



## **City of Dover** **Other Post-Employment Benefits**

GASB 74 & 75 Actuarial Valuation  
for the Fiscal Year Ending June 30, 2023

# **Bolton**

*Submitted by:*

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Employee Benefits, Actuarial & Investment Consulting

March 19, 2024

Patricia (Trisha) Marney  
Interim Controller/Treasurer  
City of Dover  
5 E. Reed Street, Suite 300  
Dover, DE 19904

Dear Trisha,

The following report contains the GASB 74 and GASB 75 actuarial information for the City of Dover's (the City) other post-employment benefits (OPEB) plan to be included with their financial statements for the fiscal year ending June 30, 2023. Both the GASB 74 and GASB 75 information has been provided using a June 30, 2023 measurement date for FYE 2023. Some exhibits will be disclosed under both GASB 74 and GASB 75, and some exhibits are only disclosed under GASB 75. We have labeled the exhibits that are to be used for both accounting statements and those that are only disclosed under GASB 75.

#### Methodology, Reliance, and Certification

This report has been prepared for the City; it contains the actuarial information to be included with the City's financial statements for the year ending June 30, 2023 (the City's fiscal year end date) as required by GASB 74. This information has been prepared for use in the financial statements of the City. This information is not intended for, nor should it be used for, any additional purposes.

The total OPEB liability is based on June 30, 2023 participant data. The plan provisions, participant data, valuation methods, and assumptions are as detailed in Section II through IV of this report.

The City is responsible for selecting the plan's funding policy and assumptions. The policies, methods and assumptions used in this valuation are described in Section IV. The City is solely responsible for communicating to Bolton Partners, Inc. any changes required. The actuarial methods and assumptions used in this report comply with GASB 74/GASB 75 and the actuarial standards of practice promulgated by the American Academy of Actuaries.

Future medical care cost increase rates are unpredictable and could be volatile. They will depend upon the economy, future health care delivery systems and emerging technologies. The trend rate selected is based on an economic model developed by a health care economist for the Society of Actuaries. Future medical trend increases could vary significantly from the model. Model inputs will be updated periodically based on the best estimate of the economy at that time. Small changes in the model inputs can result in large actuarial gains or losses. The sensitivity of results to a one percent change in trend is shown in the exhibits along with the sensitivity to a one percent change in the discount rate assumption.

This report is based on assets, plan provisions, census data, and premium rates submitted by the City. We have relied on this information for purposes of preparing this report but have not performed an audit. The accuracy of the results presented in this report is dependent upon the accuracy and completeness of the underlying information. The plan sponsor is solely responsible for the validity and completeness of this information.



### Methodology, Reliance, and Certification

The City is solely responsible for selecting the plan's investment policies, asset allocations and individual investments. Bolton, Inc.'s actuaries have not provided any investment advice to the City.

The information in this report was prepared for the internal use of the City, the Plan, and their auditors in connection with our actuarial valuations of the OPEB plan as required by GASB 74. This report may not be used for any other purpose; Bolton Partners, Inc. is not responsible for the consequences of any unauthorized use or the reliance on this information by any other party.

We make every effort to ensure that our calculations are accurately performed. However, given the complexity of these calculations, there may be errors. We reserve the right to correct any potential errors by amending the results of this report or by including the corrections in a future valuation report.

This report provides certain financial calculations for use by the auditor. These values have been computed in accordance with our understanding of generally accepted actuarial principles and practices and fairly reflect the actuarial position of the plan. The various actuarial assumptions and methods which have been used are, in our opinion, appropriate for the purposes of this report.

The report is conditioned on the assumption of an ongoing plan and is not meant to present the actuarial position of the plan in the case of plan termination. 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 or additional cost or contribution requirements based on the plan's funded status), and changes in plan provisions or applicable law.

The COVID-19 pandemic has impacted many aspects of OPEB valuations, including increasing mortality rates, fluctuating medical plan costs, creating supply shortages which increased inflation, and causing new trends in turnover and retirement rates. The impact of this pandemic through the valuation date is already reflected in the City's census data and premium rates provided. However, since OPEB valuations are long-term estimates of future costs, we (along with the entire actuarial profession) are closely monitoring experience of all assumptions to determine what the long-term impacts of the COVID-19 pandemic will be. Given the current levels of uncertainty, we have not made any changes to the assumptions to account for any potential long-term impacts but will continue to monitor emerging experience and make changes as necessary.

The Inflation Reduction Act (IRA), which was signed into law in August 2022, is expected to make numerous changes to prescription drug costs, including capping member out of pocket spending and other plan design changes beginning in 2025 and requiring the federal government to negotiate drug prices for certain high-cost drugs starting in 2026. However, the impact of these changes is difficult to quantify at this time as we are still awaiting additional guidance from CMS on how they will be implemented. Therefore, we have not made any adjustments to the current assumptions to account for the potential impact of the IRA at this time.

The valuation was completed using both proprietary and third-party models (including software and tools). We have tested these models to ensure they are used for their intended purposes, within their known limitations, and without any known material inconsistencies unless otherwise stated.



### Methodology, Reliance, and Certification

Bolton Partners, Inc. ("Bolton") does not practice law and, therefore, cannot and does not provide legal advice. Any statutory interpretation on which this report is based reflects Bolton's understanding as an actuarial firm. Bolton recommends that recipients of this report consult with legal counsel when making any decisions regarding compliance with ERISA, the Internal Revenue Code, or any other statute or regulation.

Bolton Partners is completely independent of the City of Dover, its programs, activities, and any of its officers or key personnel. We and anyone closely associated with us does not have any relationship which would impair our independence on this assignment.

The undersigned credentialed actuaries 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 in this report.

Respectfully submitted,

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Rebecca Trauger, FSA, FCA, MAAA  
Consulting Actuary

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Timothy Barry, ASA, MAAA  
Actuary



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## Section I. Executive Summary

### Background

Bolton Partners, Inc. has prepared the following report that sets forth the actuarial disclosure information as required by GASB 74 and GASB 75 for the fiscal year ending June 30, 2023. GASB 74 is for plan accounting and will be disclosed in the FYE 2023 ACFR Required Supplementary Information and notes to the City's financial statements. GASB 75 is for employer accounting and will be disclosed in the FYE 2023 ACFR notes to the City's financial statements.

For employer accounting under GASB 75, the City has selected an end of year measurement date; therefore, the GASB 75 reporting for FYE 2023 is based on a June 30, 2023 measurement date, which is consistent with the GASB 74 reporting for FYE 2023. There are some exhibits that are disclosed under both GASB 74 and GASB 75, and some exhibits are only disclosed under GASB 75. We have labeled the exhibits that are to be used for both accounting statements and those that are only disclosed under GASB 75.

### OPEB Trust Arrangement and Funding Policy

The City of Dover has established a Trust to pre-fund benefits; asset information was provided by the City. It is our understanding that the City has established a funding policy that makes annual contributions equal to the Actuarially Determined Contribution (ADC).

### Comparison with Previous Valuation

The prior valuation was based on June 30, 2021 data. Those results were used in the FY2021 disclosure dated January 19, 2022 and the FY2022 disclosure dated November 9, 2022 by Nyhart. The following table compares the data and reconciles the Net OPEB Liability. Amounts are rounded to the nearest \$0.1M.

Comparison of Current and Previous Valuations		
Data as of:	July 1, 2021	July 1, 2023
<b>Census Data<sup>1</sup></b>		
Active Employees	320	321
Terminated Vested	11	13
Retirees (pre-Medicare)	94	86
Retirees (Medicare)	<u>179</u>	<u>194</u>
Total	604	614
<b>Reconciliation of Net OPEB Liability</b>		
Previous Valuation for FYE 2022 GASB 75 Disclosure as of June 30, 2022		\$10.4M
Expected Increase/(Decrease) due to the Passage of Time during FY2022		(2.2)
Increase/(Decrease) due to Actual vs. Expected Benefit Payments during FY2022		0.3
Increase/(Decrease) due to Investment Experience during FY2022		(1.4)
Increase/(Decrease) due to Demographic Experience		1.6
Increase/(Decrease) due to Updated Per Capita Costs		(2.4)
Increase/(Decrease) due to Updating the Healthcare Cost Trend Assumption		4.3
Increase/(Decrease) due to Updating the Mortality Improvement Scale		0.1
<b>Current Valuation for FYE 2023 GASB 74 Disclosure as of June 30, 2023</b>		<b>\$10.7M</b>

<sup>1</sup> Only includes participants with medical and Rx coverage

## Section I. Executive Summary

### Plan Provisions

Retirees are eligible for medical and Rx benefits through the Plan, and eligible retirees can elect coverage for themselves and their spouses. Certain retirees are also eligible for reimbursement of their Medicare Part B premiums. Employees are required to reach retirement eligibility in their respective retirement group.

See Section II for more details.

### Census Data

Census data as of July 1, 2023 was provided to us by the City of Dover. This data included current medical coverage for active employees, retirees, and their dependents. Although we have not audited this data, we have no reason to believe that it is inaccurate.

### Cost Information

We received 2023 premium rates from the City of Dover. Because claims and enrollment information for the entire pool was not available, expected per capita costs were determined by age adjusting the blended premium rates.

The published insurance rates for persons prior to Medicare eligibility are based on a blend of active and pre-Medicare retiree experience, and because there are significantly more active employees, the rates are primarily based on their healthcare usage. However, because retirees tend to use healthcare at a higher rate than active employees, using these blended rates creates an implicit subsidy for the retiree group. Therefore, we have age-adjusted the premium rates provided for active employees to determine a retiree per capita cost.

### Demographic Assumptions

The demographic (retirement, termination, and disability) and salary scale assumptions are based on those used in the most recent OPEB valuation for the City of Dover performed by Nyhart. The mortality assumption is based on the SOA Pub 2010 mortality tables, which vary for Public Safety and General employees, projected on a fully generational basis using mortality improvement scale MP-2021. Since this is an OPEB valuation, we used the headcount-weighted version of the tables.

80% of employees who are enrolled in medical coverage as actives are assumed to retain this coverage at retirement. Employees currently waiving medical coverage are assumed to waive coverage upon retirement. 80% of participants currently covering a spouse are assumed to continue covering a spouse at retirement.

Additional information regarding these assumptions is provided in Section IV.

## Section I. Executive Summary

### Economic Assumptions

The expected rate of return assumption of 7.00% was selected by the plan sponsor.

The discount rate used to determine the liabilities under GASB 74 and 75 depends upon the entity's funding policy. The City has established an irrevocable Trust and adopted a funding policy to contribute the Actuarial Determined Contribution (ADC) each year. Under this policy, the plan is projected to be solvent in the future, and therefore the discount rate is the expected rate of return of 7.00%.

The healthcare cost trend assumption was developed using the 2024 version of the Society of Actuaries (SOA) Getzen Long-Term Healthcare Cost Trend Model with baseline assumptions. This model was designed to estimate the trend after 2024. The trend rate for 2024 was set to 10.8% for Medicare benefits to reflect the actual increase in premium rates from 2023 to 2024. The trend rate for 2024 for pre-Medicare benefits was set to 7.5% and for 2025 for both pre-Medicare and Medicare benefits was set to 7.0%. These initial rates reflect recent inflation, which we estimate will result in higher medical costs as providers renew their contracts. The trend is expected to decrease to 5.29% by 2030 and 4.54% by 2050, ultimately leveling off at 4.04% in 2075.

The SOA Long-Run Medical Cost Trend Model is based on an econometric analysis of historical U.S. medical expenditures and the judgments of experts in the field. The long-run baseline projection, tolerance ranges and input variables have been developed under the guidance of an SOA Project Oversight Group.

The salary scale assumption is based on that used for Delaware State Employees' Pension valuation as of June 30, 2020 reported in the Nyhart's GASB 74/75 report dated January 19, 2022.

## Section II. Summary of Principal Plan Provisions

The following summary describes principal plan provisions assumed in calculating the cost of the OPEB Plan.

### General Eligibility Rules

#### Civilian Employees

Full-time civilian employees, which include members of the Dover Organization of Employees (DOE), the International Brotherhood of Electric Workers (IBEW), the American Federation of State, County, and Municipal Employees (AFSCME), and non-Union employees, are eligible for the Plan once they meet the requirements outlined below.

##### *Employees hired prior to May 1, 1994 – earlier of:*

- Age 65 with 10 years of service
- Age 50 with 20 years of service
- 25 years of service
- Age 55 with 10 years of service<sup>1</sup>

##### *Employees hired on or after May 1, 1994 – earlier of:*

- Age 65 with 10 years of service
- Age 55 with 80 points (age plus years of service)

Surviving spouses of active employees in IBEW and AFSCME are eligible for coverage through the Plan with a 50% subsidy. Surviving spouses of active DOE or non-union employees who were hired before July 1, 1994 are also eligible for coverage through the Plan with a 50% subsidy if the member had completed 10 years of service.

#### Police Officers

Full time employees in the Fraternal Order of Police Lodge #15 (FOP) are eligible for the Plan once they meet the requirements outlined below.

##### *Sworn officers hired prior to September 1, 1982*

- 20 years of service

##### *Sworn officers hired on or after September 1, 1982 – earlier of:*

- Age 62 with 10 years of service
- 10 years of service with 75 points (age plus years of service)
- 20 years of service

Surviving spouses of active employees are also eligible to continue coverage in the Plan if the member was eligible to retire at the time of death.

<sup>1</sup> Early retirement eligibility for a reduced pension; does not impact benefits for DOE, AFSCME, and non-Union employees hired before July 1, 1994, but all other employees who retire under this condition must pay 100% of the premiums for coverage, and therefore their benefit is only the implicit subsidy associated with providing access to coverage.

## Section II. Summary of Principal Plan Provisions

### Disability Retirement

Employees must meet the age and service requirements above in order to be eligible for benefits, even if they become disabled.

### Deferred Retirements

DOE, AFSCME, and Non-Union members who were hired prior to July 1, 1994 and completed 10 years of service are eligible for benefits commencing at age 65. No other members are eligible for deferred benefits.

### Spouse Benefits

Spouses may continue coverage after the member's death. Spousal subsidies at the time of the member's death continue for spouse's lifetime.

### Benefits Covered

Retirees are eligible for medical and Rx benefits through the Plan, and eligible retirees can elect coverage for themselves and their spouses. Certain retirees are also eligible for reimbursement of their Medicare Part B premiums.

### Medical and Rx Benefits

Pre-Medicare retirees may continue medical coverage through the same plans they were eligible for as an active employee, all of which include Rx benefits administered through CVS, until they become eligible for Medicare. Retirees who are eligible for Medicare may enroll in Medicfill coverage, which also includes Rx benefits. 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.

