

Maine Education Association Benefits Trust



GASB 75 Accounting for Retiree Medical Benefits



August 2024
Prepared for MEABT
Participating Entities

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About This Material



- Maine Education Association Benefits Trust (MEABT) is making this webcast and recorded session available to its participating entities to help address ongoing GASB 75 requirements.
- This session provides background on retiree medical benefits and the GASB 75 requirements, plus shows you how to download your actuarial report that your auditors can use.
- Your auditors make final decisions about how to incorporate the actuarial valuations that MEABT is making available. Neither MEABT nor Cheiron are auditors, and we defer to each district's auditors on how to reflect any GASB 75 accounting results.
- This material recognizes that GASB 75 applies to all participating entities in the MEABT program to reflect the full value (in addition to the State subsidy) that the MEABT retiree medical benefits provide.

We hope this session is helpful and thank you for your time.

- Key GASB Concepts
 - Definitions
 - Implicit subsidy
 - Valuation process
- How to Access your 2024 GASB Portal
- A Glimpse at Key Report Sections



Terms commonly used include:

- **GASB 75**, or Governmental Accounting Standards Board Statement No. 75. This is the accounting standard that impacts requirements for the audited financial statements of public entities. No. 75 focuses on OPEB benefits.
 - Regardless of size of entity and regardless of community rating or pooled or blended rates
- **OPEB**, or Other Postretirement Employment Benefits, refers to retiree medical health coverage. Retiree medical is offered through participation in the health benefits program.

Recap: Goals and Tasks



Goals included:

- ☐ Provide a smooth disbursement of GASB 75 results
- ☐ Minimize entity and auditor questions with details and ease

Tasks included:

- ☐ **Initial communications** to advise of upcoming reports and portal
 - Memo issued around end of July
- ☐ **This recorded discussion guide**
 - As a reference for you and your auditor
 - Instructions on how to download your reports
- ☐ **Full and detailed valuation reports via the MEABT GASB Portal**
 - MEABT GASB 75 Portal with emails to each district representative
 - Full reports for year ending June 30, 2023, leveraging one year “look back” to apply to June 30, 2024, reporting
 - The Portal provides access to your detailed census from last year
 - Remember auditor share feature



If eligible, a retired teacher can choose from the same plans offered while teaching:

1. Choice Plus (POS)
2. Standard Plan \$200 Deductible (PPO)
3. Standard Plan \$500 Deductible (PPO)
4. Standard Plan \$1,000 Deductible (PPO)
5. Medicare Advantage Plan (if Medicare eligible)

Age at Retirement	Retiree Eligibility Requirements
Under Age 50	10 years of continuous active service and enrollment in the MEABT health plan for 12 months prior to retirement
Age 50 or older	5 years of continuous active service and enrollment in the MEABT health plan for 12 months prior to retirement





Retired Teachers' Medical Plan has three parts:



**60% of
Blended*
Premium
Subsidy Paid
by State of
Maine**

**40% of
Blended*
Premium
Paid by
Eligible
Retiree**

**Extra Value
of Offering
Blended*
(lower cost)
Group
Premiums**

*Blended refers to pooling active + retired health costs together, as required by Maine law.

MEABT Retired Teachers' Medical Plan



Example **Age 62** Retired Teacher with Single Coverage in PPO \$200 Plan with a Blended Premium of \$900/month

**60% of
\$900 Paid
by State of
Maine, or
\$540/mo**

**40% of
Blended
premium
paid by
retiree, or
\$360/mo**

**Real Value
of \$1,200
for
retirees;
Extra value
of \$300/mo**

*Blended refers to pooling active + retired health costs together, as required by Maine law.

