



GASB 74/75 INTERIM ACTUARIAL VALUATION

Fiscal Year Ending June 30, 2020

CITY OF DOVER

CONTACT

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November 9, 2020

**Lori Peddicord
City of Dover
5 E. Reed Street, Suite 300
Dover, DE 19904**

This report summarizes the interim GASB actuarial valuation for the City of Dover 2019/20 fiscal year. To the best of our knowledge, the report presents a fair position of the funded status of the plan in accordance with GASB Statement No. 74 (Financial Reporting for Post-Employment Benefit Plans Other Than Pension Plans) and GASB Statement No. 75 (Accounting and Financial Reporting by Employers for Post-Employment Benefits Other Than Pensions).

The information presented herein is based on the actuarial assumptions and substantive plan provisions summarized in this report and participant information furnished to us by the Plan Sponsor. We have reviewed the employee census provided by the Plan Sponsor for reasonableness when compared to the prior information provided but have not audited the information at the source, and therefore do not accept responsibility for the accuracy or the completeness of the data on which the information is based. When relevant data may be missing, we may have made assumptions we feel are neutral or conservative to the purpose of the measurement. We are not aware of any significant issues with and have relied on the data provided.

The discount rate, other economic assumptions, and demographic assumptions have been selected by the Plan Sponsor with the concurrence of Nyhart. In our opinion, the actuarial assumptions are individually reasonable and in combination represent our estimate of anticipated experience of the Plan. All calculations have been made in accordance with generally accepted actuarial principles and practice.

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 (such as the end of an amortization period); and
- changes in plan provisions or applicable law.

We did not perform an analysis of the potential range of future measurements due to the limited scope of our engagement.

To our knowledge, there have been no significant events prior to the current year's measurement date or as of the date of this report that could materially affect the results contained herein.

Neither Nyhart nor any of its employees has any relationship with the plan or its sponsor that could impair or appear to impair the objectivity of this report. Our professional work is in full compliance with the American Academy of Actuaries "Code of Professional Conduct" Precept 7 regarding conflict of interest. The undersigned meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.

Should you have any questions please do not hesitate to contact us.



Suraj M. Datta, ASA, MAAA
Consulting Actuary



Matt Sherertz, ASA, MAAA
Valuation Actuary

Executive Summary

City of Dover Interim GASB 74/75 Valuation for Fiscal Year Ending June 30, 2020

Summary of Results

Presented below is the summary of GASB 75 results for the fiscal year ending June 30, 2020 compared to the prior fiscal year as shown in the City's Notes to Financial Statement.

	As of June 30, 2019		As of June 30, 2020	
Total OPEB Liability	\$	65,019,816	\$	63,320,996
Actuarial Value of Assets	\$	(39,240,131)	\$	(42,672,534)
Net OPEB Liability	\$	25,779,685	\$	20,648,462
Funded Ratio		60.4%		67.4%

	FY 2018/19		FY 2019/20	
OPEB Expense	\$	(925,840)	\$	(2,067,327)
Annual Employer Contributions	\$	5,447,428	\$	4,326,130
Actuarially Determined Contribution	\$	4,044,265	\$	3,190,592

	As of June 30, 2019		As of June 30, 2020	
Discount Rate		6.50%		6.50%
Expected Return on Assets		6.50%		6.50%

