

August 25, 2021

PERSONAL & CONFIDENTIAL

Joseph Young  
Village of Lake Orion  
21 East Church Street  
Lake Orion, Michigan 48362

RE: Village of Lake Orion Retiree Medical Plan

Dear Joe:

Transmitted via email, this is a copy of your OPEB accounting report for the fiscal year ending June 30, 2021. This information is intended to assist you in complying with Governmental Accounting Standards Board Statement No. 74 (GASB 74) Financial Reporting for Postemployment Benefit Plans Other than Pension Plans, and Statement No. 75 (GASB 75) Accounting and Financial Reporting for Postemployment Benefits Other than Pensions.

The actuarial values shown in this report are based on June 30, 2020 results rolled forward to June 30, 2021.

If you have any questions about this report, please call me at (616) 742-9244.

Sincerely,



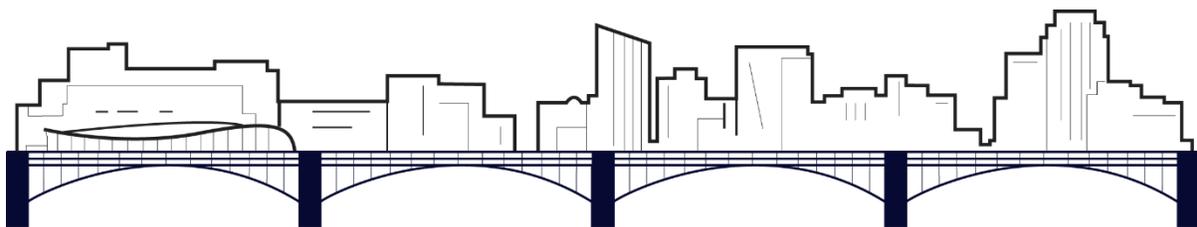
Christian R. Veenstra, FCA, ASA, MAAA  
President / Enrolled Actuary

Enclosure

# Village of Lake Orion Retiree Medical Plan

## Accounting Report

for the Period Ending June 30, 2021  
under GASB Statement 74 & 75



Report presented by:



August 2021

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## INTRODUCTION AND CERTIFICATION

The schedules included in this report have been prepared in order to provide the information necessary to comply with Governmental Accounting Standards Board (GASB) Statement Nos. 74 and 75. This information may, at the discretion of management of the plan sponsor and its auditor, be used for the preparation of its financial statements. The calculations herein have been made based on our understanding of GASB 74 and 75, and may be inappropriate for other purposes.

The calculations summarized in this report involve actuarial calculations that require assumptions about future events. We believe that the assumptions used in the report are within the range of possible assumptions that are reasonable and appropriate for the purposes for which they have been used. However, other assumptions are also reasonable and appropriate and their use would produce different results.

This report contains additional information and details related to plan provisions and recommended contribution calculations.

This report was prepared on the basis of participant data and asset values as reported to us by the plan sponsor. Watkins Ross relied upon the data as submitted, and has no reason to believe that any information, which would have a material effect on the results of this valuation, was not considered in the preparation of the report.

The actuary certifying this report represents herself as meeting the Qualification Standards of the American Academy of Actuaries to render actuarial opinions contained in the report.

**Prepared and Certified by:**



Leah A. Dudley, ASA, MAAA  
Health Actuary

**Reviewed by:**



Lisa J. Hayes  
Senior OPEB Analyst

## COMMENTS

### **Purpose of Governmental Accounting Standards Board (GASB) Reporting**

The objective of GASB is to provide guidelines and requirements for accounting and financial reporting by state and local governments for postemployment benefits other than pensions (OPEB). This statement establishes standards for recognizing and measuring liabilities, deferred inflows and outflows of resources and methods and assumptions that are required to be used to project benefit payments and discount those payments to their actuarial present value.

The methods and assumptions may or may not be an appropriate measure of the plan's liability for funding purposes or for reporting liabilities under Public Act 202 of the State of Michigan. Thus, liabilities and other values calculated for those purposes may differ from the ones used for GASB reporting.