Health Plan	July 1, 2021		July 1, 2023	
	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse
First State Basic Plan	\$732.84	\$1,513.32	\$ 827.02	\$ 1,710.74
Aetna HMO	\$764.94	\$1,609.82	\$ 863.04	\$ 1,819.82
Aetna CDH Gold	\$758.36	\$1,569.54	\$ 855.86	\$ 1,774.29
Comprehensive PPO	\$836.26	\$1,732.42	\$ 943.78	\$ 1,958.44
Medicfill	\$482.06	\$ 970.12	\$ 459.38	\$ 918.76

These rates include a 5% risk premium and contract administration fee for each contract.

### Dental and Vision Benefits

None

### Life Insurance Coverage

None

## Section II. Summary of Principal Plan Provisions

### Benefits Covered

#### Medicare Part B Reimbursement

Certain participants are eligible for reimbursement for the cost of the monthly Medicare Part B premium as follows:

- Non-union and AFSCME employees hired before July 28, 2009
- IBEW employees who retired prior to July 1, 2009
- DOE employees who retired prior to January 31, 2010
- Police officers who retired before September 30, 2006

Spouses are not eligible for this subsidy. The standard Medicare Part B premium was \$164.90 per month for 2023 and \$174.70 per month for 2024.

### Employer Subsidy

The explicit subsidy provided by the City varies by division as summarized below.

Division	Date of Retirement	Date of Hire	Retiree Subsidy	Spouse Subsidy
Police	Before 7/1/1991	Any	100%	100%
	7/1/1991 - 6/30/2012		100%	75%
	On or after 7/1/2012	Before 10/9/2015	85%	85%
		On or after 10/9/2015	80%	0%
DOE	Before 9/1/1991	Any	100%	100%
	9/1/1991 - 5/31/2013		100%	75%
	On or after 6/1/2013	Before 12/22/2015	85% <sup>1</sup>	85% <sup>1</sup>
		On or after 12/22/2015	80% <sup>1</sup>	0%
IBEW	Any	Before 7/1/1986	100%	75%
		7/1/1986 - 6/30/2014	100%	0%
		On or after 7/1/2014	80%	0%
AFSCME	Before 7/1/2015	Any	100%	75%
	On or after 7/1/2015	Before 5/20/2014	85%	85%
		On or after 5/20/2014	80%	0%
Non-Union	Before 7/1/1991	Any	100%	100%
	7/1/1991 - 6/30/2012		100%	75%
	On or after 7/1/2012		85%	85%

### Changes in Plan Provisions since Prior Valuation

None.

<sup>1</sup> Only applies to participants retiring with an unreduced pension, otherwise 0%.

## Section III. Valuation Data

### Comparison of Current and Prior Data

The following table compares the census data used in the current and prior valuations.

	June 30, 2021	June 30, 2023
<b>Number of Participants</b>		
Active Employees <sup>1</sup>	320	321
Terminated Vesteds	11	13
Retirees <sup>1</sup>	<u>273</u>	<u>280</u>
Total	604	614
<b>Active Statistics</b>		
Average Age	43.0	43.5
Average Service	11.5	11.6
<b>Inactive Statistics</b>		
Term Vested Average Age	57.2	59.6
Retiree Average Age	69.4	69.5

### Counts by Group

The following table summarizes the number of participants as of June 30, 2023 by group and status.

Status	General Fund <sup>2</sup>	Water Fund	Wastewater Fund	Electric Fund	Total
Active <sup>1</sup>	265	20	5	31	321
Terminated Vested	7	3	1	2	13
Retired <sup>1</sup>	215	10	6	49	280
<b>Total</b>	<b>487</b>	<b>33</b>	<b>12</b>	<b>82</b>	<b>614</b>

<sup>1</sup> Excludes participants who waived coverage

<sup>2</sup> Includes Blend group

## Section III. Valuation Data

### Active Age - Service Distribution

Shown below is a distribution based on age and service of active participants enrolled in medical and Rx coverage as of June 30, 2023.

Age	Years of Service										Total
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+	
<25	3	11	0	0	0	0	0	0	0	0	14
25 to 29	4	20	10	0	0	0	0	0	0	0	34
30 to 34	6	14	19	5	1	0	0	0	0	0	45
35 to 39	5	6	10	6	13	0	0	0	0	0	40
40 to 44	1	6	6	8	19	2	0	0	0	0	42
45 to 49	1	5	13	5	11	6	1	0	0	0	42
50 to 54	3	3	7	0	9	17	4	0	0	0	43
55 to 59	2	7	3	1	3	7	2	7	0	0	32
60 to 64	3	1	3	0	4	3	4	4	0	2	24
65 to 69	0	0	1	0	0	1	1	0	0	0	3
70+	0	0	1	0	0	0	1	0	0	0	2
<b>Total</b>	<b>28</b>	<b>73</b>	<b>73</b>	<b>25</b>	<b>60</b>	<b>36</b>	<b>13</b>	<b>11</b>	<b>0</b>	<b>2</b>	<b>321</b>

### Retiree Age Distribution

The table below shows the distribution by nearest age for retirees who are enrolled in medical and Rx coverage as of June 30, 2023.

Age	Retirees
<45	0
45-50	1
50-55	7
55-60	28
60-65	50
65-70	55
70-75	68
75-80	40
80-85	16
85-90	11
90+	4
<b>Total</b>	<b>280</b>

## Section IV. Valuation Methods and Assumptions

### Liability Cost Method

This valuation uses the Entry Age Normal Funding Method calculated on an individual basis with level percentage of payroll. This is the required funding method under GASB 74 and 75.

### Party Responsible for Assumptions and Methods

City of Dover

### Actuarial Valuation Date

June 30, 2023

### Measurement Date

June 30, 2023

### Roll Forward Method

Calculations were performed as of the actuarial valuation date and liabilities were rolled from the valuation date to the measurement date through use of a roll forward method. Liabilities are adjusted for passage of time by adding normal cost minus benefit payments all adjusted with interest.

### Asset Valuation Method

Market value of assets

### Expected Return on Assets

7.00%

### Discount Rate

The discount rate used to determine the liabilities under GASB 74 and 75 depends upon the entity's funding policy. The City has established an irrevocable Trust and adopted a funding policy to contribute the Actuarial Determined Contribution (ADC) each year. Under this policy, the plan is projected to be solvent in the future, and therefore the discount rate is the expected rate of return of 7.00%.

### Election Assumptions

For current retirees, actual medical coverage elections provided by the City were used.

For future retirees, 80% of employees enrolled in medical coverage as actives are assumed to retain this coverage at retirement. Employees currently waiving coverage are assumed to waive coverage at retirement.

## Section IV. Valuation Methods and Assumptions

### Spousal Coverage Status and Age

Actual coverage status is used for current retirees. For future retirees, 80% of active employees who are currently covering a spouse are assumed to continue covering a spouse at retirement. Employees who are not currently covering a spouse are not expected to elect spousal coverage at retirement.

Actual ages were used for spouses of current retirees if their date of birth was provided in the census data. For participants where it was not provided and for future retirees, females were assumed to be 3 years younger than male spouses. Spouses were assumed to be the opposite gender of retirees.

### Decrement Assumptions

Below is a summary of decrements used in this valuation; sample retirement, termination, and disability rates are illustrated in the tables below. The assumptions used are based on those used in the most recent valuation performed by Nyhart.

#### Mortality

Status	Description of Mortality Assumption
<b>Active Employees</b>	
Civilians	SOA Pub-2010 General Employees Headcount Weighted Mortality Table, projected on a fully generational basis using mortality improvement scale MP-2021
Police Officers	SOA Pub-2010 Public Safety Employees Headcount Weighted Mortality Table, projected on a fully generational basis using mortality improvement scale MP-2021
<b>Terminated Vested Participants, Healthy Retirees and Spouses</b>	
Civilians	SOA Pub-2010 General Retirees Headcount Weighted Mortality Table, projected on a fully generational basis using mortality improvement scale MP-2021
Police Officers	SOA Pub-2010 Public Safety Retirees Headcount Weighted Mortality Table, projected on a fully generational basis using mortality improvement scale MP-2021
<b>Surviving Spouses</b>	
Civilians	SOA Pub-2010 General Contingent Survivors Headcount Weighted Mortality Table, projected on a fully generational basis using mortality improvement scale MP-2021
Police Officers	SOA Pub-2010 Public Safety Contingent Survivors Headcount Weighted Mortality Table, projected on a fully generational basis using mortality improvement scale MP-2021
<b>Disabled Retirees</b>	
Civilians	SOA Pub-2010 General Disabled Retirees Headcount Weighted Mortality Table, projected on a fully generational basis using mortality improvement scale MP-2021
Police Officers	SOA Pub-2010 Public Safety Disabled Retirees Headcount Weighted Mortality Table, projected on a fully generational basis using mortality improvement scale MP-2021

## Section IV. Valuation Methods and Assumptions

### Decrement Assumptions

#### Retirement

Age	Civilians		Police <sup>1</sup> All
	Hired Prior to 5/1/1994	Hired on or After 5/1/1994	
<40	0%	0%	10%
41 – 45	0%	0%	20%
46 – 49	0%	0%	10%
50 – 51	4%	0%	10%
52 – 54	8%	0%	10%
55 – 57	8%	6%	100%
58	10%	6%	100%
59	15%	6%	100%
60	20%	10%	100%
61	25%	10%	100%
62	25%	20%	100%
63 – 64	25%	15%	100%
65	25%	50%	100%
66	50%	50%	100%
67 – 69	100%	50%	100%
70+	100%	100%	100%

#### Termination

##### DOE, IBEW and Police

Age	DOE/IBEW	Police
25	10.0%	2.2%
30	9.4%	1.7%
35	8.2%	1.1%
40	6.7%	0.5%
45	5.2%	0.1%
50	3.3%	0.0%
55	1.2%	0.7%

<sup>1</sup> Police officers with at least 75 points prior to age 60 with 20 years of service are assumed to retire at a rate of 50% per year. Police age 46-54 with 20 years of service are assumed to retire at a rate of 20%.

## Section IV. Valuation Methods and Assumptions

### Decrement Assumptions

#### Termination (continued)

##### *Non-Union and AFSCME*

Age	0-2 YOS	3-4 YOS	5+ YOS
25	30.0%	27.0%	25.5%
30	30.0%	27.0%	23.4%
35	30.0%	27.0%	20.3%
40	30.0%	27.0%	16.6%
45	30.0%	27.0%	12.5%
50	30.0%	27.0%	7.5%
55	30.0%	27.0%	2.6%

#### Disability

None.

### Salary Increases

Salary is assumed to increase at the following rates based on years of service. These rates include a 2.50% inflation rate and do not vary by gender.

Years of Service	Rates
0	11.50%
5	5.15%
10	3.80%
15	3.10%
20	2.60%
21+	2.50%

## Section IV. Valuation Methods and Assumptions

### Per Capita Cost Assumption

We received 2023 premium rates from the City for each plan and coverage tier option offered to active employees and retirees. All plans include both medical and Rx benefits. Administrative fees and risk premiums were assumed to be included in the premium rates provided.

The average premium was calculated by blending the 2023 premiums for each plan based on enrollment as of the valuation date and trending to the midpoint of the projection period using 7.5% trend. The average premium was then age adjusted using the Yamamoto aging curve to determine a retiree per capita cost. Costs for spouses were calculated separately based on the spouse portion of the Retiree + Spouse and Retiree + Family premiums.

The following chart shows the expected per capita costs and average premium rates for pre-Medicare and Medicare-eligible participants .

	Per Capita Costs	Average Premiums
Pre-Medicare Retiree	\$ 24,087	\$ 12,157
Pre-Medicare Spouse	28,855	14,564
Medicare-eligible Retiree	4,542	5,716
Medicare-eligible Spouse	4,542	5,716

### Healthcare Cost Trend Assumption

The healthcare cost trend assumption was developed using the Society of Actuaries (SOA) Long-Run Medical Cost Trend Model. The current valuation uses the 2024 version of the model with baseline assumptions. The following assumptions were used as input variables into this model:

Rate of Inflation	2.6%
Rate of Growth in Real Income / GDP per capita	1.4%
Excess Medical Growth	0.9%
Expected Health Share of GDP in 2033	19.0%
Health Share of GDP Resistance Point	17.0%
Year for Limiting Cost Growth to GDP Growth	2075

This model was designed to estimate the trend after 2024. The trend rate for 2024 was set to 10.8% for Medicare benefits to reflect the actual increase in premium rates from 2023 to 2024. The trend rate for 2024 for pre-Medicare benefits was set to 7.5% and for 2025 for both pre-Medicare and Medicare benefits was set to 7.0%. These initial rates reflect recent inflation, which we estimate will result in higher medical costs as providers renew their contracts.

## Section IV. Valuation Methods and Assumptions

### Healthcare Cost Trend Assumption

The trend for selected years is shown below:

Year	Trend
2024 <sup>1</sup>	7.50%
2025	7.00%
2026	6.20%
2030	5.29%
2040	4.60%
2050	4.54%
2060	4.48%
2070	4.24%
2075+	4.04%

The SOA Long-Run Medical Cost Trend Model and its baseline projection are based on an econometric analysis of historical U.S. medical expenditures and the judgments of experts in the field. The long-run baseline projection and input variables have been developed under the guidance of an SOA Project Oversight Group.

The trend assumption for Medicare Part B premiums is 4.5% per annum.

### Other Assumptions

- Participants are assumed not to change their medical plan in the future.
- Dates of birth were missing for some retirees. In these cases, retirees' dates of birth were assumed to be the average date of birth of the other retirees who it was provided for.
- For participants whose gender was not provided on the data, we made an assumption based on first name.
- All participants in the Health Insurance Retiree Coverage file were assumed to be on the Medicfill plan with individual coverage.
- An indicator for which group/fund (General, Water, Wastewater, Electric, and Blend) participants were in was not included on the data provided. We used assumed participants were in the same group as they were as of June 30, 2021 for those that could be found on the prior valuation data, and assumed that all new participants were in the General group.

### Changes in methods and assumptions since prior valuation

- The healthcare cost trend assumption was updated based on the 2024 Getzen model released by the SOA.
- The mortality assumption was updated to incorporate the most recent mortality improvement scale published by the SOA (MP-2021).
- The spousal coverage assumption was set based on active elections.

<sup>1</sup> Rate shown is for pre-Medicare benefits only. First year trend for Medicare costs equal to the increase in the 2024 premiums over 2023 (509.16/459.38 - 1 or 10.8%).

