

**Town of Manchester-by-the-Sea,
Massachusetts Health and Life
Insurance Program**

**Financial Disclosure Information
in accordance with Statement of
Governmental Accounting Standards
Board No. 45**

**for the period beginning July 1, 2010 and
ending June 30, 2011**

Prepared By

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November, 2011

TABLE OF CONTENTS

		Page
SECTION I	Introduction	1
SECTION II	Descriptive Information	2 - 3
SECTION III	Actuarial Methods	4
SECTION IV	Actuarial Assumptions	5 - 7
SECTION V	Calculation of Annual Required Contribution	8
SECTION VI	Development of Net OPEB Obligation	9
SECTION VII	Schedule of Funding Progress	10 - 12
SECTION VIII	Amortization of Unfunded Actuarial Accrued Liability	13
SECTION IX	Breakout of Liability by Group	14
SECTION X	Cash Flow Projections	15 - 17
SECTION XI	Assumption Sensitivity Analysis	18
SECTION XII	Per Capita Medical Costs	19 - 20
SECTION XIII	Participant Data	21 - 23
SECTION XIV	Glossary for OPEB and GASB 45	24 - 27

I. INTRODUCTION

The purpose of this report is to present certain financial information relative to the Town of Manchester-by-the-Sea, Massachusetts Postretirement Health and Life Insurance Program in accordance with the Statement of Governmental Accounting Standards Board No. 45 (GASB45).

The report presents information regarding the Town of Manchester-by-the-Sea, Massachusetts Postretirement Health and Life Insurance Program for the period beginning July 1, 2010 and ending June 30, 2011. This information includes the determination of Annual Required Contribution (ARC) and OPEB cost, disclosure of the Net OPEB Obligation and Funding Progress as well as other Required Supplementary Information. Sensitivity analysis on various financial and demographic assumptions is also provided.

This report was based on information submitted to our firm in the form of census data, medical insurance premiums and rates, and other plan claims information and descriptions of Plan benefits. Although the data has been reviewed for reasonableness, an audit of the data was not performed. We have relied on the information provided, including plan provisions and participant data, as complete and accurate.

Actuarial computations under GASB45 are for purposes of fulfilling employer accounting requirements and require assumptions about future events. We believe that the calculations and assumptions reported herein have been made on a basis consistent with our understanding of GASB45 and are reasonable for this purpose. In addition, no relationship exists with the plan or plan sponsor that impairs the objectivity of our work.

I meet the GASB No. 45 Qualification Standards of the American Academy of Actuaries, based upon my education, experience and continuing education.



David Pratt Ward, A.S.A., E.A., M.A.A.A.
Consulting Actuary

November 1, 2011
Date

II. DESCRIPTIVE INFORMATION

Plan Description. Single-employer, defined benefit postretirement health insurance program

Groups Covered: Employees of the Town of Manchester-by-the-Sea, Massachusetts that work 20 or more hours per week and currently receive health benefits will be eligible to receive postretirement medical and upon attaining 10 years of service with the Town. Spouses and surviving spouses of eligible employees are eligible for health insurance benefits.

Eligible members of the Essex Retirement System are eligible for retirement at age 55 with 10 years of service or at any age with 20 years of service.

Assumed retirement age for active members is presented in Section IV of the report.

Benefit Formula: Individual and family medical coverage is available through either HMO Blue, Blue Choice, or Blue Care Elect prior to age 65. At age 65, eligible members will be covered under Medex, a Medicare supplement plan. The Town will contribute the following percentage to the premium:

HMO Blue:	85%
Blue Choice:	70%
Blue Care Elect:	70%
Medex:	74% (75% as of January 2008)

Individual and family dental insurance coverage is available with the entire premium paid by the employee. No OPEB liability presently exists for dental benefits since the Town of Manchester does not currently (and does not expect in future years to) pay any part of the dental insurance coverage for active or retired members. Please note that if the Town at any point begins to pay a portion of either the active or retired members' dental insurance that an implicit subsidy for retiree dental benefits (as presented later in this report) should be included in the calculation of the OPEB liability for the town.

II. DESCRIPTIVE INFORMATION (cont'd)

Benefit Formula
(cont'd).

On April 1, 2008, the Town adopted a requirement which became effective July 1, 2008, that requires all future retirees to apply for Medicare coverage upon eligibility (age 65). These retirees will then be covered on the Medex (supplement) plan offered by the Town.

Eligible members may elect to continue coverage of \$5,000 life insurance; coverage decreases to \$2,000 at age 70. The Town pays for 50% of the premium.

Significant Events:

Since the last valuation on July 1, 2007, the Town adopted a requirement which became effective July 1, 2008, that requires all future retirees to apply for Medicare coverage upon eligibility (age 65). These retirees will then be covered on the Medex (supplement) plan offered by the Town. There have been no additional significant events regarding the provisions of the Plan since July 1, 2008.

III. ACTUARIAL METHODS

Measurement Date: July 1, 2010 for all purposes.

