



# GASB 75 Actuarial Valuation Report

The State of Tennessee

Local Government Employee Group Plan

For the Fiscal Year Ending June 30, 2020

Measurement Date June 30, 2019

## Introduction

This report documents the results of the actuarial valuation for the fiscal year ending June 30, 2020 of the Local Government Employee Group Plan. These results are based on a Measurement Date of June 30, 2019 and include medical benefits provided to the retirees and covered spouses by the Local Employers. All reporting requirements are included in the employer's financial statement. The information provided in this report is intended strictly for documenting information relating to the employer and plan disclosure and reporting requirements.

Determinations for purposes other than the financial accounting requirements may be significantly different from the results in this report. Thus, the use of this report for purposes other than those expressed here may not be appropriate.

This valuation has been conducted in accordance with generally accepted actuarial principles and practices, including the applicable Actuarial Standards of Practice as issued by the Actuarial Standards Board. In addition, the valuation results are based on our understanding of the financial accounting and reporting requirements under U.S. Generally Accepted Accounting Principles as set forth in Government Accounting Standards Board Statement 75 (GASB 75) including any guidance or interpretations provided by the Company and/or its audit partners prior to the issuance of this report. The information in this report is not intended to supersede or supplant the advice and interpretations of the Local Employer's auditors. Additional disclosures may be required under GASB 74.

A valuation model was used to develop the liabilities for the July 1, 2019 valuation. The valuation model relies on ProVal software, which was developed by Winklevoss Technologies, LLC. Experts within Aon selected this software and determined it is appropriate for performing valuations. We coded and reviewed the software for the provisions, assumptions, methods, and data of The Local Government Employee Group Plan.

The valuation model outputs various cost scenarios. The "1% increase" and "1% decrease" interest rate scenarios vary only the discount rate assumption, in order to illustrate the impact of a change in that assumption in isolation. In practice, certain other assumptions would also be expected to vary when the discount rate changes. Therefore, the output from these scenarios should be used solely for assessing the impact of the discount rate in isolation and may not represent a realistic set of results for other purposes.

The "1% increase" and "1% decrease" healthcare cost trend scenarios vary only the healthcare cost trend assumption, in order to illustrate the impact of a change in that assumption in isolation. Therefore, the output from these scenarios should be used solely for assessing the impact of the healthcare cost trend in isolation and may not represent a realistic set of results for other purposes.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to (but not limited to) such factors as the following:

- Plan experience differing from that anticipated by the economic or demographic assumptions;
- Changes in actuarial methods or 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); and
- Changes in plan provisions or applicable law.

Due to the limited scope of our assignment, we did not perform an analysis of the potential range of such future measurements.

Funded status measurements shown in this report are determined based on various measures of plan assets and liabilities. For entity and plan disclosure and reporting purposes, funded status is determined using plan assets measured at market value. Plan liabilities are measured based on the interest rates and other assumptions summarized in the Actuarial Assumptions and Methods section of this report.

These funded status measurements may not be appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan's benefit obligations, and funded status measurements for the Local Employers and plan disclosure and reporting purposes may not be appropriate for assessing the need for or the amount of future contributions. In conducting the valuation, we have relied on personnel, plan design, health care claim cost, and asset information supplied by the State of Tennessee and the Local Employers as of the valuation date. While we cannot verify the accuracy of all the information, the supplied information was reviewed for consistency and reasonableness. As a result of this review, we have no reason to doubt the substantial accuracy or completeness of the information and believe that it has produced appropriate results.

The actuarial assumptions and methods used in this valuation are described in the Actuarial Assumptions and Methods section of this report. The State of Tennessee selected the economic and demographic assumptions and prescribed them for use for purposes of compliance with GASB 75. Aon provided guidance with respect to these assumptions, and it is our belief that the assumptions represent reasonable expectations of anticipated plan experience.

The undersigned are familiar with the near-term and long-term aspects of OPEB valuations and collectively meet the Qualification Standards of the American Academy of Actuaries necessary to render the actuarial opinions contained herein. The information provided in this report is dependent upon various factors as documented throughout this report, which may be subject to change. Each section of this report is considered to be an integral part of the actuarial opinions.

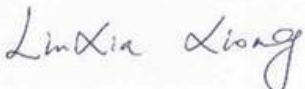
To our knowledge, no colleague of Aon providing services to the State of Tennessee or the Local Employers has any material direct or indirect financial interest in the State of Tennessee or the Local Employers. Thus, we believe there is no relationship existing that might affect our capacity to prepare and certify this actuarial report for the State of Tennessee or the Local Employers.



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# **Accounting Requirements**

## Development of GASB 75 Net OPEB Expense

### Calculation Details

The following table illustrates the Net OPEB Liability under GASB 75.

	<b>Fiscal Year Ending June 30, 2020</b>
(1) Total OPEB Liability	\$ 50,398,841
(2) Plan Fiduciary Net Position	<u>0</u>
(3) Net OPEB Liability	\$ 50,398,841
(4) Plan Fiduciary Net Position as a Percentage of the Total OPEB Liability	0%
(5) Deferred Outflow of Resources for Contributions Made After Measurement Date	\$ 1,988,289

## Expense

The following table illustrates the OPEB expense under GASB 75.

	<b>Fiscal Year Ending June 30, 2020</b>
(1) Service Cost	\$ 4,772,289
(2) Interest Cost	2,071,123
(3) Expected Investment Return	0
(4) Employee Contributions	0
(5) Administrative Expense	0
(6) Plan Changes	(9,715,072)
(7) Amortization of Unrecognized	
(a) Liability (Gain)/Loss	(2,541,015)
(b) Asset (Gain)/Loss	0
(c) Assumption Change (Gain)/Loss	<u>(238,386)</u>
(8) Total Expense	\$ (5,651,061)

## Deferred Outflows/Inflows

The following table illustrates the Deferred Inflows and Outflows as of June 30, 2020 under GASB 75.

	<b>Net Deferred Outflows/(Inflows)</b>
(1) Difference Between Actual and Expected Experience	\$ (8,375,616)
(2) Net Difference Between Expected and Actual Earnings on OPEB Plan Investments	0
(3) Assumption Changes	<u>(1,500,357)</u>
(4) Sub Total	\$ (9,875,973)
(5) Contributions Made in Fiscal Year Ending June 30,2020 After Measurement Date	<u>1,988,289</u>
(6) Total	\$ (7,887,684)

## Amortization of Deferred Inflows/Outflows

The table below lists the amortization bases included in the deferred inflows/outflows as of June 30, 2020.

Date Established	Type of Base	Period		Balance		Annual Payment
		Original	Remaining	Original	Remaining	
6/30/2020	Liability (Gain)/Loss	Varies	Varies	\$ 614,362	\$ 635,250	\$ (20,888)
6/30/2020	Assumptions	Varies	Varies	\$ 1,313,261	\$ 1,133,764	\$ 179,497
6/30/2019	Liability (Gain)/Loss	Varies	Varies	\$(13,798,865)	\$ (9,010,866)	\$(2,520,127)
6/30/2019	Assumptions	Varies	Varies	\$ (486,908)	\$ (679,720)	\$ 245,405
6/30/2018	Assumptions	Varies	Varies	\$ (3,334,559)	\$ (1,954,401)	\$ (663,288)
	Total Charges				\$ (9,875,973)	\$ (2,779,401)

Amounts Recognized in the deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized in the OPEB expense as follows:

### Year End June 30:

2021	\$	(1,353,963)
2022	\$	(1,352,570)
2023	\$	(1,349,662)
2024	\$	(1,327,259)
2025	\$	(1,161,743)
Total Thereafter	\$	(3,330,776)



## Interest Rate Sensitivity

The following table illustrates the impact of interest rate sensitivity on the Net OPEB Liability for fiscal year ending June 30, 2020:

	<b>1% Decrease (2.51%)</b>	<b>Current Rate (3.51%)</b>	<b>1% Increase (4.51%)</b>
Employer's Share of OPEB Liability	\$ 54,525,205	\$ 50,398,841	\$ 46,570,191

## Healthcare Cost Trend Sensitivity

The following table illustrates the impact of healthcare cost trend sensitivity on the Net OPEB Liability for fiscal year ending June 30, 2020:

	<b>1% Decrease</b>	<b>Trend Rate</b>	<b>1% Increase</b>
Employer's Share of OPEB Liability	\$ 45,014,262	\$ 50,398,841	\$ 56,764,285

## Disclosure—Changes in the Net OPEB Liability and Related Ratios

Changes in the Net OPEB Liability and Related Ratios<sup>1</sup>

	Fiscal Year Ending June 30, 2018	Fiscal Year Ending June 30, 2019	Fiscal Year Ending June 30, 2020
<b>Total OPEB Liability</b>			
Service Cost	\$ 5,027,070	\$ 4,729,711	\$ 4,772,289
Interest Cost	1,977,916	2,463,662	2,071,123
Changes of Benefit Terms	0	(2,801,760)	(9,715,072)
Differences Between Expected and Actual Experiences	0	(13,834,233)	614,362
Changes of Assumptions	(3,335,174)	(486,908)	1,313,261
Benefit Payments	(1,761,975)	(2,049,522)	(2,176,782)
<b>Net Change in Total OPEB Liability</b>	<b>\$ 1,907,837</b>	<b>\$ (11,979,050)</b>	<b>\$ (3,120,819)</b>
<b>Total OPEB Liability (Beginning)</b>	<b>63,590,873</b>	<b>65,498,710</b>	<b>53,519,660</b>
<b>Total OPEB Liability (Ending)</b>	<b>\$ 65,498,710</b>	<b>\$ 53,519,660</b>	<b>\$ 50,398,841</b>
<b>Covered-Employee Payroll</b>	<b>\$ N/A</b>	<b>\$ N/A</b>	<b>\$ N/A</b>
<b>Total OPEB Liability as a Percentage of Payroll</b>	<b>\$ N/A</b>	<b>\$ N/A</b>	<b>\$ N/A</b>

<sup>1</sup> GASB 75 was effective first for employer fiscal years beginning after June 15, 2017.

# Appendix

## Participant Data

The actuarial valuation was based on personnel information as of July 1, 2019. Following are some of the pertinent characteristics from the personnel data as of that date.

	<b>July 1, 2019</b>
<hr/>	
Actives Participants	
Number	13,120
Average Age	46.3
Average Service	8.7
Inactives Participants	
Number	225
Average Age	60.7
Total Participants	
Number	13,345

## Health Care Claims Development

The sample per capita claims cost assumptions shown below by age, benefit, and plan represent the true underlying baseline experience estimated for Local Government Employee Group Plan's sponsored postretirement benefits and costs. These rates are used in the expense calculation for the period 7/1/2019–06/30/2020 and disclosures as of 06/30/2020.

<b>Age</b>	<b>Medical/Rx/Admin</b>
55	\$9,073
60	\$11,206
65	\$6,033
70	\$7,132
75	\$7,978
80	\$8,387
85	\$8,673
90+	\$8,831

For pre-65 claims, claims were developed using a combination of active and pre-65 retiree claims experience for both the Local Education and Local Government Employee Group Plan. For post-65 claims, claims were developed using a combination of active and post-65 retiree claims experience for both the Local Education and Local Government Employee Group Plan.