## Section V. Glossary

### Actuarially Determined Contribution:

For Plans with irrevocable trusts, the recommended contribution to the Plan (determined in conformity with Actuarial Standards of Practice) that is projected to result in assets equaling the actuarial accrued liability within a period of time.

### Covered Group:

Plan members included in an actuarial valuation.

### Discount Rate:

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

### Election Rate:

The percentage of retiring employees assumed to elect coverage.

### Employer's Contributions:

Contributions made in relation to the actuarially determined contributions of the employer. An employer has made a contribution in relation to the actuarially determined contribution if the employer has (a) made payments of benefits directly to or on behalf of a retiree or beneficiary, (b) made premium payments to an insurer, or (c) irrevocably transferred assets to a trust, or an equivalent arrangement, in which plan assets are dedicated to providing benefits to retirees and their beneficiaries in accordance with the terms of the plan and are legally protected from creditors of the employer(s) or plan administrator.

### Entry Age Normal Funding Method:

A method under which 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 or service of the individual between entry age and assumed exit.

### Funded Ratio:

The actuarial value of assets expressed as a percentage of the actuarial accrued liability.

### Healthcare Cost Trend Rate:

The rate of change in per capita health claim costs over time as a result of factors such as medical inflation, utilization of healthcare services, plan design, and technological developments.

### OPEB Plan:

An OPEB plan having terms that specify the amount of benefits to be provided at or after separation from employment. The benefits may be specified in dollars (for example, a flat dollar payment or an amount based on one or more factors such as age, years of service, and compensation), or as a type or level of coverage (for example, prescription drugs or a percentage of healthcare insurance premiums).

### Other Post-Employment Benefits:

Post-employment benefits other than pension benefits. Other post-employment benefits (OPEB) include post-employment healthcare benefits, life insurance, regardless of the type of plan that provides them, and all post-employment benefits provided separately from a pension plan, excluding benefits defined as termination offers and benefits.

## Section V. Glossary

### Pay-as-you-go (PAYGO):

A method of financing a benefit plan under which the contributions to the plan are generally made at about the same time and in about the same amount as benefit payments and expenses becoming due.

### Payroll Growth Rate:

An actuarial assumption with respect to future increases in total covered payroll attributable to inflation; used in applying the level percentage of projected payroll amortization method.

### Plan Liabilities:

Obligations payable by the plan at the reporting date, including, primarily, benefits and refunds due and payable to plan members and beneficiaries, and accrued investment and administrative expenses. Plan liabilities do not include actuarial accrued liabilities for benefits that are not due and payable at the reporting date.

### Plan Members:

The individuals covered by the terms of an OPEB plan. The plan membership generally includes employees in active service, terminated employees who have accumulated benefits but are not yet receiving them, and retired employees and beneficiaries currently receiving benefits.

### Post-employment:

The period between termination of employment and retirement as well as the period after retirement.

### Post-employment Healthcare Benefits:

Medical, dental, vision, and other health-related benefits provided to terminated or retired employees and their dependents and beneficiaries.

### Select and Ultimate Rates:

Actuarial assumptions that contemplate different rates for successive years. Instead of a single assumed rate with respect to, for example, the investment return assumption, the actuary may apply different rates for the early years of a projection and a single rate for all subsequent years. For example, if an actuary applies an assumed investment return of 8% for year 2000, 7.5% for 2001, and 7% for 2002 and thereafter, then 8% and 7.5% are select rates, and 7% is the ultimate rate.

### Service Cost:

That portion of the Actuarial Present Value of plan benefits and expenses which is allocated to a valuation year by the Actuarial Cost Method.

### Valuation Date:

The as-of date for employee census data. Under GASB 75, the valuation date must be within 30 months of the last day of the fiscal year.

## Appendix 1. The Actuarial Valuation Process

### Step 1 – Determining the Present Value of Benefits

The first step of the actuarial valuation process is to determine the Present Value of Benefits (PVB). The PVB represents the estimated amount needed to provide all future OPEB benefits.

For a retiree it is based on the following assumptions:

- The current cost of medical benefits
- How fast medical costs will increase (medical trend)
- Mortality

For an employee it *also* considers the following assumptions:

- How many employees will leave before becoming eligible for the benefit
- At what age will employees retire
- What percentage of eligible retirees will elect coverage
- What percent of eligible retirees will have spouse coverage

Based on these assumptions, the actuary estimates a payment stream for each year in the future.

The streams of payments are discounted to the valuation date using a discount rate. The discount rate is similar to the rate of return you would expect to earn on funds in a bank or other investment vehicle. The sum of the discounted payment stream is the PVB.

### Step 2 – The Actuarial Funding Method

If the entire present value of benefits was deposited into a trust when every new employee was hired, there would be (in the absence of actuarial losses caused by experience different than that assumed) no cost after the first year. The goal of an actuarial funding method is to spread the present value of benefits throughout the employee's career.

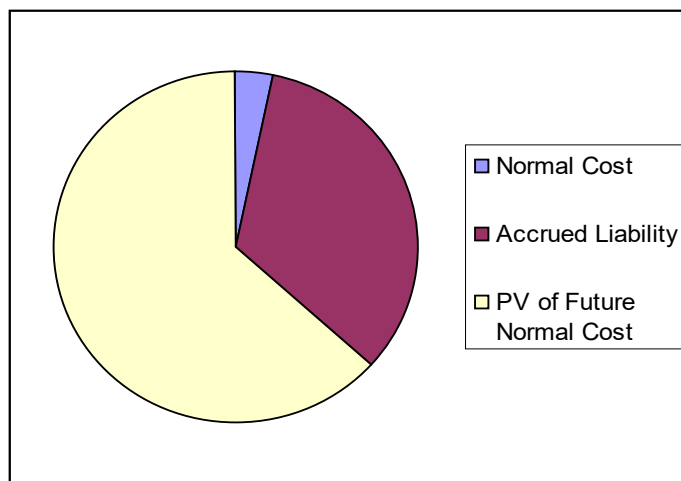
Accordingly, the second step of an actuarial valuation is to divide the Present Value of Benefits into three components:

- The normal cost (the liability accrual for the year)
- The accrued liability (the liability amount allocated for past service)
- The present value of future normal costs (the liability amount allocated to the future)

## Appendix 1. The Actuarial Valuation Process

### Step 2 – The Actuarial Funding Method

The following chart illustrates the 3 components of the Present Value of Benefits:



For a retired employee, the present value of benefits equals the accrued liability.

Under the GASB 45 accounting standard we typically used the Projected Unit Credit Actuarial Funding method. The GASB 75 accounting standard requires the use of the Entry Age Normal Actuarial Funding Method.

#### The Projected Unit Credit (PUC) Actuarial Funding Method

The PUC method allocates the present value of benefits by the service at valuation date divided by the service at retirement. So, for an employee with 10 years of service who is expected to retire in 20 years with 30 years of service, the actuarial accrued liability would be one third (10 divided by 30) of the present value of benefits.

#### The Entry Age Normal (EAN) Actuarial Funding Method

The goal of the EAN method is that the annual accrual (or normal cost) be a level percent of pay throughout an employee's career. This method requires a salary increase assumption. The normal cost percentage is equal to the present value of benefits divided by the present value of future salary determined when the employee was hired. The actuarial accrued liability is equal to the present value of benefits minus the normal cost percentage times the present value of future salaries at the valuation date.

While it depends upon the discount rate and the salary increase assumption generally the EAN method has a higher actuarial accrued liability than the PUC Method.

## Appendix 2. 10 Year Cash Flow Projections

Fiscal Year Ending	Expected Benefit Payments
2024	\$3,139,000
2025	3,354,000
2026	3,511,000
2027	3,604,000
2028	3,812,000
2029	3,957,000
2030	4,256,000
2031	4,529,000
2032	4,585,000
2033	4,761,000

*Please note:*

- *The expected benefit payment stream shown above assumes that the covered population is a closed group, i.e. there are no new entrants or re-entrants.*
- *The Plan's actual benefit payments may be greater or lesser than the amounts shown, depending on actual demographic experience, and claims experience.*
- *The expected benefit payments shown are net of retiree contributions and include the implicit subsidy associated with providing retirees with access to the plan at the same premium rates as active employees.*
- *Amounts are rounded to the nearest thousand.*

## Appendix 3. GASB 74/GASB 75 Disclosure

### Change in Net OPEB Liability

	Total OPEB Liability (a)	Plan Fiduciary Net Position (b)	Net OPEB Liability (a) - (b)
<b>Balance as of June 30, 2022 for FYE 2022</b>	\$58,701,844	\$48,342,818	\$10,359,026
Changes for the Year			
Service Cost	1,195,018		1,195,018
Interest	3,994,126		3,994,126
Changes of Benefit Terms	0		0
Experience Losses/(Gains)	(733,957)		(733,957)
Trust Contribution - Employer		3,782,951	(3,782,951)
Net Investment Income		4,776,525	(4,776,525)
Changes in Assumptions	4,429,099		4,429,099
Benefit Payments (net of retiree contributions)	(3,023,499)	(3,023,499)	0
Administrative Expense		(1,650)	1,650
Net Changes	5,860,787	5,534,327	326,460
<b>Balance as of June 30, 2023 for FYE 2023</b>	<b>\$64,562,631</b>	<b>\$53,877,145</b>	<b>\$10,685,486</b>
Funded status		83.45%	

## Appendix 3. GASB 74/GASB 75 Disclosure

### OPEB Expense - Required by GASB 75

1. Service Cost	\$	1,195,018
2. Interest		3,994,126
3. Projected Earnings on OPEB Trust		(3,410,520)
4. OPEB Administrative Expense		1,650
5. Changes in Benefit Terms		0
6. Differences Between Expected and Actual Earnings		
In Current Fiscal Year Recognized in Current Year		(273,201)
From Past Years Recognized in Current Year		688,374
Total		415,173
7. Differences Between Expected and Actual Experience		
In Current Fiscal Year Recognized in Current Year		(91,745)
From Past Years Recognized in Current Year		(3,608,563)
Total		(3,700,308)
8. Changes in Assumptions		
In Current Fiscal Year Recognized in Current Year		553,637
From Past Years Recognized in Current Year		143,829
Total		697,466
<b>9. Total OPEB Expense</b>	<b>\$</b>	<b>(807,395)</b>

## Appendix 3. GASB 74/GASB 75 Disclosure

### Sensitivity of Total and Net OPEB Liability - Required by GASB74/GASB 75

The following table presents City of Dover's Total and Net OPEB liability. We also present the Total and Net OPEB liability if it is calculated using a discount rate that is 1 percentage point lower or 1 percentage point higher.

Discount Rate	1% Decrease 6.00%	Baseline 7.00%	1% Increase 8.00%
Total OPEB Liability	\$73,473,214	\$64,562,631	\$57,256,814
Net OPEB Liability/(Asset)	\$19,596,069	\$10,685,486	\$3,379,669

The following table presents City of Dover's Total and Net OPEB liability. We also present the Total and Net OPEB liability if it is calculated using a health care cost trend rate that is 1 percentage point lower or 1 percentage point higher.

Ultimate Trend	1% Decrease 3.04%	Baseline 4.04%	1% Increase 5.04%
Total OPEB Liability	\$56,776,936	\$64,562,631	\$74,184,481
Net OPEB Liability/(Asset)	\$2,899,791	\$10,685,486	\$20,307,336

## Appendix 3. GASB 74/GASB 75 Disclosure

### Deferred Inflows/Outflows of Resources Related to OPEB - Required by GASB 75

For the fiscal year ended June 30, 2023, City of Dover recognized an OPEB expense of (\$807,395).

At June 30, 2023, City of Dover reported deferred outflows of resources and deferred inflows of resources related to the OPEB plan from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ -	\$ 5,399,234
Changes of assumptions	4,951,244	2,114,264
Net difference between projected and actual earnings on OPEB plan investments	2,613,494	-
Employer contribution subsequent to measurement date	N/A	
<b>Total</b>	<b>\$ 7,564,738</b>	<b>\$ 7,513,498</b>

Other amounts reported as deferred outflows of resources and deferred inflows of resources related to the OPEB plan will be recognized in the expense as follows:

Fiscal Year Ended June 30	Measurement Date	Earnings (Inflow)/Outflow
2024	6/30/2024	\$ (1,846,635)
2025	6/30/2025	(1,137,532)
2026	6/30/2026	1,461,034
2027	6/30/2027	188,691
2028	6/30/2028	461,892
Thereafter	6/30/2029 and after	923,790

## Appendix 3. GASB 74/GASB 75 Disclosure

### Schedule of Differences between Projected and Actual Earnings on OPEB Plan Investments

In conformity with paragraph 86b of Statement 75, the effects of differences between projected and actual earnings on OPEB plan investments are recognized in collective OPEB expense using a systematic and rational method over a closed five-year period, beginning in the current reporting period. The following table illustrates the application of this requirement.

Increase (Decrease) in OPEB Expense Arising from the Recognition of Differences between Projected and Actual Earnings on OPEB Plan Investments												
Year	Differences between Projected and Actual Earnings on OPEB Plan Investments	Recognition Period (Years)	Prior	2019	2020	2021	2022	2023	2024	2025	2026	2027
Prior	\$ (1,758,982)	5	\$ (641,562)	(351,796)	(351,796)	(351,796)	(62,032)					
2019	135,249	5		\$ 27,050	27,050	27,050	27,050	27,049				
2020	729,411	5			\$ 145,882	145,882	145,882	145,882	145,883			
2021	(10,070,452)	5				\$ (2,014,090)	(2,014,090)	(2,014,090)	(2,014,090)	(2,014,092)		
2022	12,647,663	5					\$ 2,529,533	2,529,533	2,529,533	2,529,533	2,529,531	
2023	(1,366,005)	5						\$ (273,201)	(273,201)	(273,201)	(273,201)	(273,201)
<b>Net increase (decrease) in OPEB expense</b>			<b>\$ (641,562)</b>	<b>\$ (324,746)</b>	<b>\$ (178,864)</b>	<b>\$ (2,192,954)</b>	<b>\$ 626,343</b>	<b>\$ 415,173</b>	<b>\$ 388,125</b>	<b>\$ 242,240</b>	<b>\$ 2,256,330</b>	<b>\$ (273,201)</b>

### Deferred Outflows of Resources and Deferred Inflows of Resources Arising from Differences between Projected and Actual Earnings on OPEB Plan Investments

Year	Investment Earnings Less than Projected (a)	Investment Earnings Greater Than Projected (b)	Amounts Recognized in OPEB Expense Through June 30, 2023 (c)	Balances at June 30, 2023	
				Deferred Outflows of Resources (a) - (c)	Deferred Inflows of Resources (b) - (c)
Prior	\$ -	\$ 1,758,982	\$ 1,758,982	\$ -	\$ -
2019	135,249	-	135,249	-	-
2020	729,411	-	583,528	145,883	-
2021	-	10,070,452	6,042,270	-	4,028,182
2022	12,647,663	-	5,059,066	7,588,597	-
2023	-	1,366,005	273,201	-	1,092,804
				<b>\$ 7,734,480</b>	<b>\$ 5,120,986</b>

## Appendix 3. GASB 74/GASB 75 Disclosure

### Schedule of Differences between Expected and Actual Experience

In conformity with paragraph 86a of Statement 75, the effects of differences between expected and actual experience are recognized in collective OPEB expense, beginning in the current reporting period, using a systematic and rational method over a closed period equal to the average of the remaining service lives of all employees that are provided with OPEB through the OPEB plan (active and inactive employees), determined as of the beginning of the measurement period. The following table illustrates the application of this requirement.

