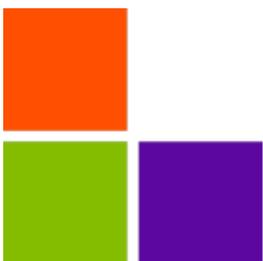


TOWN AND BOARD OF EDUCATION - BRANFORD

ACTUARIAL VALUATION REPORT

JULY 1, 2018



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## Certification

This report presents the results of the July 1, 2018 Actuarial Valuation for the OPEB Plan post-retirement benefit other than pension (OPEB) for Town and Board of Education Employees (the Plan) for the purpose of estimating the funded status of the Plan and determining the Actuarially Determined Employer Contribution (ADEC) for the fiscal years ending June 30, 2020 and June 30, 2021. This report is intended to satisfy the requirements of Connecticut General Statute 7-450a. This report may not be appropriate for any other purpose.

The valuation has been performed in accordance with generally accepted actuarial principles and practices. It is intended to comply with all applicable Actuarial Standards of Practice.

I certify that the actuarial assumptions and methods that were selected by me and represent my best estimate of anticipated actuarial experience under the Plan.

In preparing this valuation, I have relied on employee data provided by the Plan Sponsor, and on asset and contribution information provided by the Town and Board of Education. I have audited neither the employee data nor the financial information, although I have reviewed them for reasonableness.

The results in this valuation report are based on the Plan as summarized in the Plan Provisions section of this report and the actuarial assumptions and methods detailed in the Description of Actuarial Methods and Assumptions section of this report.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or additional cost or contribution requirements based on the Plan's funded status); and changes in plan provisions or applicable law. Due to the limited scope of this report, an analysis of the potential range of such future measurements has not been performed.

I have no relationship with the employer or the Plan that would impair, or appear to impair, my objectivity in performing the work presented in this report. I am a member of the American Academy of Actuaries and meet its Qualification Standards to render the actuarial opinion contained herein.

Steve A. Lemanski, FSA, FCA, MAAA  
Enrolled Actuary 17-05506

February 28, 2019



## Executive Summary

The July 1, 2018 accrued liability of \$28,287,517 is lower than anticipated. Data changes and the impact of moving the majority of active employees to a High Deductible Health Plan with H.S.A. resulted in a reduction in liability of approximately 12.6%. The discount rate was decreased from 6.75% to 6.5% resulting in a 3.2% increase. We also changed the Police assumed retirement age to be consistent with the assumption used in the pension plan. This resulted in a 1.6% increase in the liability. Lastly, it was previously assumed that all actives would elect medical insurance at retirement. We have changed this assumption to assume an 85% election rate for all Board of Education actives and all Town, except for the Finance Director, Police and Fire. This change decreased the liability by 0.9%. All other changes resulted in a 1.5% decrease.

Schedule of Funding Status and Funding Progress						
Actuarial Valuation Date	Actuarial Value of Assets	Actuarial Accrued Liability	Unfunded Accrued Liability (UAL)	Funded Ratio	Covered Payroll	UAL as a Percentage of Covered Payroll
7/1/2012	\$5,856,346	\$20,977,792	\$15,121,446	28%	\$39,169,500	39%
7/1/2014	9,510,785	22,798,733	13,287,948	42%	48,861,400	27%
7/1/2016	11,934,160	27,035,934	15,101,774	44%	47,770,477	32%
7/1/2018	16,106,492	28,287,517	12,181,025	57%	43,058,854	28%

History of Actuarially Determined Employer Contribution (ADEC)	
Year Ended June 30	Actuarially Determined Employer Contribution (ADEC)
2016	\$1,847,914
2017	1,907,215
2018	2,016,067
2019	2,048,581
2020	1,970,411
2021	2,018,432



