

Town of Wellesley

**Governmental Accounting Standards
Board (GASB) Statement No. 74
Accounting Valuation Report
for Reporting Date June 30, 2019**

This report has been prepared at the request of the Town of Wellesley to assist in administering the Plan. This valuation report may not otherwise be copied or reproduced in any form without the consent of the Town of Wellesley and may only be provided to other parties in its entirety. The measurements shown in this actuarial valuation may not be applicable for other purposes.

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October 11, 2019

Mr. Marc V. Waldman
Treasurer/Collector
Town of Wellesley
Town Hall
525 Washington Street
Wellesley, MA 02482

Dear Mr. Waldman:

We are pleased to submit this Governmental Accounting Standards Board (GASB) Statement No. 74 Accounting Valuation as of June 30, 2019. It contains the disclosure of the Net OPEB Liability (NOL) as of June 30, 2019 to be disclosed in order to comply with GASB 74. Except as otherwise noted, please refer to the Town of Wellesley Actuarial Valuation and Review of Other Postretirement Welfare Benefits (OPEB) as of December 31, 2018, dated February 22, 2019, for the data, assumptions and plan of benefits underlying these calculations.

This report is based on information received from the Town of Wellesley and vendors employed by the Town of Wellesley. Segal Consulting does not audit the data provided. The accuracy and comprehensiveness of the data is the responsibility of those supplying the data. Segal, however, does review the data for reasonableness and consistency.

The measurements shown in this actuarial valuation may not be applicable for other purposes. Accordingly, additional determinations may be needed for other purposes, such as judging benefit security at termination of the plan, or determining short-term cash flow requirements.


Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: retiree group benefits program experience or rates of return on assets differing from that anticipated by the assumptions; changes in assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period); and changes in retiree group benefits program provisions or applicable law. Retiree group benefits models necessarily rely on the use of approximations and estimates, and are sensitive to changes in these approximations and estimates. Small variations in these approximations and estimates may lead to significant changes in actuarial measurements.

The actuarial valuation has been completed in accordance with generally accepted actuarial principles and practices. The actuarial calculations were directed under our supervision. We are members of the American Academy of Actuaries and collectively meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein. To the best of our knowledge, the information supplied in the actuarial valuation is complete and accurate. Further, in our opinion, the assumptions as approved by the Town of Wellesley are reasonably related to the experience of and the expectations for the Plan.

We look forward to discussing this with you at your convenience.

Sincerely,

Segal Consulting, a Member of The Segal Group, Inc.

By: 
Kathleen A. Riley, FSA, MAAA, EA
Senior Vice President and Actuary



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Vice President and Consulting Actuary

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Section 1: Executive Summary

Important Information about Actuarial Valuations

An actuarial valuation is a budgeting tool with respect to defining future uncertain obligations of a postretirement health plan. As such, it will never forecast the precise future stream of benefit payments. It is an estimated forecast – the actual cost of the plan will be determined by the benefits and expenses paid, not by the actuarial valuation.

In order to prepare a valuation, Segal Consulting (“Segal”) relies on a number of input items. These include:

Plan of benefits	Plan provisions define the rules that will be used to determine benefit payments, and those rules, or the interpretation of them, may change over time. Even where they appear precise, outside factors may change how they operate. For example, a plan may provide health benefits to post-65 retirees that coordinates with Medicare. If so, changes in the Medicare law or administration may change the plan’s costs without any change in the terms of the plan itself. It is important for the Town of Wellesley to keep Segal informed with respect to plan provisions and administrative procedures, and to review the plan summary included in our report to confirm that Segal has correctly interpreted the plan of benefits.
Participant data	An actuarial valuation for a plan is based on data provided to the actuary by the plan. Segal does not audit such data for completeness or accuracy, other than reviewing it for obvious inconsistencies compared to prior data and other information that appears unreasonable. It is not necessary to have perfect data for an actuarial valuation: the valuation is an estimated forecast, not a prediction. The uncertainties in other factors are such that even perfect data does not produce a “perfect” result. Notwithstanding the above, it is important for Segal to receive the best possible data and to be informed about any known incomplete or inaccurate data.
Assets	Part of the cost of a plan will be paid from existing assets – the balance will need to come from future contributions and investment income. The valuation is based on the asset values as of the valuation date, typically reported by the Town. Some plans include assets, such as private equity holdings, real estate, or hedge funds that are not subject to valuation by reference to transactions in the marketplace. A snapshot as of a single date may not be an appropriate value for determining a single year’s contribution requirement, especially in volatile markets. Plan sponsors often use an “actuarial value of assets” that differs from market value to reflect gradually year-to-year changes in the market value of assets in determining the contribution requirements.
Actuarial assumptions	In preparing an actuarial valuation, Segal starts by developing a forecast of the benefits to be paid to existing plan participants for the rest of their lives and the lives of their beneficiaries. To determine the future costs of benefits, Segal collects claims, premiums, and enrollment data in order to establish a baseline cost for the valuation measurement, and then develops short- and long-term health care cost trend rates to project increases in costs in future years. This forecast also requires actuarial assumptions as to the probability of death, disability, withdrawal, and retirement of each participant for each year, as well as forecasts of the plan’s benefits for each of those events. The forecasted benefits are then discounted to a present value, typically based on an estimate of the rate of return that will be achieved on the plan’s assets or, if there are no assets, a rate of return based on a yield or index rate for 20-year, tax-exempt general obligation municipal bonds with an average rating of AA/Aa or higher (or equivalent quality on another rating scale). All of these factors are uncertain and unknowable. Thus, there will be a range of reasonable assumptions, and the results may vary materially based on which assumptions the actuary selects within that range. That is, there is no right answer (except with hindsight). It is important for any user of an actuarial valuation to understand and accept this constraint. The actuarial model necessarily uses approximations and estimates that may lead to significant changes in our results but will have no impact on the actual cost of the plan. In addition, the actuarial assumptions may change over time, and while this can have a significant impact on the reported results, it does not mean that the previous assumptions or results were unreasonable or wrong.

Given the above, the user of Segal's actuarial valuation (or other actuarial calculations) needs to keep the following in mind:

- The actuarial valuation is prepared for use by the Town of Wellesley. It includes information for compliance with accounting standards and for the plan's auditor. Segal is not responsible for the use or misuse of its report, particularly by any other party.
- If the Town of Wellesley is aware of any event or trend that was not considered in this valuation that may materially change the results of the valuation, Segal should be advised, so that we can evaluate it.
- An actuarial valuation is a measurement at a specific date – it is not a prediction of a plan's future financial condition. Accordingly, Segal did not perform an analysis of the potential range of financial measurements, except where otherwise noted. The actual long-term cost of the plan will be determined by the actual benefits and expenses paid and the actual investment experience of the plan.
- Sections of this report include actuarial results that are not rounded, but that does not imply precision.
- Critical events for a plan include, but are not limited to, decisions about changes in benefits and contributions. The basis for such decisions needs to consider many factors such as the risk of changes in plan enrollment, emerging claims experience, health care trend, and investment losses, not just the current valuation results.
- Segal does not provide investment, legal, accounting, or tax advice. Segal's valuation is based on our understanding of applicable guidance in these areas and of the plan's provisions, but they may be subject to alternative interpretations. The Town of Wellesley should look to their other advisors for expertise in these areas.
- While Segal maintains extensive quality assurance procedures, an actuarial valuation involves complex computer models and numerous inputs. In the event that an inaccuracy is discovered after presentation of Segal's valuation, Segal may revise that valuation or make an appropriate adjustment in the next valuation.
- Segal's report shall be deemed to be final and accepted by the Town of Wellesley upon delivery and review. The Town of Wellesley should notify Segal immediately of any questions or concerns about the final content.

