



**CITY OF WEST ALLIS
RETIREE MEDICAL PLAN**

**GASB 74 and 75 DISCLOSURE
Fiscal Years: 2018 and 2019**

Prepared by

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Certification

Actuarial computations presented in this report under Statements No. 74 and 75 of the Governmental Accounting Standards Board are for purposes of assisting the City in fulfilling its financial accounting requirements. No attempt is being made to offer any accounting opinion or advice. This report is for fiscal years January 1, 2018 to December 31, 2018 and January 1, 2019 to December 31, 2019. The reporting dates are December 31, 2018 and December 31, 2019, respectively. The calculations enclosed in this report have been made on a basis consistent with our understanding of the plan provisions. Determinations for purposes other than meeting financial reporting requirements may be significantly different than the results contained in this report. Accordingly, additional determinations may be needed for other purposes, such as judging benefit security or meeting employer funding requirements.

In preparing this report, we relied, without audit, on information as of January 1, 2018 and December 31, 2018 furnished by the City. This information includes, but is not limited to, statutory provisions, member census data, and financial information. The membership as of January 1, 2018 includes 450 active participants and 748 retirees and current spouses.

We performed a limited review of the census and financial information used directly in our analysis and have found them to be reasonably consistent and comparable with information used for other purposes. The valuation results depend on the integrity of this information. If any of this information is inaccurate or incomplete our results may be different and our calculations may need to be revised.

We hereby certify that, to the best of our knowledge, this report, including all costs and liabilities based on actuarial assumptions and methods, is complete and accurate and determined in conformance with generally recognized and accepted actuarial principles and practices, which are consistent with the Actuarial Standards of Practice promulgated by the Actuarial Standards Board and the applicable Code of Professional Conduct, amplifying Opinions and supporting Recommendations of the American Academy of Actuaries.

This valuation report is only an estimate of the plan's financial condition as of a single date. It can neither predict the plan's future condition nor guarantee future financial soundness. Actuarial valuations do not affect the ultimate cost of plan benefits, only the timing of plan contributions. While the valuation is based on an array of individually reasonable assumptions, other assumption sets may also be reasonable and valuation results based on those assumptions would be different. No one set of assumptions is uniquely correct. Determining results using alternative assumptions is outside the scope of our engagement.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to factors such as, but not limited to, 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 (such as the end of an amortization period or additional cost or contribution requirements based on the plan's funded status); and changes in plan provisions or applicable law. Due to the limited scope of the actuarial assignment, we did not perform an analysis of the potential range of such future measurements.

Certification

Milliman's work is prepared solely for the internal use and benefit of City of West Allis. To the extent that Milliman's work is not subject to disclosure under applicable public records laws, Milliman's work may not be provided to third parties without Milliman's prior written consent. Milliman does not intend to benefit or create a legal duty to any third party recipient of its work product. Milliman's consent to release its work product to any third party may be conditioned on the third party signing a Release, subject to the following exceptions: (a) the Plan Sponsor may provide a copy of Milliman's work, in its entirety, to the Plan Sponsor's professional service advisors who are subject to a duty of confidentiality and who agree to not use Milliman's work for any purpose other than to benefit the Fund; and (b) the Plan Sponsor may provide a copy of Milliman's work, in its entirety, to other governmental entities, as required by law.

This report and its use are subject to the terms of our Consulting Services Agreement with the City dated April 16, 2019.

No third party recipient of Milliman's work product should rely upon Milliman's work product. Such recipients should engage qualified professionals for advice appropriate to their specific needs.

The consultants who worked on this assignment are actuaries. Milliman's advice is not intended to be a substitute for qualified legal or accounting counsel.

The signing actuaries are independent of the plan sponsor. We are not aware of any relationship that would impair the objectivity of our work.

We, John M. Chmielewski and Steven G. Hanson, are actuaries for Milliman, Inc. We are members of the American Academy of Actuaries and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein. This report uses the expertise of Milliman healthcare and retirement actuaries. Steven G. Hanson is responsible for the work related to the current expected healthcare benefit costs and trend rates. John M. Chmielewski is responsible for projecting the current costs into future years using the valuation assumptions and methodology and then calculating the accounting costs and liabilities reported herein.



John M. Chmielewski, FSA, EA, MAAA
Principal and Consulting Actuary



Steven G. Hanson, ASA, MAAA
Consulting Actuary

Overview of GASB 74 and GASB 75

The Governmental Accounting Standards Board (GASB) released new accounting standards for public postemployment benefit plans other than pension (OPEB) and participating employers in 2015. These standards, GASB Statements No. 74 and 75, have substantially revised the accounting requirements previously mandated under GASB Statements No. 43 and 45. The most notable change is that the Annual Required Contribution (ARC) has been eliminated and the Net OPEB Liability will be an item on the employer's financial statement rather than a footnote entry.

GASB 74 applies to financial reporting for public OPEB plans and is required to be implemented for plan fiscal years beginning after June 15, 2016. Note that a plan's fiscal year might not be the same as the employer's fiscal year. Even if the plan does not issue standalone financial statements, but rather is considered a trust fund of a government, it is subject to GASB 74. Under GASB 74, enhancements to the financial statement disclosures are required, along with certain required supplementary information.

GASB 75 governs the specifics of accounting for public OPEB plan obligations for participating employers and is required to be implemented for employer fiscal years beginning after June 15, 2017. GASB 75 requires a liability for OPEB obligations, known as the Net OPEB Liability (Total OPEB Liability for unfunded plans), to be recognized on the balance sheets of participating employers. Changes in the Net OPEB Liability (Total OPEB Liability for unfunded plans) will be immediately recognized as OPEB Expense on the income statement or reported as deferred inflows/outflows of resources depending on the nature of the change.

Executive Summary

Relationship Between Valuation Date, Measurement Date, and Reporting Date

The Valuation Date is January 1, 2018. This is the date as of which the actuarial valuation is performed. The Measurement Dates are December 31, 2017 and December 31, 2018. The Measurement Date is the date as of which the total OPEB liability is determined. The Reporting Dates are December 31, 2018 and December 31, 2019. The Reporting Date is the plan's and/or employer's fiscal year ending date.

Significant Changes

There have been no significant changes between the valuation date and fiscal year end.

Total OPEB Liability

| Total OPEB Liability | December 31, 2018 | December 31, 2019 |
|--|-------------------|-------------------|
| Total OPEB liability | \$118,712,722 | \$110,575,111 |
| Covered payroll | N/A | N/A |
| Total OPEB liability as a % of covered payroll | N/A | N/A |

The total OPEB liability was determined by an actuarial valuation as of the valuation date, calculated based on the discount rate and actuarial assumptions below, and was then projected forward to the measurement date. Any significant changes during this period have been reflected as prescribed by GASB 74 and 75.

Discount Rate

| | | |
|---|-------|-------|
| Discount rate | 3.44% | 4.10% |
| 20 Year Tax-Exempt Municipal Bond Yield | 3.44% | 4.10% |

The discount rate was based on the 20-year Bond Buyer GO Index.