GASB Disclosures

City of Dover Interim GASB 74/75 Valuation for Fiscal Year Ending June 30, 2020

Schedule of Changes in Net OPEB Liability and Related Ratios

OPEB Liability	FY 2019/20	FY 2018/19	FY 2017/18	FY 2016/17
Total OPEB Liability				
Total OPEB Liability - beginning of year	\$ 65,019,816	\$ 66,118,639	\$ 69,305,071	\$ 73,334,826
Service cost	1,120,494	1,201,696	1,221,869	1,553,911
Interest	4,210,980	4,287,917	4,497,757	4,782,591
Change of benefit terms	0	0	0	0
Changes in assumptions	483,313	1,311,796	0	(4,832,943)
Differences between expected and actual experience	(4,758,240)	(5,152,216)	(6,202,130)	(2,870,577)
Benefit payments	(2,755,367)	(2,748,016)	(2,703,928)	(2,662,737)
Net change in total OPEB liability	\$ (1,698,820)	\$ (1,098,823)	\$ (3,186,432)	\$ (4,029,755)
Total OPEB Liability - end of year	\$ 63,320,996	\$ 65,019,816	\$ 66,118,639	\$ 69,305,071
Plan Fiduciary Net Position				
Plan fiduciary net position - beginning of year	\$ 39,240,131	\$ 34,359,162	\$ 29,053,846	\$ 24,043,162
Contributions - employer	4,326,130	5,447,428	5,721,795	4,602,728
Contributions - active employees	0	0	0	0
Net investment income	1,871,140	2,184,357	2,294,949	3,073,693
Benefit payments	(2,755,367)	(2,748,016)	(2,703,928)	(2,662,737)
Trust administrative expenses	(9,500)	(2,800)	(7,500)	(3,000)
Net change in plan fiduciary net position	\$ 3,432,403	\$ 4,880,969	\$ 5,305,316	\$ 5,010,684
Plan fiduciary net position - end of year	\$ 42,672,534	\$ 39,240,131	\$ 34,359,162	\$ 29,053,846
Net OPEB Liability - end of year	\$ 20,648,462	\$ 25,779,685	\$ 31,759,477	\$ 40,251,225
Plan fiduciary net position as % of total OPEB liability	67.4%	60.4%	52.0%	41.9%
Covered employee payroll	\$ 20,262,159	\$ 19,580,134	\$ 19,578,050	\$ 19,100,537
Net OPEB liability as % of covered payroll	101.9%	131.7%	162.2%	210.7%

GASB Disclosures

City of Dover Interim GASB 74/75 Valuation for Fiscal Year Ending June 30, 2020

Schedule of Employer Contributions

The Actuarially Determined Contributions (ADC) shown below are based on the Annual Required Contribution (ARC) calculated in prior GASB 45 actuarial valuations as shown in the City's financial statements.

	FY 2019/20		FY 2018/19		FY 2017/18		FY 2016/17		FY 2015/16	
Actuarially Determined Contribution (ADC)	\$	3,190,592	\$	4,044,265	\$	4,559,852	\$	4,643,687	\$	5,125,687
Contributions in relation to the ADC		4,326,130		5,447,428		5,721,795		4,602,728		3,567,744
Contribution deficiency/(excess)	\$	(1,135,538)	\$	(1,403,163)	\$	(1,161,943)	\$	40,959	\$	1,557,943
Covered employee payroll	\$	20,262,159	\$	19,580,134	\$	19,578,050	\$	19,100,537	\$	17,656,880
Contribution as a % of covered payroll		21.4%		27.8%		29.2%		24.1%		20.2%
	FY 2014/15		FY 2013/14		FY 2012/13		FY 2011/12		FY 2010/11	
Actuarially Determined Contribution (ADC)	\$	3,809,600	\$	5,948,442	\$	6,098,972	\$	7,653,379	\$	7,690,991
Contributions in relation to the ADC		5,305,007		5,086,180		4,019,778		5,645,311		3,314,046
Contribution deficiency/(excess)	\$	(1,495,407)	\$	862,262	\$	2,079,194	\$	2,008,068	\$	4,376,945
Covered employee payroll	\$	17,059,787	\$	17,521,727	\$	17,335,618	\$	18,500,000	\$	18,292,104
Contribution as a % of covered payroll		31.1%		29.0%		23.2%		30.5%		18.1%

GASB Disclosures

City of Dover Interim GASB 74/75 Valuation for Fiscal Year Ending June 30, 2020

OPEB Expense

OPEB Expense	FY 2019/20		FY 2018/19	
Discount Rate				
Beginning of year	6.50%		6.50%	
End of year	6.50%		6.50%	
Service cost	\$	1,120,494	\$	1,201,696
Interest		4,210,980		4,287,917
Change of benefit terms		0		0
Projected earnings on OPEB plan investments		(2,600,551)		(2,319,606)
Reduction for contributions from active employees		0		0
OPEB plan administrative expenses		9,500		2,800
Current period recognition of deferred outflows / (inflows) of resources				
Differences between expected and actual experience	\$	(3,880,358)	\$	(2,928,710)
Changes in assumptions		(748,528)		(845,191)
Net difference between projected and actual earnings on OPEB plan investments		(178,864)		(324,746)
Total current period recognition	\$	(4,807,750)	\$	(4,098,647)
Total OPEB expense	\$	(2,067,327)	\$	(925,840)