As Segal Consulting has no discretionary authority with respect to the management or assets of the Plan, it is not a fiduciary in its capacity as actuaries and consultants with respect to the Plan.

Purpose

This report presents certain disclosure information for the Town of Wellesley (the “Employer”) Other Postemployment Benefits (OPEB) plan (the “Plan”) as of June 30, 2019, required by Governmental Accounting Standards Board (GASB) Statement No. 74, *Financial Reporting for Postemployment Benefits Other Than Pensions*. The actuarial computations made are for purposes of fulfilling plan accounting requirements. Determinations for purposes other than meeting financial accounting requirements may be significantly different from the results reported here.

Highlights of the Valuation

The following key findings were the result of this actuarial valuation:

- The Net OPEB liability (NOL) as of June 30, 2019 is \$50,915,806.
 - The NOL is equal to the difference between the Total OPEB Liability (TOL) and the Plan’s Fiduciary Net Position. The Plan’s Fiduciary Net Position is equal to the market value of assets. The TOL as of June 30, 2019 is \$120,899,795 and the Plan Fiduciary Net Position as of June 30, 2019 is \$69,983,989, resulting in an NOL of \$50,915,806.
 - The NOL measured as of June 30, 2019 was determined based upon the results of the actuarial valuation as of December 31, 2018, dated February 22, 2019, completed by Segal Consulting, adjusted to the measurement date using standard actuarial techniques.
 - The discount rate used to determine the TOL and NOL as of June 30, 2018 was 6.75% and as of June 30, 2019 was 6.625%.
- As of June 30, 2019, the ratio of the Plan’s Fiduciary Net Position to the Total OPEB Liability (the funded ratio) is 57.9%.



Section 2: Valuation Results

Exhibit 1 – General Information

At December 31, 2018, Town of Wellesley plan membership consisted of the following:

	December 31, 2018
Retired members and beneficiaries currently receiving benefits	936
Active members	<u>928</u>
Total	1,864

We have assumed other general information about the Plan will be provided by the Town’s auditors.

Exhibit 2 – Net OPEB Liability

The components of the net OPEB liability of the Town of Wellesley are as follows:

	June 30, 2019	June 30, 2018
Total OPEB Liability	\$120,899,795	\$123,781,688
Plan Fiduciary Net Position	69,983,989	62,623,691
Net OPEB Liability	50,915,806	61,157,997
Plan Fiduciary Net Position as a percentage of the Total OPEB Liability*	57.9%	50.6%

* These funded percentages are not necessarily appropriate for assessing the sufficiency of Plan assets to cover the estimated cost of settling the Plan's benefit obligation or the need for or the amount of future contributions.

Actuarial assumptions. The total OPEB liability as of June 30, 2019 was measured by an actuarial valuation as of December 31, 2018 using the following actuarial assumptions, applied to all periods included in the measurement, unless otherwise specified:

Actuarial Assumptions:

Wage inflation:	3.0%
Salary increases:	Service related increases for Group 1 and 2 members (excluding Teachers) 7.0% decreasing over 11 years to an ultimate level of 3.5% Service related increases for Group 4 members: 8.0% decreasing over 11 years to an ultimate level of 4.0% Service related increases for Teachers 7.5% decreasing over 20 years to an ultimate level of 4.0%
Discount rate:	6.625% as of June 30, 2019 and 6.75% as of June 30, 2018
Investment rate of return:	6.625% as of June 30, 2019 and 6.75% as of June 30, 2018
Health care trend rates:	Medical and Prescription Drug: 7.0% decreasing by 0.5% each year to an ultimate level of 4.5% per year Medicare Part B Premium: 4.5%

Mortality rates:

Pre-Retirement (Non-Teachers): RP-2014 Blue Collar Employee Mortality Table projected generationally with Scale MP-2016 set forward one year for females

Healthy (Non-Teachers): RP-2014 Blue Collar Healthy Annuitant Mortality Table projected generationally with Scale MP-2016 set forward one year for females

