL	2.26%	3.84%	2.62%
Covered Payroll	\$115,037,704	\$84,110,182	\$85,823,805
Net OPEB Liability as a percentage of Covered Payroll	83.82%	51.29%	50.63%
Discount Rate:			
Beginning of Year	7.01%	6.73%	6.73%
End of Year	2.66%	7.01%	6.73%

⁵ Information has been updated to match June 30, 2018 audited financial statements.

⁶ Value has been updated from \$1,147,433 to match June 30, 2018 audited financial statements.

CENSUS INFORMATION

The following table summarizes active and retiree demographic information:

	Participants
Actives⁷	
Fully Eligible to Receive Plan Benefits	180
<u>Not Fully Eligible</u>	<u>929</u>
<i>Total</i>	<i>1,109</i>
Retirees	
Under Age 65	126
<u>Age 65 or over</u>	<u>3</u>
<i>Total Receiving Plan Benefits</i>	<i>129</i>
Total	1,238

	Actives	Retirees	Total
Average Age	46.08	61.70	47.71
Average Service	12.14	N/A	N/A

There were no material modifications to the data as provided by the District.

⁷ Counts reflect the exclusion of 157 part-time active employees. These employees are assumed to continue active employment at their current part-time status, and therefore would not be eligible for District provided healthcare benefits upon retirement.

SCHEDULE OF ACTIVE PARTICIPANT DATA⁸

Attained Age	Attained Service										Total
	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 & Up	
Under 25	1	4	-	-	-	-	-	-	-	-	5
25 to 29	4	31	11	4	-	-	-	-	-	-	50
30 to 34	16	57	24	21	6	-	-	-	-	-	124
35 to 39	13	49	32	33	29	3	-	-	-	-	159
40 to 44	9	48	27	47	29	16	2	-	-	-	178
45 to 49	10	37	24	39	38	35	8	-	-	-	191
50 to 54	8	25	14	28	41	37	13	6	-	-	172
55 to 59	4	16	10	19	26	25	24	7	1	-	132
60 to 64	-	3	11	9	11	14	8	6	1	-	63
65 to 69	-	2	3	2	3	4	7	1	1	-	23
70 & up	1	-	-	3	-	2	2	2	1	1	12
Total	66	272	156	205	183	136	64	22	4	1	1,109

⁸ Employees who never meet eligibility requirements prior to retirement are included in the valuation with zero actuarial liability.

ASSUMPTIONS & ACTUARIAL METHODS

The assumptions and methods displayed in this section were selected from the complete set of assumptions used to calculate liabilities for the plan. The District has reviewed the assumptions and recommended to the actuary that they be used. For certificated participants, it is assumed that their termination and retirement rates follow that prescribed by the CalSTRS experience study and actuarial assumptions. Non-certificated participants are assumed to follow termination and retirement behaviors exhibited in the CalPERS experience study and actuarial assumptions.

A. DISCOUNT RATE

In accordance with GASB 75, the discount rate as June 30, 2020 was selected to be 2.66%, which is the 20-year municipal bond yield.

Rationale: The District's funding policy is to contribute pay as you go benefit payments to the trust as well as an additional discretionary amount related to future retiree benefits. Based on the District's June 30, 2020 asset level, historical funding experience, expected future funding policy and the application of paragraph 38 of GASB 75 related to judgement on contributions considering the most recent five-year contribution history, the District's net position is expected to be quickly depleted. Therefore the 20 year municipal bond yield was selected. The S&P Municipal Bond 20 Year High Grade Rate Index was used.

B. LONG TERM EXPECTED RATE OF RETURN

The expected long term rate of return on plan assets is 7.01% as of June 30, 2020.

Rationale: The District participates in the California Employers' Retiree Benefit Trust (CERBT) fund and has elected Asset Allocation Strategy 2. Various asset strategies and corresponding long-term expected returns are developed by the CERBT and presented to the District for selection. It is out of the scope of our engagement to further assess this value, however, it does appear to be within a reasonable range.

ASSUMPTIONS & ACTUARIAL METHODS (CONTINUED)

C. HEALTHCARE TREND RATE

The healthcare trend assumption reflects healthcare cost inflation expected to impact the plan based on forecast information in published papers from industry experts (actuaries, health economists, etc.). This research, combined with the District's historical premium rate experience, suggests a 7.00% medical cost increase for the 2020/2021 fiscal year grading down to an ultimate rate of 4.50% in the 2030/2031 fiscal year and beyond. In addition, dental costs are assumed to increase 4.50% per year.