Actuarial Cost Method: The Annual Required Contribution has been determined utilizing the projected unit credit funding method (with service proration). Under this funding method, projected benefits are assumed to accrue on a straight line basis from date of hire to the date of retirement for each participant. Normal cost for a participant is the present value of the projected benefit which accrues in the current plan year. Normal cost for the Plan is the sum of the normal costs for all participants.

Asset Valuation Method: Not applicable as plan is currently unfunded. Plan benefits are paid out of Town of Manchester-by-the-Sea, Massachusetts's general assets.

Amortization of Unfunded Liabilities: The portion of unfunded actuarial liabilities included in the ARC is determined using the level dollar thirty year open amortization basis.

Census Information: Census data and premium information as of July 1, 2010 were used to calculate the ARC, OPEB cost and Net Obligation.

Net OPEB Obligation at Fiscal Year End: Based on actual benefit payments, contributions to the Plan trust, and implicit rate subsidy, if any, for the fiscal year ending June 30, 2011

IV. ACTUARIAL ASSUMPTIONS

Actuarial assumptions are estimates as to the occurrence of future events impacting the costs of the plan such as mortality rates, withdrawal rates, medical trend rates, retirement ages, rates of investment earnings, etc. The assumptions have been chosen to anticipate the long-term experience of the plan.

Assumptions for the Current Valuation

<i>Discount Rate:</i>	4.00%														
<i>Long Term Rate of Return on Assets:</i>	N/A - the Plan is unfunded.														
<i>Healthy Mortality:</i>	RP-2000 Male/Female Combined Healthy Table. No mortality improvement has been assumed in future years.														
<i>Disabled Mortality:</i>	None														
<i>Turnover:</i>	Sample rates below														
	<table><thead><tr><th>Age</th><th>Rate</th></tr></thead><tbody><tr><td>20</td><td>6.6%</td></tr><tr><td>25</td><td>5.3%</td></tr><tr><td>35</td><td>4.5%</td></tr><tr><td>45</td><td>3.2%</td></tr><tr><td>55</td><td>0.3%</td></tr><tr><td>60</td><td>0.0%</td></tr></tbody></table>	Age	Rate	20	6.6%	25	5.3%	35	4.5%	45	3.2%	55	0.3%	60	0.0%
Age	Rate														
20	6.6%														
25	5.3%														
35	4.5%														
45	3.2%														
55	0.3%														
60	0.0%														
<i>Health Care Monthly Premium Rates:</i>	Plan - Single Rate / Family Rate per month														
	HMO Blue - \$693.04 / \$1,871.28														
	Blue Choice - \$763.35 / \$2,031.25														
	Blue Care Elect - \$838.95 / \$2,265.25														
	Medex - \$373.02														
<i>Health Care Cost Trend Rates - Medical Costs:</i>	8.50% per year graded off 0.50% per year to an ultimate rate of 5.00% per year.														

IV. ACTUARIAL ASSUMPTIONS (cont'd)

Retirement Rates: Retirement rates are estimated as a result of a blend of the modified rates from the Essex Retirement System valuation, and adjusted for actual Town experience, if necessary.

Police and Fire:

Age	Rate
50	10%
51-54	5%
55	15%
56-61	10%
62-63	25%
64	50%
65	100%

School and Town:

Age	Rate
50-54	2%
55	10%
56-61	5%
62	25%
63-64	15%
65	40%
66-69	25%
70	100%

Participation: It is assumed that 100% of future retirees elect medical and life insurance coverage.

IV. ACTUARIAL ASSUMPTIONS (cont'd)

Plan Election. Eligible members that retire prior to age 65 are assumed to elect medical coverage under one of the active plans offered. 100% are assumed to elect HMO Blue, as this is the Plan predominately elected by members, and continue coverage until age 65

Effective July 1, 2008, all future retirees are assumed to be Medicare eligible at age 65 and will elect medical coverage from the Town under Medex, the post-65 plan. Current post-65 retirees are assumed to remain in their elected Plan.

Marital Status: 80% of future retirees are assumed to be married and elect family medical coverage. Female spouses are assumed to be 3 years younger than males.

Actual spousal information is used for current retirees if available.

Aging Assumption. Claims costs are assumed to increase by the following chart to reflect higher healthcare costs for older individuals:

Age	Rate
45-69	3.0%
70-74	2.5%
75-79	2.0%
80-84	1.0%
85-89	0.5%
90+	0%

In addition, Medex premiums are community rated and do not include aging assumptions.