Disabled (Non-Teachers): RP-2000 Healthy Annuitant Mortality Table projected generationally with Scale BB2D from 2015

Pre-Retirement (Teachers): RP-2014 White Collar Employee Mortality Table projected generationally with Scale MP-2016

Health (Teachers): RP-2014 White Collar Healthy Mortality Table projected generationally with Scale MP-2016

Disabled (Teachers) RP-2014 White Collar Healthy Mortality Table projected generationally with Scale MP-2016

Exhibit 3 – Determination of Discount Rate and Investment Rate of Return

Development of Long-Term Rate

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 rates of return (expected returns, net of investment expense and inflation) are developed for each major asset class. These returns are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation and subtracting expected investment expenses and a risk margin. The target allocation as of June 30, 2019 and projected arithmetic real rates of return for each major asset class, after deducting inflation, but before investment expenses, used in the derivation of the long-term expected investment rate of return assumption are summarized below:

Asset Class	Target Allocation	Long-Term Expected Real Rate of Return
Domestic equity	21.00%	6.16%
International developed markets equity	13.00%	6.69%
International emerging markets equity	5.00%	9.47%
Core fixed income	15.00%	1.89%
High Yield Fixed Income	8.00%	4.00%
Real Estate	10.00%	4.58%
Commodities	4.00%	4.77%
Hedge fund, GTAA, Risk parity	11.00%	3.68%
Private equity	<u>13.00%</u>	10.00%
Total	100.00%	

Note: Some asset classes in the target allocation have been combined.

Nature of Assets: The assets are in an irrevocable OPEB Trust and are invested in the State Retiree Benefits Trust Fund.

Determination of Discount Rate

The discount rate has been set equal to the expected return on assets based on the sufficiency of projected assets to make projected benefit payments. The discount rate as of June 30, 2019 is 6.625%.

Exhibit 4 – Schedule of Changes in the Net OPEB Liability

	Fiscal Year End June 30,									
	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010
Total OPEB liability										
Service cost	\$3,894,184	\$3,793,514	\$3,695,446							
Interest	8,431,566	7,989,929	7,545,735							
Differences between expected and actual experience	-4,945,380	0	0							
Changes of assumptions	-4,642,956	0	0							
Changes of benefit terms	0	0	0							
Benefit payments, including refunds of employee contributions	-5,619,307	-5,078,148	-4,614,800							(Historical information prior to implementation of GASB 74/75 is not required)
Net change in total pension liability	-2,881,893	\$6,705,295	\$6,626,381							
Total pension liability - beginning	<u>123,781,688</u>	<u>117,076,393</u>	<u>110,450,012</u>							
Total pension liability - ending (a)	\$120,899,795	\$123,781,688	\$117,076,393							
Plan Fiduciary Net Position										
Contributions - employer	\$9,265,678	\$8,724,519	\$8,079,770							
Contributions - employee	0	0	0							
Net investment income	3,713,927	5,307,352	5,975,037							
Benefit payments, including refunds of member contributions	-5,619,307	-5,078,148	-4,614,800							(Historical information prior to implementation of GASB 74/75 is not required)
Administrative expenses	0	0	0							
Net change in Fiduciary Net Position	\$7,360,298	\$8,953,723	\$9,440,007							
Plan Fiduciary Net Position - beginning	<u>62,623,691</u>	<u>53,669,968</u>	<u>44,229,962</u>							
Plan Fiduciary Net Position - ending (b)	\$69,983,989	\$62,623,691	\$53,669,968							
Net OPEB liability – ending: (a)-(b)	\$50,915,806	\$61,157,997	\$63,406,425							
Plan's fiduciary net position as a percentage of the total OPEB liability	57.9%	50.6%	45.8%							(Historical information prior to implementation of GASB 74/75 is not required)
Covered-employee payroll	N/A	98,526,970	96,595,069							
Net OPEB liability as a percentage of covered-employee payroll	N/A	62.07%	65.64%							

Note: Please enter covered payroll for the corresponding years shown.