## Unfunded Accrued Liability and Actuarially Determined Employer Contribution

Unfunded Accrued Liability (UAL)						
<b>Actuarial Accrued Liability 7/1/2018</b>	<b>Police</b>	<b>Fire</b>	<b>Town</b>	<b>BOE Certified</b>	<b>BOE Non-Certified</b>	<b>Grand Total</b>
Actives	\$7,957,879	\$4,987,714	\$919,131	\$2,689,521	\$253,688	\$16,807,933
Retirees	<u>5,101,511</u>	<u>2,389,989</u>	<u>37,336</u>	<u>3,872,261</u>	<u>78,487</u>	<u>11,479,584</u>
<b>Total</b>	<b>13,059,390</b>	<b>7,377,703</b>	<b>956,467</b>	<b>6,561,782</b>	<b>332,175</b>	<b>28,287,517</b>
Assets 7/1/2018	<u>7,729,942</u>	<u>4,366,913</u>	<u>566,139</u>	<u>3,277,578</u>	<u>165,920</u>	<u>16,106,492</u>
<b>Unfunded Accrued Liability (UAL) 7/1/2018</b>	<b>5,329,448</b>	<b>3,010,790</b>	<b>390,328</b>	<b>3,284,204</b>	<b>166,255</b>	<b>12,181,025</b>
Funded Ratio	59.2%	59.2%	59.2%	49.9%	49.9%	56.9%

Actuarially Determined Employer Contribution (ADEC)						
<b>2019 / 2020 Fiscal Year ADEC</b>	<b>Police</b>	<b>Fire</b>	<b>Town</b>	<b>BOE Certified</b>	<b>BOE Non-Certified</b>	<b>Grand Total</b>
Normal Cost	\$457,385	\$293,736	\$76,323	\$147,070	\$36,562	\$1,011,076
Amortization of UAL	392,593	221,789	28,753	241,930	12,247	897,312
Interest	<u>27,624</u>	<u>16,755</u>	<u>3,415</u>	<u>12,643</u>	<u>1,586</u>	<u>62,023</u>
<b>Total ADEC 2019 / 2020</b>	<b>877,602</b>	<b>532,280</b>	<b>108,491</b>	<b>401,643</b>	<b>50,395</b>	<b>1,970,411</b>
<b>2020 / 2021 Fiscal Year ADEC</b>	<b>Police</b>	<b>Fire</b>	<b>Town</b>	<b>BOE Certified</b>	<b>BOE Non-Certified</b>	<b>Grand Total</b>
Normal Cost	\$478,425	\$307,248	\$79,834	\$153,835	\$38,244	\$1,057,586
Amortization of UAL	392,593	221,789	28,753	241,930	12,247	897,312
Interest	<u>28,308</u>	<u>17,194</u>	<u>3,529</u>	<u>12,862</u>	<u>1,641</u>	<u>63,534</u>
<b>Total ADEC 2020 / 2021</b>	<b>899,326</b>	<b>546,231</b>	<b>112,116</b>	<b>408,627</b>	<b>52,132</b>	<b>2,018,432</b>



## Participant Counts and Average Attained Age As of July 1, 2018

Participant Counts			
Group	Active Participants	Retirees*	Total
Police	50	28	78
Fire	33	10	43
Town	124	1	125
BOE Certified	313	24	337
BOE Non-Certified	66	4	70
Total	586	67	653

\*Does not include spouses of existing retirees.

Average Age		
Group	Active Average Age	Retiree Average Age
Police	44.0	69.5
Fire	42.6	60.2
Town	52.2	59.0
BOE Certified	46.2	68.9
BOE Non-Certified	54.2	62.0



### As of July 1, 2016

Participant Counts			
Group	Active Participants	Retirees*	Total
Police	49	29	78
Fire	36	4	40
Town	129	1	130
BOE Certified	322	45	367
BOE Non-Certified	39	4	43
Total	575	83	658

\*Does not include spouses of existing retirees.