GASB Disclosures

City of Dover Interim GASB 74/75 Valuation for Fiscal Year Ending June 30, 2020

Deferred Outflows / (Inflows) of Resources

Deferred Outflows / (Inflows) of Resources represents the following items that have not been recognized in the OPEB Expense:

1. Differences between expected and actual experience of the OPEB plan
2. Changes of assumptions
3. Differences between projected and actual earnings in OPEB plan investments (for funded plans only)

The initial amortization period for the first two items noted above is based on expected future service lives while the difference between the projected and actual earnings in OPEB plan investment is amortized over five years. All balances are amortized linearly on a principal only basis and new bases will be created annually for each of the items above.

Differences between expected and actual experience for FYE	Initial Balance	Initial Amortization Period	Annual Recognition	Unamortized Balance as of June 30, 2020
June 30, 2017	\$ (2,870,577)	5	\$ (657,841)	\$ (657,839)
June 30, 2018	\$ (6,202,130)	5	\$ (1,240,426)	\$ (2,480,852)
June 30, 2019	\$ (5,152,216)	5	\$ (1,030,443)	\$ (3,091,330)
June 30, 2020	\$ (4,758,240)	5	\$ (951,648)	\$ (3,806,592)

Changes in assumptions for FYE	Initial Balance	Initial Amortization Period	Annual Recognition	Unamortized Balance as of June 30, 2020
June 30, 2017	\$ (4,832,943)	5	\$ (1,107,550)	\$ (1,107,548)
June 30, 2018	\$ 0	N/A	\$ 0	\$ 0
June 30, 2019	\$ 1,311,796	5	\$ 262,359	\$ 787,078
June 30, 2020	\$ 483,313	5	\$ 96,663	\$ 386,650

GASB Disclosures

City of Dover Interim GASB 74/75 Valuation for Fiscal Year Ending June 30, 2020

Deferred Outflows / (Inflows) of Resources (Continued)

Net Difference between projected and actual earnings in OPEB plan investments for FYE	Initial Balance	Initial Amortization Period	Annual Recognition	Unamortized Balance as of June 30, 2020
June 30, 2017	\$ (1,448,830)	5	\$ (289,766)	\$ (289,766)
June 30, 2018	\$ (310,152)	5	\$ (62,030)	\$ (124,062)
June 30, 2019	\$ 135,249	5	\$ 27,050	\$ 81,149
June 30, 2020	\$ 729,411	5	\$ 145,882	\$ 583,529

As of fiscal year ending June 30, 2020	Deferred Outflows	Deferred Inflows
Differences between expected and actual experience	\$ 0	\$ (10,036,613)
Changes in assumptions	1,173,728	(1,107,548)
Net difference between projected and actual earnings in OPEB plan investments	664,678	(413,828)
Total	\$ 1,838,406	\$ (11,557,989)

Annual Amortization of Deferred Outflows / (Inflows)

The balances as of June 30, 2020 of the deferred outflows / (inflows) of resources will be recognized in OPEB expense in the future fiscal years as noted below.

FYE	Balance
2021	\$ (4,807,746)
2022	\$ (2,752,595)
2023	\$ (1,450,138)
2024	\$ (709,104)
2025	\$ 0
Thereafter	\$ 0

GASB Disclosures

City of Dover Interim GASB 74/75 Valuation for Fiscal Year Ending June 30, 2020

Sensitivity Results

The following presents the Net OPEB Liability as of June 30, 2020, calculated using the discount rate assumed and what it would be using a 1% higher and 1% lower discount rate.

- The current discount rate is 6.50%.
- The 1% decrease in discount rate would be 5.50%.
- The 1% increase in discount rate would be 7.50%.