Historical Claims and Enrollment basis—The average medical or Rx per capita claims costs were developed from actual claims experience and enrollment for the period from July 1, 2016 through June 30, 2019. Claims and enrollment information was provided by the State of Tennessee's health care vendors. The annualized paid claims experience for each respective historical base period was adjusted to an incurred basis by adding the change the estimated change in reserve. Claims experience was adjusted for differences in plan design between the historical periods and the projection period using plan design relative values from Aon's actuarial models. No adjustment was necessary for large claims. The average medical or Rx per capita claims costs from each respective historical base period were trended to, already centered at the mid-point of the annual period following the valuation date.

In order to improve the credibility of a single projection estimate, a combination of estimates from the distinct historical periods was used, placing 50% credibility on the most recent period, 33% on the next most recent, and 17% on the oldest period. Finally, average medical or Rx per capita claims costs were then age-adjusted based on the demographics of the population, and the assumed health care aging factors shown in the table below.

Per capita administration and other fixed costs were developed and added onto the per capita claims cost assumptions using information supplied by the State of Tennessee. These per capita assumed administrative costs were based on actual 2019 per employee rates, which were converted from a per employee basis to a per member basis using the most recent election file provided by the by the State of Tennessee's. For 2019, \$344 annually per person was added for pre-65 retirees, post-65 retirees and spouses.

### Health Care Aging (Morbidity) Factors:

Since health care costs increase with age, and an OPEB valuation is by its nature an analysis of a closed group that will age throughout the measurement, the effect that this aging of the population will have on claims costs must be reflected in the valuation. The claim costs for medical and prescription drugs and Rx were assumed to increase with age according to the table below.

<b>Age Band</b>	<b>Medical</b>	<b>Rx</b>	<b>Composite</b>
40-44	3.00%	4.80%	3.3%
45-49	3.70%	4.70%	3.8%
50-54	4.20%	4.70%	4.3%
55-59	4.40%	4.60%	4.4%
60-64	3.70%	4.60%	3.8%
65-69	2.70%	3.80%	3.1%
70-74	1.80%	2.50%	2.1%
75-79	2.20%	0.80%	1.4%
80-84	2.80%	0.20%	1.3%
85-89	1.40%	0.10%	0.6%
90+	0.00%	0.00%	0.0%

The aging factor assumptions shown above were based on normative data analyses, along with consideration of the results from the 2013 Society of Actuaries sponsored study “Health Care Costs—From Birth to Death” prepared by Dale H. Yamamoto, reporting on the effect of age on claims costs. In addition to age, this study shows the effect of service type (medical vs. pharmacy) and gender on claims costs.

## Health Care Cost Trend Rates:

The health care cost trend assumptions shown below were based on national average information from a variety of sources, including S&P Healthcare Economic Index, NHCE data, plan renewal data, and vendor Rx reports, with adjustments based on the provisions of the benefits sponsored by the State of Tennessee.

Year	Pre-65	Post-65
2019	6.03%	5.20%
2020	5.84%	5.03%
2021	5.66%	4.85%
2022	5.48%	4.68%
2023	5.30%	4.50%
2024	5.12%	4.50%
2025	4.94%	4.50%
2026	4.76%	4.50%
2027	4.58%	4.50%
2028	4.53%	4.50%
2029+	4.50%	4.50%

## Health Care Reform Excise Tax Adjustment:

For the excise tax, the overall value of the benefit was compared to the projected excise tax thresholds in each future year. The key assumptions for determining the excise tax are:

- Plan costs were developed on a two-tier basis (individual and individual plus spouse) for all retirees and assumed to increase with the valuation trend
- The 2018 cost thresholds are assumed to be \$10,200 for individual and \$27,500 for family coverage (\$11,850 and \$30,950 for non-Medicare retirees).
- 2022 thresholds are adjusted accordingly by the amount that the accumulated 2010-2022 cost increases, observed for the BCBS “standard” plan option under the FEHBP program, exceeds 55% x chained CPI<sup>4</sup>.
- After 2022, the cost thresholds are indexed by chained CPI (chained CPI+1% for 2022 to 2023 only). Chained CPI is assumed to be 2.25% in all future years.

Our excise tax model determined the additional trend loads to be applied to the existing valuation trend table in order to reflect the present value of expected tax amounts (40%) of the excess over the thresholds.

On a blended basis, the excise tax threshold is estimated to be reached in fiscal year 2023, which means the first trend load is applied to the valuation trend from 2022 to 2023. The effect of the excise tax is estimated to result in a 0.00% increase in the liability.

The “*Further Consolidated Appropriations Act, 2020*” signed into law on December 20, 2019, included a permanent repeal of the excise tax on high-cost plans (a.k.a. “the Cadillac tax”) for all tax years beginning after December 31, 2019. The excise tax was originally imposed by the Affordable Care Act in 2010. GASB 75 requires that all calculations are based upon the measurement date, so the effect of the excise tax was included in this valuation. The increase in liabilities due to the excise tax is less than 0.01% as of the measurement date. In future years, there will be no impact. This change will be treated as an assumption change as of the June 30, 2020 measurement date.

## Actuarial Assumptions and Methods

The following outlines the assumptions and method Aon will use in determining the GASB expense calculations for the Local Government Employee Group Plan for the fiscal year ending June 30, 2020.

Actuarial Method	Entry Age Normal Cost Method
Normal Cost	Determined for each active employee as the Actuarial Present Value of benefits allocated to the valuation year. The benefit attributed to the valuation year is that incremental portion of the total projected benefit earned during the year in accordance with the plan provisions. This allocation is based on each individual's service between date of hire and date the individual becomes fully eligible for benefits.
Asset Valuation Method	Market Value of Assets as of the Measurement Date
Discount Rate	3.51% based on Bond Buyer GO 20-Bond Municipal Bond Index as of the Measurement Date.
Mortality Rates	<p>Healthy: RP-2014 Employees and Healthy Annuitants mortality table projected generationally with MP-2016 from the central year.</p> <p>Post-retirement tables are Blue Collar and adjusted with a 2% load for males and a -3% load for females, projected generationally from 2014 with MP-2016.</p> <p>Disabled: Reflects those used by TCRS and are taken from the gender distinct table published in the IRS Revenue Ruling 96-7 for disabled lives with a 10% load.</p>
Valuation Date	July 1, 2019
Measurement Date	June 30, 2019
Census Data	July 1, 2019
Fiscal Year Ending	June 30, 2020
Inflation	Long-term price inflation is assumed to be 2.20% per year.
Data Assumptions	In cases of a discrepancy between expected service and service reported for this valuation, imputed service was used.



Salary Increases	Assumed salary increases are the same as used by TCRS: 8.72% at age 20 graded to 3.44% at age 70 (with 4.00% weighted average)						
Retirement Rates Active Participants	See Tables 1-4						
Withdrawal Rates	See Table 5-6						
Disability Rates	See Table 7						
Coverage Acceptance Rates	See Table 8						
Future participation	Active employees currently declining coverage are assumed not to opt into the plan in the future. Covered employees are assumed to remain covered until retirement.						
Initial Gross Premiums							
Retiree	<table border="0"> <tr> <td></td> <td style="text-align: center;"><u>2019</u></td> <td style="text-align: center;"><u>2020</u></td> </tr> <tr> <td></td> <td style="text-align: center;">\$607.00</td> <td style="text-align: center;">\$603.00</td> </tr> </table>		<u>2019</u>	<u>2020</u>		\$607.00	\$603.00
	<u>2019</u>	<u>2020</u>					
	\$607.00	\$603.00					
Spouse	<table border="0"> <tr> <td></td> <td style="text-align: center;"><u>2019</u></td> <td style="text-align: center;"><u>2020</u></td> </tr> <tr> <td></td> <td style="text-align: center;">\$684.00</td> <td style="text-align: center;">\$691.00</td> </tr> </table>		<u>2019</u>	<u>2020</u>		\$684.00	\$691.00
	<u>2019</u>	<u>2020</u>					
	\$684.00	\$691.00					
Administrative Expenses	Administrative expenses are included in the Per Capita Costs						
Per Capita Costs	Expected monthly Per Capita Costs were developed for year following the Actuarial Valuation Date						
Decrement Timing	Decrements of all types are assumed to occur at the middle of the year						
Eligibility Testing	Eligibility for benefits is determined based upon the age nearest birthday and service nearest whole year on the date the decrement is assumed to occur						
Decrement Relativity	Decrement rates are treated as absolute rates of decrement						

### **Method Changes**

There have been no method changes since the prior year.

### **Assumption Changes**

The financial accounting valuation reflects the following assumption changes:

- The discount rate decreased from 3.62% to 3.51%. This increased the total OPEB liability by 0.8%.
- The medical and drug trend rate assumptions were updated to reflect more recent experience as of the Measurement Date. This increased the total OPEB liability by 6.2%.
- A change in expected per capita health claims to reflect more recent information as of the Measurement Date. This decreased the total OPEB liability by 1.6%.
- Coverage acceptance rates were updated to reflect more recent subsidy amounts. This decreased the total OPEB liability by 1.3%.

## Actuarial Assumptions and Methods

Table 1

## Retirement Rates – Early Retirement Eligible Males

Age	Years of Service				
	0	1	2-4	5-29	30+
15	28.6450%	22.4000%	16.3558%	16.3558%	0.0000%
16	28.6450%	22.4000%	16.3558%	16.3558%	0.0000%
17	28.0000%	22.4000%	15.6981%	15.6981%	0.0000%
18	27.7741%	22.4000%	15.0408%	15.0408%	0.0000%
19	27.0114%	22.4030%	14.3857%	14.3857%	0.0000%
20	26.2414%	21.7724%	13.7344%	13.7344%	0.0000%
21	25.4644%	21.1240%	13.0887%	13.0887%	0.0000%
22	24.6802%	20.4576%	12.4500%	12.4500%	0.0000%
23	23.7056%	19.7733%	11.8202%	11.8202%	0.0000%
24	23.3433%	19.4558%	11.2006%	11.2006%	0.0000%
25	23.0283%	19.1397%	10.2858%	10.2858%	0.0000%
26	22.7503%	18.4886%	9.6138%	9.6138%	0.0000%
27	22.4998%	18.3202%	8.9633%	8.9633%	0.0000%
28	22.2683%	18.1626%	8.3366%	8.3366%	0.0000%
29	22.0484%	18.0105%	7.8437%	7.8437%	0.0000%
30	21.8333%	17.8592%	7.3626%	7.3626%	0.0000%
31	21.6176%	17.7049%	6.8963%	6.8963%	0.0000%
32	21.3966%	17.5442%	6.4479%	6.4479%	0.0000%
33	21.1666%	17.3744%	6.0199%	6.0199%	0.0000%
34	20.9249%	17.1938%	5.5392%	5.5392%	0.0000%
35	20.6697%	17.0009%	5.0962%	5.0962%	0.0000%
36	20.4004%	16.7952%	4.6917%	4.6917%	0.0000%
37	20.1170%	16.5767%	4.3260%	4.3260%	0.0000%
38	19.8206%	16.3463%	3.9998%	3.9998%	0.0000%
39	19.5135%	16.1053%	3.7164%	3.7164%	0.0000%
40	19.1985%	15.8558%	3.4720%	3.4720%	0.0000%
41	18.8799%	15.6005%	3.2662%	3.2662%	0.0000%
42	18.5625%	15.3431%	3.0987%	3.0987%	0.0000%
43	18.2523%	14.5437%	2.9687%	2.9687%	0.0000%
44	17.9563%	14.2942%	2.8420%	2.8420%	0.0000%