Other Key Actuarial Assumptions

The actuarial assumptions that determined the total OPEB liability as of December 31, 2018 and December 31, 2019 were based on the results of an actuarial experience study for the period 2015-2017 for the Wisconsin Retirement System (WRS).

| | | |
|--------------------------------------|--|--|
| Valuation date | January 1, 2018 | January 1, 2018 |
| Measurement date | December 31, 2017 | December 31, 2018 |
| Salary increases including inflation | WRS; see "Actuarial Assumptions" for details | WRS; see "Actuarial Assumptions" for details |
| Mortality | WRS; see "Actuarial Assumptions" for details | WRS; see "Actuarial Assumptions" for details |
| Actuarial cost method | Entry Age Normal | Entry Age Normal |

Changes in Total OPEB Liability

| Changes in Total OPEB Liability | Increase (Decrease) Total OPEB Liability | |
|--|--|---------------|
| | 2018 | 2019 |
| Beginning of Year Balances | 146,933,656 | \$118,712,722 |
| Changes for the year: | | |
| Service cost | 4,149,233 | 3,469,459 |
| Interest on total OPEB liability | 6,703,395 | 4,109,577 |
| Effect of plan changes | 0 | 0 |
| Effect of economic/demographic gains or losses | 0 | 0 |
| Effect of assumptions changes or inputs | (33,241,932) | (10,234,847) |
| Benefit payments | (5,831,630) | (5,481,800) |
| End of Year Balances | 118,712,722 | 110,575,111 |

Sensitivity Analysis

The following presents the total OPEB liability of the City, calculated using a discount rate that is 1 percentage point lower or 1 percentage point higher than the current rate.

| | 2018 | | |
|----------------------|--------------------|----------------------|--------------------|
| | 1% Decrease | Discount Rate | 1% Increase |
| | 2.44% | 3.44% | 4.44% |
| Total OPEB liability | \$137,047,261 | \$118,712,722 | \$104,010,775 |

| | 2019 | | |
|----------------------|--------------------|----------------------|--------------------|
| | 1% Decrease | Discount Rate | 1% Increase |
| | 3.10% | 4.10% | 5.10% |
| Total OPEB liability | \$126,686,588 | \$110,575,111 | \$97,536,318 |

The following presents the total OPEB liability of the City, calculated using the current healthcare cost trend rates as well as what the City's total OPEB liability would be if it were calculated using trend rates that are 1 percentage point lower or 1 percentage point higher than the current trend rates.

| | 2018 | | |
|----------------------|--------------------|-------------------|--------------------|
| | 1% Decrease | Current | 1% Increase |
| | | Trend Rate | |
| Total OPEB liability | \$104,611,977 | \$118,712,722 | \$136,849,060 |

| | 2019 | | |
|----------------------|--------------------|-------------------|--------------------|
| | 1% Decrease | Current | 1% Increase |
| | | Trend Rate | |
| Total OPEB liability | \$97,487,557 | \$110,575,111 | \$127,292,047 |

Schedule of Changes in Total OPEB Liability and Related Ratios
(in 1,000s)

| | Fiscal Year Ending December 31 | | | | | | | | | |
|--|--------------------------------|----------|----------|----------|------|------|------|------|------|------|
| | 2019 | 2018 | 2017 | 2016 | 2015 | 2014 | 2013 | 2012 | 2011 | 2010 |
| Total OPEB Liability* | | | | | | | | | | |
| Service cost | \$3,469 | \$4,149 | \$4,258 | \$4,764 | N/A | N/A | N/A | N/A | N/A | N/A |
| Interest on total OPEB liability | 4,110 | 6,703 | 6,456 | 7,535 | N/A | N/A | N/A | N/A | N/A | N/A |
| Changes of benefit terms | 0 | 0 | 0 | 0 | N/A | N/A | N/A | N/A | N/A | N/A |
| Effect of economic/demographic gains or (losses) | 0 | 0 | 521 | (30,833) | N/A | N/A | N/A | N/A | N/A | N/A |
| Effect of assumption changes or inputs | (10,235) | (33,242) | 0 | 0 | N/A | N/A | N/A | N/A | N/A | N/A |
| Benefit payments | (5,482) | (5,832) | (5,245) | (4,936) | N/A | N/A | N/A | N/A | N/A | N/A |
| Net change in total OPEB liability | (8,138) | (28,221) | 5,991 | (23,470) | N/A | N/A | N/A | N/A | N/A | N/A |
| Total OPEB liability, beginning | 118,713 | 146,934 | 140,943 | 164,413 | N/A | N/A | N/A | N/A | N/A | N/A |
| Total OPEB liability, ending (a) | 110,575 | 118,713 | 146,934 | 140,943 | N/A | N/A | N/A | N/A | N/A | N/A |
| Covered payroll | N/A | N/A | \$38,838 | \$38,838 | N/A | N/A | N/A | N/A | N/A | N/A |
| Total OPEB liability as a % of covered payroll | N/A | N/A | 378% | 363% | N/A | N/A | N/A | N/A | N/A | N/A |

This schedule is presented to illustrate the requirement to show information for 10 years. However, recalculations of prior years are not required, and if prior years are not reported in accordance with the current GASB standards, they should not be reported.

* Due to rounding, values may not add correctly.

OPEB Expense

| OPEB Expense | January 1, 2018 to December 31, 2018 | January 1, 2019 to December 31, 2019 |
|---|---|---|
| Service cost | \$4,149,233 | \$3,469,459 |
| Interest on total OPEB liability | 6,703,395 | 4,109,577 |
| Effect of plan changes | 0 | 0 |
| Recognition of Deferred Inflows/Outflows of Resources | | |
| Recognition of economic/demographic gains or losses | 34,575 | 34,575 |
| Recognition of assumption changes or inputs | <u>(8,525,921)</u> | <u>(10,521,018)</u> |
| OPEB Expense | 2,361,282 | (2,907,407) |

As of December 31, 2018, the deferred inflows and outflows of resources are as follows:

| Deferred Inflows / Outflows of Resources | Deferred Inflows of Resources | Deferred Outflows of Resources |
|--|----------------------------------|-----------------------------------|
| Differences between expected and actual experience | \$0 | \$486,472 |
| Changes of assumptions | (53,503,406) | \$0 |
| Contributions made subsequent to measurement date | <u>\$0</u> | <u>*</u> |
| Total | (53,503,406) | 486,472 |

As of December 31, 2019, the deferred inflows and outflows of resources are as follows:

| Deferred Inflows / Outflows of Resources | Deferred Inflows of Resources | Deferred Outflows of Resources |
|--|----------------------------------|-----------------------------------|
| Differences between expected and actual experience | \$0 | \$451,897 |
| Changes of assumptions | (\$53,217,235) | \$0 |
| Contributions made subsequent to measurement date | <u>\$0</u> | <u>*</u> |
| Total | (\$53,217,235) | \$451,897 |

* Any employer contributions subsequent to the measurement date should be reported under deferred outflows of resources and recognized as a reduction of the net OPEB liability. Cannot be determined until after end of fiscal year. If total claims paid less retiree contributions are unknown, benefit payments from Page 6 can be used.