Fiscal Year	Medical Trend
2020/2021	7.00%
2021/2022	6.75%
2022/2023	6.50%
2023/2024	6.25%
2024/2025	6.00%
2025/2026	5.75%
2026/2027	5.50%
2027/2028	5.25%
2028/2029	5.00%
2029/2030	4.75%
2030/2031 and Beyond	4.50%

Rationale: This assumption was set using publicly available market information and expectations of future plan experience.

D. MORBIDITY

Based on the June 2013 Society of Actuaries Study entitled "Health Care Costs – From Birth to Death". Pre-age 65 morbidity rates were based on the HMO and PPO costs from Chart 3. For those surviving spouses with lifetime benefits on the active healthcare plan, post-age 65 morbidity is assumed to be consistent with pre-65 morbidity through age 64.

Rationale: Due to the size of the covered population, this assumption was based on industry tables with consideration for the current demographics of the covered population.

E. ACTUARIAL COST METHOD

The Entry Age Normal cost method was applied for actively employed participants, where the normal cost is computed as a level annual percentage of salary from the date of hire to assumed retirement, but no later than when benefit eligibility ceases. The actuarial liability is the difference between the present value of future benefits and the present value of future normal costs. This cost method is required under GASB 75.

Rationale: GASB 75 prescribes this method.

ASSUMPTIONS & ACTUARIAL METHODS (CONTINUED)

F. SALARY SCALE

Benefits are not salary based and therefore a wage inflation assumption of 2.75% was used. This assumption is only used for the application of the actuarial cost method.

Rationale: This assumption is based on the expectation that future experience under the plan will be materially consistent with the assumptions utilized in the CalSTRS and CalPERS valuations. The specific wage inflation assumption is based on the CalPERS 2017 experience study, with consideration for the CalSTRS 2020 experience study.

G. MARRIAGE

Spouses were assumed where current benefit elections indicated spousal coverage. If spouse date of birth was not provided, males were assumed to be the same age as their female counterparts.

H. PARTICIPATION

It is assumed that new retirees select coverage, consistent with their active election, and participate in Medicare. It is further assumed that employees will continue active employment at their current full-time or part-time status.

Rationale: This assumption is based on anticipated future experience under the plan.

I. LAPSE

All participants currently electing coverage under the plan are assumed to maintain coverage in the future.

Rationale: This assumption is based on anticipated future experience under the plan.

ASSUMPTIONS & ACTUARIAL METHODS (CONTINUED)

J. MORTALITY RATES

Select mortality rates are listed below.

CalSTRS				
Age	Male		Female	
	Active	Retired	Active	Retired
25	0.00012	0.00080	0.00007	0.00029
30	0.00017	0.00069	0.00011	0.00032
35	0.00023	0.00079	0.00015	0.00041
40	0.00032	0.00092	0.00024	0.00054
45	0.00052	0.00136	0.00037	0.00077
50	0.00085	0.00235	0.00056	0.00131
55	0.00132	0.00346	0.00082	0.00206
60	0.00203	0.00464	0.00124	0.00274
65	0.00335	0.00659	0.00208	0.00413
70	0.00546	0.01056	0.00373	0.00681
75	0.00829	0.01894	0.00709	0.01252
80	0.01639	0.03475	0.01405	0.02401
85	0.00000	0.06682	0.00000	0.04788
90	0.00000	0.12893	0.00000	0.09746
95	0.00000	0.22038	0.00000	0.18269
100	0.00000	0.32276	0.00000	0.28094
105	0.00000	0.42085	0.00000	0.38268
110	0.00000	0.49425	0.00000	0.47310
115	0.00000	0.50000	0.00000	0.50000
>=120	0.00000	1.00000	0.00000	1.00000

CalPERS				
Age	Male		Female	
	Active	Retired	Active	Retired
25	0.00029	0.00029	0.00011	0.00011
30	0.00038	0.00038	0.00015	0.00015
35	0.00049	0.00049	0.00027	0.00027
40	0.00064	0.00064	0.00037	0.00037
45	0.00080	0.00080	0.00054	0.00054
50	0.00116	0.00372	0.00079	0.00346
55	0.00172	0.00437	0.00120	0.00410
60	0.00255	0.00671	0.00166	0.00476
65	0.00363	0.00928	0.00233	0.00637
70	0.00623	0.01339	0.00388	0.00926
75	0.01057	0.02316	0.00623	0.01635
80	0.01659	0.03977	0.00939	0.03007
85	0.00000	0.07122	0.00000	0.05418
90	0.00000	0.13044	0.00000	0.10089
95	0.00000	0.21658	0.00000	0.17698
100	0.00000	0.32222	0.00000	0.28151
105	0.00000	0.46691	0.00000	0.43491
>=110	0.00000	1.00000	0.00000	1.00000

Rationale: This assumption is based on the expectation that future experience under the plan will be materially consistent with the assumptions utilized in the CalSTRS and CalPERS valuations. CalSTRS mortality rates are from the 2020 experience study and the CalPERS mortality rates are from the 2017 experience study.