Table 1 (Continued)

Retirement Rates – Early Retirement Eligible Males

Age	Years of Service				
	0	1	2-4	5-29	30+
45	17.6822%	14.0507%	2.7525%	2.7525%	0.0000%
46	17.4390%	13.8163%	2.6977%	2.6977%	0.0000%
47	17.2364%	13.5945%	2.7194%	2.7194%	0.0000%
48	17.0852%	13.3889%	2.7024%	2.7024%	0.0000%
49	16.9971%	13.2035%	2.7208%	2.7208%	0.0000%
50	16.9848%	13.0430%	2.7752%	2.7752%	0.0000%
51	17.0620%	12.9119%	2.8660%	2.8660%	0.0000%
52	16.8843%	12.8153%	2.9935%	2.9935%	0.0000%
53	16.9231%	12.7588%	3.1582%	3.1582%	0.0000%
54	17.1416%	12.8729%	3.3604%	3.3604%	0.0000%
55	17.4370%	13.0389%	3.6002%	3.6002%	0.0000%
56	17.8185%	13.2632%	3.8780%	3.8780%	0.0000%
57	18.2957%	13.5525%	4.1939%	4.1939%	0.0000%
58	18.8790%	13.9139%	4.5481%	4.5481%	0.0000%
59	19.5789%	14.3548%	4.6200%	4.6200%	0.0000%
60	20.4066%	14.8832%	4.6200%	0.0000%	0.0000%
61	21.3737%	15.5069%	4.6200%	0.0000%	0.0000%
62	22.4924%	16.2346%	4.6200%	0.0000%	0.0000%
63	23.7753%	17.0749%	4.6200%	0.0000%	0.0000%
64	25.2355%	18.0370%	4.6200%	0.0000%	0.0000%
65	100.0000%	100.0000%	100.0000%	100.0000%	0.0000%

Table 2

## Retirement Rates – Early Retirement Eligible Females

Age	Years of Service				
	0	1	2-4	5-29	30+
15	28.6450%	22.4000%	23.7911%	23.7911%	0.0000%
16	28.6450%	22.4000%	23.7911%	23.7911%	0.0000%
17	28.0000%	22.4000%	22.6978%	22.6978%	0.0000%
18	27.7741%	22.4000%	21.6369%	21.6369%	0.0000%
19	27.0114%	22.4030%	20.6079%	20.6079%	0.0000%
20	26.2414%	21.7724%	19.6101%	19.6101%	0.0000%
21	25.4644%	21.1240%	18.6431%	18.6431%	0.0000%
22	24.6802%	20.4576%	17.7063%	17.7063%	0.0000%
23	23.7056%	19.7733%	16.7994%	16.7994%	0.0000%
24	23.3433%	19.4558%	15.9221%	15.9221%	0.0000%
25	23.0283%	19.1397%	15.0742%	15.0742%	0.0000%
26	22.7503%	18.4886%	14.2554%	14.2554%	0.0000%
27	22.4998%	18.3202%	13.4656%	13.4656%	0.0000%
28	22.2683%	18.1626%	12.7048%	12.7048%	0.0000%
29	22.0484%	18.0105%	11.8475%	11.8475%	0.0000%
30	21.8333%	17.8592%	11.0655%	11.0655%	0.0000%
31	21.6176%	17.7049%	10.3184%	10.3184%	0.0000%
32	21.3966%	17.5442%	9.6082%	9.6082%	0.0000%
33	21.1666%	17.3744%	8.9368%	8.9368%	0.0000%
34	20.9249%	17.1938%	8.3055%	8.3055%	0.0000%
35	20.6697%	17.0009%	7.7157%	7.7157%	0.0000%
36	20.4004%	16.7952%	7.1682%	7.1682%	0.0000%
37	20.1170%	16.5767%	6.6638%	6.6638%	0.0000%
38	19.8206%	16.3463%	6.2030%	6.2030%	0.0000%
39	19.5135%	16.1053%	5.7858%	5.7858%	0.0000%
40	19.1985%	15.8558%	5.4122%	5.4122%	0.0000%
41	18.8799%	15.6005%	5.0818%	5.0818%	0.0000%
42	18.5625%	15.3431%	4.7941%	4.7941%	0.0000%
43	18.2523%	14.5437%	4.5480%	4.5480%	0.0000%
44	17.9563%	14.2942%	4.3129%	4.3129%	0.0000%

Table 2 (Continued)

## Retirement Rates – Early Retirement Eligible Females

Age	Years of Service				
	0	1	2-4	5-29	30+
45	17.6822%	14.0507%	4.1474%	4.1474%	0.0000%
46	17.4390%	13.8163%	4.0192%	4.0192%	0.0000%
47	17.2364%	13.5945%	3.8992%	3.8992%	0.0000%
48	17.0852%	13.3889%	3.8396%	3.8396%	0.0000%
49	16.9971%	13.2035%	3.8106%	3.8106%	0.0000%
50	16.9848%	13.0430%	3.7905%	3.7905%	0.0000%
51	17.0620%	12.9119%	3.8086%	3.8086%	0.0000%
52	16.8843%	12.8153%	3.8499%	3.8499%	0.0000%
53	16.9231%	12.7588%	3.9155%	3.9155%	0.0000%
54	17.1416%	12.8729%	4.1110%	4.1110%	0.0000%
55	17.4370%	13.0389%	4.3322%	4.3322%	0.0000%
56	17.8185%	13.2632%	4.5802%	4.5802%	0.0000%
57	18.2957%	13.5525%	4.8557%	4.8557%	0.0000%
58	18.8790%	13.9139%	5.1596%	5.1596%	0.0000%
59	19.5789%	14.3548%	5.3884%	5.3884%	0.0000%
60	20.4066%	14.8832%	5.3201%	0.0000%	0.0000%
61	21.3737%	15.5069%	5.2517%	0.0000%	0.0000%
62	22.4924%	16.2346%	5.1834%	0.0000%	0.0000%
63	23.7753%	17.0749%	5.1150%	0.0000%	0.0000%
64	25.2355%	18.0370%	5.1150%	0.0000%	0.0000%
65	100.0000%	100.0000%	100.0000%	100.0000%	0.0000%

**Table 3**  
**Retirement Rates – 30 Years of Service Before Age 60**

<b>Age</b>	<b>1st Year Eligible</b>		<b>Year 2+</b>	
	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>
<b>50</b>	16.5%	15.5%	9.0%	8.0%
<b>51</b>	16.5%	15.5%	9.0%	8.0%
<b>52</b>	16.5%	15.5%	9.0%	8.0%
<b>53</b>	16.5%	15.5%	9.0%	8.0%
<b>54</b>	16.5%	15.5%	9.0%	8.0%
<b>55</b>	16.5%	15.5%	9.0%	8.0%
<b>56</b>	16.5%	16.5%	9.0%	9.0%
<b>57</b>	17.0%	17.0%	9.5%	9.5%
<b>58</b>	17.0%	17.5%	9.5%	10.0%
<b>59</b>	17.5%	18.5%	10.0%	11.0%

Table 4

**Retirement Rates – At Least Age 60 With Fewer Than 30 Years of Service**

<b>Age</b>	<b>10-15 YOS</b>		<b>15+ YOS</b>	
	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>
<b>60</b>	10.5%	11.0%	12.5%	13.0%
<b>61</b>	15.0%	13.0%	17.0%	15.0%
<b>62</b>	20.0%	18.0%	22.0%	20.0%
<b>63</b>	17.5%	16.0%	19.5%	18.0%
<b>64</b>	17.5%	16.0%	19.5%	18.0%
<b>65</b>	24.0%	22.0%	26.0%	24.0%
<b>66</b>	18.5%	19.0%	20.5%	21.0%
<b>67</b>	16.0%	19.0%	18.0%	21.0%
<b>68</b>	16.0%	19.0%	18.0%	21.0%
<b>69</b>	16.5%	19.0%	18.5%	21.0%
<b>70</b>	18.0%	19.0%	20.0%	21.0%
<b>71</b>	18.0%	19.0%	20.0%	21.0%
<b>72</b>	18.0%	19.0%	20.0%	21.0%
<b>73</b>	18.0%	19.0%	20.0%	21.0%
<b>74</b>	18.0%	19.0%	20.0%	21.0%
<b>75</b>	100.0%	100.0%	100.0%	100.0%



Table 5  
Termination Rates – Male

Age	Years of Service				
	0	1	2-4	5-29	30+
15	28.6450%	22.4000%	16.3558%	16.3558%	0.0000%
16	28.6450%	22.4000%	16.3558%	16.3558%	0.0000%
17	28.0000%	22.4000%	15.6981%	15.6981%	0.0000%
18	27.7741%	22.4000%	15.0408%	15.0408%	0.0000%
19	27.0114%	22.4030%	14.3857%	14.3857%	0.0000%
20	26.2414%	21.7724%	13.7344%	13.7344%	0.0000%
21	25.4644%	21.1240%	13.0887%	13.0887%	0.0000%
22	24.6802%	20.4576%	12.4500%	12.4500%	0.0000%
23	23.7056%	19.7733%	11.8202%	11.8202%	0.0000%
24	23.3433%	19.4558%	11.2006%	11.2006%	0.0000%
25	23.0283%	19.1397%	10.2858%	10.2858%	0.0000%
26	22.7503%	18.4886%	9.6138%	9.6138%	0.0000%
27	22.4998%	18.3202%	8.9633%	8.9633%	0.0000%
28	22.2683%	18.1626%	8.3366%	8.3366%	0.0000%
29	22.0484%	18.0105%	7.8437%	7.8437%	0.0000%
30	21.8333%	17.8592%	7.3626%	7.3626%	0.0000%
31	21.6176%	17.7049%	6.8963%	6.8963%	0.0000%
32	21.3966%	17.5442%	6.4479%	6.4479%	0.0000%
33	21.1666%	17.3744%	6.0199%	6.0199%	0.0000%
34	20.9249%	17.1938%	5.5392%	5.5392%	0.0000%
35	20.6697%	17.0009%	5.0962%	5.0962%	0.0000%
36	20.4004%	16.7952%	4.6917%	4.6917%	0.0000%
37	20.1170%	16.5767%	4.3260%	4.3260%	0.0000%
38	19.8206%	16.3463%	3.9998%	3.9998%	0.0000%
39	19.5135%	16.1053%	3.7164%	3.7164%	0.0000%
40	19.1985%	15.8558%	3.4720%	3.4720%	0.0000%
41	18.8799%	15.6005%	3.2662%	3.2662%	0.0000%
42	18.5625%	15.3431%	3.0987%	3.0987%	0.0000%
43	18.2523%	14.5437%	2.9687%	2.9687%	0.0000%
44	17.9563%	14.2942%	2.8420%	2.8420%	0.0000%