Amounts currently reported as deferred outflows of resources and deferred inflows of resources related to other postemployment benefits will be recognized in OPEB expense as follows:

| Year ending December 31: | 2018 | Year ending December 31: | 2019 |
|--------------------------|---------------|--------------------------|----------------|
| 2019 | (\$8,491,346) | 2020 | (\$10,486,443) |
| 2020 | (\$8,491,346) | 2021 | (10,486,443) |
| 2021 | (\$8,491,346) | 2022 | (10,486,443) |
| 2022 | (\$8,491,346) | 2023 | (4,848,921) |
| 2023 | (2,853,824) | 2024 | (2,270,799) |
| Thereafter* | (16,197,726) | Thereafter* | (14,186,289) |

* Note that additional future deferred inflows and outflows of resources may impact these numbers.

**Schedule of Deferred Inflows and Outflows of Resources
For Fiscal Year Ending December 31, 2018**

| | Original Amount | Date Established | Original Recognition in Period* | Amount Recognized in 12/31/2018 Expense | Balance of Deferred Inflows 12/31/2018 | Balance of Deferred Outflows 12/31/2018 |
|--|---------------------|---------------------|---------------------------------------|--|---|--|
| Economic/demographic (gains) or losses | \$0 | 12/31/2018 | 5.13 | \$0 | \$0 | \$0 |
| | 521,047 | 12/31/2017 | 15.07 | 34,575 | 0 | 486,472 |
| | <u>0</u> | <u>12/31/2016</u> | <u>0.00</u> | <u>0</u> | <u>0</u> | <u>0</u> |
| | | Total | | 34,575 | 0 | 486,472 |
| Assumption changes or inputs | (33,241,932) | 12/31/2018 | 5.13 | (6,479,909) | (26,762,023) | 0 |
| | 0 | 12/31/2017 | 0.00 | 0 | 0 | 0 |
| | <u>(30,833,407)</u> | <u>12/31/2016</u> | <u>15.07</u> | <u>(2,046,012)</u> | <u>(26,741,383)</u> | <u>0</u> |
| | | Total | | (8,525,921) | (53,503,406) | 0 |
| Total for economic/demographic gains or losses and assumption changes or inputs | | | | | (53,503,406) | 486,472 |
| Total net deferrals | | | | | | (53,016,934) |

* Economic/demographic (gains)/losses and assumption changes or inputs are recognized over the average remaining service life for all active and inactive members.

**Schedule of Deferred Inflows and Outflows of Resources
For Fiscal Year Ending December 31, 2019**

| | Original Amount | Date Established | Original Recognition in Period* | Amount Recognized in 12/31/2019 Expense | Amount Recognized in Pension Expense through 12/31/2019 | Balance of Deferred Inflows 12/31/2019 | Balance of Deferred Outflows 12/31/2019 |
|--|-----------------|------------------|---------------------------------|---|---|--|---|
| Economic/demographic (gains) or losses | \$0 | 12/31/2019 | 5.13 | \$0 | \$0 | \$0 | \$0 |
| | 0 | 12/31/2018 | 5.13 | 0 | 0 | 0 | 0 |
| | 521,047 | 12/31/2017 | 15.07 | 34,575 | 69,150 | 0 | 451,897 |
| | 0 | 12/31/2016 | 0.00 | 0 | 0 | 0 | 0 |
| | | Total | | 34,575 | 69,150 | 0 | 451,897 |
| Assumption changes or inputs | (10,234,847) | 12/31/2019 | 5.13 | (1,995,097) | (1,995,097) | (8,239,750) | 0 |
| | (33,241,932) | 12/31/2018 | 5.13 | (6,479,909) | (12,959,818) | (20,282,114) | 0 |
| | 0 | 12/31/2017 | 0.00 | 0 | 0 | 0 | 0 |
| | (30,833,407) | 12/31/2016 | 15.07 | <u>(2,046,012)</u> | <u>(6,138,036)</u> | <u>(24,695,371)</u> | <u>0</u> |
| | | Total | | (10,521,018) | (21,092,951) | (53,217,235) | 0 |
| Total for economic/demographic gains or losses and assumption changes or inputs | | | | | | (53,217,235) | 451,897 |
| Total net deferrals | | | | | | | (52,765,338) |

* Economic/demographic (gains)/losses and assumption changes or inputs are recognized over the average remaining service life for all active and inactive members.

OPEB Liability and Expense Summary

| | Total OPEB Liability | Deferred Inflows | Deferred Outflows | Net Deferrals | Total OPEB Liability plus Net Deferrals | Annual Expense |
|---|----------------------------|---------------------|----------------------|------------------|---|-------------------|
| Balances as of December 31, 2017 | (\$146,933,656) | (\$28,787,395) | \$521,047 | (\$28,266,348) | (\$175,200,004) | |
| Service cost | (4,149,233) | | | | | 4,149,233 |
| Interest on total OPEB liability | (6,703,395) | | | | | 6,703,395 |
| Effect of plan changes | 0 | | | | | 0 |
| Effect of liability gains or losses | 0 | | | 0 | | |
| Effect of assumption changes or inputs | 33,241,932 | (33,241,932) | | (33,241,932) | | |
| Benefit payments | 5,831,630 | | | | 5,831,630 | |
| Recognition of liability gains or losses | | | (34,575) | (34,575) | | 34,575 |
| Recognition of assumption changes or inputs | | 8,525,921 | | 8,525,921 | | (8,525,921) |
| Annual expense | ----- | | | | (2,361,282) | 2,361,282 |
| Balances as of December 31, 2018 | (118,712,722) | (53,503,406) | 486,472 | (53,016,934) | (171,729,656) | |
| Balances as of December 31, 2018 | (\$118,712,722) | (\$53,503,406) | \$486,472 | (\$53,016,934) | (\$171,729,656) | |
| Service cost | (3,469,459) | | | | | 3,469,459 |
| Interest on total OPEB liability | (4,109,577) | | | | | 4,109,577 |
| Effect of plan changes | 0 | | | | | 0 |
| Effect of liability gains or losses | 0 | | | 0 | | |
| Effect of assumption changes or inputs | 10,234,847 | (10,234,847) | | (10,234,847) | | |
| Benefit payments | 5,481,800 | | | | 5,481,800 | |
| Recognition of liability gains or losses | | | (34,575) | (34,575) | | 34,575 |
| Recognition of assumption changes or inputs | | 10,521,018 | | 10,521,018 | | (10,521,018) |
| Annual expense | ----- | | | | 2,907,407 | (2,907,407) |
| Balances as of December 31, 2019 | (110,575,111) | (53,217,235) | 451,897 | (52,765,338) | (163,340,449) | |

Glossary

| | |
|---|--|
| Deferred Inflows/Outflows of Resources | Portion of changes in net OPEB liability that is not immediately recognized in OPEB Expense. These changes include differences between expected and actual experience, changes in assumptions, and differences between expected and actual earnings on plan investments. |
| Discount Rate | Single rate of return that, when applied to all projected benefit payments, results in an actuarial present value of projected benefit payments equal to the sum of: <ol style="list-style-type: none">1) The actuarial present value of benefit payments projected to be made in future periods where the plan assets are projected to be sufficient to meet benefit payments, calculated using the Long-Term Expected Rate of Return.2) The actuarial present value of projected benefit payments not included in (1), calculated using the Municipal Bond Rate. |
| Municipal Bond Rate | Yield or index rate for 20-year, tax-exempt general obligation municipal bonds with an average rating of AA/Aa or higher. |
| Projected Benefit Payments | All benefits estimated to be payable through the OPEB plan to current active and inactive employees as a result of their past service and expected future service. |
| Service Cost | The portion of the actuarial present value of projected benefit payments that is attributed to a valuation year. |
| Total OPEB Liability | The portion of actuarial present value of projected benefit payments that is attributable to past periods of member service using the Entry Age Normal cost method based on the requirements of GASB 74 and 75. |

Summary of Actuarial Assumptions

The following actuarial assumptions were used in the development of the City of West Allis' retiree health cost projections. Where consistent with the terms of the plan, actuarial assumptions have utilized the assumptions for the Wisconsin Retirement System (WRS) as provided in the December 31, 2018 Actuarial Valuation reports. These assumptions were adopted by the Employee Trust Funds Board in connection with a study of experience during 2015-2017. In our opinion, these assumptions are reasonable for the intended purposes of the report.