Average Age		
Group	Active Average Age	Retiree Average Age
Police	42.7	68.8
Fire	44.3	57.8
Town	51.7	57.0
BOE Certified	45.9	66.9
BOE Non-Certified	54.0	60.8



## Projected Benefit Payments

Fiscal Year Beginning July 1st	Currently Active Employees	Currently Retired Employees	Total
2019	\$225,418	\$835,857	\$1,061,275
2020	395,600	850,472	1,246,072
2021	526,028	872,717	1,398,745
2022	660,523	889,651	1,550,174
2023	841,078	917,281	1,758,359
2024	965,493	884,911	1,850,404
2025	1,164,310	870,129	2,034,439
2026	1,361,735	847,275	2,209,010
2027	1,514,353	867,833	2,382,186
2028	1,684,590	888,236	2,572,826
2029	1,789,688	863,730	2,653,418
2030	1,943,486	823,280	2,766,766
2031	2,058,585	829,628	2,888,213
2032	2,131,140	804,239	2,935,379
2033	2,222,563	802,947	3,025,510
2034	2,247,978	798,896	3,046,874
2035	2,369,552	791,986	3,161,538
2036	2,397,673	784,263	3,181,936
2037	2,375,704	774,805	3,150,509
2038	2,527,371	761,926	3,289,297



## Target Allocation and Expected Rates of Return

Asset Class	Target Allocation	Long-Term Expected Real Rate of Return*	Weighting
US Large Cap Equity	14.50%	4.50%	0.65%
US Mid/Small Cap Equity	11.00%	5.00%	0.55%
Developed International Equity	12.50%	5.25%	0.66%
Emerging Markets Equity	8.50%	6.25%	0.53%
Intermediate Corp Fixed Income	18.00%	2.50%	0.45%
Intermediate Govt Fixed Income	18.00%	1.50%	0.27%
High Yield Fixed Income	8.00%	3.25%	0.26%
Cash	1.00%	0.00%	0.00%
REITs	3.25%	4.50%	0.15%
Commodities (MLP's)	5.25%	4.50%	0.24%
	100.00%		3.76%
Long-Term Inflation Expectation			2.60%
Long-Term Expected Nominal Return			6.36%

*\*Long-Term Real Returns are provided by HHIA. The returns are geometric means.*

The long-term expected rate of return on OPEB plan investments was determined using a building block method in which best-estimate ranges of expected future real rates of return are developed. Best estimates of the real rates of return for each major asset class are included in the OPEB plan's target asset allocation.

The information above is based on geometric means and does not reflect additional returns through investment selection, asset allocation and rebalancing. The results support a rate between 6.25% and 6.75%. An expected rate of return of 6.50% was used.



## Description of Actuarial Methods

### **Asset Valuation Method**

Plan Assets equal the Market Value of assets.

### **Actuarial Cost Method**

Basic Cost Method: Entry Age Normal Actuarial Cost Method (level percentage of salary).

Change in Actuarial Cost Method: None.

Normal Cost: Under this method, the total normal cost is the sum of amounts necessary to fund each active member's normal retirement benefit if paid annually from entry age to assumed retirement age. Entry age is the age at which the employee would have been first eligible for the plan, if it had always been in effect. The normal cost for each participant is expected to remain a level percentage of the employee's salary. The normal cost for the plan is the difference between the total normal cost for the year and the anticipated member contributions for that year.

Past Service Liability: The present value of future benefits that relates to service before the valuation date is the total past service liability. The unfunded past service liability is the difference between the total past service liability and any assets (including accumulated member contributions).

### **Amortization Method**

This amount is amortized over 30 years on a closed basis as of July 1, 2016. There are 28 years remaining as of July 1, 2018.



## Description of Actuarial Assumptions

The valuation reflects changes in the actuarial assumptions listed below. The assumptions used before and after these changes are more fully described in the next section.