Table 5 (Continued)  
**Termination Rates – Male**

Age	Years of Service				
	0	1	2-4	5-29	30+
45	17.6822%	14.0507%	2.7525%	2.7525%	0.0000%
46	17.4390%	13.8163%	2.6977%	2.6977%	0.0000%
47	17.2364%	13.5945%	2.7194%	2.7194%	0.0000%
48	17.0852%	13.3889%	2.7024%	2.7024%	0.0000%
49	16.9971%	13.2035%	2.7208%	2.7208%	0.0000%
50	16.9848%	13.0430%	2.7752%	2.7752%	0.0000%
51	17.0620%	12.9119%	2.8660%	2.8660%	0.0000%
52	16.8843%	12.8153%	2.9935%	2.9935%	0.0000%
53	16.9231%	12.7588%	3.1582%	3.1582%	0.0000%
54	17.1416%	12.8729%	3.3604%	3.3604%	0.0000%
55	17.4370%	13.0389%	3.6002%	3.6002%	0.0000%
56	17.8185%	13.2632%	3.8780%	3.8780%	0.0000%
57	18.2957%	13.5525%	4.1939%	4.1939%	0.0000%
58	18.8790%	13.9139%	4.5481%	4.5481%	0.0000%
59	19.5789%	14.3548%	4.6200%	4.6200%	0.0000%
60	20.4066%	14.8832%	4.6200%	0.0000%	0.0000%
61	21.3737%	15.5069%	4.6200%	0.0000%	0.0000%
62	22.4924%	16.2346%	4.6200%	0.0000%	0.0000%
63	23.7753%	17.0749%	4.6200%	0.0000%	0.0000%
64	25.2355%	18.0370%	4.6200%	0.0000%	0.0000%
65	26.3020%	19.1304%	0.0000%	0.0000%	0.0000%
66	26.3020%	20.3649%	0.0000%	0.0000%	0.0000%
67	26.3020%	21.5000%	0.0000%	0.0000%	0.0000%
68	26.3020%	21.5000%	0.0000%	0.0000%	0.0000%
69	26.3020%	21.5000%	0.0000%	0.0000%	0.0000%
70	26.3020%	21.5000%	0.0000%	0.0000%	0.0000%
71	26.3020%	21.5000%	0.0000%	0.0000%	0.0000%

Table 6

## Termination Rates – Female

Age	Years of Service				
	0	1	2-4	5-29	30+
15	28.6450%	22.4000%	23.7911%	23.7911%	0.0000%
16	28.6450%	22.4000%	23.7911%	23.7911%	0.0000%
17	28.0000%	22.4000%	22.6978%	22.6978%	0.0000%
18	27.7741%	22.4000%	21.6369%	21.6369%	0.0000%
19	27.0114%	22.4030%	20.6079%	20.6079%	0.0000%
20	26.2414%	21.7724%	19.6101%	19.6101%	0.0000%
21	25.4644%	21.1240%	18.6431%	18.6431%	0.0000%
22	24.6802%	20.4576%	17.7063%	17.7063%	0.0000%
23	23.7056%	19.7733%	16.7994%	16.7994%	0.0000%
24	23.3433%	19.4558%	15.9221%	15.9221%	0.0000%
25	23.0283%	19.1397%	15.0742%	15.0742%	0.0000%
26	22.7503%	18.4886%	14.2554%	14.2554%	0.0000%
27	22.4998%	18.3202%	13.4656%	13.4656%	0.0000%
28	22.2683%	18.1626%	12.7048%	12.7048%	0.0000%
29	22.0484%	18.0105%	11.8475%	11.8475%	0.0000%
30	21.8333%	17.8592%	11.0655%	11.0655%	0.0000%
31	21.6176%	17.7049%	10.3184%	10.3184%	0.0000%
32	21.3966%	17.5442%	9.6082%	9.6082%	0.0000%
33	21.1666%	17.3744%	8.9368%	8.9368%	0.0000%
34	20.9249%	17.1938%	8.3055%	8.3055%	0.0000%
35	20.6697%	17.0009%	7.7157%	7.7157%	0.0000%
36	20.4004%	16.7952%	7.1682%	7.1682%	0.0000%
37	20.1170%	16.5767%	6.6638%	6.6638%	0.0000%
38	19.8206%	16.3463%	6.2030%	6.2030%	0.0000%
39	19.5135%	16.1053%	5.7858%	5.7858%	0.0000%
40	19.1985%	15.8558%	5.4122%	5.4122%	0.0000%
41	18.8799%	15.6005%	5.0818%	5.0818%	0.0000%
42	18.5625%	15.3431%	4.7941%	4.7941%	0.0000%
43	18.2523%	14.5437%	4.5480%	4.5480%	0.0000%
44	17.9563%	14.2942%	4.3129%	4.3129%	0.0000%

Table 6 (Continued)

## Termination Rates – Female

Age	Years of Service				
	0	1	2-4	5-29	30+
45	17.6822%	14.0507%	4.1474%	4.1474%	0.0000%
46	17.4390%	13.8163%	4.0192%	4.0192%	0.0000%
47	17.2364%	13.5945%	3.8992%	3.8992%	0.0000%
48	17.0852%	13.3889%	3.8396%	3.8396%	0.0000%
49	16.9971%	13.2035%	3.8106%	3.8106%	0.0000%
50	16.9848%	13.0430%	3.7905%	3.7905%	0.0000%
51	17.0620%	12.9119%	3.8086%	3.8086%	0.0000%
52	16.8843%	12.8153%	3.8499%	3.8499%	0.0000%
53	16.9231%	12.7588%	3.9155%	3.9155%	0.0000%
54	17.1416%	12.8729%	4.1110%	4.1110%	0.0000%
55	17.4370%	13.0389%	4.3322%	4.3322%	0.0000%
56	17.8185%	13.2632%	4.5802%	4.5802%	0.0000%
57	18.2957%	13.5525%	4.8557%	4.8557%	0.0000%
58	18.8790%	13.9139%	5.1596%	5.1596%	0.0000%
59	19.5789%	14.3548%	5.3884%	5.3884%	0.0000%
60	20.4066%	14.8832%	5.3201%	0.0000%	0.0000%
61	21.3737%	15.5069%	5.2517%	0.0000%	0.0000%
62	22.4924%	16.2346%	5.1834%	0.0000%	0.0000%
63	23.7753%	17.0749%	5.1150%	0.0000%	0.0000%
64	25.2355%	18.0370%	5.1150%	0.0000%	0.0000%
65	26.3020%	19.1304%	0.0000%	0.0000%	0.0000%
66	26.3020%	20.3649%	0.0000%	0.0000%	0.0000%
67	26.3020%	21.5000%	0.0000%	0.0000%	0.0000%
68	26.3020%	21.5000%	0.0000%	0.0000%	0.0000%
69	26.3020%	21.5000%	0.0000%	0.0000%	0.0000%
70	26.3020%	21.5000%	0.0000%	0.0000%	0.0000%
71	26.3020%	21.5000%	0.0000%	0.0000%	0.0000%

**Table 7**  
**Disability Rates**

<b>Age</b>	<b>Male</b>	<b>Female</b>	<b>Age</b>	<b>Male</b>	<b>Female</b>
<b>28</b>	0.0322%	0.0322%	<b>55</b>	0.4935%	0.4935%
<b>29</b>	0.0321%	0.0321%	<b>56</b>	0.4951%	0.4951%
<b>30</b>	0.0319%	0.0319%	<b>57</b>	0.4966%	0.4966%
<b>31</b>	0.0318%	0.0318%	<b>58</b>	0.4982%	0.4982%
<b>32</b>	0.0316%	0.0316%	<b>59</b>	0.4975%	0.4975%
<b>33</b>	0.0315%	0.0315%	<b>60</b>	0.0000%	0.0000%
<b>34</b>	0.0323%	0.0323%			
<b>35</b>	0.0332%	0.0332%			
<b>36</b>	0.0340%	0.0340%			
<b>37</b>	0.0398%	0.0398%			
<b>38</b>	0.0540%	0.0540%			
<b>39</b>	0.0682%	0.0682%			
<b>40</b>	0.0843%	0.0843%			
<b>41</b>	0.1019%	0.1019%			
<b>42</b>	0.1202%	0.1202%			
<b>43</b>	0.1387%	0.1387%			
<b>44</b>	0.1675%	0.1675%			
<b>45</b>	0.1987%	0.1987%			
<b>46</b>	0.2318%	0.2318%			
<b>47</b>	0.2663%	0.2663%			
<b>48</b>	0.3017%	0.3017%			
<b>49</b>	0.3386%	0.3386%			
<b>50</b>	0.3750%	0.3750%			
<b>51</b>	0.4095%	0.4095%			
<b>52</b>	0.4409%	0.4409%			
<b>53</b>	0.4680%	0.4680%			
<b>54</b>	0.4804%	0.4804%			

Table 8  
Participation Rates

Governmental Entity	Age and Service Requirement	Retirement (Acceptance) Participation	Spouse Coverage Rate (as a % of Total Acceptance)
Alpha-Talbott	10+ and Age 60	100%	20%
	35+	100%	20%
Big Sandy, City of*	30+	100%	20%
Campbell Co 911*	20+ Age 60-64	90%	20%
City of Belle Meade*	35+ and Age 55	80%	60%
	30-34 and Age 55	80%	55%
	25-29 and Age 55	75%	55%
	<25 and Age 55	70%	20%
City of Clifton*	10+	100%	20%
City of Covington*	5+ Age 62	70%	20%
City of Hohenwald*	30+ and Age 60	65%	20%
City of Fayetteville	30+	100%	20%
	20+ and Age 55	100%	20%
Clarksville Housing Authority*	25+ and Age 55	100%	20%
	20-25 Age 55	70%	20%
Crockett Public Utility District*	25+ and Age 55	100%	70%
Cumberland County	30+	100%	70%
Dandridge, Town of	20+ and Age 62	100%	20%
	15-19 and Age 62	90%	20%
	10-14 and Age 62	80%	20%
Dekalb Co 911*	30+ Age 50	70%	20%
Eastside Utility District	30+ and Age 60	100%	70%
	20-29 and Age 60	100%	70%
	15-19 and Age 60	100%	70%
Town of Estill Springs*	15+Age 62	100%	20%
Franklin County Government/Retirees	15+ and Age 65	95%	20%
	30+	95%	20%
Franklin Co. Adult Activity Center*	30+ and Age 60	90%	60%
	25+ and Age 62	70%	55%
	20-24 and Age 62	50%	50%
Franklin County Highway	15+ and Age 62	95%	20%
	30+	95%	20%
Humboldt, City of	10+ and Age 59	100%	20%
	30+	100%	20%