Interest Discount Rate

| Measurement Date | Rate |
|-------------------|-------|
| December 31, 2017 | 3.44% |
| December 31, 2018 | 4.10% |

Mortality

Pre-Retirement: This assumption applies to death while in service. Rates are based on the Wisconsin 2018 Mortality table (multiplied by 50% for males and females) as the base table and project future improvements with 2018 generational improvement scale (multiplied by 60%), as adopted by the Board in connection with the 2015-2017 Experience Study performed by the actuary for the Wisconsin Retirement System.

Post-Retirement: This assumption applies to death of participants after retirement. Rates are based on the Wisconsin 2018 Mortality Table as the base table and project future improvements with 2018 generational improvement scale (multiplied by 60%), as adopted by the Board in connection with the 2015-2017 Experience Study performed by the actuary for the Wisconsin Retirement System.

Post-Disability: This assumption applies to death after disablement. Rates are based on the 2015-2017 Experience Study performed by the actuary for the Wisconsin Retirement System as the base table and project future improvements with 2018 generational improvement scale (multiplied by 60%), as adopted by the Board in connection with the 2015-2017 Experience Study performed by the actuary for the Wisconsin Retirement System.

* Sample rates shown in Appendix A.

Employee Turnover/Withdrawal

Ten-year select and ultimate rates of WRS for Protective with Social Security for Police and Fire Department employees and General Employee for all other employees. Separate rates for males and females. Ultimate rates after the tenth year are shown in the rate table in Appendix A. Select rates are as follows:

| Year | General Employee Male Rate | General Employee Female Rate | Protective with Social Security |
|------|----------------------------|------------------------------|---------------------------------|
| 1 | 17.0% | 20.0% | 16.0% |
| 2 | 12.3% | 15.0% | 9.5% |
| 3 | 9.3% | 11.5% | 6.0% |
| 4 | 7.6% | 10.0% | 5.0% |
| 5 | 7.5% | 9.5% | 4.5% |
| 6 | 5.8% | 7.8% | 4.0% |
| 7 | 4.8% | 7.0% | 3.8% |
| 8 | 4.7% | 6.0% | 3.5% |
| 9 | 4.1% | 5.7% | 3.0% |
| 10 | 4.0% | 5.3% | 2.5% |

Disablement: WRS disability rates for Protective with Social Security for Police and Fire Department employees and General Employee for all other employees. Separate rates for General Employees for males and females. Rates shown in the rate table at the end of Appendix A.

Retirement: WRS retirement rates for Protective with Social Security for Police and Fire Department employees and General Employee for all other employees. Separate rates for General Employees for male and females. Rates shown in the rate table at the end of Appendix A.

Percentage of Retirees Participating In Retiree Medical Coverage

Future retirees: 100% of current employees with medical coverage are expected to participate in the City of West Allis' retiree health insurance plan.

Current retirees: Actual retiree participation.

Percentage of Retirees Electing Family Coverage

Future retirees: 75% of future retirees that take coverage are assumed to elect family coverage.

Current retirees: Actual family coverage election.

Age Difference of Active Employees and Spouses

Spouses same age as participants.

Annual Medical Trend Rate Assumptions

Medical inflation was based on the "Getzen" model published by the Society of Actuaries for purposes of evaluating long term medical trend. Under the Patient Protection and Affordable Care Act of 2010, a federal excise tax will apply for high cost health plans. A margin to reflect the impact of the excise tax in future years is reflected in the assumed trend. The following tables show the trend rates used in this valuation.

| Annual Medical Trend Rate | | |
|---------------------------|--------------|---------------|
| | Pre Medicare | Post Medicare |
| 2018 | 6.50% | 3.40% |
| 2019 | 6.50% | 8.00% |
| 2020 | 5.80% | 5.30% |
| 2021 | 5.00% | 5.00% |
| 2022 | 5.10% | 4.90% |
| 2030 | 5.50% | 4.60% |
| 2040 | 5.40% | 5.20% |
| 2050 | 5.10% | 5.50% |
| 2060 | 4.90% | 5.10% |
| 2070 | 4.30% | 4.40% |
| 2080 | 4.00% | 4.10% |
| Ultimate | 3.90% | 4.00% |

Expected 2018 Monthly Medical Costs per Retiree

We developed estimates of the 2018 monthly medical costs per retiree by age based on the City's current premium and claims experience, adjusted for demographic differences between retirees and all participants (actives and retirees combined).

| Age | Male | | Female | |
|-----|--------|---------|--------|---------|
| | Single | Family | Single | Family |
| 55 | \$ 866 | \$1,867 | \$ 968 | \$1,867 |
| 60 | 1,110 | 2,277 | 1,134 | 2,277 |
| 64 | 1,379 | 2,696 | 1,283 | 2,696 |
| 65 | 401 | 787 | 387 | 787 |
| 70 | 449 | 866 | 417 | 866 |
| 75 | 493 | 936 | 442 | 936 |

Salary Adjustment Factors

Used to project earnings for each participant between the valuation date and the participant's retirement age are shown below for sample years of service. This assumption is used to project a participant's current earnings to the earnings upon which benefits will be based.

| % Merit and Longevity Increase Next Year | | |
|--|---------------------------------|---------|
| Service | Protective with Social Security | General |
| 1 | 4.8% | 3.5% |
| 2 | 4.8 | 3.5 |
| 3 | 4.1 | 3.1 |
| 4 | 3.5 | 2.8 |
| 5 | 2.8 | 2.5 |
| 10 | 1.1 | 1.5 |
| 15 | 0.8 | 1.1 |
| 20 | 0.7 | 0.9 |
| 25 | 0.6 | 0.6 |
| 30 | 0.5 | 0.4 |

In addition to the merit and longevity increase, each person is assumed to get an economic increase of 3.0% each year.

Changes in Assumptions Since Prior Valuation

The demographic assumptions have been updated based upon the most recent WRS experience study. The discount rate selected is in accordance with GASB 74/75. The expected claims and medical trend rates were changed to reflect anticipated experience under the most recent Getzen model application. The overall impact of the new assumptions is a decrease in the benefit obligations.