V. CALCULATION OF ANNUAL REQUIRED CONTRIBUTION

The Annual Required Contribution (ARC) of the employer is the portion of the present value of future benefits that is to be recognized in the current fiscal year. It includes the following components:

- A. Normal cost, or the portion of the APV attributable to service in the current year
- B. Amortization of the unfunded AAL-PUC resulting from plan amendments, actuarial (gains)/losses or initial adoption(s) of the plan
- C. Interest Cost, or the expected increase in the AAL attributable to the passage of time (during the year)
- D. Expected return on OPEB liability/asset, if any, (may reduce the other costs)

A. Normal cost as of July 1, 2010 \$ 298,998

B. Amortization of Unfunded Liability

1	Amortization of initial unfunded liability	\$ 746,851
2.	Amortization of UAAL. plan amendments	0
3	Amortization of UAAL. (gains)/losses	0
4	Amortization of UAAL, [(1) + (2) + (3)]	\$ 746,851

C. Interest on Normal Cost and Unfunded Liability

1	Normal Cost + Amortization of UAAL, [(A) + (B.4)]	\$ 1,045,849
2.	Interest to end of period at 4.00%	\$ 41,834

D. Interest Cost on OPEB liability/(asset)

1	OPEB liability/(asset)	\$ 0
2.	Interest to end of period at 4 00%	\$ 0

E. Annual Required Contribution [(A) + (B.4) + (C.2) + (D.2)] \$ 1,087,683

F. Expected Benefit Payments \$ 797,942

G. Increase in ARC over Pay-as-you-go [(E) - (F)] \$ 289,741

VI. DEVELOPMENT OF NET OPEB OBLIGATION

A. Fiscal Year Ending June 30, 2011

1	Annual Required Contribution	\$ 1,087,683
2.	Interest on net OPEB obligation	41,424
3	Adjustment to ARC (amortization of OPEB obligation)	(59,889)
4	Annual OPEB cost [(1) + (2) + (3)]	1,069,218
5	Actual Plan Contributions During Fiscal Year	
	a. Contributions for Actual Benefit Payments:	622,044
	b. Additional Contributions to Plan Trust:	0
	c. Allocation for Expected Benefit Payments (implicit subsidy):	224,192
	d. Total Plan Contributions:	846,236
6.	Increase in net OPEB obligation [(4) - (5.d)]	222,982
7	Net OPEB obligation as of July 1, 2010	1,035,603
8.	Net OPEB obligation as of June 30, 2011 [(6) + (7)]	\$ 1,258,585

B. Recent OPEB Obligation History

Fiscal Year End	Annual OPEB Cost	Plan Contributions	Percentage of Annual OPEB Cost Contributed	Net OPEB Obligation
6/30/2009	974,570	454,000	46.6%	520,570
6/30/2010	988,033	473,000	47.9%	1,035,603
6/30/2011	1,069,218	846,236	79.1%	1,258,585

VII. SCHEDULE OF FUNDING PROGRESS

A. Actuarial Present Value of Total Projected Benefits

Actuarial Present Value of Total Projected Benefits (APV) is the actuarial present value of the cost to finance benefits payable in the future, discounted to reflect the expected effects of the time value (present value) of money and the probabilities of payment. Set forth below are the results of the valuation of the present value of future benefits as of the valuation date, July 1, 2010.

1	Actuarial Present Value of total projected benefits	
	a. APV, Active participants total	\$ 6,742,314
	b. APV, Retirees	10,115,339
	c. Total APV, [(a) + (b)]	\$ 16,857,653

B. Actuarial Accrued Liability

Actuarial Accrued Liability (AAL-PUC) is defined as the actuarial present value of benefits allocated to all periods prior to the valuation date. The Projected Unit Credit (PUC) Actuarial Cost Method was used to allocate costs to various years. Set forth below are the results of the valuation of the AAL-PUC as of the valuation date, July 1, 2010

2.	Actuarial Accrued Liability	
	a. AAL-PUC, Active participants total	\$ 3,315,798
	b. AAL-PUC, Retirees	10,115,339
	c. Total AAL-PUC, [(a) + (b)]	\$ 13,431,137
3	Fair Value of Assets as of July 1, 2010	\$ 0
4	Statement of Funded Status as of July 1, 2010	
	a. Actuarial Present Value - total projected benefits, [(1.c)]	\$ 16,857,653
	b. Future accruals for active participants	3,426,516
	c. Actuarial Accrued Liability, [(2.c)]	13,431,137
	d. Fair Value of Assets, [(3)]	0
	e. Funded status, [(d) - (c)]	\$ (13,431,137)
	f. Unfunded Actuarial Accrued Liability (UAAL)	13,431,137
5	Funding Percentage as of July 1, 2010	0.00%

VII. SCHEDULE OF FUNDING PROGRESS (cont'd)

C. Fair Value of Assets - Reconciliation of Plan Assets through June 30, 2011

The following table projects the reconciliation of the change in the market value of assets over the past plan year based upon financial information provided by the Town of Manchester-by-the-Sea, Massachusetts:

1	Market Value of Assets July 1, 2010		\$	0
2.	Additions during the year			
	a. Town's contributions expected to fund	\$ 622,044		
	b. Town's allocation for implicit rate subsidy	224,192		
	c. Retiree contributions	149,630		
	d. Interest earned	0		
	e. Total additions		\$	995,866
3	Disbursements during the year			
	a. Actual benefit payments	N/A		
	b. Allocation for expected benefit payments	\$ (771,674)		
	c. Allocation for implicit rate subsidy	(224,192)		
	d. Other disbursements from fund	0		
	e. Total disbursements		\$	(995,866)
4	Market Value of Assets June 30, 2011		\$	0
5	Estimated investment rate of return (net of expenses)			N/A

VII. SCHEDULE OF FUNDING PROGRESS (cont'd)

D. Funded Ratio and UAAL as a Percentage of Covered Payroll

Actuarial Valuation Date	Actuarial Value of Assets (a)	Actuarial Accrued Liability (b)	Unfunded AAL (b - a)	Funded Ratio (a / b)	Covered Payroll (c)	UAAL as a Percentage of Covered Payroll ((b - a) / c)
7/1/2007	N/A	10,667,966	10,667,966	N/A	3,195,687	333.8%
7/1/2010	N/A	13,431,137	13,431,137	N/A	4,453,023	301.6%

VIII. AMORTIZATION OF UNFUNDED ACTUARIAL ACCRUED LIABILITY

Actuarial Accrued Liability is amortized over 30 or fewer years. The 30 year level dollar amortization is presumed to be established on an open amortization basis. This means that the period of amortization is reset each year to be 30 years.

	<u>Initial Amount</u>	<u>Date of First Charge or (Credit)</u>	<u>Amort. Period (years)</u>	<u>Amort. Interest Rate</u>	<u>Outstanding Balance (boy)</u>	<u>Amort. Charge or (Credit)</u>
Initial UAAL	13,431,137	7/1/2010	30.00	4.00%	13,431,137	746,851
UAAL from amendments	0	N/A	N/A	N/A	0	0
UAAL (gain)/loss	0	N/A	N/A	N/A	0	0

IX. BREAKOUT OF LIABILITY BY GROUP

A. Headcounts	Police	Fire	Town	School	Total
1. Actives	17	12	36	0	65
2. Retirees	12	8	24	27	71
3. Total	29	20	60	27	136
4. Payroll for Actives	\$ 1,403,788	\$ 856,755	\$ 2,192,480	\$ 0	\$ 4,453,023
B. Actuarial Accrued Liability (AAL)					
Medical:					
1. Actives	\$ 740,290	\$ 528,038	\$ 2,034,007	\$ 0	\$ 3,302,335
2. Retirees	\$ 2,759,325	\$ 1,090,072	\$ 2,788,984	\$ 3,406,464	\$ 10,044,845
3. Total	\$ 3,499,615	\$ 1,618,110	\$ 4,822,991	\$ 3,406,464	\$ 13,347,180
4. Normal Cost	\$ 76,557	\$ 58,011	\$ 163,345	\$ 0	\$ 297,913
Life:					
1. Actives	\$ 2,271	\$ 1,505	\$ 9,687	\$ 0	\$ 13,463
2. Retirees	\$ 10,092	\$ 6,866	\$ 24,741	\$ 28,795	\$ 70,494
3. Total	\$ 12,363	\$ 8,371	\$ 34,428	\$ 28,795	\$ 83,957
4. Normal Cost	\$ 220	\$ 147	\$ 718	\$ 0	\$ 1,085
Total:					
1. Actives	\$ 742,561	\$ 529,543	\$ 2,043,694	\$ 0	\$ 3,315,798
2. Retirees	\$ 2,769,417	\$ 1,096,938	\$ 2,813,725	\$ 3,435,259	\$ 10,115,339
3. Total	\$ 3,511,978	\$ 1,626,481	\$ 4,857,419	\$ 3,435,259	\$ 13,431,137
4. Normal Cost	\$ 76,777	\$ 58,158	\$ 164,063	\$ 0	\$ 298,998
C. Annual Required Contribution					
1. NC w/ interest	\$ 79,848	\$ 60,484	\$ 170,626	\$ 0	\$ 310,958
2. Amort. of UAAL	\$ 203,098	\$ 94,060	\$ 280,905	\$ 198,662	\$ 776,725
3. Total	\$ 282,946	\$ 154,544	\$ 451,531	\$ 198,662	\$ 1,087,683
4. ARC as a Percent of Payroll	20.16%	18.04%	20.59%	N/A	24.43%
D. Exp. Benefit Payments	\$ 220,416	\$ 78,959	\$ 232,646	\$ 265,921	\$ 797,942
E. AAL as a Percent of Payroll	250.2%	189.8%	221.5%	N/A	301.6%

X. CASH FLOW PROJECTIONS

The Plan liability will be satisfied through the payment of benefits for current and future retirees. Using the same assumptions for retirement, mortality, and increases in claims costs that were used to perform the valuation, the cash requirements are projected for each of the next fifteen years. The cash requirements are based on projected claims costs, less retiree contributions, if applicable, for both current and future retirees.