### **State of Michigan Public Act 202**

Public Act 202 (PA 202) was drafted to address the underfunded status of pension and retiree healthcare plans of local governments in Michigan. Accordingly, PA 202 included transparency and funding requirements. In addition, in order that the plans' funded status be reported on a consistent basis, Uniform Assumptions were published. While all of the Uniform Assumptions have a sound and reasonable basis, some might not be appropriate for each plan and therefore may be different than what is used for funding. Additionally, some of the assumptions may differ from what is required for reporting under GASB.

### **Actuarially Determined Contribution for GASB reporting**

GASB reporting includes a 10-year history of actual annual amounts contributed by an employer on behalf of the OPEB plan and an Actuarially Determined Contribution (ADC). In addition, the report includes a summary of assumptions used to determine the ADC. This reporting requirement presumes a separate funding report is completed. However, for many employers, separate funding studies have not been solicited. We have included a contribution section in this report (Schedules of Required Supplementary Information: Description of Actuarially Determined Contribution) that provides this information. The assumptions and methods used for these calculations are derived from those used for GASB reporting and are not necessarily consistent with PA 202. This report includes an ADC determined using an amortization of the unfunded liability over average future service for actives for GASB reporting purposes.

### **Actuarially Determined Contribution under Public Act 202**

Public Act 202 requires a calculation of an ADC using the Uniform Assumptions prescribed under PA 202. This ADC differs from the one used for the 10-year reporting history noted in the paragraph above. (Schedules of Required Supplementary Information: State of Michigan Public Acts 530 and 202 Information)

### **Changes in Actuarial Assumptions, Plan Changes and Expected Actuarial Experience**

There was an actuarial loss (increase in liability) of \$1,670, due to the actual benefit payments being lower than expected. The combination of actuarial assumption changes, described in the "Assumptions and Methods for Calculation of Actuarially Determined Contribution" section of this report, generated an actuarial gain of \$90,146.

## PLAN DESCRIPTION

### Summary of Significant Accounting Policies

For purposes of measuring the net Other Post-Employment Benefits (OPEB) liability, deferred outflows of resources and deferred inflows of resources related to OPEB, and OPEB expenses, information about the fiduciary net position of the Village of Lake Orion Retiree Medical Plan and additions to/deductions from the Village's fiduciary net position have been determined on the same basis as they are reported by the Village of Lake Orion. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

### Plan Description

**Village of Lake Orion Retiree Medical Plan** is a single employer plan established and administered by **Village of Lake Orion** and can be amended at its discretion.

### Benefits Provided

A summary of the benefits provided is available in the Plan Provisions section of the report.

### Summary of Plan Participants

As of June 30, 2020, Retirement Plan membership consisted of the following:

Active members	3
Inactive members	1
Retirees and beneficiaries	10
Total members	14

### Contributions

The Village of Lake Orion Retiree Medical Plan was established and is being funded under the authority of the Village Council. The plan's funding policy is that the employer will contribute any required amounts as determined by an annual actuarial valuation as a reference but not as a definitive requirement. Currently, benefit payments are made from general operating funds. There are no long-term contracts for contributions to the plan.

## ASSUMPTIONS AND METHODS

The Village of Lake Orion's OPEB liability was measured as of June 30, 2021.

### Actuarial Assumptions

The total OPEB liability was determined by an actuarial valuation as of June 30, 2020 rolled forward to June 30, 2021. The following actuarial assumptions were used in the measurement:

Inflation	Included in investment return
Salary increases	3.0% (for purpose of allocating liability)
Investment rate of return	4.46% (including inflation)
20-year Aa Municipal bond rate	2.18% (S&P Municipal Bond 20-Year High Grade Rate Index)
Mortality	Public General and Public Safety 2010 Employee and Healthy Retiree, Headcount weighted
Improvement Scale	MP-2020

The long-term expected rate of return on retirement plan investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of retirement plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. Best estimates of arithmetic real rates of return for each major asset class included in the retirement plan's target asset allocation are summarized in the following table:

Asset Class	Target Allocation	Long-Term Expected Rate of Return
Global Equity	65.4%	4.80%
Global Fixed Income	29.1%	3.60%
Real Assets	3.1%	6.40%
Diversifying Strategies	2.4%	3.00%

The sum of each target allocation times its long-term expected real rate, plus inflation, is 4.46%.