Continuing this Example Cost/Month



State Subsidy
of 60%

- Defined by the law
- Called “**explicit**”

GASB75

\$540

Retired
Teacher
Portion of 40%

Set at favorable
group rates

\$360

Extra Value of
Blended
Group Rates

- Part of retiree costs
- Called “**implicit**”

GASB75

\$300

Real Value \$1,200

Key Accounting Concepts



Goal: Define **all retiree promises** for future benefits and their impact on costs



Key Accounting Concepts



Goal: Achieve **equity** across generations of workers and taxpayers

Currently Retired
Teachers

Actively Working

Future Retirees



How: Accrue costs of retiree benefits over working active lifetime, not on a pay-as-you-go basis.

Goal: Be **transparent** today about the costs of programs in retirement

- ✓ Project cost of retiree benefits (all, explicit + implicit)
- ✓ Determine the actuarial liability
- ✓ Book it on the balance sheet



How: Recognize actuarial liability on balance sheet, not just as a footnote disclosure.

Implicit Subsidies for School Districts



Implicit subsidies for MEABT mean that more is paid in blended premiums for all, such that retirees buy coverage at lower cost, group premiums.

- ✓ GASB 75 quantifies the value that the retiree plan has as a long-term promise.
- ✓ GASB 75's precise goal is to identify the impact of all retiree promises.

GASB 75 recognizes both the obligation and the expense:

1. Balance sheet obligation **recorded** as a transparent liability on each school district's books, plus
2. Ongoing expense to **include** in the school district's expenditures.

Impact on School District's Financials



- GASB 75 obligation and annual expense to be recognized on the district's books.
- If material to the school district's financials, GASB 75 could be reflected in the rating agencies' evaluation of bonds the district issues and could impact the district's credit rating.
- Many factors are involved in the overall financial evaluation of a school district. GASB 75 is one factor.
 - Further, no funding requirements exist for OPEB (unlike pensions).
 - The GASB 75 liabilities provided here are implicit rather than explicit obligations. The GASB 75 explicit obligations will be provided by the State as proportionate shares.
- By identifying these implicit costs now, we achieve the overall goal of GASB 75 to quantify the extra value of the retiree program.

GASB 75 Reporting Cycle



2024
GASB 75

**Roll-
forward**

2025
GASB 75

**Full
valuation**

2026
GASB 75

**Roll-
forward**

2027
GASB 75

**Full
valuation**



- 2023 was the fifth year GASB 75 applied. 2024 is the sixth year of GASB 75.
- GASB 75 requires:
 - ✓ **Full** actuarial valuations every two (2) years and
 - ✓ **Roll-forward** valuations in between
- This year, 2024, is a roll forward valuation year.
- Next year will be a full valuation year.



2024 Roll-forward

- Same census
- Same claims and plan
- **Updated discount rate**



2025 Full Valuation

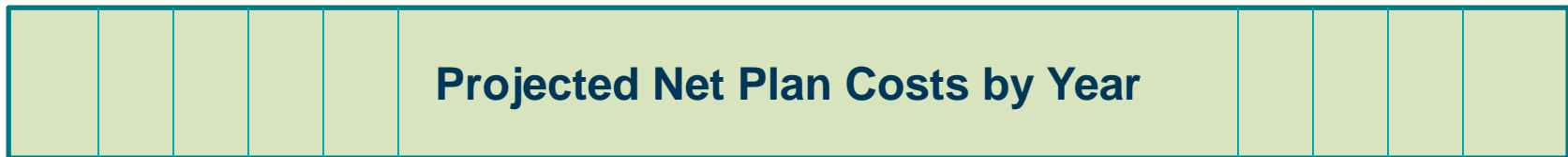
- By person census
- Claims by age
- All assumptions studied

GASB 75 Two (2) Year Cycle

Discount Rate for each GASB 75



- **GASB 75** defined the discount rate, which is used to convert year by year projected costs to a single sum present value at the measurement date.