The cash flow projections show costs under the current funding (Pay-as-You-Go), compared to the Annual Required Contribution (ARC). The Total ARC equals the sum of the Normal Cost, Interest Cost, and Amortization Payment. The projections show total cash flows for the thirty year open amortization method. This means that the period of amortization is reset each year to be 30 years. Amortization may also be allowed as a percent of payroll under the GASB standards, or may be on a closed basis amortization. This means that the period of amortization decreases each year by one year. The first year amortization period being 30 years, the second being 29 years and so forth until in the thirtieth year the amortization period is 1 year.

The projections below are prepared on a closed group basis, meaning no new employees are added to the existing population for future years.

The cost projection in subsection A below, Projection with No Prefunding, applies only if the plan is not prefunded and contributions are only the Pay-As-You-Go (PAYGO) costs. The ARC for years after June 30, 2011 increases since the plan is not pre-funded.

The cost projection in subsection B below, Projection with Prefunding, applies only if the Plan is prefunded and the employer makes annual contributions to the plan equal to the ARC. If the employer does not make contributions at least equal to or greater than the ARC (on an accumulated basis) for years subsequent to the current fiscal year then the ARC for those later years will be higher than those projected in subsection B. The Net OPEB Obligation as of June 30, 2011 is based on the actual contributions through the year (Pay-As-You-Go Method).

X. CASH FLOW PROJECTIONS (cont'd)

A. Projection with No Prefunding (4.00% discount rate)

Plan Year Ending	Contribution (PAYGO)	Annual Required Contribution	Net OPEB Obligation	Plan Assets	Funding Percentage
6/30/2011	\$846,236	\$1,087,683	\$1,258,585	\$0	0.00%
6/30/2012	819,000	1,088,000	1,505,000	0	0.00%
6/30/2013	819,000	1,084,000	1,743,000	0	0.00%
6/30/2014	867,000	1,082,000	1,927,000	0	0.00%
6/30/2015	879,000	1,078,000	2,092,000	0	0.00%
6/30/2016	804,000	1,070,000	2,321,000	0	0.00%
6/30/2017	837,000	1,054,000	2,497,000	0	0.00%
6/30/2018	850,000	1,040,000	2,642,000	0	0.00%
6/30/2019	825,000	1,016,000	2,786,000	0	0.00%
6/30/2020	848,000	995,000	2,883,000	0	0.00%
6/30/2021	889,000	972,000	2,915,000	0	0.00%
6/30/2022	892,000	943,000	2,914,000	0	0.00%
6/30/2023	876,000	914,000	2,900,000	0	0.00%
6/30/2024	904,000	886,000	2,830,000	0	0.00%
6/30/2025	906,000	860,000	2,734,000	0	0.00%

X. CASH FLOW PROJECTIONS (cont'd)

B. Projection with Full Prefunding (7.50% discount rate)

Plan Year Ending	Contribution (ARC)	Annual Required Contribution	Net OPEB Obligation	Plan Assets	Funding Percentage
6/30/2011	\$846,236	\$1,087,683	\$1,258,585	\$0	0.00%
6/30/2012	980,000	980,000	1,246,000	0	0.00%
6/30/2013	969,000	969,000	1,234,000	173,000	1.80%
6/30/2014	959,000	959,000	1,222,000	348,000	3.59%
6/30/2015	950,000	950,000	1,210,000	473,000	4.88%
6/30/2016	939,000	939,000	1,198,000	584,000	6.05%
6/30/2017	921,000	921,000	1,186,000	772,000	7.95%
6/30/2018	905,000	905,000	1,175,000	920,000	9.45%
6/30/2019	882,000	882,000	1,164,000	1,048,000	10.76%
6/30/2020	862,000	862,000	1,153,000	1,188,000	12.17%
6/30/2021	843,000	843,000	1,142,000	1,292,000	13.26%
6/30/2022	822,000	822,000	1,131,000	1,340,000	13.84%
6/30/2023	803,000	803,000	1,120,000	1,365,000	14.23%
6/30/2024	783,000	783,000	1,109,000	1,390,000	14.62%
6/30/2025	769,000	769,000	1,098,000	1,363,000	14.54%

XI. ASSUMPTION SENSITIVITY ANALYSIS

A. Discount Rate of 4.00% (ARC Not Contributed to Trust)

Normal Cost	\$298,998
Actuarial Accrued Liability	\$13,431,137
Annual Required Contribution	\$1,087,683
Covered Payroll	\$4,453,023
ARC as a Percent of Payroll	24.43%

B. Discount Rate of 7.50% (ARC Contributed to Trust)

Normal Cost	\$151,734
Actuarial Accrued Liability	\$9,607,504
Annual Required Contribution	\$976,591
Increase/(Decrease) to ARC in Section V	(111,092)
ARC as a Percent of Payroll	21.93%

C. Increase Medical Trend by 1%

Normal Cost	\$372,024
Actuarial Accrued Liability	\$15,023,373
Annual Required Contribution	\$1,255,709
Increase/(Decrease) to ARC in Section V	168,026
ARC as a Percent of Payroll	28.20%