As of June 30, 2020	Net OPEB Liability	
1% Decrease	\$	29,294,698
Current Discount Rate	\$	20,648,462
1% Increase	\$	13,588,924

The following presents the Net OPEB Liability as of June 30, 2020, using the health care trend rates assumed and what it would be using 1% higher and 1% lower health care trend rates.

- The current health care trend rate starts at an initial rate of 7.50%, decreasing to an ultimate rate of 4.50%.
- The 1% decrease in health care trend rates would assume an initial rate of 6.50%, decreasing to an ultimate rate of 3.50%.
- The 1% increase in health care trend rates would assume an initial rate of 8.50%, decreasing to an ultimate rate of 5.50%.

As of June 30, 2020	Net OPEB Liability	
1% Decrease	\$	12,710,654
Current Trend Rates	\$	20,648,462
1% Increase	\$	30,450,431

GASB Disclosures

City of Dover Interim GASB 74/75 Valuation for Fiscal Year Ending June 30, 2020

Asset Information

Asset Breakdown	FY 2018/19		FY 2019/20	
Assets				
Cash and deposits	\$	2,085,721	\$	1,347,503
Securities lending cash collateral		0		0
Total cash	\$	2,085,721	\$	1,347,503
Receivables				
Contributions	\$	0	\$	0
From Other Funds		137,500		0
Total receivables	\$	137,500	\$	0
Investments				
Fixed income	\$	0	\$	0
Equities		0		0
Mutual Funds		37,022,611		41,416,054
Total investments	\$	37,022,611	\$	41,416,054
Total Assets	\$	39,245,832	\$	42,763,557
Liabilities				
Payables				
Investment management fees	\$	1,250	\$	0
To the General Fund		4,451		91,023
Total liabilities	\$	5,701	\$	91,023
Net Position Restricted to OPEB	\$	39,240,131	\$	42,672,534

GASB Disclosures

City of Dover Interim GASB 74/75 Valuation for Fiscal Year Ending June 30, 2020

Asset Information (Continued)

Asset Reconciliation	FY 2018/19	FY 2019/20
Additions		
Contributions Received		
Employer	\$ 5,447,428	\$ 4,326,130
Active employees	0	0
Total contributions	\$ 5,447,428	\$ 4,326,130
Investment Income		
Net increase in fair value of investments	\$ 1,320,787	\$ 751,882
Interest and dividends	886,951	1,142,621
Investment expense, other than from securities lending	(23,381)	(23,363)
Securities lending income	0	0
Securities lending expense	0	0
Net investment income	\$ 2,184,357	\$ 1,871,140
Total additions	\$ 7,631,785	\$ 6,197,270
Deductions		
Benefit payments	\$ 2,748,016	\$ 2,755,367
Administrative expenses	2,800	9,500
Other	0	0
Total deductions	\$ 2,750,816	\$ 2,764,867
Net increase in net position	\$ 4,880,969	\$ 3,432,403
Net position restricted to OPEB		
Beginning of year	\$ 34,359,162	\$ 39,240,131
End of year	\$ 39,240,131	\$ 42,672,534

Actuarially Determined Contributions

City of Dover Interim GASB 74/75 Valuation for Fiscal Year Ending June 30, 2020

The Actuarially Determined Contributions calculated below are recommended target contributions and assumes that the Plan Sponsor has the ability to contribute these amounts on an annual basis. The Plan Sponsor has the responsibility to decide how much it should contribute after considering its other needs and the OPEB participants' needs.