Rationale for Significant Assumptions

With any valuation of future benefits, assumptions of anticipated future events are required. If actual events differ from the assumptions made, the actual cost of the plan will vary as well. The following assumptions should be reviewed for appropriateness.

Discount Rate: The discount rate is based upon the Bond Buyer General Obligation 20-Year Municipal Bond Index at the measurement date.

Demographic Assumptions: The City of West Allis participates in the Wisconsin Retirement System. The actuary for the system updates assumptions triennially based upon plan experience.

Participant Rate and Spouse Election: We have based the rate on recent experience in the plan.

Medical Trend: We are using medical inflation assumptions based on the “Long Term Healthcare Costs Trend Resource Model” created for the Society of Actuaries by Professor Thomas E. Getzen of Temple University. This model reflects the most current academic research regarding future healthcare cost trends.

Expected Medical Costs: Relative cost factors were developed from the Milliman Health Cost Guidelines. Based on the carrier premium rates and relative age cost factors assumptions, we developed age adjusted “per member per month” (PMPM) costs for 2018.

Summary of Participant Data

Monthly 2018 Retiree Premiums

The current retiree premium rates paid by retirees are shown in the following table.

| Monthly 2018 Health Insurance Premiums | | |
|--|----------|----------------|
| | Single | Subscriber + 1 |
| Pre-65 | \$730.50 | \$1,464.70 |
| Post-65 | 479.76 | 968.58 |

Participant Data

We relied on the following medical plan participant data as of December 31, 2017.

| | Participant Count | Average Age | Average Service |
|--------------------------|-------------------|-------------|-----------------|
| Active Employees* | 450 | 44.7 | 13.7 |
| Retirees* | 748 | 70.1 | |

* Includes active employees currently waiving Medical coverage.

** Includes spouses of current retirees. Excludes retirees no longer eligible for benefits as of January 1, 2018.

Summary of Plan Provisions

Eligibility and Benefits

Non-Represented, Local 80 Public Works & Clerical Union, Department Head (Includes City Attorney), Mayor, Alderman, & Municipal Judge

Eligibility in Legacy Plan:

- Hired prior to April 1, 2008, eligible under WRS with a minimum of 10 years of continuous service with the City as a benefitted employee.
- Hired on or after April 1, 2008, eligible under WRS with a minimum of 15 years of continuous service with the City as a benefitted employee.

Eligibility in Total Benefits Package:

- Any employee eligible under WRS with a minimum of 20 years of continuous service with the City as a benefitted employee that was hired after November 1, 2018 or opted into the Total Benefits Package.

Benefits in Legacy Plan:

- The City will continue its contributions towards an eligible retiree's medical premiums at the same contribution amount as was made at the time of their retirement. Thereafter, the retiree will be responsible for any and all increases in premium costs. Upon attaining Medicare age the City's contributions will be adjusted to 50% of the retiree's premium. For participants hired on or after April 1, 2008, City contributions cease upon attainment of Medicare Age.

Benefits in Total Benefits Package:

- Hired prior to April 1, 2008: The retiree is required to pay 20% of the premium for up to 10 years or Medicare eligibility, whichever comes first.
- Hired on or after April 1, 2008 and prior to November 1, 2018, the retiree is required to pay 35% of the premium for up to 10 years or Medicare eligibility, whichever comes first.
- Hired after November 1, 2018 the retiree is required to pay a minimum of 50% of the premium for up to 10 years or Medicare eligibility, whichever comes first.

Coverage/contributions will continue until the retiree stops paying his/her portion of the premiums, voluntarily cancels coverage, or City coverage period ends. Upon death of the retiree, the surviving spouse and/or eligible dependents may continue health insurance following the guidelines named above; however, if the surviving spouse remarries or is employed by another employer providing 'more comprehensive or equivalent insurance' (applicable to retirees prior to 3/1/2012), the City's health insurance obligation would permanently cease. (**Note:** If retired prior to 3/1/2012, a retiree must be enrolled in health insurance in order for his/her spouse and/or eligible dependents to be enrolled; the only exception is upon a retiree's death or enrollment in Medicaid/Title 19.)

West Allis Federation of Nurses

Eligibility in Legacy Plan:

- Hired prior to July 1, 2008, eligible under WRS with a minimum of 10 years of continuous service with the City as a benefitted employee.
- Hired on or after July 1, 2008, eligible under WRS with a minimum of 15 years of continuous service with the City as a benefitted employee.

Eligibility in Total Benefits Package:

- Any employee eligible under WRS with a minimum of 20 years of continuous service with the City as a benefitted employee that was hired after November 1, 2018 or opted into the Total Benefits Package.

Benefits in Legacy Plan:

- The City will continue its contributions towards an eligible retiree's medical premiums at the same contribution amount as was made at the time of their retirement. Thereafter, the retiree will be responsible for any and all increases in premium costs. Upon attaining Medicare age the City's contributions will be adjusted to 50% of the retiree's premium. For participants hired on or after March 1, 2012, City contributions cease upon attainment of Medicare Age.

Benefits in Total Benefits Package:

- Hired prior to March 1, 2012: The retiree is required to pay 20% of the premium for up to 10 years or Medicare eligibility, whichever comes first.
- Hired on or after March 1, 2012 and prior to November 1, 2018, the retiree is required to pay 35% of the premium for up to 10 years or Medicare eligibility, whichever comes first.
- Hired after November 1, 2018 the retiree is required to pay a minimum of 50% of the premium for up to 10 years or Medicare eligibility, whichever comes first.

Coverage/contributions will continue until the retiree stops paying his/her portion of the premiums, voluntarily cancels coverage, or City coverage period ends. Upon death of the retiree, the surviving spouse and/or eligible dependents may continue health insurance following the guidelines named above; however, if the surviving spouse remarries or is employed by another employer providing 'more comprehensive or equivalent insurance' (applicable to retirees prior to 3/1/2012), the City's health insurance obligation would permanently cease. **(Note:** If retired prior to 3/1/2012, a retiree must be enrolled in health insurance in order for his/her spouse and/or eligible dependents to be enrolled; the only exception is upon a retiree's death or enrollment in Medicaid/Title 19.)

Engineering Technicians & Aides Association

Eligibility in Legacy Plan:

- Hired prior to August 1, 2008, eligible under WRS with a minimum of 10 years of continuous service with the City as a benefitted employee.
- Hired on or after August 1, 2008, eligible under WRS with a minimum of 15 years of continuous service with the City as a benefitted employee.

Eligibility in Total Benefits Package:

- Any employee eligible under WRS with a minimum of 20 years of continuous service with the City as a benefitted employee that was hired after November 1, 2018 or opted into the Total Benefits Package.

Benefits in Legacy Plan:

- The City will continue its contributions towards an eligible retiree's medical premiums at the same contribution amount as was made at the time of their retirement. Thereafter, the retiree will be responsible for any and all increases in premium costs. Upon attaining Medicare age the City's contributions will be adjusted to 50% of the retiree's premium. For participants hired on or after March 1, 2012, City contributions cease upon attainment of Medicare Age.