Increase (Decrease) in OPEB Expense Arising from the Recognition of Differences between Expected and Actual Experience															
Year	Differences between Expected and Actual Experience	Recognition Period (Years)	Prior	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Thereafter
Prior	\$ (2,870,577)	5	\$ (574,115)	(574,115)	(574,115)	(574,115)	(574,117)	-	-	-	-	-	-	-	-
2018	(6,202,130)	5		\$ (1,240,426)	(1,240,426)	(1,240,426)	(1,240,426)	(1,240,426)							
2019	(5,152,216)	5			\$ (1,030,443)	(1,030,443)	(1,030,443)	(1,030,443)	(1,030,444)						
2020	(4,758,240)	5				\$ (951,648)	(951,648)	(951,648)	(951,648)	(951,648)					
2021	(5,370,178)	5					\$ (1,074,036)	(1,074,036)	(1,074,036)	(1,074,036)	(1,074,034)				
2022	(2,762,174)	5						\$ (552,435)	(552,435)	(552,435)	(552,435)	(552,434)			
2023	(733,957)	8							\$ (91,745)	(91,745)	(91,745)	(91,745)	(91,745)	(91,745)	(183,487)
<b>Net increase (decrease) in OPEB expense</b>			<b>\$ (574,115)</b>	<b>\$ (1,814,541)</b>	<b>\$ (2,844,984)</b>	<b>\$ (3,796,632)</b>	<b>\$ (4,870,670)</b>	<b>\$ (4,848,988)</b>	<b>\$ (3,700,308)</b>	<b>\$ (2,669,864)</b>	<b>\$ (1,718,214)</b>	<b>\$ (644,179)</b>	<b>\$ (91,745)</b>	<b>\$ (91,745)</b>	<b>\$ (183,487)</b>

### Deferred Outflows of Resources and Deferred Inflows of Resources Arising from Differences between Expected and Actual Experience

						Balances at June 30, 2023	
Year	Experience Losses (a)	Experience Gains (b)	Amounts Recognized in OPEB Expense Through June 30, 2023 (c)			Deferred Outflows of Resources (a) - (c)	Deferred Inflows of Resources (b) - (c)
Prior	\$ -	\$ -	-	\$ -	2,870,577	\$ -	\$ -
2018	-	6,202,130	-	-	6,202,130	-	-
2019	-	5,152,216	-	-	5,152,216	-	-
2020	-	4,758,240	-	-	3,806,592	-	951,648
2021	-	5,370,178	-	-	3,222,108	-	2,148,070
2022	-	2,762,174	-	-	1,104,870	-	1,657,304
2023	-	733,957	-	-	91,745	-	642,212
						<b>\$ -</b>	<b>\$ 5,399,234</b>

## Appendix 3. GASB 74/GASB 75 Disclosure

### Schedule of Changes of Assumptions

In conformity with paragraph 86a of Statement 75, the effects of changes of assumptions should be recognized in OPEB expense, beginning in the current reporting period, using a systematic and rational method over a closed period equal to the average of the remaining service lives of all employees that are provided with OPEB through the OPEB plan (active and inactive employees), determined as of the beginning of the measurement period. The following table illustrates the application of this requirement.

Increase (Decrease) in OPEB Expense Arising from the Effects of Changes of Assumptions																
Year	Changes of Assumptions	Recognition Period (Years)	Prior	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Thereafter	
Prior	\$ (4,832,943)	5	\$ (966,589)	(966,589)	(966,589)	(966,589)	(966,587)	-	-	-	-	-	-	-	-	
2018	-	5		\$ -	-	-	-	-	-	-	-	-	-	-	-	
2019	1,311,796	5			\$ 262,359	262,359	262,359	262,359	262,360							
2020	483,313	5				\$ 96,663	96,663	96,663	96,663	96,661						
2021	2,447,804	5					\$ 489,561	489,561	489,561	489,561	489,560					
2022	(3,523,774)	5						\$ (704,755)	(704,755)	(704,755)	(704,755)	(704,754)				
2023	4,429,099	8							\$ 553,637	553,637	553,637	553,637	553,637	553,637	1,107,277	
Net increase (decrease) in OPEB expense			\$ (966,589)	\$ (966,589)	\$ (704,230)	\$ (607,567)	\$ (118,004)	\$ 143,828	\$ 697,466	\$ 435,104	\$ 338,442	\$ (151,117)	\$ 553,637	\$ 553,637	\$ 1,107,277	

### Deferred Outflows of Resources and Deferred Inflows of Resources Arising from Changes of Assumptions

Year	Increases in the Total OPEB Liability (a)	Decreases in the Total OPEB Liability (b)	Amounts Recognized in OPEB Expense Through June 30, 2023 (c)	Balances at June 30, 2023	
				Deferred Outflows of Resources (a) - (c)	Deferred Inflows of Resources (b) - (c)
Prior	\$ -	\$ -	\$ 4,832,943	\$ -	\$ -
2018	-	-	-	-	-
2019	1,311,796	-	1,311,796	-	-
2020	483,313	-	386,652	96,661	-
2021	2,447,804	-	1,468,683	979,121	-
2022	-	3,523,774	1,409,510	-	2,114,264
2023	4,429,099	-	553,637	3,875,462	-
				\$ 4,951,244	\$ 2,114,264

## Appendix 3. GASB 74/GASB 75 Disclosure

### Schedule of Changes in the Total Liability and Related Ratios - Required by both GASB 74 and GASB 75

Changes in Employer's Net OPEB Liability and Related Ratios

Last 10 Fiscal Years

Information for FYE 2016 and earlier is not available

Disclosure for Fiscal Year Ending:	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
Measurement Date:	6/30/2023	6/30/2022	6/30/2021	6/30/2020	6/30/2019	6/30/2018	6/30/2017	6/30/2016	6/30/2015	6/30/2014
Total OPEB liability										
Service Cost	\$ 1,195,018	\$ 1,118,361	\$ 1,089,006	\$ 1,120,494	\$ 1,201,696	\$ 1,221,869	\$ 1,553,911	\$ -	\$ -	\$ -
Interest Cost	3,994,126	4,056,371	4,094,951	4,210,980	4,287,917	4,497,757	4,782,591	-	-	-
Changes in Benefit Terms	-	-	-	-	-	-	-	-	-	-
Differences Between Expected and Actual Experience	(733,957)	(2,762,174)	(5,370,178)	(4,758,240)	(5,152,216)	(6,202,130)	(2,870,577)	-	-	-
Changes of Assumptions	4,429,099	(3,523,774)	2,447,804	483,313	1,311,796	-	(4,832,943)	-	-	-
Benefit Payments	(3,023,499)	(2,902,867)	(2,866,652)	(2,755,367)	(2,748,016)	(2,703,928)	(2,662,737)	-	-	-
Net Change in Total OPEB Liability	5,860,787	(4,014,083)	(605,069)	(1,698,820)	(1,098,823)	(3,186,432)	(4,029,755)	-	-	-
Total OPEB liability - Beginning of Year	58,701,844	62,715,927	63,320,996	65,019,816	66,118,639	69,305,071	73,334,826	-	-	-
Total OPEB Liability - End of Year	64,562,631	58,701,844	62,715,927	63,320,996	65,019,816	66,118,639	69,305,071	-	-	-

Plan Fiduciary Net Position

Last 10 Fiscal Years

Information for FYE 2016 and earlier is not available

Disclosure for Fiscal Year Ending:	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
Measurement Date:	6/30/2023	6/30/2022	6/30/2021	6/30/2020	6/30/2019	6/30/2018	6/30/2017	6/30/2016	6/30/2015	6/30/2014
Contributions - Employer	\$ 3,782,951	\$ 4,042,285	\$ 3,503,888	\$ 4,326,130	\$ 5,447,428	\$ 5,721,795	\$ 4,602,728	\$ -	\$ -	\$ -
Net Investment Income	4,776,525	(8,960,325)	12,864,455	1,871,140	2,184,357	2,294,949	3,073,693	-	-	-
Benefit Payments (net of retiree contributions)	(3,023,499)	(2,902,867)	(2,866,652)	(2,755,367)	(2,748,016)	(2,703,928)	(2,662,737)	-	-	-
Administrative Expense	(1,650)	(7,500)	(3,000)	(9,500)	(2,800)	(7,500)	(3,000)	-	-	-
Net Change in Fiduciary Net Position	5,534,327	(7,828,407)	13,498,691	3,432,403	4,880,969	5,305,316	5,010,684	-	-	-
Fiduciary Net Position - Beginning of Year	48,342,818	56,171,225	42,672,534	39,240,131	34,359,162	29,053,846	24,043,162	-	-	-
Fiduciary Net Position - End of Year	53,877,145	48,342,818	56,171,225	42,672,534	39,240,131	34,359,162	29,053,846	-	-	-
Net OPEB Liability	10,685,486	10,359,026	6,544,702	20,648,462	25,779,685	31,759,477	40,251,225	-	-	-
Fiduciary Net Position as a % of Total OPEB Liability	83.45%	82.35%	89.56%	67.39%	60.35%	51.97%	41.92%	-	-	-
Covered-Employee Payroll <sup>1</sup>	\$ 28,253,809	\$ 20,249,554	\$ 19,755,662	\$ 20,262,159	\$ 19,580,134	\$ 19,578,050	\$ 19,100,537	N/A	N/A	N/A
Net OPEB Liability as a Percentage of Covered Employee Payroll <sup>1</sup>	37.82%	51.16%	33.13%	101.91%	131.66%	162.22%	210.73%	N/A	N/A	N/A
Expected Average Remaining Service Years of All Participants	8	5	5	5	5	5	5	-	-	-

#### Notes to Schedule:

Benefit changes: None.

Changes of assumptions: The discount rate was changed as follows:

The discount rate changes year-to-year:	7.00%	7.00%	6.50%	6.50%	6.50%	6.50%	6.50%	N/A	N/A	N/A
The healthcare cost trend assumption was updated based on the 2024 Getzen model released by the SOA.										
The mortality assumption was updated to incorporate the most recent mortality improvement scale published by the SOA (MP-2021).										
The spousal coverage assumption was set based on active elections.										

<sup>1/</sup> This row has been populated because we have salary information available to use.

## Appendix 3. GASB 74/GASB 75 Disclosure

### Schedule of Changes in the Actuarially Determined Contribution and Related Ratios - Required by both GASB 74 and GASB 75

#### Schedule of Employer Contributions

Last 10 Fiscal Years

Information for FYE 2016 and earlier is not available

FYE	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
Actuarially Determined Contribution	\$ 1,928,095	\$ 1,711,508	\$ 2,779,727	\$ 3,190,592	\$ 4,044,265	\$ 4,559,852	\$ 4,643,687	\$ 5,125,687	\$ 3,809,600	\$ 5,948,442
Contributions in Relation to the Actuarially Determined Contribution	3,782,951	4,042,285	3,503,888	4,326,130	5,447,428	5,721,795	4,602,728	-	-	-
Contribution Deficiency (Excess)	\$ (1,854,856)	\$ (2,330,777)	\$ (724,161)	\$ (1,135,538)	\$ (1,403,163)	\$ (1,161,943)	\$ 40,959	\$ 5,125,687	\$ 3,809,600	\$ 5,948,442
Covered-Employee Payroll <sup>1</sup>	\$ 28,253,809	\$ 20,249,554	\$ 19,755,662	\$ 20,262,159	\$ 19,580,134	\$ 19,578,050	\$ 19,100,537	N/A	N/A	N/A
Contributions as a Percentage of Covered Employee Payroll <sup>1</sup>	13.39%	19.96%	17.74%	21.35%	27.82%	29.23%	24.10%	N/A	N/A	N/A

<sup>1/</sup> This row has been populated because we have salary information available to use.

#### Notes to Schedule:

Benefit changes: None.

Changes of assumptions: None.

#### Methods and assumptions used to determine contribution rates:

Valuation Date	Actuarially determined contribution rates are calculated as of June 30, two years prior to the end of the fiscal year in which contributions are reported.
Actuarial cost method	Projected Unit Credit
Amortization method	Level Percentage of Payroll, closed
Remaining amortization period	26
Asset valuation method	Market Value of Assets
Investment rate of return	7.00%
Payroll growth rate	2.50%
Inflation	2.50%
Healthcare cost trend rate	The trend for 2023 is 7.50% (Pre-Medicare) and 10.8% (Medicare). The ultimate trend is 4.50%.



## Appendix 4. GASB 74/GASB 75 Disclosure - General Fund

### Employer's Proportionate Share of Net OPEB Expense

1. Total FYE 2023 Liability (as of the Measurement Date 06/30/2023)	\$	64,562,631
2. Proportionate Share of Employer's FYE 2023 Liability	\$	53,096,307
3. Total FYE 2023 Assets (as of the Measurement Date 06/30/2023)	\$	53,877,145
4. Proportionate Share of Employer's FYE 2023 Assets	\$	39,994,243
5. Total FYE 2023 Net OPEB Liability (as of the Measurement Date 06/30/2023)	\$	10,685,486
6. Proportionate Share of FYE 2023 Net OPEB Liability (2. - 4.)	\$	13,102,064

7. Employer's OPEB Expense	\$	(89,945)
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The employer's OPEB expense is based on its proportionate allocation of the total OPEB expense and has been adjusted for the deferred recognition of the changes in the employer's proportionate share.