Historical 2018 and 2017 numbers were updated to match the Town of Wellesley June 30, 2018 Comprehensive Annual Financial Report (CAFR) prepared by the Finance Department of the Town of Wellesley on October 23, 2018.

Notes to Schedule:

Changes in Assumptions:

Effective December 31, 2018:

- The per capita health costs were updated to reflect current experience.
- The trend assumptions were revised to reflect future expectations.
- The mortality assumptions were changed to match the assumptions used in the Town of Wellesley Contributory Retirement System Actuarial Valuation and Review as of January 1, 2017, dated October 26, 2017, and the Massachusetts Teachers' Retirement System Actuarial Valuation Report as of January 1, 2018 dated October 10, 2018.
- The excise tax on high cost health plans beginning in 2022 was recalculated with this valuation.
- The expected rate of return was decreased from 6.75% to 6.625%.
- The future retiree plan enrollment assumption for actives increased from 115% to 125%

Changes in Plan Provisions:

The June 30, 2019 liability reflects the terms of the memorandum of agreement (MOA) effective July 1, 2018, concerning health insurance for Town employees and retirees. This includes changes to the retiree premium and the introduction of high deductible plans with a Health Savings Account and Health Reimbursement Account for non-Medicare retirees.

Exhibit 5 – Sensitivity

Sensitivity of the net OPEB liability to changes in the discount rate

The following presents the net OPEB liability well as what the net OPEB liability would be if it were calculated using a discount rate that is 1-percentage-point lower or 1-percentage-point higher than the current rate.

	1% Decrease	Current Discount Rate	1% Increase
Net OPEB liability as of June 30, 2019	\$68,741,117	\$50,915,806	\$36,410,153

Sensitivity of the net OPEB liability to changes in the healthcare cost trend rates

The following presents the net OPEB liability as well as what the net OPEB liability would be if it were calculated using healthcare cost trend rates that are 1-percentage-point lower or 1-percentage point higher than the current rates.

	1% Decrease	Current Trend Rates	1% Increase
Net OPEB liability as of June 30, 2019	\$35,662,396	\$50,915,806	\$70,098,328

Exhibit 6 – Schedule of Contributions – Last Ten Years

	Year End June 30,									
	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010
Actuarially determined contribution	\$7,825,463	\$8,750,052	\$8,484,223							
Contributions in relation to the actuarially determined contribution	<u>9,265,678</u>	<u>8,724,519</u>	<u>8,079,770</u>							
Contribution deficiency (excess)	-\$1,440,215	\$25,533	\$404,453							
Covered-employee payroll	N/A	98,526,970	96,595,069							
Contributions as a percentage of covered-employee payroll	N/A	8.85%	8.36%		(Historical information prior to implementation of GASB 74/75 is not required)					

Note: Please enter covered payroll for missing years.

Notes to Schedule:

Methods and assumptions used to establish “actuarially determined contribution”:

Valuation date:	Actuarially determined contribution for fiscal year ending June 30, 2019 was determined with the December 31, 2018 actuarial valuation.
Actuarial cost method:	Entry age normal – level percentage of payroll
Amortization method:	Payments increase 3.0% per year. For Municipal Light Department, assets exceed the liabilities and the actuarially determined contribution has been set equal to the normal cost.
Remaining amortization period:	19 years as of July 1, 2018 and N/A for Municipal Light Department.
Asset valuation method:	Market value
Investment rate of return:	6.625%
Wage inflation:	3.00%
Health care trend rates:	Medical and Prescription Drug: 7.0% decreasing by 0.5% each year to an ultimate level of 4.5% per year Medicare Part B Premium: 4.5%

Mortality rates:

Pre-Retirement (Non-Teachers): RP-2014 Blue Collar Employee Mortality Table projected generationally with Scale MP-2016 set forward one year for females

Healthy (Non-Teachers): RP-2014 Blue Collar Healthy Annuitant Mortality Table projected generationally with Scale MP-2016 set forward one year for females

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