Table 8 (Continued)  
Participation Rates

Governmental Entity	Age and Service Requirement	Retirement (Acceptance) Participation	Spouse Coverage Rate (as a % of Total Acceptance)
Jefferson City Housing	30+	100%	70%
Johnson County	25+	90%	20%
Lewis County Highway Dept	30+	70%	20%
Lawrence County 911*	10+ and Age 55	100%	20%
	20+ Age 60	100%	20%
	30+	100%	20%
Lawrenceburg Housing Authority	10+ and Age 62	100%	20%
Lexington Electric System	10+ and Age 60	100%	70%
Marshall County Government*	30+	70%	20%
	5+ and Age 55	70%	20%
	25+ Age below 55	70%	20%
Murfreesboro Electric Dept	10+ and Age 55	95%	70%
Oak Ridge, City of*	10+ and Age 55	70%	55%
	30+	70%	55%
Professional Services of W TN*	15+ Age 55	75%	20%
Roane County	10+ and Age 55	100%	55%
	30+	100%	55%
Savannah Emergency Services	15+ and Age 62	75%	20%
Sullivan County Government	25+ and Age 55	100%	70%
Tipton County*	10+ Age 55	50%	20%
	20+ Age 55	50%	20%
City of Tiptonville*	25-29 Age 55	90%	60%
	30+ Age 60	100%	70%
Tenn Educ. Assocc.	10+	100%	20%
TN State Employees Association	30+ and Age 55	95%	70%
	20-29 and Age 55	85%	70%
	10-19 and Age 55	75%	65%
Town Of Caryville*	2+ and Age 62	100%	20%
Union City Energy Authority*	10+ and Age 62	100%	70%
	10+ and Age 61	95%	70%
	10+ and Age 60	70%	60%
Upper Cumberland Human Resource Agency	20+ and Age 60	90%	70%
Others Not Shown Above (providing implicit subsidy only)		35%	20%

\*Assumed coverage acceptance rate was changed from the prior valuation to reflect revised subsidy levels

## Actuarial Assumptions and Methods

### Discussion of Actuarial Assumptions and Methods

Postretirement Medical Plan selected the economic, demographic and health care claim cost assumptions and prescribed them for use for purposes of compliance with GASB 75. Aon provided guidance with respect to these assumptions, and it is our belief that the assumptions represent reasonable expectations of anticipated plan experience.

### Calculation of Normal Costs and Liabilities

The method used to calculate the service cost and accumulated postretirement benefit obligation for determining OPEB expense is the entry age normal cost method. Under this cost method, the actuarial accrued liability is based on a prorated portion of the present value of all benefits earned to date over expected future working life time as defined by GASB. The proration is determined so that the cost with respect to service accrued from date of hire is recognized as a level percentage of pay each year. The Normal Cost is equal to the prorated cost for the year of the valuation.

### Accounting Information under GASB 75

Benefit obligations and expense/(income) are calculated under U.S. Generally Accepted Accounting Principles as set forth in Government Accounting Standards Board Statement 75.

The total OPEB liability represents the actuarial present value of benefits based on the entry age normal cost method as of the measurement date. The service cost represents the actuarial present value of benefits that are attributed to the 2020 fiscal year, reflecting the effect of assumed future health care claim cost and/or pay increases.

The OPEB expense is the annual amount to be recognized in the income statement as the cost of OPEB benefits for this plan for the period ending June 30, 2020.



## Plan Provisions

### Eligibility to Participate

All full-time employees, retirees and vested terminated participants of participating Local Government Agencies who satisfy the Disability, Vested Termination, Early or Normal Retirement provisions of the Tennessee Consolidated Retirement System (TCRS) may be eligible for certain post-employment benefits under the Local Government Employee Group Plan. Any employee becoming a member of TCRS on or after July 1, 1976 and through June 20, 2014 enters TCRS *Group I* regardless of employment classification.

### Employer Subsidy

The tables on the following pages summarize the current total monthly subsidy amounts provided by the listed local government employers (any other local government employer not listed does not offer any direct premium subsidies). These subsidy amounts are based on premium rates that became effective on January 1, 2019. Coverage for children of retirees is available (until their limiting age). However, for measuring the long term costs, the relatively few children covered by retirees coupled with the short duration of their coverage remaining results in costs that are not material in the long term. Consequently, only spouses are included in the GASB Statement No. 75 calculations.

- There are no separate trusts through which benefits for retirees are funded. No assets are currently accumulated or earmarked for this purpose. All approved benefits are paid by the employer when due
- The post-employment benefits are extended to retirees and continued at the discretion of the Local Government Employer, which reserves the right (subject to Local Government Statute) to change or terminate benefits and to change contributions required from retirees in the future as circumstances change

	Service Requirement	PPO Premier BCBS & Cigna Local Plus Carrier		PPO Premier Cigna Open Access Carrier		PPO Standard BCBS & Cigna Local Plus Carrier		PPO Standard Cigna Open Access Carrier		HealthSavings CDHP BCBS & Cigna Local Plus Carrier		HealthSavings CDHP Cigna Open Access Carrier		PPO Limited BCBS & Cigna Local Plus Carrier		PPO Limited Cigna Open Access Carrier	
		Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse
Alpha-Talbot Utility District	35 Yrs	\$ 662.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
	10 Yrs, Age 60	\$ 662.00	\$ 0.00	\$ 702.00	\$ 0.00	\$ 620.00	\$ 0.00	\$ 660.00	\$ 0.00	\$ 434.00	\$ 0.00	\$ 474.00	\$ 0.00	\$ 481.00	\$ 0.00	\$ 521.00	\$ 0.00
Belle Meade, City of*	Less than 25 Yrs, Age 55	\$ 377.34	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
	25-29 Yrs, Age 55	\$ 410.44	\$ 882.88	\$ 435.24	\$ 932.48	\$ 384.40	\$ 827.08	\$ 409.20	\$ 876.68	\$ 269.08	\$ 577.22	\$ 293.88	\$ 626.82	\$ 298.22	\$ 642.32	\$ 323.02	\$ 691.92
	30-34 Yrs, Age 55	\$ 443.54	\$ 954.08	\$ 470.34	\$ 1,007.68	\$ 415.40	\$ 893.78	\$ 442.20	\$ 947.38	\$ 290.78	\$ 623.77	\$ 317.58	\$ 677.37	\$ 322.27	\$ 694.12	\$ 349.07	\$ 747.72
	35 or More Yrs, Age 55	\$ 476.64	\$ 1,025.28	\$ 0.00	\$ 1,082.88	\$ 446.40	\$ 960.48	\$ 475.20	\$ 1,018.08	\$ 312.48	\$ 670.32	\$ 341.28	\$ 727.92	\$ 346.32	\$ 745.92	\$ 375.12	\$ 803.52
Big Sandy, City of*	30 Yrs	\$ 662.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
Campbell County 911*	20 Yrs, Age 60, Will pay from age 60 up to age 65	\$ 496.50	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
Caryville, Town of*	10 Yrs, Age 62, 3 continuous years on health plan	\$ 529.60	\$ 529.60	\$ 529.60	\$ 529.60	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
	2 Yrs, Age 62, 1 continuous year on health plan	\$ 529.60	\$ 529.60	\$ 529.60	\$ 529.60	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
City of Covington*	5 Yrs, Age 62	\$ 331.00	\$ 0.00	\$ 351.00	\$ 0.00	\$ 310.00	\$ 0.00	\$ 330.00	\$ 0.00	\$ 217.00	\$ 0.00	\$ 237.00	\$ 0.00	\$ 240.50	\$ 0.00	\$ 260.50	\$ 0.00
	7 Yrs, Age 62	\$ 331.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
City of Fayetteville*	20 Yrs, Age 55	\$ 649.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 608.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 472.00	\$ 0.00	\$ 0.00	\$ 0.00
	30 Yrs	\$ 649.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 608.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 472.00	\$ 0.00	\$ 0.00	\$ 0.00
City of Hohenwald*	30 Yrs, Age 60, Only offers BCBS	\$ 267.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
Clarksville Housing Authority*	20 Yrs, Age 65	\$ 662.00	\$ 0.00	\$ 702.00	\$ 0.00	\$ 620.00	\$ 0.00	\$ 660.00	\$ 0.00	\$ 434.00	\$ 0.00	\$ 474.00	\$ 0.00	\$ 481.00	\$ 0.00	\$ 521.00	\$ 0.00
	25 Yrs, Age 55	\$ 662.00	\$ 0.00	\$ 702.00	\$ 0.00	\$ 620.00	\$ 0.00	\$ 660.00	\$ 0.00	\$ 434.00	\$ 0.00	\$ 474.00	\$ 0.00	\$ 481.00	\$ 0.00	\$ 521.00	\$ 0.00
	20-25 Yrs, Age 55	\$ 331.00	\$ 0.00	\$ 351.00	\$ 0.00	\$ 310.00	\$ 0.00	\$ 330.00	\$ 0.00	\$ 217.00	\$ 0.00	\$ 237.00	\$ 0.00	\$ 240.50	\$ 0.00	\$ 260.50	\$ 0.00
Clifton, City of*	10 Yrs, 3 yrs continuous insurance coverage in plan immediately prior to final termination for retirement (or age 55, with at least 20 Yrs of service and only one year of such coverage) and must be hired prior to 7/1/2015 and receiving a monthly pension through TCRS. Employee only coverage; full premium	\$ 662.00	\$ 0.00	\$ 702.00	\$ 0.00	\$ 620.00	\$ 0.00	\$ 660.00	\$ 0.00	\$ 434.00	\$ 0.00	\$ 474.00	\$ 0.00	\$ 481.00	\$ 0.00	\$ 521.00	\$ 0.00
Crockett Co. Public Utility District*	25 Yrs, Age 55	\$ 640.33	\$ 1,380.67	\$ 680.33	\$ 1,460.67	\$ 598.33	\$ 1,290.67	\$ 638.33	\$ 1,370.67	\$ 412.33	\$ 887.67	\$ 452.33	\$ 967.67	\$ 459.33	\$ 992.67	\$ 0.00	\$ 0.00
Cumberland County	30 Yrs	\$ 662.00	\$ 662.00	\$ 0.00	\$ 0.00	\$ 620.00	\$ 620.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 481.00	\$ 481.00	\$ 0.00	\$ 0.00
Dandridge, Town of	20+ Yrs, Age 62	\$ 662.00	\$ 662.00	\$ 702.00	\$ 702.00	\$ 620.00	\$ 620.00	\$ 660.00	\$ 660.00	\$ 434.00	\$ 434.00	\$ 474.00	\$ 474.00	\$ 481.00	\$ 481.00	\$ 521.00	\$ 521.00
	15-19 Yrs, Age 62	\$ 529.60	\$ 529.60	\$ 561.60	\$ 561.60	\$ 496.00	\$ 496.00	\$ 528.00	\$ 528.00	\$ 347.70	\$ 347.70	\$ 379.20	\$ 379.20	\$ 384.80	\$ 384.80	\$ 416.80	\$ 416.80
	10-14 Yrs, Age 62	\$ 397.20	\$ 397.20	\$ 421.20	\$ 421.20	\$ 372.00	\$ 372.00	\$ 396.00	\$ 396.00	\$ 260.40	\$ 260.40	\$ 284.40	\$ 284.40	\$ 288.60	\$ 288.60	\$ 312.60	\$ 312.60