Discount Rate	1% Decrease 6.00%	Discount Rate 7.00%	1% Increase 8.00%
Net OPEB Liability	\$ 20,430,128	\$ 13,102,064	\$ 7,093,760

Ultimate Trend	1% Decrease 3.04%	Medical Trend 4.04%	1% Increase 5.04%
Net OPEB Liability	\$ 6,699,109	\$ 13,102,064	\$ 21,015,075



## Appendix 4. GASB 74/GASB 75 Disclosure - General Fund

### Schedule of Employer's Proportionate Share of the Net OPEB Liability

Disclosure for fiscal year ending:	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
Measurement Date:	6/30/2023	6/30/2022	6/30/2021	6/30/2020	6/30/2019	6/30/2018	6/30/2017	6/30/2016	6/30/2015	6/30/2014
1. Proportionate Share of the Total OPEB Liability	\$ 53,096,308	\$ 46,016,376	\$ 48,843,164	\$ 49,314,392	\$ 50,637,433	\$ 51,493,196	\$ 53,974,789	N/A	N/A	N/A
2. Proportionate Share of the Total Assets	\$ 39,994,243	\$ 36,339,887	\$ 42,297,766	\$ 32,194,287	\$ 29,620,053	\$ 25,805,836	\$ 21,821,219	N/A	N/A	N/A
3. Employer's Proportionate Share of the Net OPEB Liability (1. - 2.)	\$ 13,102,065	\$ 9,676,489	\$ 6,545,398	\$ 17,120,105	\$ 21,017,380	\$ 25,687,360	\$ 32,153,571	N/A	N/A	N/A
4. Plan Fiduciary Net Position as a										
Percentage of the Total OPEB Liability (2. / 1.)	75.32%	78.97%	86.60%	65.28%	58.49%	50.12%	40.43%	N/A	N/A	N/A

The allocations of the total OPEB liability prior to 6/30/2021 were based on the proportionate share of total OPEB liability as of 6/30/2021 since the detail for prior years was not available.

## Appendix 4. GASB 74/GASB 75 Disclosure - General Fund

### Deferred Inflows/Outflows of Resources Related to OPEB - Required by GASB 75

For the fiscal year ended June 30, 2023, City of Dover recognized an OPEB expense of -\$89,945.

At June 30, 2023, City of Dover reported deferred outflows of resources and deferred inflows of resources related to the OPEB plan from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ -	\$ 4,440,331
Changes of assumptions	4,071,903	1,738,771
Net difference between projected and actual earnings on OPEB plan investments	1,964,598	
Change in Proportion	2,323,436	-
Employer contribution subsequent to measurement date	TBD	
<b>Total</b>	<b>\$ 8,359,937</b>	<b>\$ 6,179,102</b>

An amount to be determined will be reported as deferred outflows of resources related to OPEB resulting from employer contributions subsequent to measurement date will be recognized as a reduction of the net OPEB liability in the year ended June 30, 2024.

Other amounts reported as deferred outflows of resources and deferred inflows of resources related to the OPEB plan will be recognized in the expense as follows:

Fiscal Year ended June 30:	
2024	\$ (1,201,489)
2025	(608,013)
2026	1,386,676
2027	496,887
2028	702,253
Thereafter	1,404,521

## Appendix 4. GASB 74/GASB 75 Disclosure - General Fund

### Schedule of Differences between Projected and Actual Earnings on OPEB Plan Investments

In conformity with paragraph 86b of Statement 75, the effects of differences between projected and actual earnings on OPEB plan investments are recognized in collective OPEB expense using a systematic and rational method over a closed five-year period, beginning in the current reporting period. The following table illustrates the application of this requirement.

Increase (Decrease) in OPEB Expense Arising from the Recognition of Differences between Projected and Actual Earnings on OPEB Plan Investments											
Year	Differences between Projected and Actual Earnings on OPEB Plan Investments*	Recognition Period (Years)	2019	2020	2021	2022	2023	2024	2025	2026	2027
2019	\$ 101,844	5	\$ 20,316	20,419	20,408	20,368	20,333	-			
2020	549,352	5		\$ 110,117	110,060	109,851	109,660	109,664			
2021	(7,578,218)	5			\$ (1,519,529)	(1,516,639)	(1,514,016)	(1,514,016)	(1,514,018)		
2022	9,510,698	5				\$ 1,904,776	1,901,481	1,901,481	1,901,481	1,901,479	
2023	(1,026,842)	5					\$ (205,369)	(205,369)	(205,369)	(205,369)	(205,366)
<b>Net increase (decrease) in OPEB expense</b>			<b>\$ 20,316</b>	<b>\$ 130,536</b>	<b>\$ (1,389,061)</b>	<b>\$ 518,356</b>	<b>\$ 312,089</b>	<b>\$ 291,760</b>	<b>\$ 182,094</b>	<b>\$ 1,696,110</b>	<b>\$ (205,366)</b>

\*The numbers are presented after the adjustment for proportionate share.

### Deferred Outflows of Resources and Deferred Inflows of Resources Arising from Differences between Projected and Actual Earnings on OPEB Plan Investments

Balances at June 30, 2023					
Year	Investment Earnings Less than Projected (a)	Investment Earnings Greater Than Projected (b)	Amounts Recognized in OPEB Expense Through June 30, 2023 (c)	Deferred Outflows of Resources (a) - (c)	Deferred Inflows of Resources (b) - (c)
2019	\$ 101,844	\$ -	\$ 101,844	\$ -	\$ -
2020	549,352	-	439,688	109,664	-
2021	-	7,578,218	4,550,184	-	3,028,034
2022	9,510,698	-	3,806,257	5,704,441	-
2023	-	1,026,842	205,369	-	821,473
				<b>\$ 5,814,105</b>	<b>\$ 3,849,507</b>



## Appendix 4. GASB 74/GASB 75 Disclosure - General Fund

### Schedule of Differences between Expected and Actual Experience

In conformity with paragraph 86a of Statement 75, the effects of differences between expected and actual experience are recognized in collective OPEB expense, beginning in the current reporting period, using a systematic and rational method over a closed period equal to the average of the remaining service lives of all employees that are provided with OPEB through the OPEB plan (active and inactive employees), determined as of the beginning of the measurement period. The following table illustrates the application of this requirement.

Increase (Decrease) in OPEB Expense Arising from the Recognition of Differences between Expected and Actual Experience															
Year	Differences between Expected and Actual Experience*	Recognition Period (Years)	Prior	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Thereafter
2017	(2,235,606)	5.00	\$ (447,121)	(447,121)	(447,121)	(447,120)	(447,123)	-	-	-	-	-	-	-	-
2018	(4,836,546)	5.00		\$ (966,044)	(966,044)	(966,044)	(966,044)	(972,370)	-	-	-	-	-	-	-
2019	(4,062,726)	5.00			\$ (802,509)	(802,508)	(802,509)	(807,763)	(847,437)	-	-	-	-	-	-
2020	(3,793,554)	5.00				\$ (741,143)	(741,143)	(745,997)	(782,635)	(782,636)	-	-	-	-	-
2021	(4,328,255)	5.00					\$ (836,459)	(841,936)	(883,287)	(883,287)	(883,286)	-	-	-	-
2022	(2,250,343)	5.00						\$ (433,054)	(454,322)	(454,322)	(454,322)	(454,323)	-	-	-
2023	(603,607)	8.00							\$ (75,452)	(75,452)	(75,452)	(75,452)	(75,452)	(75,452)	(150,895)
<b>Net increase (decrease) in OPEB expense</b>			<b>\$ (447,121)</b>	<b>\$ (1,413,165)</b>	<b>\$ (2,215,674)</b>	<b>\$ (2,956,815)</b>	<b>\$ (3,793,278)</b>	<b>\$ (3,801,120)</b>	<b>\$ (3,043,133)</b>	<b>\$ (2,195,697)</b>	<b>\$ (1,413,060)</b>	<b>\$ (529,775)</b>	<b>\$ (75,452)</b>	<b>\$ (75,452)</b>	<b>\$ (150,895)</b>

\*The numbers are presented after the adjustment for proportionate share.

### Deferred Outflows of Resources and Deferred Inflows of Resources Arising from Differences between Expected and Actual Experience

Year	Increases in the Total OPEB Liability (a)	Decreases in the Total OPEB Liability (b)	Amounts Recognized in OPEB Expense Through June 30, 2023 (c)	Balances at June 30, 2023 Deferred Outflows of Resources (a) - (c)	Deferred Inflows of Resources (b) - (c)
Prior	\$ -	\$ 2,235,606	\$ 2,235,606	\$ -	\$ -
2018	-	4,836,546	4,836,546	-	-
2019	-	4,062,726	4,062,726	-	-
2020	-	3,793,554	3,010,918	-	782,636
2021	-	4,328,255	2,561,682	-	1,766,573
2022	-	2,250,343	887,376	-	1,362,967
2023	-	603,607	75,452	-	528,155
			<b>\$ -</b>	<b>\$ -</b>	<b>\$ 4,440,331</b>

## Appendix 4. GASB 74/GASB 75 Disclosure - General Fund

### Schedule of Changes of Assumptions

In conformity with paragraph 86a of Statement 75, the effects of changes of assumptions should be recognized in OPEB expense, beginning in the current reporting period, using a systematic and rational method over a closed period equal to the average of the remaining service lives of all employees that are provided with OPEB through the OPEB plan (active and inactive employees), determined as of the beginning of the measurement period. The following table illustrates the application of this requirement.

Increase (Decrease) in OPEB Expense Arising from the Effects of Changes of Assumptions															
Year	Changes of Assumptions*	Recognition Period (Years)	Prior	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Thereafter
2017	(3,763,894)	5	\$ (752,779)	(752,779)	(752,779)	(752,779)	(752,778)	-	-	-	-	-	-	-	-
2018	-	5		\$ -	-	-	-	-	-	-	-	-	-	-	-
2019	1,034,400	5			\$ 204,324	204,324	204,324	205,663	215,765	-	-	-	-	-	-
2020	385,326	5				\$ 75,282	75,281	75,774	79,495	79,494	-	-	-	-	-
2021	1,972,880	5					\$ 381,270	383,766	402,615	402,615	402,614	-	-	-	-
2022	(2,870,819)	5						\$ (552,458)	(579,590)	(579,590)	(579,590)	(579,591)	-	-	-
2023	3,642,491	8							\$ 455,311	455,311	455,311	455,311	455,311	455,311	910,625
<b>Net increase (decrease) in OPEB expense</b>			<b>\$ (752,779)</b>	<b>\$ (752,779)</b>	<b>\$ (548,455)</b>	<b>\$ (473,173)</b>	<b>\$ (91,903)</b>	<b>\$ 112,745</b>	<b>\$ 573,596</b>	<b>\$ 357,830</b>	<b>\$ 278,335</b>	<b>\$ (124,280)</b>	<b>\$ 455,311</b>	<b>\$ 455,311</b>	<b>\$ 910,625</b>

\*The numbers are presented after the adjustment for proportionate share.

### Deferred Outflows of Resources and Deferred Inflows of Resources Arising from Changes of Assumptions

Year	Increases in the Total OPEB Liability (a)	Decreases in the Total OPEB Liability (b)	Amounts Recognized in OPEB Expense Through June 30, 2023 (c)	Balances at June 30, 2023	
				Deferred Outflows of Resources (a) - (c)	Deferred Inflows of Resources (b) - (c)
Prior	\$ -	\$ 3,763,894	\$ 3,763,894	\$ -	\$ -
2018	-	-	-	-	-
2019	1,034,400	-	1,034,400	-	-
2020	385,326	-	305,832	79,494	-
2021	1,972,880	-	1,167,651	805,229	-
2022	-	2,870,819	1,132,048	-	1,738,771
2023	3,642,491	-	455,311	3,187,180	-
				<b>\$ 4,071,903</b>	<b>\$ 1,738,771</b>

## Appendix 4. GASB 74/GASB 75 Disclosure - General Fund

### Schedule of Differences between Proportions

In conformity with paragraph 86a of Statement 75, the effects of changes of proportions should be recognized in OPEB expense, beginning in the current reporting period, using a systematic and rational method over a closed period equal to the average of the remaining service lives of all employees that are provided with OPEB through the OPEB plan (active and inactive employees), determined as of the beginning of the measurement period. The following table illustrates the application of this requirement.

Increase (Decrease) in OPEB Expense Arising from the Effects of Changes of Proportionate Share																
Year	Changes in Proportionate Share	Recognition Period (Years)	Prior	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Thereafter	
2017	-	5	\$ -	-	-	-	-	-	-	-	-	-	-	-	-	-
2018	-	5		\$ -	-	-	-	-	-	-	-	-	-	-	-	-
2019	-	5			\$ -	-	-	-	-	-	-	-	-	-	-	-
2020	-	5				\$ -	-	-	-	-	-	-	-	-	-	-
2021	-	5					\$ -	-	-	-	-	-	-	-	-	-
2022	111,123	5						\$ 22,224	22,224	22,224	22,224	22,227	-	-	-	-
2023	2,579,155	8							\$ 322,394	322,394	322,394	322,394	322,394	322,394	322,394	644,791
<b>Net increase (decrease) in OPEB expense</b>			<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 22,224</b>	<b>\$ 344,618</b>	<b>\$ 344,618</b>	<b>\$ 344,618</b>	<b>\$ 344,621</b>	<b>\$ 322,394</b>	<b>\$ 322,394</b>	<b>\$ 322,394</b>	<b>\$ 644,791</b>

### Deferred Outflows of Resources and Deferred Inflows of Resources Arising from Differences in Proportions

Year					Balances at June 30, 2023	
	Increases in the Total OPEB Liability (a)	Decreases in the Total OPEB Liability (b)	Amounts Recognized in OPEB Expense Through June 30, 2023 (c)	Deferred Outflows of Resources (a) - (c)	Deferred Inflows of Resources (b) - (c)	
Prior	\$ -	\$ -	\$ -	\$ -	\$ -	
2018	-	-	-	-	-	
2019	-	-	-	-	-	
2020	-	-	-	-	-	
2021	-	-	-	-	-	
2022	111,123	-	44,448	66,675	-	
2023	2,579,155	-	322,394	2,256,761	-	
				\$ 2,323,436	\$ -	



## Appendix 4. GASB 74/GASB 75 Disclosure - Water Fund

### Employer's Proportionate Share of Net OPEB Expense

1. Total FYE 2023 Liability (as of the Measurement Date 06/30/2023)	\$	64,562,631
2. Proportionate Share of Employer's FYE 2023 Liability	\$	3,040,900
3. Total FYE 2023 Assets (as of the Measurement Date 06/30/2023)	\$	53,877,145
4. Proportionate Share of Employer's FYE 2023 Assets	\$	2,141,253
5. Total FYE 2023 Net OPEB Liability (as of the Measurement Date 06/30/2023)	\$	10,685,486
6. Proportionate Share of FYE 2023 Net OPEB Liability (2. - 4.)	\$	899,647

7. Employer's OPEB Expense	\$	(17,145)
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The employer's OPEB expense is based on its proportionate allocation of the total OPEB expense and has been adjusted for the deferred recognition of the changes in the employer's proportionate share.