### Discount Rate

The discount rate used to measure the total OPEB liability was **4.46%**. Because the covered group is closed to new entrants and the employer continues to make benefit payments on a pay-as-you-go basis, assets will theoretically not be depleted and no cross-over point will occur so the average rate above is used for the discount rate. **It is our opinion that because the plan is only 10% funded and the employer has not made a formal commitment to funding the plan, as long as benefits are paid from general operating funds those payments ought to be discounted at the municipal bond rate and a lower discount rate would result in a higher liability.** This discount rate is used to determine the Total OPEB Liability. As of June 30, 2020 the discount rate used to value OPEB liabilities was 4.46%.

## RECONCILIATION AND RECOGNITION OF NET OPEB LIABILITY

### Changes in the Net OPEB Liability

	Total OPEB Liability (a)	Plan Fiduciary Net Position (b)	Net OPEB Liability (a) - (b)
<b>Balance at June 30, 2020</b>	\$2,014,257	\$147,148	\$1,867,109
<b>Changes during the Year</b>			
Service Cost	15,453		15,453
Interest	88,773		88,773
Experience (Gains)/Losses	1,670		1,670
Change in plan terms	0		0
Change in actuarial assumptions	(90,146)		(90,146)
Contributions to OPEB trust		10,000	(10,000)
Contributions/benefit from general operating funds		78,550	(78,550)
Employee Contributions		0	0
Net Investment Income		41,387	(41,387)
Benefit Payments; Including Refunds of Employee Contributions	(78,550)	(78,550)	0
Administrative Expenses		(895)	895
Other Changes		0	0
<b>Total Changes</b>	<b>(62,800)</b>	<b>50,492</b>	<b>(113,292)</b>
<b>Balance at June 30, 2021</b>	<b>\$1,951,457</b>	<b>\$197,640</b>	<b>\$1,753,817</b>

### Net OPEB Liability – Discount and Trend Rate Sensitivities

The following presents the net OPEB liability (NOL) of the Village, calculated using trend and discount rates 1% higher and lower than base assumptions:

Discount	1% Decrease	Current Rate	1% Increase
Total OPEB Liability	\$2,205,630	\$1,951,457	\$1,741,539
Plan Fiduciary Net Position	197,640	197,640	197,640
Net OPEB Liability	\$2,007,990	\$1,753,817	\$1,543,899
Trend	1% Decrease	Current Rate	1% Increase
Total OPEB Liability	\$1,715,777	\$1,951,457	\$2,235,879
Plan Fiduciary Net Position	197,640	197,640	197,640
Net OPEB Liability	\$1,518,137	\$1,753,817	\$2,038,239

## RECONCILIATION AND RECOGNITION OF NET OPEB LIABILITY

### OPEB Expense

Below are the components of the Total OPEB Expense:

	Fiscal Year Ending 06/30/2021
Service Cost	\$15,453
Interest on Total OPEB Liability	88,773
Experience (Gains)/Losses	(184,831)
Changes in Plan Terms	0
Changes in Assumptions	63,766
Employee Contributions	0
Projected Earnings on OPEB Plan Investments	(6,766)
Investment Earnings (Gains)/Losses	(5,459)
Administrative Expenses	895
Other Changes in Fiduciary Net Position	0
<b>Total OPEB Expense</b>	<b>\$(28,169)</b>

### OPEB Plan Fiduciary Net Position

The OPEB Plan Fiduciary Net Position as of June 30, 2021 is \$197,640.

### Deferred Inflows and Outflows of Resources Related to OPEB Plan

	Deferred Outflows Of Resources	Deferred Inflows Of Resources
Experience (Gains)/Losses	0	0
Changes of Assumptions	0	0
Investment Earnings (Gains)/Losses	0	22,451
<b>Total</b>	<b>\$0</b>	<b>\$22,451</b>

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

Year Ended June 30,	Amount Recognized
2022	\$(5,460)
2023	(4,921)
2024	(5,145)
2025	(6,925)
2026	0
Thereafter	0

## RECONCILIATION AND RECOGNITION OF NET OPEB LIABILITY

### Reconciliation of Net OPEB Liability

	Net OPEB Liability
Net OPEB Liability June 30, 2020	\$1,867,109
Total OPEB expense	(28,169)
Contributions	(88,550)
Change in deferred outflows of resources	(192,414)
Change in deferred inflows of resources	195,841
<b>Net OPEB Liability June 30, 2021</b>	<b>\$1,753,817</b>