FY 2020/21					
Discount rate	6.5%	6.5%	6.5%	6.5%	6.5%
Actuarial cost method	Entry age normal Level % of Salary	Entry age normal Level % of Salary	Entry age normal Level % of Salary	Entry age normal Level % of Salary	Entry age normal Level % of Salary
Amortization type	Level Dollar	Level Dollar	Level Dollar	Level Dollar	Level Dollar
Amortization period	28 years	28 years	28 years	28 years	28 years
Fund	General (110)	Water (412)	Wastewater (412)	Electric (480)	Total
Actuarial accrued liability (AAL) – beginning of year	\$ 48,823,517	\$ 2,917,473	\$ 1,284,234	\$ 10,295,772	\$ 63,320,996
Actuarial value of assets – beginning of year	(32,194,287)	(1,662,012)	(764,020)	(8,052,215)	(42,672,534)
Unfunded AAL – beginning of year	\$ 16,629,230	\$ 1,255,461	\$ 520,214	\$ 2,243,557	\$ 20,648,462
Normal Cost	\$ 983,153	\$ 40,360	\$ 16,656	\$ 48,837	\$ 1,089,006
Amortization of UAAL	1,224,991	92,483	38,321	165,271	1,521,066
Total normal cost plus amortization	\$ 2,208,144	\$ 132,843	\$ 54,977	\$ 214,108	\$ 2,610,072
Interest to the end of year	143,529	8,635	3,574	13,917	169,655
Actuarially Determined Contribution	\$ 2,351,673	\$ 141,478	\$ 58,551	\$ 228,025	\$ 2,779,727

Actuarially Determined Contribution (ADC) is the target or recommended contribution to a defined benefit OPEB plan, which if paid on an ongoing basis, will provide sufficient resources to fund future costs for services to be earned and liabilities attributed to past services. This is typically higher than the pay-as-you-go cost because it includes recognition of employer costs expected to be paid in future accounting periods.

Discussion of Discount Rates

City of Dover Interim GASB 74/75 Valuation for Fiscal Year Ending June 30, 2020

Under GASB 74, the discount rate used in valuing OPEB liabilities for funded plans as of the Measurement Date must be based on the long-term expected rate of return on OPEB plan investments that are expected to be used to finance future benefit payments to the extent that (a) they are sufficient to pay for the projected benefit payments and (b) the OPEB plan assets are invested using a strategy that will achieve that return. When the OPEB plan investments are insufficient to cover future benefit payments, a yield for 20-year tax-exempt general obligation municipal bonds with an average rating of AA /Aa or higher (or equivalent quality on another rating scale) must be used.

For the current valuation:

1. The long-term expected rate of return on OPEB plan investment is 6.50%. More information about the long-term expected rate of return on OPEB plan investments is shown on the next page.
2. The discount rate used when the OPEB plan investments are insufficient to pay for future benefit payments are selected from the range of indices as shown in the table below, where the range is given as the spread between the lowest and highest rate shown.
3. The City's funding policy is to make annual contributions to an OPEB trust fund equal to an Actuarially Determined Contribution (ADC) amount. The final equivalent single discount rate used for this year's valuation is 6.50% as of June 30, 2020.

	Bond Buyer Go 20- Bond Municipal Bond Index	S&P Municipal Bond 20-Year High Grade Rate Index	Fidelity 20-Year Go Municipal Bond Index	Bond Index Range
Yield as of July 1, 2019	3.51%	2.79%	3.13%	2.79% - 3.51%
Yield as of June 30, 2020	2.21%	2.66%	2.45%	2.21% - 2.66%

Discussion of Discount Rates

City of Dover Interim GASB 74/75 Valuation for Fiscal Year Ending June 30, 2020

The long-term expected rate of return of 6.50% on OPEB plan investments was confirmed by the City's investment advisor based on the target allocation on the OPEB Trust. The OPEB plan's target asset allocation as of June 30, 2020 is summarized in the following table:

Asset Class	Target Allocation
US Cash & US Short-Term Bonds	9.0%
US Intermediate-Term Bonds	4.5%
US Long-Term Bonds	4.0%
US Inflation-Indexed Bonds	4.0%
US High Yield Bonds	5.0%
Global Bonds	4.5%
US Small Caps	11.0%
US Mid Caps	8.0%
US Large Growth	11.0%
US Large Value	8.0%
Foreign Developed Equity	14.0%
Emerging Markets Equity	12.0%
US REITs (Real Estate)	5.0%
Total	100.0%

Summary of Key Actuarial Assumptions

City of Dover Interim GASB 74/75 Valuation for Fiscal Year Ending June 30, 2020

For a complete summary of actuarial methods and assumptions, refer to the GASB 74/75 actuarial valuation report for the fiscal year ending June 30, 2019.

Measurement Date

For fiscal year ending June 30, 2020, a June 30, 2020 measurement date was used.