- Interest
- Mortality
- Inflation
- Compensation Increase
- Healthcare Cost Trend Rates
- Percentage of Actives who elect medical at retirement

### **Interest** (net of investment-related expenses)

6.50%

Prior: 6.75%.

Since the OPEB plan's fiduciary net position and future contributions are projected to be sufficient to cover expected benefit payments for current plan members, the long-term expected rate of return on OPEB plan investments was used to discount liabilities.

### **Rate of compensation increase** (including inflation)

#### **Town, Non-Certified BOE, Police and Fire:**

3.60%.

Prior: 3.75% for Town, Non-Certified and Fire. Police, according to the following service – based schedule:

Service	Rate of Increase
0	9.25%
1	8.25
2	7.25
3	6.25
4	5.25
5	4.25
6-14	3.75
15+	3.25

The plan does not have statistically credible data on which to form a rate of compensation increase assumption. The assumption is based on historical national wage increases and input from the plan sponsor regarding future expectations.



**BOE Certified:**

According to the following service – based schedule (including inflation) (From Connecticut State TRS 2016 Pension Valuation):

Service	Rate of Increase
0-1	6.50%
2-9	6.25
10-11	5.50
12-14	5.00
15	4.75
16	4.50
17	4.25
18	4.00
19	3.75
20	3.50
21+	3.25

The actuarial assumption in regards to rates of compensation increase is based on the rates used by the Connecticut State Teachers’ Retirement System actuaries.

**Inflation**

2.60%

Prior: 2.75%.

This assumption is consistent with the Social Security Administration’s current best estimate of the ultimate long-term (75-year horizon) annual percentage increase in CPI, as published in the 2017 OASDI Trustees Report.

**Mortality**

RP-2014 Adjusted to 2006 Total Dataset Mortality Table projected to valuation date with Scale MP-2018.

Prior: RP-2014 Adjusted to 2006 Total Dataset Mortality Table projected to valuation date with Scale MP-2016.

**Disabled Mortality (Police and Fire only)**

RP-2014 Adjusted to 2006 Total Dataset Mortality Table projected to valuation date with Scale MP-2018.

Prior: RP-2014 Adjusted to 2006 Disabled Retiree Mortality Table projected to valuation date with Scale MP-2016.

**Mortality Improvement**

Projected to date of decrement using Scale MP-2018 (generational).

Prior: Projected to date of decrement using Scale MP-2016 (generational).

We have selected this mortality assumption because it is based on the pension mortality study recently published by the Society of Actuaries.



## Retirement

### Town and Non-Certified BOE:

Age	Rate of Retirement
45-53	15%
54	10
55	7
56	6
57-59	5
60-62	10
63-64	15
65	20
66-74	15
75+	100

The actuarial assumption in regards to rates of retirement shown above are based on the rates used by the state of Connecticut Municipal Employee Retirement System actuaries.

### Police:

Service	Rate of Retirement
25	25%
26-28	30
29	40
30	60
31-39	50
40+	100

### Prior:

Service	Rate of Retirement
25-27	20%
28	25
29	30
30	40
31-34	20
35-39	10
40+	100

100% assumed to retire at age 65.



**Retirement (cont.)**

**Fire:**

Per table below (per CT MERS Valuation):

Age	Rate of Retirement
45	25%
50	20
55	12
60	20
65	100

The actuarial assumption in regards to rates of retirement shown above are based on the rates used by the state of Connecticut Municipal Employee Retirement System actuaries.