Benefits in Total Benefits Package:

- Hired prior to March 1, 2012: The retiree is required to pay 20% of the premium for up to 10 years or Medicare eligibility, whichever comes first.
- Hired on or after March 1, 2012 and prior to November 1, 2018, the retiree is required to pay 35% of the premium for up to 10 years or Medicare eligibility, whichever comes first.
- Hired after November 1, 2018 the retiree is required to pay a minimum of 50% of the premium for up to 10 years or Medicare eligibility, whichever comes first.

Coverage/contributions will continue until the retiree stops paying his/her portion of the premiums,

voluntarily cancels coverage, or City coverage period ends. Upon death of the retiree, the surviving spouse and/or eligible dependents may continue health insurance following the guidelines named above; however, if the surviving spouse remarries or is employed by another employer providing 'more comprehensive or equivalent insurance' (applicable to retirees prior to 3/1/2012), the City's health insurance obligation would permanently cease. (**Note:** If retired prior to 3/1/2012, a retiree must be enrolled in health insurance in order for his/her spouse and/or eligible dependents to be enrolled; the only exception is upon a retiree's death or enrollment in Medicaid/Title 19.)

West Allis Professional Police Association

Eligibility in Legacy Plan:

- Hired prior to April 1, 2008, eligible under WRS with a minimum of 10 years of continuous service with the City as a benefitted employee.
- Hired on or after April 1, 2008, eligible under WRS with a minimum of 15 years of continuous service with the City as a benefitted employee.

Eligibility in Total Benefits Package:

- Any employee eligible under WRS with a minimum of 20 years of continuous service with the City as a benefitted employee that was hired after November 1, 2018 or opted into the Total Benefits Package.

Benefits in Legacy Plan:

- The City will continue its contributions towards an eligible retiree's medical premiums at the same contribution amount as was made at the time of their retirement. Thereafter, the retiree will be responsible for any and all increases in premium costs. Upon attaining Medicare age the City's contributions will be adjusted to 50% of the retiree's premium. For participants hired on or after March 1, 2016, City contributions cease upon attainment of Medicare Age.

Benefits in Total Benefits Package:

- Hired prior to March 1, 2016: The retiree is required to pay 20% of the premium for up to 10 years or Medicare eligibility, whichever comes first.
- Hired on or after March 1, 2016 and prior to November 1, 2018, the retiree is required to pay 35% of the premium for up to 10 years or Medicare eligibility, whichever comes first.
- Hired after November 1, 2018 the retiree is required to pay a minimum of 50% of the premium for up to 10 years or Medicare eligibility, whichever comes first.

Coverage/contributions will continue until the retiree stops paying his/her portion of the premiums, voluntarily cancels coverage, or City coverage period ends. Upon death of the retiree, the surviving spouse and/or eligible dependents may continue health insurance following the guidelines named above; however, if the surviving spouse remarries or is employed by another employer providing 'more comprehensive or equivalent insurance' (applicable to retirees prior to 3/1/2016), the City's health insurance obligation would permanently cease. (**Note:** If retired prior to 3/1/2016, a retiree must be enrolled in health insurance in order for his/her spouse and/or eligible dependents to be enrolled; the only exception is upon a retiree's death or enrollment in Medicaid/Title 19.)

West Allis Professional Fire Fighter's Association

Eligibility in Legacy Plan:

- Hired prior to February 1, 2009, eligible under WRS with a minimum of 10 years of continuous service with the City as a benefitted employee.
- Hired on or after February 1, 2009, eligible under WRS with a minimum of 15 years of continuous service with the City as a benefitted employee.

Eligibility in Total Benefits Package:

- Any employee eligible under WRS with a minimum of 20 years of continuous service with the City as a benefitted employee that was hired after November 1, 2018 or opted into the Total Benefits Package.

Benefits in Legacy Plan:

- The City will continue its contributions towards an eligible retiree's medical premiums at the same contribution amount as was made at the time of their retirement. Thereafter, the retiree will be responsible for any and all increases in premium costs. Upon attaining Medicare age the City's contributions will be adjusted to 50% of the retiree's premium. For participants hired on or after March 1, 2016, City contributions cease upon attainment of Medicare Age.

Benefits in Total Benefits Package:

- Hired prior to March 1, 2016: The retiree is required to pay 20% of the premium for up to 10 years or Medicare eligibility, whichever comes first.
- Hired on or after March 1, 2016 and prior to November 1, 2018, the retiree is required to pay 35% of the premium for up to 10 years or Medicare eligibility, whichever comes first.
- Hired after November 1, 2018 the retiree is required to pay a minimum of 50% of the premium for up to 10 years or Medicare eligibility, whichever comes first.

Coverage/contributions will continue until the retiree stops paying his/her portion of the premiums, voluntarily cancels coverage, or City coverage period ends. Upon death of the retiree, the surviving spouse and/or eligible dependents may continue health insurance following the guidelines named above; however, if the surviving spouse remarries or is employed by another employer providing 'more comprehensive or equivalent insurance' (applicable to retirees prior to 3/1/2013), the City's health insurance obligation would permanently cease. (**Note:** If retired prior to 3/1/2013, a retiree must be enrolled in health insurance in order for his/her spouse and/or eligible dependents to be enrolled; the only exception is upon a retiree's death or enrollment in Medicaid/Title 19.)

Appendix A: Rate Tables

Protective with Social Security

Separations from active status expressed as number of occurrences per 10,000:

| Age | Withdrawal | | Early/Normal Retirement | | Death | | Disability | |
|-----|------------|--------|-------------------------|--------|-------|--------|------------|--------|
| | Male | Female | Male | Female | Male | Female | Male | Female |
| 25 | N/A | N/A | 0 | 0 | 2 | 1 | 1 | 1 |
| 26 | N/A | N/A | 0 | 0 | 2 | 1 | 1 | 1 |
| 27 | N/A | N/A | 0 | 0 | 2 | 1 | 1 | 1 |
| 28 | N/A | N/A | 0 | 0 | 2 | 1 | 1 | 1 |
| 29 | N/A | N/A | 0 | 0 | 2 | 1 | 1 | 1 |
| 30 | 230 | 230 | 0 | 0 | 2 | 1 | 1 | 1 |
| 31 | 230 | 230 | 0 | 0 | 2 | 1 | 1 | 1 |
| 32 | 220 | 220 | 0 | 0 | 3 | 2 | 1 | 1 |
| 33 | 210 | 210 | 0 | 0 | 3 | 2 | 1 | 1 |
| 34 | 200 | 200 | 0 | 0 | 3 | 2 | 1 | 1 |
| 35 | 200 | 200 | 0 | 0 | 4 | 2 | 1 | 1 |
| 36 | 190 | 190 | 0 | 0 | 4 | 2 | 1 | 1 |
| 37 | 180 | 180 | 0 | 0 | 4 | 2 | 1 | 1 |
| 38 | 170 | 170 | 0 | 0 | 4 | 3 | 1 | 1 |
| 39 | 170 | 170 | 0 | 0 | 5 | 3 | 2 | 2 |
| 40 | 160 | 160 | 0 | 0 | 5 | 3 | 2 | 2 |
| 41 | 160 | 160 | 0 | 0 | 5 | 3 | 2 | 2 |
| 42 | 150 | 150 | 0 | 0 | 5 | 4 | 2 | 2 |
| 43 | 150 | 150 | 0 | 0 | 5 | 4 | 2 | 2 |
| 44 | 140 | 140 | 0 | 0 | 6 | 4 | 2 | 2 |
| 45 | 140 | 140 | 0 | 0 | 6 | 5 | 2 | 2 |
| 46 | 130 | 130 | 0 | 0 | 6 | 5 | 3 | 3 |
| 47 | 130 | 130 | 0 | 0 | 7 | 5 | 3 | 3 |
| 48 | 130 | 130 | 0 | 0 | 7 | 6 | 3 | 3 |
| 49 | 130 | 130 | 0 | 0 | 8 | 6 | 4 | 4 |
| 50 | 120 | 120 | 600 | 600 | 8 | 7 | 4 | 4 |
| 51 | 120 | 120 | 800 | 800 | 9 | 8 | 4 | 4 |
| 52 | 120 | 120 | 1,000 | 1,000 | 11 | 8 | 5 | 5 |
| 53 | 120 | 120 | 2,500 | 2,500 | 14 | 9 | 23 | 23 |
| 54 | 120 | 120 | 2,000 | 2,000 | 16 | 11 | 42 | 42 |
| 55 | 0 | 0 | 2,000 | 2,000 | 19 | 12 | 61 | 61 |
| 56 | 0 | 0 | 2,000 | 2,000 | 21 | 13 | 79 | 79 |
| 57 | 0 | 0 | 2,000 | 2,000 | 23 | 14 | 98 | 98 |
| 58 | 0 | 0 | 2,000 | 2,000 | 24 | 15 | 99 | 99 |
| 59 | 0 | 0 | 2,000 | 2,000 | 26 | 16 | 101 | 101 |