D. Decrease Medical Trend by 1%

Normal Cost	\$242,887
Actuarial Accrued Liability	\$12,100,660
Annual Required Contribution	\$952,385
Increase/(Decrease) to ARC in Section V	(135,298)
ARC as a Percent of Payroll	21.39%

XII. PER CAPITA MEDICAL COSTS

A. Under Age 65 Per Capita Medical Costs, July 1, 2010

1	Annual cost for HMO Blue	
	a. Single coverage premium	8,316.48
	b. Family coverage premium	22,455.36
	c. Assumed spousal coverage premium, [(a) - (b)]	14,138.88
2.	Estimate fiscal 2011 premium cost adjusted to age 65 basis	
	a. Average age of covered participants	52.75
	b. Factor to adjust to age 65 per assumptions [1.030 ^ (65.00 - (a))]	143 63%
	c. Annual cost adjusted to fiscal 2011 age 65 basis - single coverage [(1.a) x (2.b)]	11,945.26
	d. Annual cost adjusted to fiscal 2011 age 65 basis - spousal coverage [(1.c) x (2.b)]	20,308.18

B. Historical Medical Premiums - Monthly

	<u>7/1/2008</u>	<u>7/1/2009</u>	<u>7/1/2010</u>
1	HMO Blue		
	a. Single Coverage	576.12	613.31
	b. Family Coverage	1,555.59	1,656.00
2.	Blue Choice		
	a. Single Coverage	634.57	675.53
	b. Family Coverage	1,688.81	1,797.82
3	Blue Care Elect		
	a. Single Coverage	697 41	742.43
	b. Family Coverage	1,883 10	2,004.65
4	Medex 3	333.69	354.09
			373.02

XII. PER CAPITA MEDICAL COSTS (cont'd)

C. Projected Per Capita Medical Costs

		Pre-65 Medical	Post-65 Medical
1	Annual single coverage premium cost, July 1, 2010	8,316.48	4,476.24
2.	Annual single coverage claims cost at 65, July 1, 2010:	11,945.26	4,476.24
3	Average age of participants	52.75	
4	Expected annual claims costs by age:		
	<u>Age</u>	<u>Aging Assumption</u>	
	50	3.00%	7,667.21
	51	3.00%	7,897.22
	52	3.00%	8,134.14
	53	3.00%	8,378.16
	54	3.00%	8,629.51
	55	3.00%	8,888.39
	56	3.00%	9,155.05
	57	3.00%	9,429.70
	58	3.00%	9,712.59
	59	3.00%	10,003.97
	60	3.00%	10,304.08
	61	3.00%	10,613.21
	62	3.00%	10,931.60
	63	3.00%	11,259.55
	64	3.00%	11,597.34
	65	3.00%	11,945.26
	66	3.00%	12,303.62
	67	3.00%	12,672.72
	68	3.00%	13,052.91
	69	3.00%	13,444.49
	70	2.50%	13,847.83
	75	2.00%	15,667.55
	80	1.00%	17,298.24
	85	0.50%	18,180.62
	90+	0.00%	18,639.71

XIII. PARTICIPANT DATA

A. Reconciliation of Participant Data

	<u>Actives</u>	<u>Retirees & Spouses</u>	<u>Total</u>
Total as of July 1, 2007	70	53	123
New Entrants	9	n/a	9
Terminations	(5)	n/a	(5)
Active deaths	-	n/a	0
New retirees	(11)	11	0
New beneficiaries	-	-	0
Retiree/beneficiary deaths	n/a	(4)	(4)
Dropped coverage	n/a	-	0
Data adjustments*	2	11	13
Total as of July 1, 2010	65	71	136

**Included in the data adjustment is 18 retirees from the School Department that were not captured in the 7/1/2007 valuation, but are covered under the Plan.*

XIII. PARTICIPANT DATA (cont'd)

B. Age and Service Distribution of Members

1 Eligible Active Members:

Complete Years of Service as of July 1, 2010

<i>Attained</i>								
<u>Age</u>	<u>0-4</u>	<u>5-9</u>	<u>10-14</u>	<u>15-19</u>	<u>20-24</u>	<u>25-29</u>	<u>30+</u>	<u>Total</u>
Under 25	1	-	-	-	-	-	-	1
25-29	3	1	-	-	-	-	-	4
30-34	4	-	-	-	-	-	-	4
35-39	2	3	2	1	-	-	-	8
40-44	2	2	1	1	-	-	-	6
45-49	2	2	1	2	3	-	-	10
50-54	5	4	2	-	4	1	-	16
55-59	1	1	-	-	3	2	-	7
60-64	1	1	1	1	-	-	2	6
65+	-	-	-	1	2	-	-	3
Total	21	14	7	6	12	3	2	65