**Certified BOE:**

Per table below (from Connecticut State TRS 2016 Pension Valuation):

Age	Eligible for Normal (Unreduced) Retirement (Age 60 and 20 Yrs. Serv. or 35 yrs. Serv.)		Eligible for Early (Reduced) Retirement (Age 55 and 20 Yrs. Serv. or 25 yrs. Serv.)	
	Male	Female	Male	Female
50	27.5%	27.5%	1.00%	1.00
51	27.5	27.5	1.00	1.25
52	27.5	27.5	1.00	1.75
53	27.5	27.5	2.00	2.25
54	27.5	27.5	3.00	2.75
55	38.5	27.5	4.00	4.75
56	38.5	27.5	6.00	6.25
57	38.5	27.5	7.00	6.75
58	38.5	27.5	8.00	7.25
59	38.5	27.5	11.00	8.50
60	22.0	27.5		
61-62	25.3	27.5		
63-64	27.5	27.5		
65	36.3	32.5		
66-69	27.5	32.5		
70-79	100.0	32.5		
80	100.0	100.0		

The actuarial assumption in regards to rates of retirement shown above are based on the rates used by the Connecticut State Teachers' Retirement System actuaries



**Sample Age-Based Withdrawal Rates (until eligible to retire)**

**Town and Non-Certified BOE:**

Age	Male Rate	Female Rate
20	18.0%	20.0%
30	12.0	15.0
40	7.5	10.0
50	5.0	5.0
60	5.0	5.0

The actuarial assumption in regards to rates of termination shown above are based on the rates used by the State of Connecticut Municipal Employee Retirement System actuaries.

**Police and Fire:**

Annual rates of withdrawal per table below (per MERS Valuation):

Age	Rate of Withdrawal
20	7.00%
30	5.00
40	2.00
50	0.00

The actuarial assumption in regards to rates of termination shown above are based on the rates used by the State of Connecticut Municipal Employee Retirement System actuaries.



**Sample Age-Based Withdrawal Rates (until eligible to retire) (cont.)**

**Certified BOE:**

Rates based on gender and length of service for first Ten years and gender and age thereafter (Connecticut State TRS 2016 Pension Valuation):

Service	Male Rate	Female Rate
0-1	14.00%	12.00%
1-2	11.00	10.50
2-3	8.00	8.75
3-4	6.50	7.50
4-5	4.50	6.75
5-6	3.50	6.00
6-7	3.00	5.25
7-8	2.75	4.75
8-9	2.50	4.25
9-10	2.50	4.00
10 +	use age-related rates until eligible to retire	

**Sample Age-Based Withdrawal Rates (until eligible to retire)**

Age	Male Rate	Female Rate
25	1.50%	4.00%
30	1.50	4.00
35	1.50	3.50
40	1.50	2.30
45	1.59	1.50
50	2.04	2.00
55	3.44	2.50
59+	4.00	2.90

The actuarial assumption in regards to rates of withdrawal shown above are based on the rates used by the Connecticut State Teachers' Retirement System actuaries.

**Service - Connected Disability (Police and Fire)**

Age	Rate of Disability
20	.11%
30	.15
40	.32
50	1.11
60	6.88

The actuarial assumption in regards to rates of disability shown above are based on the rates used by the State of Connecticut Municipal Employee Retirement System actuaries.



**Additional Assumptions**

**Town, Non-Certified BOE, Police and Fire:**

70% of males and 60% of females assumed married with wives assumed to be three years younger than their husbands.

**Certified BOE:**

50% of males and 50% of females assumed married with wives assumed to be three years younger than their husbands.

The actuarial assumptions in regards to utilization shown above are based on standard assumptions modified for certain plan features such as eligibility for full and early retirement where applicable and input from the plan sponsor.

**Medical inflation**

7.00% for 2018, decreasing 0.5% per year, to an ultimate rate of 4.60% for 2023 and later.

Prior: 7.75% for 2016, decreasing 0.5% per year, to an ultimate rate of 4.75% for 2022 and later.

Health care trend rates reflect both the current and long-term outlook for increases in health care costs. The short term rates are based on recent industry surveys, plan experience and near-term expectations. The long term trend rate is based on our general inflation assumption of 2.60% plus 2.00% to reflect expectations for long-term medical inflation.