Protective with Social Security

Separations from active status expressed as number of occurrences per 10,000:

| Age | Withdrawal | | Early/Normal Retirement | | Death | | Disability | |
|-----|------------|--------|-------------------------|--------|-------|--------|------------|--------|
| | Male | Female | Male | Female | Male | Female | Male | Female |
| 60 | 0 | 0 | 2,000 | 2,000 | 27 | 17 | 102 | 102 |
| 61 | 0 | 0 | 2,000 | 2,000 | 29 | 19 | 0 | 0 |
| 62 | 0 | 0 | 3,000 | 3,000 | 30 | 20 | 0 | 0 |
| 63 | 0 | 0 | 3,000 | 3,000 | 34 | 22 | 0 | 0 |
| 64 | 0 | 0 | 3,000 | 3,000 | 37 | 24 | 0 | 0 |
| 65 | 0 | 0 | 4,000 | 4,000 | 42 | 26 | 0 | 0 |
| 66 | 0 | 0 | 4,000 | 4,000 | 46 | 29 | 0 | 0 |
| 67 | 0 | 0 | 4,000 | 4,000 | 51 | 31 | 0 | 0 |
| 68 | 0 | 0 | 4,000 | 4,000 | 56 | 35 | 0 | 0 |
| 69 | 0 | 0 | 4,000 | 4,000 | 61 | 39 | 0 | 0 |
| 70 | 0 | 0 | 10,000 | 10,000 | 68 | 44 | 0 | 0 |
| 71 | 0 | 0 | 10,000 | 10,000 | 75 | 49 | 0 | 0 |
| 72 | 0 | 0 | 10,000 | 10,000 | 82 | 56 | 0 | 0 |
| 73 | 0 | 0 | 10,000 | 10,000 | 92 | 63 | 0 | 0 |
| 74 | 0 | 0 | 10,000 | 10,000 | 102 | 71 | 0 | 0 |
| 75 | 0 | 0 | 10,000 | 10,000 | 114 | 80 | 0 | 0 |

General Employee

Separations from active status expressed as number of occurrences per 10,000:

| Age | Withdrawal | | Early Retirement | | Normal Retirement* | | Death | | Disability | |
|-----|------------|--------|------------------|--------|--------------------|--------|-------|--------|------------|--------|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| 25 | N/A | N/A | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 0 |
| 26 | N/A | N/A | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 0 |
| 27 | N/A | N/A | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 0 |
| 28 | N/A | N/A | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 1 |
| 29 | N/A | N/A | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 1 |
| 30 | 370 | 470 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 2 |
| 31 | 360 | 460 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 2 |
| 32 | 350 | 450 | 0 | 0 | 0 | 0 | 3 | 2 | 0 | 2 |
| 33 | 330 | 430 | 0 | 0 | 0 | 0 | 3 | 2 | 0 | 2 |
| 34 | 310 | 410 | 0 | 0 | 0 | 0 | 3 | 2 | 0 | 2 |
| 35 | 300 | 390 | 0 | 0 | 0 | 0 | 4 | 2 | 1 | 2 |
| 36 | 280 | 370 | 0 | 0 | 0 | 0 | 4 | 2 | 1 | 2 |
| 37 | 260 | 350 | 0 | 0 | 0 | 0 | 4 | 2 | 1 | 2 |
| 38 | 250 | 340 | 0 | 0 | 0 | 0 | 4 | 3 | 1 | 2 |
| 39 | 250 | 330 | 0 | 0 | 0 | 0 | 5 | 3 | 2 | 3 |
| 40 | 240 | 320 | 0 | 0 | 0 | 0 | 5 | 3 | 2 | 3 |
| 41 | 240 | 310 | 0 | 0 | 0 | 0 | 5 | 3 | 3 | 3 |
| 42 | 230 | 300 | 0 | 0 | 0 | 0 | 5 | 4 | 3 | 3 |
| 43 | 220 | 290 | 0 | 0 | 0 | 0 | 5 | 4 | 4 | 4 |
| 44 | 210 | 280 | 0 | 0 | 0 | 0 | 6 | 4 | 4 | 4 |
| 45 | 200 | 270 | 0 | 0 | 0 | 0 | 6 | 5 | 4 | 4 |
| 46 | 190 | 260 | 0 | 0 | 0 | 0 | 6 | 5 | 4 | 4 |
| 47 | 180 | 250 | 0 | 0 | 0 | 0 | 7 | 5 | 4 | 4 |
| 48 | 180 | 240 | 0 | 0 | 0 | 0 | 7 | 6 | 6 | 5 |
| 49 | 170 | 230 | 0 | 0 | 0 | 0 | 8 | 6 | 7 | 6 |
| 50 | 170 | 220 | 0 | 0 | 0 | 0 | 8 | 7 | 9 | 6 |
| 51 | 160 | 210 | 0 | 0 | 0 | 0 | 9 | 8 | 10 | 7 |
| 52 | 160 | 200 | 0 | 0 | 0 | 0 | 11 | 8 | 12 | 8 |
| 53 | 160 | 200 | 0 | 0 | 0 | 0 | 14 | 9 | 13 | 9 |
| 54 | 160 | 200 | 0 | 0 | 0 | 0 | 16 | 11 | 15 | 10 |
| 55 | 0 | 0 | 800 | 700 | 0 | 0 | 19 | 12 | 17 | 12 |
| 56 | 0 | 0 | 800 | 700 | 0 | 0 | 21 | 13 | 19 | 13 |
| 57 | 0 | 0 | 500 | 600 | 1,900 | 1,700 | 23 | 14 | 21 | 14 |
| 58 | 0 | 0 | 600 | 700 | 1,900 | 1,700 | 24 | 15 | 23 | 15 |
| 59 | 0 | 0 | 700 | 700 | 1,900 | 1,700 | 26 | 16 | 25 | 16 |