2. Retired Members:

<u>Attained Age</u>	<u>HMO/Blue</u> <u>Retirees</u>	<u>Medex</u> <u>Retirees</u>	<u>Total</u> <u>Retirees</u>
Under 50	1	-	1
50-54	1	-	1
55-59	3	-	3
60-64	13	-	13
65-69	1	10	11
70-74	3	8	11
75-79	2	9	11
80-84	1	7	8
85-90	1	4	5
90+	-	7	7
Total	26	45	71

XIII. PARTICIPANT DATA (cont'd)

C. Participant Statistics

1. Eligible Active Members:

	<i>Police</i>	<i>Fire</i>	<i>Town</i>	<i>School</i>	Total
Count:	17	12	36	0	65
Average age:	41.6	41.9	52.8	N/A	47.9
Average past service:	10.9	8.6	13.8	N/A	12.1
Average future service until retirement:	14.8	15.3	10.4	N/A	12.2
Average age of retirement:	56.4	57.2	63.2	N/A	63.2

2. Retired Members and Spouses:

	<i>Police</i>	<i>Fire</i>	<i>Town</i>	<i>School</i>	Total
Count - "under 65"	5	3	9	1	18
Average age for "under 65"	61.8	58.3	58.4	63.0	59.6
Count - "over 65"	7	5	15	26	53
Average age for "over 65"	69.6	73.2	84.0	77.5	77.9
Count - All Retirees:	12	8	24	27	71
Average age all retirees:	66.3	67.6	74.4	76.9	73.2
Expected future lifetime:	17.2	16.5	14.4	12.0	14.2

3. All Active and Retired Members Participating in Non-Medex Coverage:

	<u>July 1, 2010</u>	<u>July 1, 2007</u>
Average age of all divisions:	52.75	50.00

XIV. GLOSSARY FOR OPEB AND GASB 45

Actuarial Accrued Liability (AAL) – That portion, as determined by a particular Actuarial Cost Method, of the Actuarial Present Value (APV) of plan benefits and expenses allocated to all periods prior to the valuation date. This is the amount of the APV not provided by future Normal Costs. For example, AAL-PUC references the fact that the Projected Unit Credit Actuarial Cost Method was used to allocate costs to various years.

- a) 100% of the actuarial present value of benefits expected to be paid (APV) to:
 - i) Retirees and their dependants
 - ii) Active employees who have attained their expected retirement date and their dependants
- b) Proportionate amount, based on employee service recognized up to the valuation date, of the actuarial present value of benefits expected to be paid (AAL) for active employees who have not yet attained their expected retirement date.

The AAL is the benefit obligation disclosed in the financial statements representing current plan liability

Active Plan Participant – Any active employee who has rendered service during the credited service period and is expected to receive benefits, including benefits to or for any beneficiaries and covered dependents, under the Postemployment benefit plan.

Actuarial Cost Method or Funding Method – A procedure for determining the Actuarial Present Value of OPEB plan benefits and expenses and for developing an actuarial equivalent allocation of such value to time periods, usually in the form of a Normal Cost and an Actuarial Accrued Liability

Actuarial Present Value of Total Projected Benefits (APV) – The actuarial present value of the cost to finance, as of a specified date, all future benefit costs or a series of benefit costs, with each amount adjusted to reflect (a) the time value of money (through discounts for interest) and (b) the probability of payment (for example, by means of decrements for events such as death, disability, withdrawal or retirement) between the specified date and the expected date of payment. This includes benefits to current active members, terminated employees entitled to benefits but not yet receiving them, if any, retirees, their beneficiaries and any covered dependents pursuant to the terms of the OPEB plan. Expressed another way, it is the amount that would have to be invested on the valuation date so that the amount invested plus investment earnings will provide sufficient assets to pay total projected benefits when due.

Amortization Payment – That portion of the plan contribution which is designed to pay interest on and to amortize the Unfunded Actuarial Accrued Liability (UAAL).

Annual Required Contribution of the Employer (ARC) – The amount recognized in an employer's financial statement as the required annual contribution to a defined benefit OPEB plan. Components include normal cost, interest cost, actual return on OPEB liability/asset, gain and loss, amortization of gains and losses.

Attribution Period – The period of an employee's service to which the actuarial present value of total projected benefits for that employee is assigned. The beginning of that period is generally the employee's date of hire and the end of the attribution period is the full eligibility date.

XIV. GLOSSARY FOR OPEB AND GASB 45

Discount Rate – The interest rate used in developing present values to reflect the time value of money. The discount rate is used to determine the present value, as of the valuation date, of future cash flows currently expected to be required to satisfy the OPEB obligation.

Determined as the rate of investment return used to discount future cash flows currently expected to be required to satisfy the Postemployment obligation. The discount rate assumption should be based on the rates of return on high quality, fixed-income investments currently available whose cash flows match the timing and amount of expected payments.

Full Eligibility Date – The date at which an employee has rendered all service necessary to receive full benefits under the plan.