Discount Rate	1% Decrease 6.00%	Discount Rate 7.00%	1% Increase 8.00%
Net OPEB Liability	\$ 1,319,335	\$ 899,647	\$ 555,543

Ultimate Trend	1% Decrease 3.04%	Medical Trend 4.04%	1% Increase 5.04%
Net OPEB Liability	\$ 532,941	\$ 899,647	\$ 1,352,836



## Appendix 4. GASB 74/GASB 75 Disclosure - Water Fund

### Schedule of Employer's Proportionate Share of the Net OPEB Liability

Disclosure for fiscal year ending:	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
Measurement Date:	6/30/2023	6/30/2022	6/30/2021	6/30/2020	6/30/2019	6/30/2018	6/30/2017	6/30/2016	6/30/2015	6/30/2014
1. Proportionate Share of the Total OPEB Liability	\$ 3,040,900	\$ 2,712,025	\$ 2,941,377	\$ 2,969,755	\$ 3,049,429	\$ 3,100,964	\$ 3,250,408	N/A	N/A	N/A
2. Proportionate Share of the Total Assets	\$ 2,141,253	\$ 1,890,423	\$ 2,194,195	\$ 1,662,012	\$ 1,529,454	\$ 1,343,659	\$ 1,136,188	N/A	N/A	N/A
3. Employer's Proportionate Share of the Net OPEB Liability (1. - 2.)	\$ 899,647	\$ 821,602	\$ 747,182	\$ 1,307,743	\$ 1,519,975	\$ 1,757,305	\$ 2,114,220	N/A	N/A	N/A
4. Plan Fiduciary Net Position as a										
Percentage of the Total OPEB Liability (2. / 1.)	70.42%	69.71%	74.60%	55.96%	50.16%	43.33%	34.96%	N/A	N/A	N/A

The allocations of the total OPEB liability prior to 6/30/2021 were based on the proportionate share of total OPEB liability as of 6/30/2021 since the detail for prior years was not available.

## Appendix 4. GASB 74/GASB 75 Disclosure - Water Fund

### Deferred Inflows/Outflows of Resources Related to OPEB - Required by GASB 75

For the fiscal year ended June 30, 2023, City of Dover recognized an OPEB expense of -\$17,145.

At June 30, 2023, City of Dover reported deferred outflows of resources and deferred inflows of resources related to the OPEB plan from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ -	\$ 254,303
Changes of assumptions	233,205	99,582
Net difference between projected and actual earnings on OPEB plan investments	102,199	
Change in Proportion	8,319	9,152
Employer contribution subsequent to measurement date	TBD	
<b>Total</b>	<b>\$ 343,723</b>	<b>\$ 363,037</b>

An amount to be determined will be reported as deferred outflows of resources related to OPEB resulting from employer contributions subsequent to measurement date will be recognized as a reduction of the net OPEB liability in the year ended June 30, 2024.

Other amounts reported as deferred outflows of resources and deferred inflows of resources related to the OPEB plan will be recognized in the expense as follows:

Fiscal Year ended June 30:		
2024	\$	(91,941)
2025		(57,375)
2026		48,913
2027		12,259
2028		22,944
Thereafter		45,886

## Appendix 4. GASB 74/GASB 75 Disclosure - Water Fund

### Schedule of Differences between Projected and Actual Earnings on OPEB Plan Investments

In conformity with paragraph 86b of Statement 75, the effects of differences between projected and actual earnings on OPEB plan investments are recognized in collective OPEB expense using a systematic and rational method over a closed five-year period, beginning in the current reporting period. The following table illustrates the application of this requirement.

Increase (Decrease) in OPEB Expense Arising from the Recognition of Differences between Projected and Actual Earnings on OPEB Plan Investments											
Year	Differences between Projected and Actual Earnings on OPEB Plan Investments*	Recognition Period (Years)	2019	2020	2021	2022	2023	2024	2025	2026	2027
2019	\$ 5,281	5	\$ 1,058	1,054	1,054	1,057	1,058	-			
2020	28,476	5		\$ 5,686	5,682	5,699	5,705	5,704			
2021	(393,401)	5			\$ (78,445)	(78,676)	(78,760)	(78,760)	(78,760)		
2022	494,475	5				\$ 98,810	98,916	98,916	98,916	98,917	
2023	(53,417)	5					\$ (10,683)	(10,683)	(10,683)	(10,683)	(10,685)
<b>Net increase (decrease) in OPEB expense</b>			<b>\$ 1,058</b>	<b>\$ 6,740</b>	<b>\$ (71,709)</b>	<b>\$ 26,890</b>	<b>\$ 16,236</b>	<b>\$ 15,177</b>	<b>\$ 9,473</b>	<b>\$ 88,234</b>	<b>\$ (10,685)</b>

\*The numbers are presented after the adjustment for proportionate share.

### Deferred Outflows of Resources and Deferred Inflows of Resources Arising from Differences between Projected and Actual Earnings on OPEB Plan Investments

Balances at June 30, 2023					
Year	Investment Earnings Less than Projected (a)	Investment Earnings Greater Than Projected (b)	Amounts Recognized in OPEB Expense Through June 30, 2023 (c)	Deferred Outflows of Resources (a) - (c)	Deferred Inflows of Resources (b) - (c)
2019	\$ 5,281	\$ -	\$ 5,281	\$ -	\$ -
2020	28,476	-	22,772	5,704	-
2021	-	393,401	235,881	-	157,520
2022	494,475	-	197,726	296,749	-
2023	-	53,417	10,683	-	42,734
				<b>\$ 302,453</b>	<b>\$ 200,254</b>

## Appendix 4. GASB 74/GASB 75 Disclosure - Water Fund

### Schedule of Differences between Expected and Actual Experience

In conformity with paragraph 86a of Statement 75, the effects of differences between expected and actual experience are recognized in collective OPEB expense, beginning in the current reporting period, using a systematic and rational method over a closed period equal to the average of the remaining service lives of all employees that are provided with OPEB through the OPEB plan (active and inactive employees), determined as of the beginning of the measurement period. The following table illustrates the application of this requirement.

Increase (Decrease) in OPEB Expense Arising from the Recognition of Differences between Expected and Actual Experience															
Year	Differences between Expected and Actual Experience*	Recognition Period (Years)	Prior	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Thereafter
2017	(134,630)	5.00	\$ (26,926)	(26,926)	(26,926)	(26,926)	(26,926)	-	-	-	-	-	-	-	-
2018	(290,012)	5.00		\$ (58,176)	(58,176)	(58,176)	(58,176)	(57,308)	-	-	-	-	-	-	-
2019	(241,125)	5.00			\$ (48,328)	(48,328)	(48,328)	(47,607)	(48,534)	-	-	-	-	-	-
2020	(222,875)	5.00				\$ (44,632)	(44,632)	(43,966)	(44,823)	(44,822)	-	-	-	-	-
2021	(251,754)	5.00					\$ (50,372)	(49,621)	(50,587)	(50,587)	(50,587)	-	-	-	-
2022	(129,601)	5.00						\$ (25,522)	(26,020)	(26,020)	(26,020)	(26,019)	-	-	-
2023	(34,569)	8.00							\$ (4,321)	(4,321)	(4,321)	(4,321)	(4,321)	(4,321)	(8,643)
<b>Net increase (decrease) in OPEB expense</b>			<b>\$ (26,926)</b>	<b>\$ (85,102)</b>	<b>\$ (133,430)</b>	<b>\$ (178,062)</b>	<b>\$ (228,434)</b>	<b>\$ (224,024)</b>	<b>\$ (174,285)</b>	<b>\$ (125,750)</b>	<b>\$ (80,928)</b>	<b>\$ (30,340)</b>	<b>\$ (4,321)</b>	<b>\$ (4,321)</b>	<b>\$ (8,643)</b>

\*The numbers are presented after the adjustment for proportionate share.

### Deferred Outflows of Resources and Deferred Inflows of Resources Arising from Differences between Expected and Actual Experience

Year	Increases in the Total OPEB Liability (a)	Decreases in the Total OPEB Liability (b)	Amounts Recognized in OPEB Expense Through June 30, 2023 (c)	Balances at June 30, 2023	Deferred Outflows of Resources (a) - (c)	Deferred Inflows of Resources (b) - (c)
Prior	\$ -	\$ -	134,630	\$ 134,630	\$ -	\$ -
2018	-	-	290,012	290,012	-	-
2019	-	-	241,125	241,125	-	-
2020	-	-	222,875	178,053	-	44,822
2021	-	-	251,754	150,580	-	101,174
2022	-	-	129,601	51,542	-	78,059
2023	-	-	34,569	4,321	-	30,248
				<b>\$ -</b>	<b>\$ -</b>	<b>\$ 254,303</b>

## Appendix 4. GASB 74/GASB 75 Disclosure - Water Fund

### Schedule of Changes of Assumptions

In conformity with paragraph 86a of Statement 75, the effects of changes of assumptions should be recognized in OPEB expense, beginning in the current reporting period, using a systematic and rational method over a closed period equal to the average of the remaining service lives of all employees that are provided with OPEB through the OPEB plan (active and inactive employees), determined as of the beginning of the measurement period. The following table illustrates the application of this requirement.

Increase (Decrease) in OPEB Expense Arising from the Effects of Changes of Assumptions															
Year	Changes of Assumptions*	Recognition Period (Years)	Prior	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Thereafter
2017	(226,665)	5	\$ (45,333)	(45,333)	(45,333)	(45,333)	(45,333)	-	-	-	-	-	-	-	-
2018	-	5		\$ -	-	-	-	-	-	-	-	-	-	-	-
2019	61,393	5			\$ 12,305	12,305	12,305	12,121	12,357	-	-	-	-	-	-
2020	22,639	5				\$ 4,533	4,534	4,466	4,553	4,553	-	-	-	-	-
2021	114,753	5					\$ 22,960	22,618	23,058	23,058	23,059	-	-	-	-
2022	(165,336)	5						\$ (32,560)	(33,194)	(33,194)	(33,194)	(33,194)	-	-	-
2023	208,611	8							\$ 26,076	26,076	26,076	26,076	26,076	26,076	52,155
<b>Net increase (decrease) in OPEB expense</b>			<b>\$ (45,333)</b>	<b>\$ (45,333)</b>	<b>\$ (33,028)</b>	<b>\$ (28,495)</b>	<b>\$ (5,534)</b>	<b>\$ 6,645</b>	<b>\$ 32,850</b>	<b>\$ 20,493</b>	<b>\$ 15,941</b>	<b>\$ (7,118)</b>	<b>\$ 26,076</b>	<b>\$ 26,076</b>	<b>\$ 52,155</b>

\*The numbers are presented after the adjustment for proportionate share.

### Deferred Outflows of Resources and Deferred Inflows of Resources Arising from Changes of Assumptions

Year	Increases in the Total OPEB Liability (a)	Decreases in the Total OPEB Liability (b)	Amounts Recognized in OPEB Expense Through June 30, 2023 (c)	Balances at June 30, 2023	
				Deferred Outflows of Resources (a) - (c)	Deferred Inflows of Resources (b) - (c)
Prior	\$ -	\$ 226,665	\$ 226,665	\$ -	\$ -
2018	-	-	-	-	-
2019	61,393	-	61,393	-	-
2020	22,639	-	18,086	4,553	-
2021	114,753	-	68,636	46,117	-
2022	-	165,336	65,754	-	99,582
2023	208,611	-	26,076	182,535	-
				<b>\$ 233,205</b>	<b>\$ 99,582</b>

## Appendix 4. GASB 74/GASB 75 Disclosure - Water Fund

### Schedule of Differences between Proportions

In conformity with paragraph 86a of Statement 75, the effects of changes of proportions should be recognized in OPEB expense, beginning in the current reporting period, using a systematic and rational method over a closed period equal to the average of the remaining service lives of all employees that are provided with OPEB through the OPEB plan (active and inactive employees), determined as of the beginning of the measurement period. The following table illustrates the application of this requirement.

Increase (Decrease) in OPEB Expense Arising from the Effects of Changes of Proportionate Share																
Year	Changes in Proportionate Share	Recognition Period (Years)	Prior	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Thereafter	
2017	-	5	\$ -	-	-	-	-	-	-	-	-	-	-	-	-	-
2018	-	5		\$ -	-	-	-	-	-	-	-	-	-	-	-	-
2019	-	5			\$ -	-	-	-	-	-	-	-	-	-	-	-
2020	-	5				\$ -	-	-	-	-	-	-	-	-	-	-
2021	-	5					\$ -	-	-	-	-	-	-	-	-	-
2022	(15,252)	5						\$ (3,050)	(3,050)	(3,050)	(3,050)	(3,052)	-	-	-	-
2023	9,508	8							\$ 1,189	1,189	1,189	1,189	1,189	1,189	1,189	2,374
<b>Net increase (decrease) in OPEB expense</b>			<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ (3,050)</b>	<b>\$ (1,861)</b>	<b>\$ (1,861)</b>	<b>\$ (1,861)</b>	<b>\$ (1,861)</b>	<b>\$ (1,863)</b>	<b>\$ 1,189</b>	<b>\$ 1,189</b>	<b>\$ 2,374</b>

### Deferred Outflows of Resources and Deferred Inflows of Resources Arising from Differences in Proportions

Year					Balances at June 30, 2023	
	Increases in the Total OPEB Liability (a)	Decreases in the Total OPEB Liability (b)	Amounts Recognized in OPEB Expense Through June 30, 2023 (c)	Deferred Outflows of Resources (a) - (c)	Deferred Inflows of Resources (b) - (c)	
Prior	\$ -	\$ -	\$ -	\$ -	\$ -	
2018	-	-	-	-	-	
2019	-	-	-	-	-	
2020	-	-	-	-	-	
2021	-	-	-	-	-	
2022	-	15,252	6,100	-	9,152	
2023	9,508	-	1,189	8,319	-	
				\$ 8,319	\$ 9,152	



## Appendix 4. GASB 74/GASB 75 Disclosure - Wastewater Fund

### Employer's Proportionate Share of Net OPEB Expense

1. Total FYE 2023 Liability (as of the Measurement Date 06/30/2023)	\$	64,562,631
2. Proportionate Share of Employer's FYE 2023 Liability	\$	897,421
3. Total FYE 2023 Assets (as of the Measurement Date 06/30/2023)	\$	53,877,145
4. Proportionate Share of Employer's FYE 2023 Assets	\$	1,096,205
5. Total FYE 2023 Net OPEB Liability (as of the Measurement Date 06/30/2023)	\$	10,685,486
6. Proportionate Share of FYE 2023 Net OPEB Liability (2. - 4.)	\$	(198,784)

7. Employer's OPEB Expense	\$	(52,775)
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The employer's OPEB expense is based on its proportionate allocation of the total OPEB expense and has been adjusted for the deferred recognition of the changes in the employer's proportionate share.