ASSUMPTIONS & ACTUARIAL METHODS (CONTINUED)

K. RETIREMENT RATES

Select retirements per 100 employees are listed below.

CalSTRS – pre 1/1/2013 Date of Hire														
Age	Male Years of Service							Female Years of Service						
	5	10	15	20	25	30	>=31	5	10	15	20	25	30	>=31
50	0.0	0.0	0.0	0.0	0.0	6.0	4.5	0.0	0.0	0.0	0.0	0.0	6.0	4.5
55	2.0	2.5	3.0	4.0	6.0	7.5	5.5	2.0	3.0	3.5	4.5	6.0	8.5	6.5
60	4.0	5.0	6.5	8.0	11.5	28.0	20.5	4.0	5.5	7.5	9.5	15.5	30.5	23.0
65	11.0	13.0	17.0	21.0	32.0	32.5	32.5	10.0	14.5	19.0	24.5	39.0	38.0	38.0
70	10.0	11.0	14.5	18.0	27.5	25.0	25.0	9.0	13.0	17.0	21.5	36.0	30.0	30.0
75	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

CalSTRS – post 1/1/2013 Date of Hire												
Age	Male Years of Service						Female Years of Service					
	5	10	15	20	25	>=30	5	10	15	20	25	>=30
50	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
55	1.5	2.0	2.5	3.0	4.0	5.0	1.5	2.5	2.5	3.5	4.0	5.0
60	3.0	4.0	5.0	6.0	7.5	9.0	3.0	4.0	5.5	7.0	10.0	12.0
65	11.0	13.0	17.0	21.0	28.0	28.0	10.0	14.5	19.0	24.5	32.5	32.5
70	10.0	11.0	14.5	18.0	24.0	24.0	9.0	13.0	17.0	21.5	30.0	30.0
75	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

CalPERS							
Age	Years of Service						
	5	10	15	20	25	30	35
50	0.4	0.7	1.1	1.2	1.3	1.5	1.8
55	2.1	4.2	5.8	6.9	7.7	8.6	10.1
60	3.3	6.6	9.2	10.9	12.1	13.5	15.8
65	8.0	15.8	22.1	26.1	29.1	32.6	38.3
70	7.1	14.0	19.6	23.1	25.8	28.9	33.8
75	6.7	13.2	18.4	21.8	24.3	27.2	32.0
80	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Rationale: This assumption is based on the expectation that future experience under the plan will be materially consistent with the assumptions utilized in the CalSTRS and CalPERS valuations. CalSTRS retirement rates are from the 2020 experience study and the CalPERS retirement rates are from the 2017 experience study.

ASSUMPTIONS & ACTUARIAL METHODS (CONTINUED)

L. TERMINATION RATES

Select terminations per 100 employees are listed below:

CalSTRS		
Years of Service	Male	Female
0	12.25	11.25
1	8.50	7.00
2	6.75	5.50
3	5.40	4.25
4	3.75	3.25
5	3.10	2.70
10	1.65	1.50
15	1.05	1.05
20	0.75	0.75
25	0.50	0.50
30	0.45	0.40

CalPERS			
Years of Service	Entry Ages		
	20	30	40
5	8.1	6.3	4.1
10	2.0	1.6	0.9
15	1.1	0.8	0.3
20	0.6	0.4	0.2
25	0.3	0.2	0.1
30	0.1	0.1	0.1

Rationale: This assumption is based on the expectation that future experience under the plan will be materially consistent with the assumptions utilized in the CalSTRS and CalPERS valuations. CalSTRS termination rates are from the 2020 experience study and the CalPERS termination rates are from the 2017 experience study.