Gains and Losses – Changes in the Unfunded Actuarial Accrued Liability (UAAL) that is the result of actual experience of the plan being different than what was expected.

Health Care Cost Trend Rate (HCCTR) – An assumption about the annual rate(s) of change in the cost of health care benefits which are currently provided by the Postemployment benefit plan, due to factors other than changes in the composition of the plan population by age and dependency status, for each year from the measurement date until the end of the period in which benefits are expected to be paid. The Health Care Cost Trend Rate implicitly considers estimates of health care inflation, changes in health care utilization or delivery patterns, technological advances, and changes in the health status of the plan participants.

Differing types of service, such as hospital care and dental care, may have different trend rates as may service for different portions of the plan population, such as Medicare eligible and non-Medicare eligible members.

Implicit Rate Subsidy – It is a common practice to permit retired employees to continue in the town's group health insurance plan at their own cost once eligibility for town paid benefits is exhausted. This practice creates an OPEB liability based on the theory that retirees have higher utilization of health care benefits than active employees. Therefore, unless the premium rate for retirees is set to fully recover their health costs, the premium for active employees is implicitly overstated to subsidize utilization by retirees. This is called implicit rate subsidy. This rate subsidy is considered a benefit subject to OPEB valuation, included in GASB45.

The OPEB liability normally includes the cost of the implicit rate subsidy for the years in which the retiree is paying the insurance costs for continued coverage. When the retiree is eligible for Medicare, the cost of coverage is generally much closer to the premium cost. Therefore, there is no OPEB liability assumed for Medicare-eligible retirees paying 100% of the premium.

Interest Cost (component of Annual Required Contribution (ARC)) – The accrual of interest on the Normal Cost and Amortization of UAAL for the year of the valuation. It is calculated by applying the beginning of year Discount Rate to the sum of the NC and UAAL as of the beginning of year.

Market Value (or Fair Value) of Plan Assets – The amount that a plan could reasonably expect to receive for an investment in a current sale between a willing buyer and a willing seller.

XIV. GLOSSARY FOR OPEB AND GASB 45

Market-Related Value of Plan Assets – A balance used to calculate the Expected Return of Plan Assets. Market-related value can be either fair value or a calculated value that recognizes changes in fair value in a systematic and rational manner over not more than five years.

Normal Cost (component of Annual Required Contribution (ARC)) The portion of the Actuarial Present Value of Total Projected Benefits (APV) attributed to employee service during a valuation year by the Actuarial Cost Method.

OPEB Assets – The amount recognized by an employer for contributions to an OPEB plan greater than the OPEB expense.

OPEB Expenditures – The amount recognized by an employer in each accounting period for contributions to an OPEB plan on the modified accrual basis of accounting.

OPEB Expense – The amount recognized by an employer in each accounting period for contributions to an OPEB plan on the accrual basis of accounting.

OPEB Liabilities – The amount recognized by an employer in each accounting period for contributions to an OPEB plan less than OPEB expense/expenditures.

Open Group/Closed Group – Terms used to distinguish between two classes of Actuarial Cost Methods. Under an Open Group Actuarial Cost Method, Actuarial Present Values associated with expected future entrants are considered; under a Closed Group Actuarial Cost Method, Actuarial Present Values associated with expected future entrants are not considered.

Pay-As-You-Go (PAYGO) A method of expensing retiree medical benefits recognizing as an expense the cash currently paid as benefits to retirees, spouses and covered dependents. The minimum method of financing a plan, having no pre-funding until benefits actually become payable.

Per Capita Benefit Cost by Age – The current cost of providing OPEB health care benefits for one year at each age from the youngest age to the oldest age at which plan participants are expected to receive benefits under the plan.

Plan Assets – Assets which have been irrevocably dedicated to the payment of benefits under the plan.

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

Postemployment Benefits All forms of benefits, other than retirement income (pensions), provided by the employer to the retiree, including, but not limited to, health care, life insurance and legal assistance.

XIV. GLOSSARY FOR OPEB AND GASB 45

Projected Unit Credit Actuarial Cost Method -- A method under which the projected benefits of each individual included in an Actuarial Valuation are allocated by a consistent formula to valuation years. The Actuarial Present Value of benefits allocated to a valuation year is called the Normal Cost. The Actuarial Present Value of benefits allocated to all periods prior to a valuation year is called the Actuarial Accrued Liability

Substantive Plan -- The terms of a postemployment benefit plan as understood by an employer and plan members that provides postemployment benefits to the employees who render services in exchange for those benefits. The substantive plan is the basis for the accounting for this transaction. In some situations an employer's cost-sharing policy, as evidenced by past practice or by communication of intended changes to a plan's cost-sharing provisions, or a past practice of regular increases in certain monetary benefits may indicate that the substantive plan differs from the existing written plan.

Unfunded Actuarial Accrued Liability (UAAL) -- The excess of the Actuarial Accrued Liability over the Actuarial Value of Assets.

Valuation Date -- The date as of which the plan assets and OPEB obligations are measured.