**Dental inflation**

4.6%

Prior: 4.75%

**Expected per Capita claims (without Medicare Coordination)**

We assume that actual claims will be distributed according to the following morbidity table:

Town H S A:

Sample Age	Expected Claim (Male)	Expected Claim (Female)
45	\$7,323	\$10,207
50	9,564	11,893
55	12,549	13,855
60	16,166	16,160
64	19,743	18,918

Town Century Preferred

Sample Age	Expected Claim (Male)	Expected Claim (Female)
45	\$8,685	\$12,105
50	11,342	14,105
55	14,882	16,431
60	19,172	19,165
64	23,413	22,436



**Expected per Capita claims (without Medicare Coordination) (cont.)**

BOE

Sample Age	Expected Claim (Male)	Expected Claim (Female)
45	\$7,276	\$10,142
50	9,502	11,817
55	12,468	13,766
60	16,062	16,056
65	20,451	19,462
70	24,602	22,763
75	28,232	25,552

The sample per capita claim for plans not integrated with Medicare was developed as follows: Using the total count of active participants eligible for post-retirement medical benefits and retirees currently electing medical coverage in a non-medicare supplement plan, we calculate the total projected claims by multiplying the total count by the average annual premium. Using the cost increases derived from a study sponsored by the Society of Actuaries prepared by Dale H. Yamamoto from May 2013: "Health Care Costs from Birth to Death", we allocate the total projected claims by age and gender. For plans integrated with Medicare, the post Medicare eligible premium is assumed to be unaffected by age.

**Medical Premiums**

	Employee	Employee Plus Spouse
Town		
Century Preferred	\$1,150.53	\$2,301.06
H.S.A.	970.16	1,940.32
BOE H.S. A.	1,025.74	2,051.49
Town Over 65	773.55	1,547.10
Town Dental	32.82	65.54
BOE Dental	36.33	72.66

**Percentage of Actives Eligible at Retirement who continue with Medical Coverage**

100% for Police, Fire and Town Finance Director. 85% for all other groups.

Prior: 100% for all groups.

The actuarial assumptions in regards to utilization shown above are based on standard assumptions modified for certain plan features such as eligibility for full and early retirement where applicable and input from the plan sponsor.

**Percentage of non-Medicare eligible Continuing after 65 (Certified BOE only)**

20%.

The actuarial assumptions in regards to utilization shown above are based on standard assumptions modified for certain plan features such as eligibility for full and early retirement where applicable and input from the plan sponsor.



### **Patient Protection and Affordable Care Act (PPACA)**

High Cost Plan Excise Tax (“Cadillac Tax”): Effective in 2022, there will be a 40% excise tax on per capita medical benefit costs in excess of certain thresholds, which (in 2018) are \$10,200 for single coverage and \$27,500 for family coverage for Medicare eligible retirees. Thresholds (in 2018) for retirees who are between ages 55 and 65 are \$11,850 and \$30,950 for single and family coverage respectively. After 2018, the thresholds are indexed by CPI (CPI +1% in 2018 only). CPI is assumed to equal the inflation assumption.

The impact of this future excise tax has been reflected in plan liabilities.

#### **Other Requirements of PPACA:**

For purposes of this valuation, extended coverage for adult children and 100% coverage of preventive care are assumed to be reflected in per capita costs.

For purposes of this valuation, elimination of lifetime maximum benefits and removal of the limits on essential healthcare are assumed to have no impact on plan liabilities.



## Summary of Plan Provisions

*This exhibit summarizes the major provisions of the Plan. It is not intended to be, nor should it be interpreted as a complete statement of all plan provisions. To the extent that this summary does not accurately reflect the plan provisions, then the results of this valuation may not be accurate.*

### **Plan identification**

Single-employer OPEB plan

### **Town Employees**

#### **Eligibility for Retiree Medical Coverage**

Age 55 with 5 years of service or 25 years of service with no age requirement.