Discount Rate	1% Decrease 6.00%	Discount Rate 7.00%	1% Increase 8.00%
Net OPEB Liability	\$ (74,927)	\$ (198,784)	\$ (300,335)

Ultimate Trend	1% Decrease 3.04%	Medical Trend 4.04%	1% Increase 5.04%
Net OPEB Liability	\$ (307,006)	\$ (198,784)	\$ (65,041)



## Appendix 4. GASB 74/GASB 75 Disclosure - Wastewater Fund

### Schedule of Employer's Proportionate Share of the Net OPEB Liability

Disclosure for fiscal year ending:	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
Measurement Date:	6/30/2023	6/30/2022	6/30/2021	6/30/2020	6/30/2019	6/30/2018	6/30/2017	6/30/2016	6/30/2015	6/30/2014
1. Proportionate Share of the Total OPEB Liability	\$ 897,421	\$ 992,061	\$ 1,053,628	\$ 1,063,793	\$ 1,092,333	\$ 1,110,793	\$ 1,164,325	N/A	N/A	N/A
2. Proportionate Share of the Total Assets	\$ 1,096,205	\$ 901,260	\$ 1,025,164	\$ 764,020	\$ 681,535	\$ 598,744	\$ 506,293	N/A	N/A	N/A
3. Employer's Proportionate Share of the Net OPEB Liability (1. - 2.)	\$ (198,784)	\$ 90,801	\$ 28,464	\$ 299,773	\$ 410,798	\$ 512,049	\$ 658,032	N/A	N/A	N/A
4. Plan Fiduciary Net Position as a										
Percentage of the Total OPEB Liability (2. / 1.)	122.15%	90.85%	97.30%	71.82%	62.39%	53.90%	43.48%	N/A	N/A	N/A

The allocations of the total OPEB liability prior to 6/30/2021 were based on the proportionate share of total OPEB liability as of 6/30/2021 since the detail for prior years was not available.

## Appendix 4. GASB 74/GASB 75 Disclosure - Wastewater Fund

### Deferred Inflows/Outflows of Resources Related to OPEB - Required by GASB 75

For the fiscal year ended June 30, 2023, City of Dover recognized an OPEB expense of -\$52,775.

At June 30, 2023, City of Dover reported deferred outflows of resources and deferred inflows of resources related to the OPEB plan from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ -	\$ 75,049
Changes of assumptions	68,821	29,388
Net difference between projected and actual earnings on OPEB plan investments	48,722	
Change in Proportion	1,307	171,995
Employer contribution subsequent to measurement date	TBD	
<b>Total</b>	<b>\$ 118,850</b>	<b>\$ 276,432</b>

An amount to be determined will be reported as deferred outflows of resources related to OPEB resulting from employer contributions subsequent to measurement date will be recognized as a reduction of the net OPEB liability in the year ended June 30, 2024.

Other amounts reported as deferred outflows of resources and deferred inflows of resources related to the OPEB plan will be recognized in the expense as follows:

Fiscal Year ended June 30:	
2024	\$ (47,963)
2025	(38,797)
2026	6,877
2027	(23,245)
2028	(18,150)
Thereafter	(36,304)

## Appendix 4. GASB 74/GASB 75 Disclosure - Wastewater Fund

### Schedule of Differences between Projected and Actual Earnings on OPEB Plan Investments

In conformity with paragraph 86b of Statement 75, the effects of differences between projected and actual earnings on OPEB plan investments are recognized in collective OPEB expense using a systematic and rational method over a closed five-year period, beginning in the current reporting period. The following table illustrates the application of this requirement.

Increase (Decrease) in OPEB Expense Arising from the Recognition of Differences between Projected and Actual Earnings on OPEB Plan Investments											
Year	Differences between Projected and Actual Earnings on OPEB Plan Investments*	Recognition Period (Years)	2019	2020	2021	2022	2023	2024	2025	2026	2027
2019	\$ 2,423	5	\$ 471	470	484	494	504	-			
2020	13,247	5		\$ 2,534	2,612	2,662	2,720	2,719			
2021	(185,467)	5			\$ (36,061)	(36,759)	(37,549)	(37,549)	(37,549)		
2022	234,799	5				\$ 46,166	47,158	47,158	47,158	47,159	
2023	(25,467)	5					\$ (5,093)	(5,093)	(5,093)	(5,093)	(5,095)
<b>Net increase (decrease) in OPEB expense</b>			<b>\$ 471</b>	<b>\$ 3,004</b>	<b>\$ (32,965)</b>	<b>\$ 12,563</b>	<b>\$ 7,740</b>	<b>\$ 7,235</b>	<b>\$ 4,516</b>	<b>\$ 42,066</b>	<b>\$ (5,095)</b>

\*The numbers are presented after the adjustment for proportionate share.

### Deferred Outflows of Resources and Deferred Inflows of Resources Arising from Differences between Projected and Actual Earnings on OPEB Plan Investments

Year	Investment Earnings Less than Projected (a)	Investment Earnings Greater Than Projected (b)	Amounts Recognized in OPEB Expense Through June 30, 2023 (c)	Balances at June 30, 2023	
				Deferred Outflows of Resources (a) - (c)	Deferred Inflows of Resources (b) - (c)
2019	\$ 2,423	\$ -	\$ 2,423	\$ -	\$ -
2020	13,247	-	10,528	2,719	-
2021	-	185,467	110,369	-	75,098
2022	234,799	-	93,324	141,475	-
2023	-	25,467	5,093	-	20,374
				<b>\$ 144,194</b>	<b>\$ 95,472</b>

## Appendix 4. GASB 74/GASB 75 Disclosure - Wastewater Fund

### Schedule of Differences between Expected and Actual Experience

In conformity with paragraph 86a of Statement 75, the effects of differences between expected and actual experience are recognized in collective OPEB expense, beginning in the current reporting period, using a systematic and rational method over a closed period equal to the average of the remaining service lives of all employees that are provided with OPEB through the OPEB plan (active and inactive employees), determined as of the beginning of the measurement period. The following table illustrates the application of this requirement.

Increase (Decrease) in OPEB Expense Arising from the Recognition of Differences between Expected and Actual Experience															
Year	Differences between Expected and Actual Experience*	Recognition Period (Years)	Prior	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Thereafter
2017	(48,225)	5.00	\$ (9,645)	(9,645)	(9,645)	(9,645)	(9,645)	-	-	-	-	-	-	-	-
2018	(104,319)	5.00		\$ (20,839)	(20,839)	(20,839)	(20,839)	(20,963)	-	-	-	-	-	-	-
2019	(83,672)	5.00			\$ (17,311)	(17,312)	(17,311)	(17,415)	(14,323)	-	-	-	-	-	-
2020	(74,515)	5.00				\$ (15,988)	(15,988)	(16,083)	(13,228)	(13,228)	-	-	-	-	-
2021	(80,982)	5.00					\$ (18,044)	(18,151)	(14,929)	(14,929)	(14,929)	-	-	-	-
2022	(40,051)	5.00						\$ (9,336)	(7,679)	(7,679)	(7,679)	(7,678)	-	-	-
2023	(10,202)	8.00							\$ (1,275)	(1,275)	(1,275)	(1,275)	(1,275)	(1,275)	(2,552)
<b>Net increase (decrease) in OPEB expense</b>			<b>\$ (9,645)</b>	<b>\$ (30,484)</b>	<b>\$ (47,795)</b>	<b>\$ (63,784)</b>	<b>\$ (81,827)</b>	<b>\$ (81,948)</b>	<b>\$ (51,434)</b>	<b>\$ (37,111)</b>	<b>\$ (23,883)</b>	<b>\$ (8,953)</b>	<b>\$ (1,275)</b>	<b>\$ (1,275)</b>	<b>\$ (2,552)</b>

\*The numbers are presented after the adjustment for proportionate share.

### Deferred Outflows of Resources and Deferred Inflows of Resources Arising from Differences between Expected and Actual Experience

Year	Increases in the Total OPEB Liability (a)	Decreases in the Total OPEB Liability (b)	Amounts Recognized in OPEB Expense Through June 30, 2023 (c)	Balances at June 30, 2023	Deferred Outflows of Resources (a) - (c)	Deferred Inflows of Resources (b) - (c)
Prior	\$ -	\$ -	\$ 48,225	\$ 48,225	\$ -	\$ -
2018	-	104,319	104,319	-	-	-
2019	-	83,672	83,672	-	-	-
2020	-	74,515	61,287	-	-	13,228
2021	-	80,982	51,124	-	-	29,858
2022	-	40,051	17,015	-	-	23,036
2023	-	10,202	1,275	-	-	8,927
				<b>\$ -</b>	<b>\$ -</b>	<b>\$ 75,049</b>

## Appendix 4. GASB 74/GASB 75 Disclosure - Wastewater Fund

### Schedule of Changes of Assumptions

In conformity with paragraph 86a of Statement 75, the effects of changes of assumptions should be recognized in OPEB expense, beginning in the current reporting period, using a systematic and rational method over a closed period equal to the average of the remaining service lives of all employees that are provided with OPEB through the OPEB plan (active and inactive employees), determined as of the beginning of the measurement period. The following table illustrates the application of this requirement.

Increase (Decrease) in OPEB Expense Arising from the Effects of Changes of Assumptions																
Year	Changes of Assumptions*	Recognition Period (Years)	Prior	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Thereafter	
2017	(81,195)	5	\$ (16,239)	(16,239)	(16,239)	(16,239)	(16,239)	-	-	-	-	-	-	-	-	-
2018	-	5		\$ -	-	-	-	-	-	-	-	-	-	-	-	-
2019	21,305	5			\$ 4,408	4,408	4,408	4,434	3,647	-	-	-	-	-	-	-
2020	7,569	5				\$ 1,624	1,624	1,634	1,344	1,343	-	-	-	-	-	-
2021	36,914	5					\$ 8,225	8,274	6,805	6,805	6,805	-	-	-	-	-
2022	(51,094)	5						\$ (11,910)	(9,796)	(9,796)	(9,796)	(9,796)	-	-	-	-
2023	61,564	8							\$ 7,696	7,696	7,696	7,696	7,696	7,696	7,696	15,388
<b>Net increase (decrease) in OPEB expense</b>			<b>\$ (16,239)</b>	<b>\$ (16,239)</b>	<b>\$ (11,831)</b>	<b>\$ (10,207)</b>	<b>\$ (1,982)</b>	<b>\$ 2,432</b>	<b>\$ 9,696</b>	<b>\$ 6,048</b>	<b>\$ 4,705</b>	<b>\$ (2,100)</b>	<b>\$ 7,696</b>	<b>\$ 7,696</b>	<b>\$ 7,696</b>	<b>\$ 15,388</b>

\*The numbers are presented after the adjustment for proportionate share.

### Deferred Outflows of Resources and Deferred Inflows of Resources Arising from Changes of Assumptions

Year	Increases in the Total OPEB Liability (a)	Decreases in the Total OPEB Liability (b)	Amounts Recognized in OPEB Expense Through June 30, 2023 (c)	Balances at June 30, 2023	
				Deferred Outflows of Resources (a) - (c)	Deferred Inflows of Resources (b) - (c)
Prior	\$ -	\$ 81,195	\$ 81,195	\$ -	\$ -
2018	-	-	-	-	-
2019	21,305	-	21,305	-	-
2020	7,569	-	6,226	1,343	-
2021	36,914	-	23,304	13,610	-
2022	-	51,094	21,706	-	29,388
2023	61,564	-	7,696	53,868	-
				<b>\$ 68,821</b>	<b>\$ 29,388</b>

## Appendix 4. GASB 74/GASB 75 Disclosure - Wastewater Fund

### Schedule of Differences between Proportions

In conformity with paragraph 86a of Statement 75, the effects of changes of proportions should be recognized in OPEB expense, beginning in the current reporting period, using a systematic and rational method over a closed period equal to the average of the remaining service lives of all employees that are provided with OPEB through the OPEB plan (active and inactive employees), determined as of the beginning of the measurement period. The following table illustrates the application of this requirement.

Increase (Decrease) in OPEB Expense Arising from the Effects of Changes of Proportionate Share																
Year	Changes in Proportionate Share	Recognition Period (Years)	Prior	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Thereafter	
2017	-	5	\$ -	-	-	-	-	-	-	-	-	-	-	-	-	-
2018	-	5		\$ -	-	-	-	-	-	-	-	-	-	-	-	-
2019	-	5			\$ -	-	-	-	-	-	-	-	-	-	-	-
2020	-	5				\$ -	-	-	-	-	-	-	-	-	-	-
2021	-	5					\$ -	-	-	-	-	-	-	-	-	-
2022	2,179	5						\$ 436	436	436	436	435	-	-	-	-
2023	(196,566)	8							\$ (24,571)	(24,571)	(24,571)	(24,571)	(24,571)	(24,571)	(24,571)	(49,140)
<b>Net increase (decrease) in OPEB expense</b>			<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 436</b>	<b>\$ (24,135)</b>	<b>\$ (24,135)</b>	<b>\$ (24,135)</b>	<b>\$ (24,136)</b>	<b>\$ (24,571)</b>	<b>\$ (24,571)</b>	<b>\$ (24,571)</b>	<b>\$ (49,140)</b>

### Deferred Outflows of Resources and Deferred Inflows of Resources Arising from Differences in Proportions

Year	Increases in the Total OPEB Liability (a)	Decreases in the Total OPEB Liability (b)	Amounts Recognized in OPEB Expense Through June 30, 2023 (c)	Balances at June 30, 2023	
				Deferred Outflows of Resources (a) - (c)	Deferred Inflows of Resources (b) - (c)
Prior	\$ -	\$ -	\$ -	\$ -	\$ -
2018	-	-	-	-	-
2019	-	-	-	-	-
2020	-	-	-	-	-
2021	-	-	-	-	-
2022	2,179	-	872	1,307	-
2023	-	196,566	24,571	-	171,995
				<b>\$ 1,307</b>	<b>\$ 171,995</b>



## Appendix 4. GASB 74/GASB 75 Disclosure - Electric Fund

### Employer's Proportionate Share of Net OPEB Expense

1. Total FYE 2023 Liability (as of the Measurement Date 06/30/2023)	\$	64,562,631
2. Proportionate Share of Employer's FYE 2023 Liability	\$	7,528,003
3. Total FYE 2023 Assets (as of the Measurement Date 06/30/2023)	\$	53,877,145
4. Proportionate Share of Employer's FYE 2023 Assets	\$	10,645,444
5. Total FYE 2023 Net OPEB Liability (as of the Measurement Date 06/30/2023)	\$	10,685,486
6. Proportionate Share of FYE 2023 Net OPEB Liability (2. - 4.)	\$	(3,117,441)

7. Employer's OPEB Expense	\$	(647,529)
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The employer's OPEB expense is based on its proportionate allocation of the total OPEB expense and has been adjusted for the deferred recognition of the changes in the employer's proportionate share.