General Employee

Separations from active status expressed as number of occurrences per 10,000:

| Age | Withdrawal | | Early Retirement | | Normal Retirement* | | Death | | Disability | |
|-----|------------|--------|------------------|--------|--------------------|--------|-------|--------|------------|--------|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| 60 | 0 | 0 | 900 | 1,000 | 1,900 | 1,700 | 27 | 17 | 30 | 16 |
| 61 | 0 | 0 | 900 | 1,000 | 1,900 | 1,700 | 29 | 19 | 0 | 0 |
| 62 | 0 | 0 | 1,700 | 1,600 | 2,600 | 2,700 | 30 | 20 | 0 | 0 |
| 63 | 0 | 0 | 1,800 | 1,800 | 2,900 | 2,700 | 34 | 22 | 0 | 0 |
| 64 | 0 | 0 | 1,700 | 1,800 | 2,800 | 2,700 | 37 | 24 | 0 | 0 |
| 65 | 0 | 0 | 0 | 0 | 3,000 | 3,000 | 42 | 26 | 0 | 0 |
| 66 | 0 | 0 | 0 | 0 | 3,500 | 3,500 | 46 | 29 | 0 | 0 |
| 67 | 0 | 0 | 0 | 0 | 3,000 | 3,000 | 51 | 31 | 0 | 0 |
| 68 | 0 | 0 | 0 | 0 | 1,900 | 2,500 | 56 | 35 | 0 | 0 |
| 69 | 0 | 0 | 0 | 0 | 1,900 | 2,500 | 61 | 39 | 0 | 0 |
| 70 | 0 | 0 | 0 | 0 | 1,900 | 2,500 | 68 | 44 | 0 | 0 |
| 71 | 0 | 0 | 0 | 0 | 1,900 | 2,000 | 75 | 49 | 0 | 0 |
| 72 | 0 | 0 | 0 | 0 | 1,900 | 2,000 | 82 | 56 | 0 | 0 |
| 73 | 0 | 0 | 0 | 0 | 1,900 | 2,000 | 92 | 63 | 0 | 0 |
| 74 | 0 | 0 | 0 | 0 | 1,900 | 2,000 | 102 | 71 | 0 | 0 |
| 75 | 0 | 0 | 0 | 0 | 10,000 | 10,000 | 114 | 80 | 0 | 0 |

* Normal retirement assumptions apply to employees with 30 or more years of service.

Separations from retired status expressed as number of occurrences per 10,000 (before projection):

| Age | Healthy | | Disabled | |
|-----|---------|--------|----------|--------|
| | Male | Female | Male | Female |
| 50 | 16 | 13 | 46 | 27 |
| 51 | 18 | 15 | 49 | 29 |
| 52 | 23 | 17 | 52 | 31 |
| 53 | 28 | 19 | 55 | 33 |
| 54 | 32 | 21 | 59 | 36 |
| 55 | 38 | 24 | 62 | 40 |
| 56 | 42 | 26 | 70 | 43 |
| 57 | 46 | 28 | 78 | 48 |
| 58 | 49 | 30 | 88 | 52 |
| 59 | 51 | 32 | 99 | 57 |
| 60 | 54 | 35 | 110 | 62 |
| 61 | 57 | 38 | 122 | 68 |
| 62 | 61 | 41 | 135 | 76 |
| 63 | 67 | 44 | 149 | 85 |
| 64 | 75 | 48 | 164 | 95 |
| 65 | 83 | 53 | 181 | 107 |
| 66 | 92 | 57 | 202 | 119 |
| 67 | 102 | 63 | 225 | 134 |
| 68 | 112 | 70 | 250 | 151 |
| 69 | 123 | 79 | 278 | 170 |
| 70 | 135 | 88 | 310 | 191 |
| 71 | 149 | 99 | 352 | 216 |
| 72 | 164 | 111 | 400 | 245 |
| 73 | 183 | 125 | 454 | 279 |
| 74 | 205 | 142 | 516 | 317 |
| 75 | 229 | 160 | 587 | 361 |
| 76 | 255 | 181 | 662 | 410 |
| 77 | 285 | 204 | 748 | 475 |
| 78 | 325 | 232 | 845 | 550 |
| 79 | 369 | 264 | 955 | 637 |

Separations from retired status expressed as number of occurrences per 10,000 (before projection):

| Age | Healthy | | Disabled | |
|-----|---------|--------|----------|--------|
| | Male | Female | Male | Female |
| 80 | 420 | 300 | 1,079 | 738 |
| 81 | 478 | 342 | 1,188 | 854 |
| 82 | 544 | 388 | 1,307 | 944 |
| 83 | 615 | 450 | 1,439 | 1,044 |
| 84 | 695 | 520 | 1,583 | 1,154 |
| 85 | 785 | 602 | 1,743 | 1,276 |
| 86 | 888 | 697 | 1,956 | 1,410 |
| 87 | 1,008 | 806 | 2,195 | 1,594 |
| 88 | 1,115 | 891 | 2,464 | 1,802 |
| 89 | 1,234 | 984 | 2,765 | 2,037 |
| 90 | 1,364 | 1,092 | 3,016 | 2,302 |
| 91 | 1,509 | 1,212 | 3,180 | 2,505 |
| 92 | 1,668 | 1,346 | 3,267 | 2,678 |
| 93 | 1,880 | 1,528 | 3,355 | 2,780 |
| 94 | 2,118 | 1,735 | 3,396 | 2,900 |
| 95 | 2,387 | 1,970 | 3,447 | 2,938 |
| 96 | 2,693 | 2,240 | 3,555 | 2,995 |
| 97 | 2,955 | 2,451 | 3,640 | 3,052 |
| 98 | 3,117 | 2,624 | 3,698 | 3,095 |
| 99 | 3,221 | 2,740 | 3,720 | 3,155 |
| 100 | 3,311 | 2,861 | 3,722 | 3,195 |
| 101 | 3,373 | 2,918 | 3,725 | 3,252 |
| 102 | 3,429 | 2,974 | 3,727 | 3,319 |
| 103 | 3,554 | 3,045 | 3,730 | 3,407 |
| 104 | 3,639 | 3,089 | 3,732 | 3,536 |
| 105 | 3,715 | 3,165 | 3,735 | 3,650 |
| 106 | 3,737 | 3,205 | 3,737 | 3,747 |
| 107 | 3,740 | 3,262 | 3,740 | 3,822 |
| 108 | 3,742 | 3,328 | 3,742 | 3,870 |
| 109 | 3,745 | 3,417 | 3,745 | 3,889 |
| 110 | 3,747 | 3,546 | 3,747 | 3,890 |
| 111 | 3,750 | 3,661 | 3,750 | 3,892 |
| 112 | 3,752 | 3,758 | 3,752 | 3,894 |
| 113 | 3,755 | 3,833 | 9,388 | 3,896 |
| 114 | 3,757 | 3,881 | 9,393 | 9,745 |
| 115 | 3,760 | 3,900 | 10,000 | 10,000 |