ASSUMPTIONS & ACTUARIAL METHODS (CONTINUED)

CHANGES IN ASSUMPTIONS SINCE THE PRIOR VALUATION

- The discount rate as of the end of the fiscal year changed from 7.01% to 2.66% based on the application of paragraphs 38 and 39 of GASB 75 and the current economic environment.
- The healthcare cost trend was updated to a graded scale beginning with 7.00% in the 2020/2021 fiscal year grading down to an ultimate rate of 4.50%.
- Dental cost trend was updated to 4.50%.
- Morbidity rates were updated based on the June 2013 Society of Actuaries Study entitled “Health Care Costs – From Birth to Death”
- Mortality, termination, and retirement assumptions for certificated participants were updated to reflect the CalSTRS 2020 experience study.

PLAN PROVISIONS

The following summary of plan provisions represents our understanding of the Riverside Community College District (*District*) substantive plan, which is a single-employer defined benefit OPEB plan.

Employees who retire from the District are eligible for post-employment medical and dental benefits pursuant to the provisions below.

ELIGIBILITY

- At least age 50 or 55, depending on service
- Coverage ceases at age 65
- Retire from active service
- Full time employee at retirement

DEPENDENT ELIGIBILITY

Yes

SURVIVOR ELIGIBILITY

No

BENEFITS

All Employees

- Retirees age 55 but less than age 65, with at least 10 years of service will received District paid health benefits up to age 65.
- Retirees that meet one of the following criteria are allowed to purchase district offered medical coverage with no subsidy from the District:
 - age 55 or older with less than 10 years of service,
 - age 50 or older with at least 10 years of service, or
 - upon reaching age 65.
- Spouses and/or eligible dependents of a deceased employee or deceased retiree may purchase District offered medical coverage with no subsidy from the District.
- Benefits cease at age 65.
- Post age 65 retirees may purchase medical benefits at their expense as a supplement to Medicare A and B.

Special Arrangements

- Charles Kane, John Matulich, and Gordon Woolley receive medical, dental, and life insurance benefits for life per the June 18, 1991 contract agreements. All of these participants are now deceased. Medical and dental coverage continues for their surviving spouses: Marilyn Kane, Carol Matulich, and Sue Woolley.

CHANGES IN PLAN PROVISIONS SINCE THE PRIOR VALUATION

- None.

GLOSSARY OF TERMS

Actuarial Valuation Date

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

Deferred Inflow of Resources

An acquisition of net assets by a government employer that is applicable to a future reporting period. In the context of GASB 75, these are experience gains on the Total OPEB Liability, assumption changes reducing the Total OPEB Liability, or investment gains that are recognized in future reporting periods.

Deferred Outflow of Resources

A consumption of net assets by a government employer that is applicable to a future reporting period. In the context of GASB 75, these are experience losses on the Total OPEB Liability, assumption changes increasing the Total OPEB Liability, or investment losses that are recognized in future reporting periods.

Entry Age Actuarial Cost Method

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

Implicit Rate Subsidy

It is a common practice for employers to permit retired employees (and their spouses or dependents) to continue in the employer's group health insurance plan (which also covers active employees) by paying the group premium charged to active employees. This practice creates an OPEB liability based on the theory that retirees have higher utilization of health care benefits than active employees. Unless the premium rate for retirees is set to fully recover their health costs, the premium for active employees is implicitly overstated to subsidize utilization by retirees. Similarly, unless the premium rate for retirees is set to fully recover their health costs, the premium for retirees is understated. This difference creates an implicit rate subsidy.

Measurement Date

The date as of which the Total OPEB Liability and Plan Fiduciary Net Position are measured. The Total OPEB Liability may be projected from the Actuarial Valuation Date to the Measurement Date. The Measurement Date must be the same as the Reporting Date for the plan.

GLOSSARY OF TERMS (CONTINUED)

Net OPEB Liability

The liability of employers and non-employer contributing entities for benefits provided through a defined benefit OPEB plan. It is calculated as the Total OPEB Liability less the Plan Fiduciary Net Position.

Plan Fiduciary Net Position

The fair or market value of assets.

Reporting Date

The last day of the OPEB plan or employer's fiscal year.

Service Cost

The portion of the actuarial present value of projected benefit payments that is attributed to the current period of employee service in conformity with the requirements of GASB 75. The Service Cost is the normal cost calculated under the entry age actuarial cost method.

Total OPEB Liability

The portion of the actuarial present value of projected benefit payments that is attributed to past periods of employee service in conformity with the requirements of GASB 75. The Total OPEB Liability is the actuarial liability calculated under the entry age actuarial cost method.



© Grant Thornton LLP
All rights reserved
U.S. member firm of Grant Thornton International Ltd

This report is confidential. Unauthorized use of this report in whole or in part is strictly prohibited.