### Total OPEB Liability by Participant Status

	Total OPEB Liability
Active participants	\$501,569
Inactive participants	322,366
Retirees and beneficiaries	1,127,522
<b>Total OPEB Liability</b>	<b>\$1,951,457</b>

## SCHEDULES OF REQUIRED SUPPLEMENTARY INFORMATION

### Description of Actuarially Determined Contributions

Although not required as part of GASB reporting, we have included an Actuarially Determined Contribution in order to provide information for funding. This recommended contribution is designed to eventually fund your plan enough that you can pay retiree benefits directly from the trust instead of general operating funds. The amortization period is based on average future working years for active employees.

Actuarially Determined Contribution (ADC)	Fiscal Year Ending June 30,	
	2022	2021
Discount rate	4.46%	4.46%
Actuarial assumptions consistent with reporting as of:	6/30/2021	6/30/2020
Amortization period	7 years	8 years
Amortization method	Level \$	Level \$
Normal cost	15,152	15,453
Amortization of Net OPEB Liability	284,501	270,543
Interest to end of year	13,365	12,755
Total ADC	\$313,018	\$298,751

PA 202 was issued by the State of Michigan and requires the calculation of other “contribution” amounts. These are

1. The Actuarially Determined Contribution (ADC) using Assumptions for financial reporting and
2. The minimum required amount to be deposited into an OPEB trust

The first of these contributions as shown above, \$298,751, is an amount required to be reported to the State of Michigan and may be used to determine whether a Corrective Action Plan (CAP) must be adopted if one hasn't yet been implemented. *It is not a required contribution.*

The second of these numbers is the actual minimum amount the State of Michigan requires you to deposit into a trust and it is based on the normal cost (actuarially calculated) for those covered by your plan and hired after June 30, 2018. Because your plan is closed to new hires after July 1, 2007, this requirement is not applicable.

Minimum funding rules under PA 202 require that retiree healthcare benefits continue to be paid from general operating funds until plan funds are sufficient to pay benefits. That amount generates a total minimum required amount of \$78,550 as shown on the following page of this report.

## SCHEDULES OF REQUIRED SUPPLEMENTARY INFORMATION

### State of Michigan Public Acts 530 and 202 Information

Financial information	2021
Assets (Fiduciary net position)	197,640
Liabilities (Total OPEB Liability)	1,951,457
Funded ratio for the Plan Year	10.13%
Actuarially Determined Contribution	\$298,751
Is ADC calculated in compliance with No. Letter 2018-3?	Yes

Membership	2021
Number of active members	3
Number of inactive members	1
Number of retirees and beneficiaries	10
Premiums paid on behalf of the retirants	\$78,550

**Investment Performance**  
 This information is available from the Investment Manager

Actuarial Assumptions	2021
Actuarially assumed rate of investment return	4.46%
Discount rate	4.46%
Amortization method used for funding unfunded liability	Level \$
Amortization period used for funding unfunded liability	8 years
Is each division closed to new employees	Yes
Healthcare inflation assumption next year	7.50%
Healthcare inflation assumption - long term	4.50%

Uniform Assumptions	2021
Actuarial value of assets using uniform assumptions	197,640
Actuarial accrued liability using uniform assumptions	1,976,056
Funded ratio using uniform assumptions	10.00%
Actuarially Determined Contribution (ADC) using uniform assumptions	\$298,688

Information for Summary Report (minimum required contribution) <sup>1</sup>	2021
Retiree insurance premiums for the year	78,550
Normal cost for employees hired after June 30, 2018	0
Minimum required contribution under PA 202	\$78,550

<sup>1</sup> Senate Bill 686 requires that a local unit must contribute at least both of the following – Normal cost for employees first hired after June 30, 2018 and retiree premiums due to retirants in the retirement system; In order to obtain 40% funding, higher contributions may be needed.