Actuarial Valuation Date

July 1, 2019 with liabilities projected to the June 30, 2020 measurement date on a “no loss / no gain” basis. Liabilities as of July 1, 2019 are based on an actuarial valuation date of July 1, 2019 with no adjustments.

Discount Rate

6.50% as of July 1, 2019 and 6.50% as of June 30, 2020 for accounting disclosure purposes.
6.50% for funding disclosure purposes (in calculating the Actuarially Determined Contribution).
Refer to the Discussion of Discount Rates section for more information on selection of the discount rate.

Payroll Growth

The rates used in the valuation (shown below) include an annual inflation rate of 2.50% and are based on the Delaware State Employees’ Pension valuation as of June 30, 2018.

YOS	Rates
0	11.50%
5	5.15%
10	3.80%
15	3.10%
20	2.60%
21+	2.50%

Inflation Rate

2.50% per year included in payroll growth

Cost Method

Allocation of Actuarial Present Value of Future Benefits for services prior and after the Measurement Date was determined using Entry Age Normal Level % of Salary method where:

- Service Cost for each individual participant, payable from date of employment to date of retirement, is sufficient to pay for the participant’s benefit at retirement; and
- Annual Service Cost is a constant percentage of the participant’s salary that is assumed to increase according to the Payroll Growth.

Summary of Key Actuarial Assumptions

City of Dover Interim GASB 74/75 Valuation for Fiscal Year Ending June 30, 2020

Health Care Trend Rates	FYE	Pre-65	Post-65	Part B
	2021	7.5%	7.5%	4.5%
	2022	7.0%	7.0%	4.5%
	2023	6.5%	6.5%	4.5%
	2024	6.0%	6.0%	4.5%
	2025	5.5%	5.5%	4.5%
	2026	5.0%	5.0%	4.5%
	2027+	4.5%	4.5%	4.5%

Retiree Contributions Retiree contributions are assumed to increase according to health care trend rates.

Actuary's Notes

City of Dover Interim GASB 74/75 Valuation for Fiscal Year Ending June 30, 2020

Interim year valuation results have been projected from the prior year's valuation with adjustments for actual premium rates effective July 1, 2020. Making this change resulted in a decrease in the City's liabilities.

Additionally, the mortality tables have been updated from the RPH-2018 Total Dataset Mortality Table fully generational using Scale MP-2018 to the following mortality tables, which caused a slight increase in the City's liabilities.

- a. Non-Police: SOA Pub-2010 General Total Dataset Headcount Weighted Mortality Table fully generational using scale MP-2019
- b. Police: SOA Pub-2010 Public Safety Total Dataset Headcount Weighted Mortality Table fully generational using scale MP-2019
- c. Surviving Spouses: SOA Pub-2010 Contingent Survivors Total Dataset Headcount Weighted Mortality Table fully generational using scale MP-2019

Premium Rates

Same pre-65 benefit options are available to retirees as active employees. Medicfill coverage is available to Medicare retirees. The City participates in the state health plan where the premium rates are determined based on the statewide pool experience. Premium rates are self-insured and community-rated. Monthly premium rates by plan effective July 1, 2019 and July 1, 2020 are as shown below.

Health Plans	Eff. 7/1/2019		Eff. 7/1/2020	
	EE only	EE/Sp	EE only	EE/Sp
First State Basic Plan	\$ 732.84	\$ 1,513.32	\$ 732.84	\$ 1,513.32
Aetna HMO	\$ 764.94	\$ 1,609.82	\$ 764.94	\$ 1,609.82
Aetna CDH Gold	\$ 758.36	\$ 1,569.54	\$ 758.36	\$ 1,569.54
Comprehensive PPO	\$ 836.26	\$ 1,732.42	\$ 836.26	\$ 1,732.42
Medicfill including Rx	\$ 485.06	\$ 970.12	\$ 485.06	\$ 970.12

Retiree Cost Sharing

Retirees are responsible for the portion of premium rates not covered by the City's explicit subsidy.