#### **Retiree/Spouse Cost of Medical Coverage**

The retiree must pay 100% of the premium for medical coverage until age 65. No coverage after age 65.

#### **Retiree/Spouse Dental Coverage**

None.

#### **Life Insurance Benefit**

None.

### **Finance Director**

#### **Eligibility for Retiree Medical Coverage**

Age 50 with 15 years of service or 25 years of service with no age requirement.

#### **Retiree/Spouse Cost of Medical Coverage**

The retiree pays 0% of the premium for their coverage and 50% of the premium for the spouse. Spouse coverage ends on the death of the retiree. If the retiree or spouse is offered comparable insurance coverage, they will not receive insurance through the Town. If there is a premium share, however, the Town will reimburse the retiree. When the retiree or spouse is eligible for Medicare, the Town shall provide a Plan F supplement to Medicare.

#### **Retiree/Spouse Cost of Dental Coverage**

Same as Medical.

#### **Life Insurance Benefit**

None.



### **Police (including Chief of Police)**

#### **Eligibility for Medical and Dental Coverage**

25 years of service with no age requirement.

#### **Retiree/Spouse Cost of Medical Coverage**

The retiree pays 0% of the premium for their coverage and 50% of the premium for the spouse. Spouse coverage ends on the death of the retiree. If an employee retires prior to age 50, the Town will not contribute toward spouse coverage until the retiree attains age 50. If the retiree or spouse is offered comparable insurance coverage, they will not receive insurance through the Town. If there is a premium share, however, the Town will reimburse the retiree. When the retiree or spouse is eligible for Medicare, the Town shall provide a Plan F supplement to Medicare.

*For Police hired after January 15, 2010, the spouse does not have access to medical benefits after retirement.*

#### **Retiree/Spouse Cost of Dental Coverage**

Same as Medical.

#### **Life Insurance Benefit**

None.

### **Fire (including Fire Chief/Deputy Fire Marshal and Assistant Fire Chief)**

#### **Eligibility for Medical and Dental Coverage**

Age 55 with either 10 years of continuous service or 15 years of aggregate service or 25 years of service with no age requirement.

#### **Retiree/Spouse Cost of Medical Coverage**

For Fire employees hired prior to January 25, 2017, the retiree pays 0% of the premium for their coverage and 50% of the premium for the spouse. Spouse coverage ends on the death of the retiree. If the retiree or spouse is offered comparable insurance coverage, they will not receive insurance through the Town. If there is a premium share, however, the Town will reimburse the retiree. For Fire employees hired on or after January 25, 2017, the retiree pays 25% of the premium for coverage prior to age 65. When the retiree or spouse is eligible for Medicare, the Town shall provide a Plan F supplement to Medicare.

For Fire employees hired after July 1, 2004, the spouse does not have access to medical benefits after retirement.

#### **Retiree/Spouse Cost of Dental Coverage**

Same as Medical.

#### **Life Insurance Benefit**

None.



**Board of Education Employees (Other than Certified Staff and Administrators)\***

**Eligibility for Retiree Medical Coverage**

Age 55 with 5 years of service or 25 years of service with no age requirement.

**Retiree/Spouse Cost of Medical Coverage**

The retiree must pay 100% of the premium for medical coverage until age 65. No coverage after age 65.

**Retiree/Spouse Dental Coverage**

None.

**Life Insurance Benefit**

None.

*\* BASS, Professional, Technical Staff and Nurses (those hired after October 1, 2011) do not have access to medical insurance after retirement.*

**Board of Education Certified Staff and Administrators**

**Eligibility for Medical, Dental and Life Coverage**

Age 50 with 25 years of service, age 55 with 20 years of service or age 60 with 10 years of service.

**Retiree/Spouse Cost of Medical Coverage**

The retiree must pay 100% of the premium for medical coverage for themselves or their spouse.

**Retiree/Spouse Dental Coverage**

None.

**Life Insurance Benefit**

None.