Discount Rate

Present Value of Projected Plan Cost

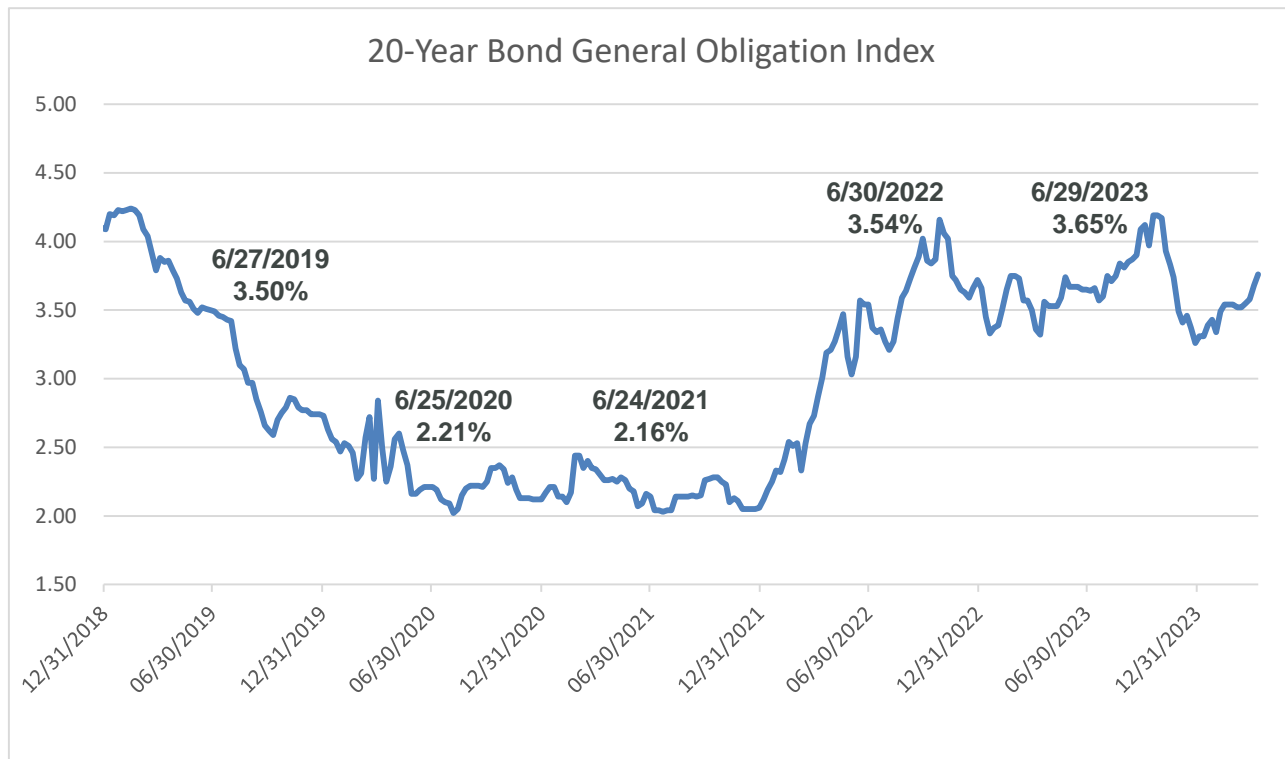


- **Definition of Discount Rate** - A yield or index rate for 20-year, **tax- exempt general obligation** municipal bonds with an average rating of AA/Aa or higher (or equivalent quality on another rating scale), for plans with no prefunding solely for retiree medical.

20 Year Tax-Exempt Bond Rates



- **Discount rate:** Single annual rate equal to 20-year, tax-exempt general obligation municipal bonds with an average rating of AA/Aa.



- June 30, 2023, rate: **3.65%** per annum.
 - Increased 11 basis points from June 30, 2022, rate: 3.54%

About MEABT Plan Amendments



- June 30, 2023 Measurement Date
- Applies to June 30, 2024 Results (one year “look back” method)
- Any significant plan amendments are valued
- In fact, even amendments that occur after June 30, 2024 could be required to be valued, and possibly disclosed, if significant



- **Effective July 1, 2024**
 - Continued updates to the out-of-pocket maximums
 - Additional updates in coinsurance and copays
 - New mandates related to infertility and other care
 - Hearing aids via Anthem
- **However, not significant enough to require footnote disclosure and will be part of the next year valuation.**

First Email Week of August 12 -16



Watch for an email from Webmaster@Cheiron.us!