	Service Requirement	PPO Premier BCBS & Cigna Local Plus Carrier		PPO Premier Cigna Open Access Carrier		PPO Standard BCBS & Cigna Local Plus Carrier		PPO Standard Cigna Open Access Carrier		HealthSavings CDHP BCBS & Cigna Local Plus Carrier		HealthSavings CDHP Cigna Open Access Carrier		PPO Limited BCBS & Cigna Local Plus Carrier		PPO Limited Cigna Open Access Carrier	
		Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse
Dekalb County 911*	30 Yrs, Age 50	\$ 331.00	\$ 0.00	\$ 351.00	\$ 0.00	\$ 310.00	\$ 0.00	\$ 330.00	\$ 0.00	\$ 217.00	\$ 0.00	\$ 237.00	\$ 0.00	\$ 240.50	\$ 0.00	\$ 260.50	\$ 0.00
Eastside Utility District	30 Yrs, Age 60	\$ 662.00	\$ 1,424.00	\$ 702.00	\$ 1,504.00	\$ 620.00	\$ 1,334.00	\$ 660.00	\$ 1,414.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
	20 Yrs, Age 60	\$ 441.33	\$ 949.33	\$ 468.00	\$ 1,002.66	\$ 413.33	\$ 889.32	\$ 440.00	\$ 942.66	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
	15 Yrs, Age 60	\$ 220.67	\$ 474.67	\$ 234.00	\$ 501.33	\$ 206.66	\$ 444.66	\$ 220.00	\$ 471.33	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
Estill Springs, Town of*	15 Yrs, Age 62	\$ 662.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
Franklin County Government / Retirees	30 Yrs, hired prior to 07/01/2014	\$ 595.80	\$ 595.80	\$ 595.80	\$ 595.80	\$ 595.80	\$ 595.80	\$ 595.80	\$ 595.80	\$ 434.00	\$ 434.00	\$ 434.00	\$ 434.00	\$ 481.00	\$ 481.00	\$ 481.00	\$ 481.00
	15 Yrs, Age 62, for employees hired prior to 07/01/2014	\$ 595.80	\$ 595.80	\$ 595.80	\$ 595.80	\$ 595.80	\$ 595.80	\$ 595.80	\$ 595.80	\$ 434.00	\$ 434.00	\$ 434.00	\$ 434.00	\$ 481.00	\$ 481.00	\$ 481.00	\$ 481.00
Franklin County Highway	30 Yrs, hired prior to 07/01/2014	\$ 595.80	\$ 595.80	\$ 595.80	\$ 595.80	\$ 595.80	\$ 595.80	\$ 595.80	\$ 595.80	\$ 434.00	\$ 434.00	\$ 434.00	\$ 434.00	\$ 481.00	\$ 481.00	\$ 481.00	\$ 481.00
	15 Yrs, Age 62, for employees hired prior to 07/01/2014	\$ 595.80	\$ 595.80	\$ 595.80	\$ 595.80	\$ 595.80	\$ 595.80	\$ 595.80	\$ 595.80	\$ 434.00	\$ 434.00	\$ 434.00	\$ 434.00	\$ 481.00	\$ 481.00	\$ 481.00	\$ 481.00
Humboldt, City of	30 Yrs	\$ 662.00	\$ 0.00	\$ 702.00	\$ 0.00	\$ 620.00	\$ 0.00	\$ 660.00	\$ 0.00	\$ 434.00	\$ 0.00	\$ 474.00	\$ 0.00	\$ 481.00	\$ 0.00	\$ 521.00	\$ 0.00
	10 Yrs, Age 59	\$ 662.00	\$ 0.00	\$ 702.00	\$ 0.00	\$ 620.00	\$ 0.00	\$ 660.00	\$ 0.00	\$ 434.00	\$ 0.00	\$ 474.00	\$ 0.00	\$ 481.00	\$ 0.00	\$ 521.00	\$ 0.00
Jefferson City Housing Authority*	30 Yrs	\$ 662.00	\$ 1,424.00	\$ 702.00	\$ 1,504.00	\$ 620.00	\$ 1,334.00	\$ 660.00	\$ 1,414.00	\$ 434.00	\$ 931.00	\$ 474.00	\$ 1,011.00	\$ 481.00	\$ 1,036.00	\$ 521.00	\$ 1,116.00
Johnson County	25+	\$ 548.65	\$ 548.65	\$ 548.65	\$ 548.65	\$ 502.02	\$ 502.02	\$ 502.02	\$ 502.02	\$ 358.21	\$ 358.21	\$ 358.21	\$ 358.21	\$ 384.24	\$ 384.24	\$ 384.24	\$ 384.24
Lawrence County 911	10 Yrs, Age 55	\$ 662.00	\$ 0.00	\$ 702.00	\$ 0.00	\$ 620.00	\$ 0.00	\$ 660.00	\$ 0.00	\$ 434.00	\$ 0.00	\$ 474.00	\$ 0.00	\$ 481.00	\$ 0.00	\$ 521.00	\$ 0.00
	20 Yrs, Age 60	\$ 662.00	\$ 0.00	\$ 702.00	\$ 0.00	\$ 620.00	\$ 0.00	\$ 660.00	\$ 0.00	\$ 434.00	\$ 0.00	\$ 474.00	\$ 0.00	\$ 481.00	\$ 0.00	\$ 521.00	\$ 0.00
	30 Yrs	\$ 662.00	\$ 0.00	\$ 702.00	\$ 0.00	\$ 620.00	\$ 0.00	\$ 660.00	\$ 0.00	\$ 434.00	\$ 0.00	\$ 474.00	\$ 0.00	\$ 481.00	\$ 0.00	\$ 521.00	\$ 0.00
Lawrenceburg Housing Authority	10 Yrs, Age 62	\$ 662.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
Lewis County Highway Dept	30 Yrs	\$ 331.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
Lexington Electric System	10 Yrs, Age 60	\$ 662.00	\$ 1,424.00	\$ 0.00	\$ 0.00	\$ 620.00	\$ 1,334.00	\$ 0.00	\$ 0.00	\$ 434.00	\$ 931.00	\$ 0.00	\$ 0.00	\$ 481.00	\$ 1,036.00	\$ 0.00	\$ 0.00
Marshall County Government*	30 Yrs	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07
	5 Yrs, Age 60	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07
	5 Yrs, Age 55	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07
	5 Yrs, Unless Injured on the Job	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07
	25 Yrs, Age below 55	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07	\$ 324.07
Murfreesboro Electric Department	10 Yrs, Age 55, Spouse Cov. up to 5 Yrs	\$ 666.00	\$ 1,431.00	\$ 702.00	\$ 1,503.00	\$ 623.70	\$ 1,340.10	\$ 659.70	\$ 1,412.10	\$ 434.70	\$ 935.10	\$ 470.70	\$ 1,007.10	\$ 484.20	\$ 1,041.30	\$ 520.20	\$ 1,113.30
New Life TN (Franklin Co Aduty)*	30 Yrs, Age 59- 1/2, 3 Yrs in Plan	\$ 496.50	\$ 1,068.00	\$ 526.50	\$ 1,128.00	\$ 465.00	\$ 1,000.50	\$ 495.00	\$ 1,060.50	\$ 325.50	\$ 698.25	\$ 355.50	\$ 758.25	\$ 360.75	\$ 777.00	\$ 390.75	\$ 837.00
	25-29 Yrs, Age 62, 1 Yr in Plan	\$ 331.00	\$ 712.00	\$ 351.00	\$ 752.00	\$ 310.00	\$ 667.00	\$ 330.00	\$ 707.00	\$ 217.00	\$ 465.50	\$ 237.00	\$ 505.50	\$ 240.50	\$ 518.00	\$ 260.50	\$ 558.00
	20-24 Yrs, Age 62, 1 Yr in Plan	\$ 165.50	\$ 356.00	\$ 175.50	\$ 376.00	\$ 155.00	\$ 333.50	\$ 165.00	\$ 353.50	\$ 108.50	\$ 232.75	\$ 118.50	\$ 252.75	\$ 120.25	\$ 259.00	\$ 130.25	\$ 279.00
Oak Ridge, City of*	10 Yrs, Age 55, Max of 7 Yrs	\$ 331.00	\$ 712.00	\$ 351.00	\$ 752.00	\$ 310.00	\$ 667.00	\$ 330.00	\$ 707.00	\$ 217.00	\$ 465.50	\$ 237.00	\$ 505.50	\$ 240.50	\$ 518.00	\$ 260.50	\$ 558.00
	20 Yrs, Age 55, Max of 7 Yrs	\$ 331.00	\$ 712.00	\$ 351.00	\$ 752.00	\$ 310.00	\$ 667.00	\$ 330.00	\$ 707.00	\$ 217.00	\$ 465.50	\$ 237.00	\$ 505.50	\$ 240.50	\$ 518.00	\$ 260.50	\$ 558.00
	30 Yrs, Max of 7 Yrs	\$ 331.00	\$ 712.00	\$ 351.00	\$ 752.00	\$ 310.00	\$ 667.00	\$ 330.00	\$ 707.00	\$ 217.00	\$ 465.50	\$ 237.00	\$ 505.50	\$ 240.50	\$ 518.00	\$ 260.50	\$ 558.00