Actuary's Notes

City of Dover Interim GASB 74/75 Valuation for Fiscal Year Ending June 30, 2020

Explicit Subsidy

Police	The City shall pay 100% of the retiree and spousal premiums for those retired prior to July 1, 1991. The City shall pay 100% of the retiree's monthly premium and 75% of the retiree's dependent coverage for employees who retired on/after July 1, 1991 but before July 1, 2012. For those retiring on/after July 1, 2012 and hired prior to October 9, 2015, the City will pay 85% for both retiree and spousal premiums. For employees hired on/after October 9, 2015, the City will pay 80% for the retiree's monthly premium. All Police hired on/after October 9, 2015 will be responsible for the full cost of spousal coverage at retirement.
DOE	The City shall pay 100% of the retiree and spousal premiums for those retired prior to September 1, 1991. The City shall pay 100% of the retiree's monthly premium and 75% of the retiree's dependent coverage for employees who retired on/after September 1, 1991 but before June 1, 2013. For those retiring on/after June 1, 2013 and hired prior to December 22, 2015, the City will pay 85% for both retiree and spousal premiums. For those hired on or after December 22, 2015, the City will pay 80% for the retiree's monthly premium.
IBEW	The City shall pay 100% of the retiree's monthly premium and 75% of the retiree's dependent coverage for employees hired prior to July 1, 1986. The City shall pay 100% of the retiree's monthly premium for employees hired on/after July 1, 1986 but before July 1, 2014. For those hired on/after July 1, 2014, the City will pay 80% of the retiree's monthly premium. All IBEW employees hired on/after July 1, 1986 will be responsible for the full cost of spousal coverage at retirement.
AFSCME	The City shall pay 100% of the retiree and 75% of spousal premiums for those retired prior to July 1, 2015. The City shall pay 85% of the retiree and spousal monthly premium for employees hired prior to May 20, 2014 and retired on/after July 1, 2015. For those hired on/after May 20, 2014, the City will pay 80% of the retiree's monthly premium. All AFSCME employees hired on/after May 20, 2014 will be responsible for the full cost of spousal coverage at retirement.
Non-Union	The City shall pay 100% of the retiree and spousal premiums for those retired prior to July 1, 1991. The City shall pay 100% of the retiree's monthly premium and 75% of the retiree's dependent coverage for employees who retired on/after July 1, 1991 but before July 1, 2012. For those retiring on/after July 1, 2012, the City will pay 85% for both retiree and spousal premiums.
Medicare Part B Reimbursement	Grandfathered retirees, non-bargaining active employees hired prior to July 27, 2009, and grandfathered AFSCME employees receiving an explicit subsidy are reimbursed for the cost of the monthly Medicare Part B premium. Dependents are not eligible for this subsidy. The Medicare Part B monthly premium for 2020 was \$144.60.

GASB Results by Group

City of Dover Interim GASB 74/75 Valuation for Fiscal Year Ending June 30, 2020

GASB Results by Group

Below is the summary of the GASB results for fiscal year ending June 30, 2020 based on the Entry Age Normal Level % of Pay cost method with a discount rate of 6.50%.

Groups	Total OPEB Liability		Plan Fiduciary Net Position		Net OPEB Liability	
		As of June 30, 2020		As of June 30, 2020		As of June 30, 2020
General Fund (110)	\$	48,823,517	\$	(32,194,287)	\$	16,629,230
Water Fund (412)	\$	2,917,473	\$	(1,662,012)	\$	1,255,461
Wastewater Fund (412)	\$	1,284,234	\$	(764,020)	\$	520,214
Electric Fund (480)	\$	10,295,772	\$	(8,052,215)	\$	2,243,557
Total	\$	63,320,996	\$	(42,672,534)	\$	20,648,462

Groups	Unamortized Balance of Deferred Outflows		Unamortized Balance of Deferred Inflows		OPEB Expense	
		As of June 30, 2020		As of June 30, 2020		FY 2019/20
General Fund (110)	\$	1,400,028	\$	(8,004,684)	\$	(1,461,809)
Water Fund (412)	\$	251,030	\$	(923,628)	\$	(20,559)
Wastewater Fund (412)	\$	130,262	\$	(358,015)	\$	9,889
Electric Fund (480)	\$	322,619	\$	(2,537,195)	\$	(594,848)
Total	\$	2,103,939	\$	(11,823,522)	\$	(2,067,327)