## SCHEDULES OF REQUIRED SUPPLEMENTARY INFORMATION

### Changes in Net OPEB Liability and Related Ratios

Fiscal Year Ending	06/30/2021	06/30/2020	06/30/2019	06/30/2018
<b>Total OPEB Liability</b>				
Service Cost	\$15,453	\$13,960	\$27,523	\$26,056
Interest	88,773	136,147	120,056	119,190
Changes of Benefit Terms	0	0	0	0
Difference between Expected and Actual Experience	1,670	(492,465)	833	0
Change of Assumptions	(90,146)	489,911	(307,414)	0
Benefit Payments (Including Refunds of Employee Contributions)	(78,550)	(79,196)	(87,636)	(87,425)
Net Change in Total OPEB Liability	(62,800)	68,357	(246,638)	57,821
Total OPEB Liability – Beginning	2,014,257	1,945,900	2,192,538	2,134,717
Total OPEB Liability – Ending (a)	\$1,951,457	\$2,014,257	\$1,945,900	\$2,192,538
<b>Plan Fiduciary Net Position</b>				
Contributions to OPEB trust	\$10,000	\$10,000	\$10,000	\$10,000
Contributions/benefit payments made from general operating funds	78,550	79,196	87,636	87,425
Net Investment Income	41,387	962	5,726	8,775
Benefit Payments (Including Refunds of Employee Contributions)	(78,550)	(79,196)	(87,636)	(87,425)
Administrative Expenses	(895)	(694)	(606)	(554)
Other	0	0	0	0
Net Change in Fiduciary Net Position	50,492	10,268	15,120	18,221
Plan Fiduciary Net Position – Beginning	147,148	136,880	121,760	103,539
Plan Fiduciary Net Position – Ending (b)	197,640	147,148	136,880 <sup>1</sup>	121,760
<b>Net OPEB Liability – Ending (a)-(b)</b>	\$1,753,817	\$1,867,109	\$1,809,020	\$2,070,778
Plan Fiduciary Net Position as a Percentage of Total OPEB Liability	10.13%	7.31%	7.03%	5.55%
Covered Employee Payroll	\$187,983	\$178,243	Not available	Not available
Net OPEB Liability as Percentage of Payroll	933.0%	1047.5%	Not available	Not available
<b>Actuarially Determined Contribution</b>	\$298,751	\$295,215	\$305,514	\$253,808
Employer Contribution/benefit payments	(88,550)	(89,196)	(97,636)	(97,425)
Contribution Deficiency/(Excess)	\$210,201	\$206,019	\$207,878	\$156,383
ADC as a Percentage of Covered Payroll	158.9%	165.6%	Not available	Not available
Employer Contribution as a Percentage of Covered Payroll	47.1%	50.0%	Not available	Not available

<sup>1</sup> Includes \$10,000 accrued contribution per the financial statements

## SCHEDULES OF REQUIRED SUPPLEMENTARY INFORMATION

### Assumptions and Methods for Calculation of Actuarially Determined Contribution

**Valuation date** June 30, 2020

**Measurement date** June 30, 2021

**Reporting date** June 30, 2021

#### Actuarial Methods

Cost method Entry Age Normal (level percentage of compensation)

Asset valuation method Market value

#### Actuarial Assumptions

**Discount Rate** – 4.46% for June 30, 2021 liability and 2022 contribution

Rationale – The discount rate has been set equal to the long term expected return

**20-year Aa Municipal Bond Rate** – 2.18% (S&P Municipal Bond 20-Year High Grade Rate Index)

Rationale – Current bond rate (based on information published by S&P as of June 30, 2021)

**Salary Scale** – 3.0% (for purpose of allocating liability)

Rationale – Per employer experience and expectations

**Return on Plan Assets** – 4.46%

Rationale – Provided by investment manager

#### Mortality Rates

Police: Public Safety 2010 Employee and Healthy Retiree, headcount weighted, MP 2020 mortality improvement

Spouses and general employees: Public General 2010 Employee and Healthy Retiree, headcount weighted, MP-2020 mortality improvement

Rationale – Most current mortality rates available for municipalities

**Utilization** – 100% of future retirees are expected to elect Simply Blue PPO 2000 Gold plan for pre-65 coverage and receive contributions towards healthcare costs; actual coverage used for non-active

Rationale – historical

**Termination Rates** – none

Rationale – Small group

**Disability Rates** – none

Rationale – Small group

**Retirement Rates** – Upon attainment of 32 years of service

Rationale – These rates were chosen based on this plan's historical experience

**Marital assumption** – Actual spouse data used for current and future retirees

Rationale – consistent with experience

## SCHEDULES OF REQUIRED SUPPLEMENTARY INFORMATION

### Monthly per capita claims costs

Pre-65 costs – See rates below:

Simply Blue 2000 PPO Gold	
Age	Medical
55	\$662.35
56	692.95
57	723.84
58	756.81
59	773.14
60	806.11
61	834.63
62	853.34
63	876.80
64	891.06

Rationale – Actual premiums effective September 2020

Post-65 medical: \$545.47 Single, \$1,090.94 Double per month

Rationale – Actual Blue Cross Blue Shield Medicare Advantage PPO monthly premiums effective January 1, 2021

**Implicit Subsidy** – Not applicable; premiums are age-graded

### Medical Trend

Pre-65: 8.25% graded down to 7.5% after one year and then by 0.25% per year to an ultimate rate of 4.5%

Post-65: 6.5% graded down to 5.75% after one year and then by 0.25% per year to an ultimate rate of 4.5%

Rationale – Based on State of Michigan trend survey

### Data Collection

Date and form of data - All personnel and asset data was prepared by the plan sponsor or a representative and was generally relied upon as being correct and complete without audit by Watkins Ross

### Assumption changes since prior valuation

- Medical trend updated
- Mortality improvement scale updated

### Assumptions used for PA 202 Reporting

**Mortality improvement scale** – MP-2019

All other assumptions are the same as used for GASB

## SCHEDULES OF REQUIRED SUPPLEMENTARY INFORMATION

### Schedule of Difference between Actual and Expected Experience

Year	Difference between expected and actual Experience	Recognition period (years)	Amount Recognized in Year Ended June 30,							Deferred Outflow of Resources	Deferred Inflow of Resources
			2021	2022	2023	2024	2025	2026	2027+		
2018	-	3.23	-	-	-	-	-	-	-	-	-
2019	833	2.23	85	-	-	-	-	-	-	-	-
2020	(492,465)	1.61	(186,586)	-	-	-	-	-	-	-	-
2021	1,670	1.00	1,670	-	-	-	-	-	-	-	-
Net recognized in OPEB expense			\$ (184,831)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

### Schedule of Changes in Assumptions

Year	Changes in Assumptions	Recognition period (years)	Amount Recognized in Year Ended June 30,							Deferred Outflow of Resources	Deferred Inflow of Resources
			2021	2022	2023	2024	2025	2026	2027+		
2018	-	3.23	-	-	-	-	-	-	-	-	-
2019	(307,414)	2.23	(31,706)	-	-	-	-	-	-	-	-
2020	489,911	1.61	185,618	-	-	-	-	-	-	-	-
2021	(90,146)	1.00	(90,146)	-	-	-	-	-	-	-	-
Net recognized in OPEB expense			\$ 63,766	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

### Schedule of Differences between Projected and Actual Earnings on OPEB Plan Investments

Year	Difference between expected and actual earnings on OPEB assets	Recognition period (years)	Amount Recognized in Year Ended June 30,							Deferred Outflow of Resources	Deferred Inflow of Resources
			2021	2022	2023	2024	2025	2026	2027+		
2018	(2,681)	5	(536)	(537)	-	-	-	-	-	-	(537)
2019	1,112	5	222	222	224	-	-	-	-	446	-
2020	8,895	5	1,779	1,779	1,779	1,779	-	-	-	5,337	-
2021	(34,621)	5	(6,924)	(6,924)	(6,924)	(6,924)	(6,924)	(6,925)	-	-	(27,697)
Net recognized in OPEB expense			\$ (5,459)	\$ (5,460)	\$ (4,921)	\$ (5,145)	\$ (6,925)	\$ -	\$ -	\$ 5,783	\$ (28,234)