	Service Requirement	PPO Premier BCBS & Cigna Local Plus Carrier		PPO Premier Cigna Open Access Carrier		PPO Standard BCBS & Cigna Local Plus Carrier		PPO Standard Cigna Open Access Carrier		HealthSavings CDHP BCBS & Cigna Local Plus Carrier		HealthSavings CDHP Cigna Open Access Carrier		PPO Limited BCBS & Cigna Local Plus Carrier		PPO Limited Cigna Open Access Carrier	
		Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse
Professional Care Services of West TN*	15 Yrs, Age 55	\$ 384.80	\$ 0.00	\$ 384.80	\$ 0.00	\$ 384.80	\$ 0.00	\$ 384.80	\$ 0.00	\$ 384.80	\$ 0.00	\$ 384.80	\$ 0.00	\$ 384.80	\$ 0.00	\$ 384.80	\$ 0.00
Roane County*	10 Yrs, Age 55, 3 Yrs Coverage	\$ 628.90	\$ 1,009.90	\$ 666.90	\$ 1,067.90	\$ 589.00	\$ 946.00	\$ 627.00	\$ 1,004.00	\$ 412.30	\$ 660.80	\$ 450.30	\$ 718.80	\$ 456.95	\$ 734.45	\$ 494.95	\$ 792.45
	20 Yrs, Age 55, 1 Yr Coverage	\$ 628.90	\$ 1,009.90	\$ 666.90	\$ 1,067.90	\$ 589.00	\$ 946.00	\$ 627.00	\$ 1,004.00	\$ 412.30	\$ 660.80	\$ 450.30	\$ 718.80	\$ 456.95	\$ 734.45	\$ 494.95	\$ 792.45
	30 Yrs, Any, 1 Yr Coverage	\$ 628.90	\$ 1,009.90	\$ 666.90	\$ 1,067.90	\$ 589.00	\$ 946.00	\$ 627.00	\$ 1,004.00	\$ 412.30	\$ 660.80	\$ 450.30	\$ 718.80	\$ 456.95	\$ 734.45	\$ 494.95	\$ 792.45
Savannah, City of (Firefighter and Police Officers)	20+ Yrs, Age 62	\$ 481.00	\$ 481.00	\$ 481.00	\$ 481.00	\$ 481.00	\$ 481.00	\$ 481.00	\$ 481.00	\$ 481.00	\$ 481.00	\$ 481.00	\$ 481.00	\$ 481.00	\$ 481.00	\$ 481.00	\$ 481.00
	19 Yrs, Age 62	\$ 456.95	\$ 456.95	\$ 456.95	\$ 456.95	\$ 456.95	\$ 456.95	\$ 456.95	\$ 456.95	\$ 412.30	\$ 412.30	\$ 412.30	\$ 412.30	\$ 456.95	\$ 456.95	\$ 456.95	\$ 456.95
	18 Yrs, Age 62	\$ 432.90	\$ 432.90	\$ 432.90	\$ 432.90	\$ 432.90	\$ 432.90	\$ 432.90	\$ 432.90	\$ 390.60	\$ 390.60	\$ 390.60	\$ 390.60	\$ 432.90	\$ 432.90	\$ 432.90	\$ 432.90
	17 Yrs, Age 62	\$ 408.85	\$ 408.85	\$ 0.00	\$ 408.85	\$ 408.85	\$ 408.85	\$ 408.85	\$ 408.85	\$ 368.90	\$ 368.90	\$ 368.90	\$ 368.90	\$ 408.85	\$ 408.85	\$ 408.85	\$ 408.85
	16 Yrs, Age 62	\$ 384.80	\$ 384.80	\$ 384.80	\$ 384.80	\$ 384.80	\$ 384.80	\$ 384.80	\$ 384.80	\$ 347.20	\$ 347.20	\$ 347.20	\$ 347.20	\$ 384.80	\$ 384.80	\$ 384.80	\$ 384.80
Sullivan County Government	15 Yrs, Age 62	\$ 360.75	\$ 360.75	\$ 360.75	\$ 360.75	\$ 360.75	\$ 360.75	\$ 360.75	\$ 360.75	\$ 325.50	\$ 325.50	\$ 325.50	\$ 325.50	\$ 360.75	\$ 360.75	\$ 360.75	\$ 360.75
	25 Yrs, Age 55	\$ 740.00	\$ 1,590.00	\$ 780.00	\$ 1,670.00	\$ 693.00	\$ 1,489.00	\$ 733.00	\$ 1,569.00	\$ 483.00	\$ 1,039.00	\$ 523.00	\$ 1,119.00	\$ 538.00	\$ 1,157.00	\$ 578.00	\$ 1,237.00
Tennessee Education Association*	15 Yrs, Age 60	\$ 804.00	\$ 1,729.00	\$ 804.00	\$ 1,729.00	\$ 753.00	\$ 1,620.00	\$ 753.00	\$ 1,620.00	\$ 525.00	\$ 1,130.00	\$ 525.00	\$ 1,130.00	\$ 585.00	\$ 1,258.00	\$ 585.00	\$ 1,258.00
	15 Yrs or less, Under Age 60; pay of premium decreases by number of years worked	\$ 804.00	\$ 804.00	\$ 804.00	\$ 804.00	\$ 753.00	\$ 753.00	\$ 753.00	\$ 753.00	\$ 525.00	\$ 525.00	\$ 525.00	\$ 525.00	\$ 585.00	\$ 585.00	\$ 585.00	\$ 585.00
	10 to 15 Yrs, Any Age; pay of premium decreases by number of years worked	\$ 723.60	\$ 723.60	\$ 723.60	\$ 723.60	\$ 677.70	\$ 677.70	\$ 677.70	\$ 677.70	\$ 472.50	\$ 472.50	\$ 472.50	\$ 472.50	\$ 526.50	\$ 526.50	\$ 526.50	\$ 526.50
Tipton County*	10 Yrs, Age 55	\$ 99.30	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
	20 Yrs, Age 55	\$ 99.30	\$ 0.00	\$ 139.30	\$ 0.00	\$ 93.00	\$ 0.00	\$ 133.00	\$ 0.00	\$ 43.40	\$ 0.00	\$ 83.40	\$ 0.00	\$ 48.10	\$ 0.00	\$ 88.10	\$ 0.00
Tiptonville, City of*	25-29 Yrs, Age 55	\$ 518.00	\$ 1,113.00	\$ 546.00	\$ 1,169.00	\$ 485.10	\$ 1,042.30	\$ 513.10	\$ 1,098.30	\$ 338.10	\$ 727.30	\$ 366.10	\$ 783.30	\$ 376.60	\$ 809.90	\$ 404.60	\$ 865.90
	30 Yrs, Age 60	\$ 666.00	\$ 1,431.00	\$ 702.00	\$ 1,503.00	\$ 623.70	\$ 1,340.10	\$ 659.70	\$ 1,412.10	\$ 434.70	\$ 935.10	\$ 470.70	\$ 1,007.10	\$ 484.20	\$ 1,041.30	\$ 520.20	\$ 1,113.30
TN State Employees Assn.	30 Yrs, Age 55	\$ 580.00	\$ 1,247.20	\$ 612.00	\$ 1,311.20	\$ 543.20	\$ 1,168.00	\$ 575.20	\$ 1,232.00	\$ 379.00	\$ 815.20	\$ 411.20	\$ 879.20	\$ 421.60	\$ 907.20	\$ 453.60	\$ 971.20
	20-29 Yrs, Age 55	\$ 507.50	\$ 1,091.30	\$ 535.50	\$ 1,147.30	\$ 475.30	\$ 1,022.00	\$ 503.30	\$ 1,078.00	\$ 331.80	\$ 713.30	\$ 359.80	\$ 769.30	\$ 368.90	\$ 793.80	\$ 396.90	\$ 849.80
	10-19 Yrs, Age 55	\$ 435.00	\$ 935.40	\$ 459.00	\$ 983.40	\$ 407.40	\$ 876.00	\$ 431.40	\$ 924.00	\$ 284.40	\$ 611.40	\$ 308.40	\$ 659.40	\$ 316.20	\$ 680.40	\$ 340.20	\$ 728.40
Union City Energy Authority*	10 Yrs, Age 60	\$ 444.00	\$ 954.00	\$ 468.00	\$ 1,002.00	\$ 415.80	\$ 893.40	\$ 439.80	\$ 941.40	\$ 289.80	\$ 623.40	\$ 313.80	\$ 671.40	\$ 313.80	\$ 671.40	\$ 346.80	\$ 742.20
	10 Yrs, Age 61	\$ 592.00	\$ 1,272.00	\$ 624.00	\$ 1,336.00	\$ 554.40	\$ 1,191.20	\$ 586.40	\$ 1,255.20	\$ 386.40	\$ 831.20	\$ 418.40	\$ 895.20	\$ 418.40	\$ 895.20	\$ 462.40	\$ 989.60
	10 Yrs, Age 62	\$ 740.00	\$ 1,590.00	\$ 780.00	\$ 1,670.00	\$ 693.00	\$ 1,489.00	\$ 733.00	\$ 1,569.00	\$ 483.00	\$ 1,039.00	\$ 523.00	\$ 1,119.00	\$ 523.00	\$ 1,119.00	\$ 578.00	\$ 1,237.00
Upper Cumberland Human Resource Agency	20 Yrs, Age 59.5	\$ 562.80	\$ 1,210.30	\$ 590.80	\$ 1,266.30	\$ 527.10	\$ 1,134.00	\$ 555.10	\$ 1,190.00	\$ 367.50	\$ 791.00	\$ 395.50	\$ 847.00	\$ 409.50	\$ 880.60	\$ 437.50	\$ 936.60

\*Benefit changes reflect revised subsidy levels.

Note: The benefit change for local government employer, City of Portland, reflects the elimination of the direct premium subsidy.

## Retiree Contributions

In order to begin and maintain retiree Medical/Prescription coverage, premium contributions are required from the retiree. For dependent coverage, the retiree is required to pay a premium as well. If any required amounts are not paid timely, the coverage for the retiree and/or the dependent(s) will cease. Annual plan premium increases impact the amount of contributions required for retiree and dependent coverage.

The chart on the following page summarizes the current total monthly contribution amounts required by the health plan the corresponding medical/prescription coverage. These rates went into effect on January 1, 2019. Coverage for children of retirees is available (until their limiting age). However, for measuring the long term costs, the relatively few children covered by retirees coupled with the short duration of their coverage remaining results in costs that are not material in the long term. Consequently, only spouses are included in the Valuation.

	AGENCY PREMIUM LEVEL1		AGENCY PREMIUM LEVEL2		AGENCY PREMIUM LEVEL3	
	BCBST, CIGNA LOCAL PLUS	CIGNA OAP	BCBST, CIGNA LOCAL PLUS	CIGNA OAP	BCBST, CIGNA LOCAL PLUS	CIGNA OAP
<b>Premier PPO</b>						
Employee	\$662.00	\$702.00	\$740.00	\$780.00	\$804.00	\$844.00
Employee+Child(ren)	\$1,027.00	\$1,067.00	\$1,146.00	\$1,186.00	\$1,246.00	\$1,286.00
Employee+Spouse	\$1,424.00	\$1,504.00	\$1,590.00	\$1,670.00	\$1,729.00	\$1,809.00
Employee+Spouse+Child(ren)	\$1,789.00	\$1,869.00	\$1,997.00	\$2,077.00	\$2,172.00	\$2,252.00
Spouse Only	\$762.00	\$802.00	\$851.00	\$891.00	\$925.00	\$965.00
Child(ren) Only	\$365.00	\$405.00	\$407.00	\$447.00	\$443.00	\$483.00
Spouse + Child(ren)	\$1,127.00	\$1,167.00	\$1,258.00	\$1,298.00	\$1,368.00	\$1,408.00
<b>Standard PPO</b>						
Employee	\$620.00	\$660.00	\$693.00	\$733.00	\$753.00	\$793.00
Employee+Child(ren)	\$962.00	\$1,002.00	\$1,074.00	\$1,114.00	\$1,168.00	\$1,208.00
Employee+Spouse	\$1,334.00	\$1,414.00	\$1,489.00	\$1,569.00	\$1,620.00	\$1,700.00
Employee+Spouse+Child(ren)	\$1,676.00	\$1,756.00	\$1,871.00	\$1,951.00	\$2,034.00	\$2,114.00
Spouse Only	\$714.00	\$754.00	\$797.00	\$837.00	\$867.00	\$907.00
Child(ren) Only	\$342.00	\$382.00	\$381.00	\$421.00	\$415.00	\$455.00
Spouse + Child(ren)	\$1,056.00	\$1,096.00	\$1,178.00	\$1,218.00	\$1,281.00	\$1,321.00
<b>Limited PPO</b>						
Employee	\$481.00	\$521.00	\$538.00	\$578.00	\$585.00	\$625.00
Employee+Child(ren)	\$747.00	\$787.00	\$834.00	\$874.00	\$907.00	\$947.00
Employee+Spouse	\$1,036.00	\$1,116.00	\$1,157.00	\$1,237.00	\$1,258.00	\$1,338.00
Employee+Spouse+Child(ren)	\$1,302.00	\$1,382.00	\$1,452.00	\$1,532.00	\$1,580.00	\$1,660.00
Spouse Only	\$555.00	\$595.00	\$619.00	\$659.00	\$672.00	\$712.00
Child(ren) Only	\$265.00	\$305.00	\$297.00	\$337.00	\$321.00	\$361.00
Spouse + Child(ren)	\$820.00	\$860.00	\$915.00	\$955.00	\$995.00	\$1,035.00
<b>Local CDHP / HSA</b>						
Employee	\$434.00	\$474.00	\$483.00	\$523.00	\$525.00	\$565.00
Employee+Child(ren)	\$671.00	\$711.00	\$750.00	\$790.00	\$815.00	\$855.00
Employee+Spouse	\$931.00	\$1,011.00	\$1,039.00	\$1,119.00	\$1,130.00	\$1,210.00
Employee+Spouse+Child(ren)	\$1,170.00	\$1,250.00	\$1,306.00	\$1,386.00	\$1,420.00	\$1,500.00
Spouse Only	\$498.00	\$538.00	\$556.00	\$596.00	\$605.00	\$645.00
Child(ren) Only	\$238.00	\$278.00	\$266.00	\$306.00	\$290.00	\$330.00
Spouse + Child(ren)	\$736.00	\$776.00	\$822.00	\$862.00	\$895.00	\$935.00

Eligibility for Retirement  
Vested Termination

Group I eligibility retirements under TCRS

- Full vesting starts after 5 years of creditable service, or 10 years for members of political subdivisions unless the governing body passes a resolution authorizing five-year vesting.
- However, no other postemployment benefits are available under the Local Government Employee Group Plan to employees not meeting criteria described below.