Dear MEABT participating member,

We are pleased to provide the 2024 GASB 75 Portal information for you and your auditors to access your entity's GASB 75 actuarial valuation reports, as described in the July 31st memorandum from Jennifer Kent, Executive Director, and in the recorded presentation posted.

After signing up, please provide access to this portal and the report to your auditors by clicking on the "Share this page with your auditor" button and entering their email.

Please see below your username and link to set up a password for the 2024 GASB 75 Portal. Your account has been set up, so that you may access your GASB 75 actuarial valuation report prepared for your district.

Your username is your email address: mdomash@cheiron.us

Please click on this link to set up your password
<https://meabt.cheiron.us/login/reset/2/token>

If you have questions, or if you have trouble accessing your account, please contact Jennifer Kent, Executive Director, of the MEABT at jkent@meabt.org. Questions regarding the contents of your report should be directed to your auditor. Thank you.

Welcome!



MEA **Benefits Trust**

Welcome to the 2024 MEABT GASB 75
Portal!

Your username is mdomash@cheiron.us.
Please set your password below to login.

*Passwords must be at least eight characters long, contain at least one uppercase
letter, one lowercase letter, and one numeral

New Password

Retype Password

Set Password

Note: Please create your password even if
you logged into the Data Confirm Site earlier.



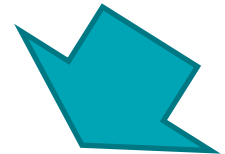
MEA **Benefits Trust**

Your Password Has Been Set



**Next, Please Check Your Email To Verify
Your Email Address**

In order to log in to your account, you must confirm your email address. To do this an email is being sent now to you. Please open the email and click on the link. You will then be automatically brought back to the portal site.



Dear MEABT participating member,

To complete your sign up, please verify your email by clicking on the link below.

https://meabt.cheiron.us/login/verify/1931/iiCa-XpdfbxVrw6sYr_2Pw

If you did not sign up, or if you have trouble accessing your account, please contact Jennifer Kent, Executive Director, of the MEABT at jkent@meabt.org. Questions regarding the contents of your report should be directed to your auditor. Thank you.



MEA **Benefits Trust** **GASB 75 Reports Portal**

Username

Password

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Sign in



MEA **Benefits Trust** GASB 75 Reports Dashboard

Viewing Report: 001000

Share this page with your auditor

GASB 75 Reports for Year: 2024

GroupID: 001000



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If a share authorization has expired, but the auditor needs access again, please enter the auditor's email again below and click share. You can also share with multiple email addresses if needed.

Email Shared	Expires	Last Accessed	
klala@cheiron.us	2024-10-09	Not Accessed	Delete

Share

Share this page with your auditor

GASB 75 Reports for Year: 2024

GroupID: 001000



PDF

View the report in your browser

View Report



PDF

Download the report to your device

Download Report



Excel

Does your auditor need census file extracts?

Download Data

Recap From Webmaster



1. Each MEABT participating entity will be invited to the portal via email.
Validate your email.
2. **Login** and share access to the portal with your auditor or others involved with your GASB 75.
3. **Call** the MEABT with any questions if you do not receive your login invitation.

From Webmaster@cheiron.us!