Discount Rate	1% Decrease 6.00%	Discount Rate	1% Increase 8.00%
Net OPEB Liability	\$ (2,078,467)	\$ (3,117,441)	\$ (3,969,299)

Ultimate Trend	1% Decrease 3.04%	Medical Trend	1% Increase 5.04%
Net OPEB Liability	\$ (4,025,253)	\$ (3,117,441)	\$ (1,995,534)



## Appendix 4. GASB 74/GASB 75 Disclosure - Electric Fund

### Schedule of Employer's Proportionate Share of the Net OPEB Liability

Disclosure for fiscal year ending:	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
Measurement Date:	6/30/2023	6/30/2022	6/30/2021	6/30/2020	6/30/2019	6/30/2018	6/30/2017	6/30/2016	6/30/2015	6/30/2014
1. Proportionate Share of the Total OPEB Liability	\$ 7,528,003	\$ 8,981,382	\$ 9,877,759	\$ 9,973,057	\$ 10,240,621	\$ 10,413,686	\$ 10,915,549	N/A	N/A	N/A
2. Proportionate Share of the Total Assets	\$ 10,645,444	\$ 9,211,248	\$ 10,654,100	\$ 8,052,215	\$ 7,409,089	\$ 6,610,923	\$ 5,590,146	N/A	N/A	N/A
3. Employer's Proportionate Share of the Net OPEB Liability (1. - 2.)	\$ (3,117,441)	\$ (229,866)	\$ (776,341)	\$ 1,920,842	\$ 2,831,532	\$ 3,802,763	\$ 5,325,402	N/A	N/A	N/A
4. Plan Fiduciary Net Position as a										
Percentage of the Total OPEB Liability (2. / 1.)	141.41%	102.56%	107.86%	80.74%	72.35%	63.48%	51.21%	N/A	N/A	N/A

The allocations of the total OPEB liability prior to 6/30/2021 were based on the proportionate share of total OPEB liability as of 6/30/2021 since the detail for prior years was not available.

## Appendix 4. GASB 74/GASB 75 Disclosure - Electric Fund

### Deferred Inflows/Outflows of Resources Related to OPEB - Required by GASB 75

For the fiscal year ended June 30, 2023, City of Dover recognized an OPEB expense of -\$647,529.

At June 30, 2023, City of Dover reported deferred outflows of resources and deferred inflows of resources related to the OPEB plan from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ -	\$ 629,551
Changes of assumptions	577,315	246,523
Net difference between projected and actual earnings on OPEB plan investments	497,975	
Change in Proportion	-	2,151,914
Employer contribution subsequent to measurement date	TBD	
<b>Total</b>	<b>\$ 1,075,290</b>	<b>\$ 3,027,988</b>

An amount to be determined will be reported as deferred outflows of resources related to OPEB resulting from employer contributions subsequent to measurement date will be recognized as a reduction of the net OPEB liability in the year ended June 30, 2024.

Other amounts reported as deferred outflows of resources and deferred inflows of resources related to the OPEB plan will be recognized in the expense as follows:

Fiscal Year ended June 30:	
2024	\$ (505,242)
2025	(433,347)
2026	18,569
2027	(297,210)
2028	(245,155)
Thereafter	(490,313)

## Appendix 4. GASB 74/GASB 75 Disclosure - Electric Fund

### Schedule of Differences between Projected and Actual Earnings on OPEB Plan Investments

In conformity with paragraph 86b of Statement 75, the effects of differences between projected and actual earnings on OPEB plan investments are recognized in collective OPEB expense using a systematic and rational method over a closed five-year period, beginning in the current reporting period. The following table illustrates the application of this requirement.

Increase (Decrease) in OPEB Expense Arising from the Recognition of Differences between Projected and Actual Earnings on OPEB Plan Investments											
Year	Differences between Projected and Actual Earnings on OPEB Plan Investments*	Recognition Period (Years)	2019	2020	2021	2022	2023	2024	2025	2026	2027
2019	\$ 25,701	5	\$ 5,205	5,107	5,104	5,131	5,154	-			
2020	138,336	5		\$ 27,545	27,528	27,670	27,797	27,796			
2021	(1,913,366)	5			\$ (380,055)	(382,016)	(383,765)	(383,765)	(383,765)		
2022	2,407,691	5				\$ 479,781	481,978	481,978	481,978	481,976	
2023	(260,279)	5					\$ (52,056)	(52,056)	(52,056)	(52,056)	(52,055)
<b>Net increase (decrease) in OPEB expense</b>			<b>\$ 5,205</b>	<b>\$ 32,652</b>	<b>\$ (347,423)</b>	<b>\$ 130,566</b>	<b>\$ 79,108</b>	<b>\$ 73,953</b>	<b>\$ 46,157</b>	<b>\$ 429,920</b>	<b>\$ (52,055)</b>

\*The numbers are presented after the adjustment for proportionate share.

### Deferred Outflows of Resources and Deferred Inflows of Resources Arising from Differences between Projected and Actual Earnings on OPEB Plan Investments

Year	Investment Earnings Less than Projected (a)	Investment Earnings Greater Than Projected (b)	Amounts Recognized in OPEB Expense Through June 30, 2023 (c)	Balances at June 30, 2023	
				Deferred Outflows of Resources (a) - (c)	Deferred Inflows of Resources (b) - (c)
2019	\$ 25,701	\$ -	\$ 25,701	\$ -	\$ -
2020	138,336	-	110,540	27,796	-
2021	-	1,913,366	1,145,836	-	767,530
2022	2,407,691	-	961,759	1,445,932	-
2023	-	260,279	52,056	-	208,223
				<b>\$ 1,473,728</b>	<b>\$ 975,753</b>



## Appendix 4. GASB 74/GASB 75 Disclosure - Electric Fund

### Schedule of Differences between Expected and Actual Experience

In conformity with paragraph 86a of Statement 75, the effects of differences between expected and actual experience are recognized in collective OPEB expense, beginning in the current reporting period, using a systematic and rational method over a closed period equal to the average of the remaining service lives of all employees that are provided with OPEB through the OPEB plan (active and inactive employees), determined as of the beginning of the measurement period. The following table illustrates the application of this requirement.

Increase (Decrease) in OPEB Expense Arising from the Recognition of Differences between Expected and Actual Experience															
Year	Differences between Expected and Actual Experience*	Recognition Period (Years)	Prior	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Thereafter
2017	(452,116)	5.00	\$ (90,423)	(90,423)	(90,423)	(90,424)	(90,423)	-	-	-	-	-	-	-	-
2018	(971,253)	5.00		\$ (195,367)	(195,367)	(195,367)	(195,367)	(189,785)	-	-	-	-	-	-	-
2019	(764,693)	5.00			\$ (162,295)	(162,295)	(162,295)	(157,658)	(120,150)	-	-	-	-	-	-
2020	(667,296)	5.00				\$ (149,885)	(149,885)	(145,602)	(110,962)	(110,962)	-	-	-	-	-
2021	(709,187)	5.00					\$ (169,161)	(164,328)	(125,233)	(125,233)	(125,232)	-	-	-	-
2022	(342,179)	5.00						\$ (84,523)	(64,414)	(64,414)	(64,414)	(64,414)	-	-	-
2023	(85,579)	8.00							\$ (10,697)	(10,697)	(10,697)	(10,697)	(10,697)	(10,697)	(21,397)
<b>Net increase (decrease) in OPEB expense</b>			<b>\$ (90,423)</b>	<b>\$ (285,790)</b>	<b>\$ (448,085)</b>	<b>\$ (597,971)</b>	<b>\$ (767,131)</b>	<b>\$ (741,896)</b>	<b>\$ (431,456)</b>	<b>\$ (311,306)</b>	<b>\$ (200,343)</b>	<b>\$ (75,111)</b>	<b>\$ (10,697)</b>	<b>\$ (10,697)</b>	<b>\$ (21,397)</b>

\*The numbers are presented after the adjustment for proportionate share.

### Deferred Outflows of Resources and Deferred Inflows of Resources Arising from Differences between Expected and Actual Experience

Year	Increases in the Total OPEB Liability (a)	Decreases in the Total OPEB Liability (b)	Amounts Recognized in OPEB Expense Through June 30, 2023 (c)	Balances at June 30, 2023 Deferred Outflows of Resources (a) - (c)	Deferred Inflows of Resources (b) - (c)
Prior	\$ -	\$ 452,116	\$ 452,116	\$ -	\$ -
2018	-	971,253	971,253	-	-
2019	-	764,693	764,693	-	-
2020	-	667,296	556,334	-	110,962
2021	-	709,187	458,722	-	250,465
2022	-	342,179	148,937	-	193,242
2023	-	85,579	10,697	-	74,882
			<b>\$ -</b>	<b>\$ -</b>	<b>\$ 629,551</b>

## Appendix 4. GASB 74/GASB 75 Disclosure - Electric Fund

### Schedule of Changes of Assumptions

In conformity with paragraph 86a of Statement 75, the effects of changes of assumptions should be recognized in OPEB expense, beginning in the current reporting period, using a systematic and rational method over a closed period equal to the average of the remaining service lives of all employees that are provided with OPEB through the OPEB plan (active and inactive employees), determined as of the beginning of the measurement period. The following table illustrates the application of this requirement.

Increase (Decrease) in OPEB Expense Arising from the Effects of Changes of Assumptions																
Year	Changes of Assumptions*	Recognition Period (Years)	Prior	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Thereafter	
2017	(761,189)	5	\$ (152,238)	(152,238)	(152,238)	(152,238)	(152,237)	-	-	-	-	-	-	-	-	-
2018	-	5		\$ -	-	-	-	-	-	-	-	-	-	-	-	-
2019	194,698	5			\$ 41,322	41,322	41,322	40,141	30,591	-	-	-	-	-	-	-
2020	67,779	5				\$ 15,224	15,224	14,789	11,271	11,271	-	-	-	-	-	-
2021	323,257	5					\$ 77,106	74,903	57,083	57,083	57,082	-	-	-	-	-
2022	(436,525)	5						\$ (107,827)	(82,175)	(82,175)	(82,175)	(82,173)	-	-	-	-
2023	516,433	8							\$ 64,554	64,554	64,554	64,554	64,554	64,554	64,554	129,109
<b>Net increase (decrease) in OPEB expense</b>			<b>\$ (152,238)</b>	<b>\$ (152,238)</b>	<b>\$ (110,916)</b>	<b>\$ (95,692)</b>	<b>\$ (18,585)</b>	<b>\$ 22,006</b>	<b>\$ 81,324</b>	<b>\$ 50,733</b>	<b>\$ 39,461</b>	<b>\$ (17,619)</b>	<b>\$ 64,554</b>	<b>\$ 64,554</b>	<b>\$ 64,554</b>	<b>\$ 129,109</b>

\*The numbers are presented after the adjustment for proportionate share.

### Deferred Outflows of Resources and Deferred Inflows of Resources Arising from Changes of Assumptions

Year	Increases in the Total OPEB Liability (a)	Decreases in the Total OPEB Liability (b)	Amounts Recognized in OPEB Expense Through June 30, 2023 (c)	Balances at June 30, 2023	
				Deferred Outflows of Resources (a) - (c)	Deferred Inflows of Resources (b) - (c)
Prior	\$ -	\$ 761,189	\$ 761,189	\$ -	\$ -
2018	-	-	-	-	-
2019	194,698	-	194,698	-	-
2020	67,779	-	56,508	11,271	-
2021	323,257	-	209,092	114,165	-
2022	-	436,525	190,002	-	246,523
2023	516,433	-	64,554	451,879	-
				<b>\$ 577,315</b>	<b>\$ 246,523</b>

## Appendix 4. GASB 74/GASB 75 Disclosure - Electric Fund

### Schedule of Differences between Proportions

In conformity with paragraph 86a of Statement 75, the effects of changes of proportions should be recognized in OPEB expense, beginning in the current reporting period, using a systematic and rational method over a closed period equal to the average of the remaining service lives of all employees that are provided with OPEB through the OPEB plan (active and inactive employees), determined as of the beginning of the measurement period. The following table illustrates the application of this requirement.

Increase (Decrease) in OPEB Expense Arising from the Effects of Changes of Proportionate Share															
Year	Changes in Proportionate Share	Recognition Period (Years)	Prior	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Thereafter
2017	-	5	\$ -	-	-	-	-	-	-	-	-	-	-	-	-
2018	-	5		\$ -	-	-	-	-	-	-	-	-	-	-	-
2019	-	5			\$ -	-	-	-	-	-	-	-	-	-	-
2020	-	5				\$ -	-	-	-	-	-	-	-	-	-
2021	-	5					\$ -	-	-	-	-	-	-	-	-
2022	(98,049)	5						\$ (19,610)	(19,610)	(19,610)	(19,610)	(19,609)	-	-	-
2023	(2,392,097)	8							\$ (299,012)	(299,012)	(299,012)	(299,012)	(299,012)	(299,012)	(598,025)
<b>Net increase (decrease) in OPEB expense</b>			<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ (19,610)</b>	<b>\$ (318,622)</b>	<b>\$ (318,622)</b>	<b>\$ (318,622)</b>	<b>\$ (318,621)</b>	<b>\$ (299,012)</b>	<b>\$ (299,012)</b>	<b>\$ (598,025)</b>

### Deferred Outflows of Resources and Deferred Inflows of Resources Arising from Differences in Proportions

Year					Balances at June 30, 2023	
	Increases in the Total OPEB Liability (a)	Decreases in the Total OPEB Liability (b)	Amounts Recognized in OPEB Expense Through June 30, 2023 (c)	Deferred Outflows of Resources (a) - (c)	Deferred Inflows of Resources (b) - (c)	
Prior	\$ -	\$ -	\$ -	\$ -	\$ -	
2018	-	-	-	-	-	
2019	-	-	-	-	-	
2020	-	-	-	-	-	
2021	-	-	-	-	-	
2022	-	98,049	39,220	-	58,829	
2023	-	2,392,097	299,012	-	2,093,085	
				\$ -	\$ 2,151,914	