25-Year Retirement

Group I eligibility retirements under TCRS

- Members of political subdivisions are eligible only if the local government has passed a resolution authorizing this provision

Early Retirement

Group I eligibility retirements under TCRS:

- Age 55 and vested

Normal Retirement

Group I eligibility retirements under TCRS

- Earlier of (i) Age 60 and vested, or (ii) Any age with 30 years of creditable service.

Eligibility for Medical Insurance

Employees retiring upon meeting criteria described above and covered as an active employee at the time of retirement will be eligible for retiree insurance coverage if the agency that they retired from has opted in and they also meet at least one of the following conditions:

TCRS Participants

- Age 55 with 10 years employment with the local government agency from which individual is retiring and three continuous years of insurance coverage in the plan immediately prior to final termination for retirement. The date retirement pension benefits start (effective date of retirement with TCRS) must be on or before the date your active coverage ends.
- Age 55 with 20 or more years employment with the local government agency from which the individual is retiring and one year of insurance coverage in the plan immediately prior to final termination for retirement. The date retirement pension benefits start (effective date of retirement with TCRS) must be on or before the date your active coverage ends.
- 30 years of service with the local government agency from with the individual is retiring at any age and one year of insurance coverage in the plan

immediately prior to final termination for retirement. The date retirement pension benefits start (effective date of retirement with TCRS) must be on or before the date your active coverage ends.

- If the individual is retiring through TCRS, they must be receiving a monthly retirement benefit to continue coverage as a retiree. TCRS participants electing a lump-sum retirement benefit are not eligible to continue insurance at retirement.

Other Participants

- Public safety employees (police and firemen) in a retirement system other than TCRS who are age 50 and have at least 25 years of creditable service and one year of insurance coverage in the plan prior to retirement
- Utility board members who are age 55 and have at least 20 years of service with the same utility district from which they are retiring and one full year of insurance coverage in the plan immediately prior to retirement, or 30 years of service with the same utility district from which they are retiring at any age and one full year of insurance coverage in the plan immediately prior to retirement

Disability Retirement

Retirees with an agency that opted in who were insured through a participating local government agency at the time of an injury or illness which resulted in their disability (as must be determined to be disabled by TCRS or the Social Security Administration) may continue coverage provided that no lapse in medical coverage has occurred by meeting the requirements outlined above, or by having at least five years of employment with the employer immediately prior to final termination due to disability.

Plan Benefits

Eligible retirees may choose among the same Medical Plan options available for similarly situated active employees of the employer. Dependents of retirees who continue to meet eligibility requirements may be covered at the retiree's option the same as dependents of active employees, provided those dependents were already enrolled in the Plan when the retiree's active coverage was terminated or they become eligible based on a special enrollment provision. Prescription Drug coverage is automatically extended to retirees and their dependents who continue coverage under any one of the Medical Plan options. Covered retirees and their dependents are subject to the same Medical and Prescription benefits as are active employees. Retirees



and their dependents eligible for Medicare benefits are not eligible to remain in the Local Government Employee Group Insurance Plan and may apply for the Medicare Supplement plan (The Tennessee Plan) if the retiree has a date of hire prior to 7/1/2015 and is receiving a monthly TCRS pension check. A Medicare eligible spouse may only be covered on the Tennessee Plan if the retiree is also covered.

- Dental and vision benefits for retirees and their dependents are fully paid by the retirees, as they are by employees and their dependents. Consequently, these benefits are not considered as other post-employment benefits for the purposes of GASB Statement No. 75
- The surviving dependents of a retiree may stay in the plan at no cost for up to six months. Afterwards, the surviving dependents are eligible to continue coverage under the Local Government Employee Group Plan subject to payments of the applicable premiums. The surviving dependents must continue to meet eligibility requirements to remain enrolled in the plan
- Former employees, retirees and dependents may be eligible for an extended benefit under COBRA, regardless of the terms of the employer's other post-employment benefits. COBRA benefits are not considered as other post-employment benefits for the purposes of GASB Statement No. 75

#### Duration of Benefits

Certain Other Post-Employment Benefits (OPEB) are available to current retirees and all employees of local government agencies who have opted in as of the measurement date retiring from Local Government Agencies under the provisions of Disability, Early or Normal Retirement, as described above. With exception of a small group of grandfathered individuals, retirees are required to discontinue coverage under the plan upon attaining eligibility for Medicare benefits. In addition to subsidies that may be provided by the local employers for retiree premiums the OPEB benefits include access to coverage for the retiree and dependents under the Medical, Prescription, Dental, and Vision as described.

## Plan Changes Since the Prior Year

- The following 19 employers had a change in age or service requirements or subsidy amounts:
  - Big Sandy, City of
  - Campbell Co 911
  - City of Belle Meade
  - City of Clifton
  - City of Covington
  - City of Hohenwald
  - Clarksville Housing Authority
  - Crockett Public Utility District
  - Dekalb Co 911
  - Town of Estill Springs
  - Franklin Co. Adult Activity Center
  - Lawrence County 911
  - Marshall County Government
  - Oak Ridge, City of
  - Professional Services of W TN
  - Tipton County
  - City of Tiptonville
  - Town of Caryville
  - Union City Energy Authority
  
- The following 138 employers opted out of medical insurance:
  - Aid To Dist Fam/Ander C
  - AIM Center, Inc.
  - Big Creek Utility District
  - Blaine, City of
  - Blakemore United Methodist Childrens Center
  - Blount Co Comm Act Agency
  - Bon De Croft Utility
  - Bridges Of Williamson Co
  - Care Of Savannah
  - Carroll County Government
  - Carroll County Highway Dept.
  - Cerebral Palsy Center
  - Chattanooga Housing Authority

- Cheatham Co. Government
- Cheatham Co. Highway Dept.
- City Of Cross Plains
- City Of Lakesite
- City of Manchester
- City of Michie
- City of Michie Water Systems
- City of Newbern
- City Of Wartburg
- City of Waynesboro
- Clarksville/Montgomery Caa
- Cocke Co 911
- Community Foundation Of Middle TN
- Core Services of Northeast Tennessee
- Cornerstone
- Crab Orchard Utility Dist
- Decatur County Highway Department
- Dewwhite Utility
- Disability Resource Center
- Duck River Utility Commission
- Dyersburg Housing Authority
- Eagleville, City of
- East Montgomery Utility District
- East TN Development Dist
- Engstrom Services, Inc
- Fayette County 911
- Fayetteville Housing Authority
- First Utlity Dist Of Tipton Co
- Franklin County Consolidated Housing Authority
- Gainesboro, Town of
- Gallatin Department of Electricity
- Gibson Co Mun Water Dist
- Goodwill-Knox
- Grundy County Highway
- Habitation and Training Services
- Hancock County Gov

- Haywood County Government
- Highland Rim Economic Corp
- Hixson Util Dst
- Hohenwald Housing Authority
- Hope Of East Tennessee
- Houston County Highway Department
- Humphrey'S County 911
- Industrial Dev Brd of Blount Co, Alcoa, & Maryville
- Jackson Alcohol/Drug
- Jackson County
- Jackson Ctr. Ind. Living
- Jefferson Co. 911
- Johnson County Emergency Communications E911
- Knoxville/Knox Cac
- Life Bridges, Inc
- McNairy Co Dev
- McNeilly Center for Children
- M-Cumb Comm Act
- M-East Comm Act
- Meigs County Government
- Memphis Area Association of Governments
- Memphis Liv Ctr
- Mental Hlt-Nash
- Meritan, Inc
- Metropolitan Development and Housing Agency
- Mid-Cumb Hra
- My Friend's House Family and Children Services, Inc.
- Nami Tennessee
- Nashville Cares1
- Nashville Cares2
- New Horizons Corp
- North Overton Utility District
- Nw Dyersburg Util
- Orange Grove Center, Inc
- Prevent Child Abuse TN
- Progress Inc.

- Project Return
- Rape/Sex Ab Ctr
- Renewal House
- Rutherford Adult Ctr
- Samaritan Recovery
- Second South Cheatham Util.
- Senior Citizens Inc
- Shelby Residential & Voc. Svs
- Skills Development Services, Inc
- Southeast Tennessee Human Resource Agency
- Stewart Co. Hwy.
- SW TN Development District
- Tarp, Inc.
- Tenn Assn Of Utility Districts
- Tennessee Central Economic Authority
- Tennessee State Veterans Home Board Executive/Murfr
- Tennessee State Veterans Home Board Humboldt
- Tennessee State Veterans Home Board Knoxville
- The Development Corp of Knox County
- The Jason Foundation
- Tipton Co 911
- TN Alliance for Legal Services
- TN Bus Enterprises
- TN Primary Care Association
- TN State Museum
- TN State Veterans Home - Clarksville
- TN Technology Development
- TN Voices For Children
- Town Of Atoka
- Town Of Bruceto
- Town Of Huntingdon
- Town Of Jasper
- Town Of Monteagle
- Town Of Mosheim
- Town Of Pleasant View
- Town Of Scotts Hill

- Town Of Unicoi
- Town Of Wartrace
- Town Of Whiteville
- Tracy City Utility
- Troy, Town Of
- Tullahoma Housing Authority
- United Neighborhood Health Services
- Upper Cumb Dev Dist
- Vision Coordination
- Wdvx- Cumberland Comm Corp
- Weakley Co 911
- Weakley County
- West Tenn Legal Services, Inc.
- West TN Forensic SVS Inc.
- West Warren-Viola Utility
- Whitwell City
- Williamson Co Child Adv Ctr