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Summary of Results Table I



- Shows this year and last year's results
- Impact on balance sheet and annual OPEB expense

Table 1
Summary of Results

Reporting Date	06/30/2024	06/30/2023
Measurement Date	06/30/2023	06/30/2022
Valuation Date	06/30/2022	06/30/2022
Total OPEB Liability	\$ 5,755,906	\$ 5,696,857
Plan Fiduciary Net Position	<u>0</u>	<u>0</u>
Net OPEB Liability	\$ 5,755,906	\$ 5,696,857
Deferred Inflows	631,472	691,494
Deferred Outflows	<u>739,297</u>	<u>936,305</u>
Net Impact on Statement of Net Position	\$ 5,648,081	\$ 5,452,046
Contributions Subsequent to Measurement Date	<u>161,532</u>	<u>163,557</u>
Net Impact on Statement of Net Position	\$ 5,486,549	\$ 5,288,489
OPEB Expense (\$ Amount)	\$ 359,592	\$ 328,371
OPEB Expense (% of Payroll)	2.0%	1.9%

Step-by-Step Analysis of Liability



No Changes in benefits



Changes in assumptions relate to the increase in the discount rate only.



Table 2
Change in Net OPEB Liability
Increase (Decrease)

	Total OPEB Liability (a)	Plan Fiduciary Net Position (b)	Net OPEB Liability (a) - (b)
Balances at 06/30/2022 (Reporting June 30, 2023)	\$ 5,696,857	\$ 0	\$ 5,696,857
Changes for the year:			
Service cost	115,730		115,730
Interest	202,896		202,896
Changes of benefits	0		0
Differences between expected and actual experience	0		0
Changes of assumptions	(96,020)		(96,020)
Contributions – employer		163,557	(163,557)
Contributions – member		0	0
Net investment income		0	0
Benefit payments	(163,557)	(163,557)	0
Administrative expense		0	0
Net changes	59,049	0	59,049
Balances at 06/30/2023 (Reporting June 30, 2023)	\$ 5,755,906	\$ 0	\$ 5,755,906

Determination of OPEB Expense



- Done in two ways with the same results
- This year and last year

Table 8 Calculation of OPEB Expense			
	FYE 2023		FYE 2022
Change in Net OPEB Liability	\$	59,049	\$ (19,295)
Change in Deferred Outflows		197,008	66,336
Change in Deferred Inflows		(60,022)	148,264
Employer Contributions		163,557	133,066
OPEB Expense	\$	359,592	\$ 328,371
OPEB Expense as % of Payroll		2.0%	1.9%
Operating Expenses			
Service cost	\$	115,730	\$ 150,120
Employee contributions		0	0
Administrative expenses		0	0
Total	\$	115,730	\$ 150,120
Financing Expenses			
Interest cost	\$	202,896	\$ 125,282
Expected return on assets			
Total	\$	202,896	\$ 125,282
Changes			
Benefit changes	\$	0	\$ 0
Recognition of assumption changes		98,208	110,211
Recognition of liability gains and losses		(57,242)	(57,242)
Recognition of investment gains and losses		0	0
Total	\$	40,966	\$ 52,969
OPEB Expense	\$	359,592	\$ 328,371

- Tracking of deferred inflows and outflows
- Sensitivity of obligations due to a change in discount and change in trends
- Assumptions
- Census summaries
- Plan provisions

In Summary – a complete and thorough report to enable your auditors to have all that is needed!

Disclaimer



This analysis was prepared exclusively for MEABT or educational purposes of understanding the accounting standards under GASB 75.

This analysis has been prepared in accordance with generally recognized and accepted actuarial principles and practices which are consistent with the Code of Professional Conduct and applicable Actuarial Standards of Practices set out by the Actuarial Standards Board. Furthermore, as a credentialed actuary, I meet the Qualification Standards of the American Academy of Actuaries to render the opinion contained in this report.

To the extent any legal issues are involved in any determinations, we recommend you consult appropriate counsel regarding contractual and legal issues identified in this presentation. We are not attorneys, and our firm does not provide any legal services or advice.

This analysis was prepared exclusively for MEABT for the purposes as stated above. Other users of this presentation are not intended users as defined in the Actuarial Standards of Practice, and Cheiron assumes no duty or liability to such other users.

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Principal Consulting Actuary