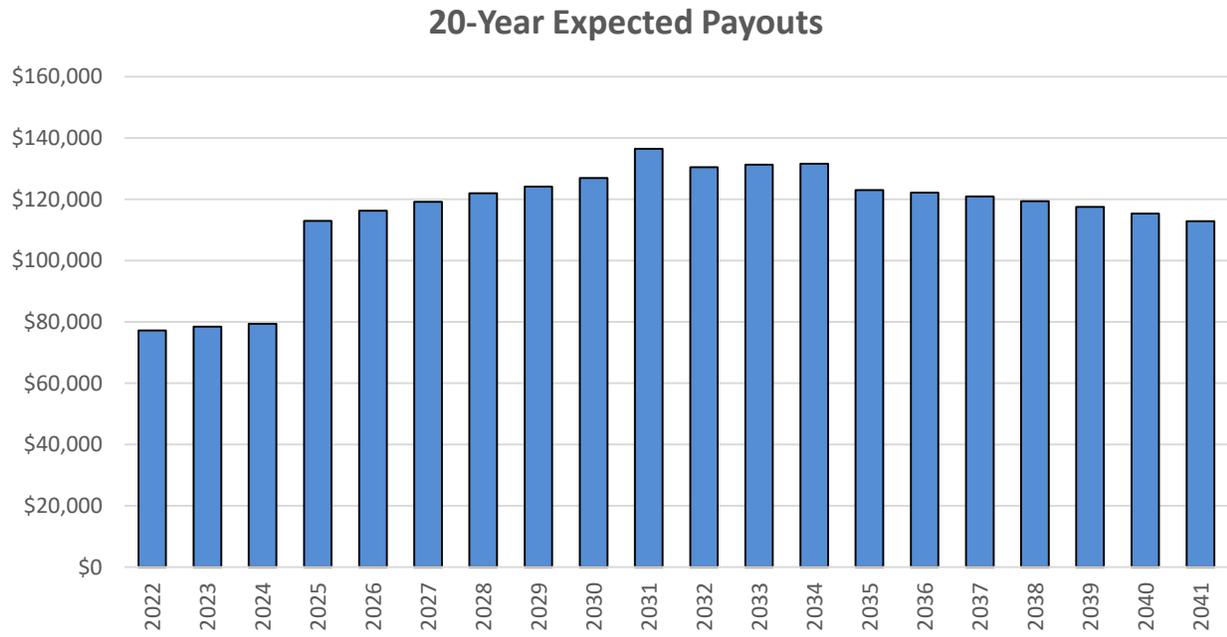
### Total Deferred Outflow/(Inflow) of Resources

	Amount Recognized in Year Ended June 30,					
	2022	2023	2024	2025	2026	2027+
Total Deferred Outflow/(Inflow) of Resources	\$ (5,460)	\$ (4,921)	\$ (5,145)	\$ (6,925)	\$ -	\$ -

## TRUSTEE INFORMATION

### Projected benefit payments

A graphic illustration of 20 years of projected benefit payments for the current group of covered lives is shown below.



## SUMMARY OF PLAN PROVISIONS

<b>Plan name</b>	Village of Lake Orion Retiree Medical Plan
<b>Benefit eligibility</b>	
AFSCME Union	Hired prior to 7/1/2007 and 30 years of service
POAM Union	Hired prior to 7/1/2007 and 25 years of service
Non-Union	Hired prior to 7/1/2007 and 25 years of service
<b>Benefit</b>	
AFSCME Union	Village pays 75% of premium for retiree and spouse for their lifetimes
POAM Union	Village pays 75% of premium for retiree and spouse for their lifetimes
Non-Union	Village pays 75% <sup>1</sup> of premium for retiree and spouse for their lifetimes
<b>Retiree contribution</b>	Balance of premium not paid by the Village, if any
<b>Changes since prior report</b>	None

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<sup>1</sup> The Village pays 100% for certain retirees with grandfathered benefits

## GLOSSARY

A number of special terms and concepts are used in connection with OPEB plans and the OPEB accounting report. The following list reviews a number of these terms and provides a brief discussion of their meaning.

**Actuarially Determined Contribution (ADC)** – A target or recommended contribution for the reporting period, determined in conformity with Actuarial Standards of Practice based on the most recent measurement available when the contribution for the reporting period was adopted.

**Actuarial Cost Method** – This is a mathematical formula which is used to allocate the present value of projected benefits to past and future plan years.

**Amortization** – The difference between actual and expected investment returns, the difference between actual and expected experience, and the impact of any plan or assumption changes will be amortized and paid over future years.

**Depletion Date (Cross-over Point)** – The projected date (if any) where plan assets, including future contributions, are no longer sufficient to pay Projected Benefit Payments to current members.

**Long-term expected rate of return** – The rate of return based on the nature and mix of current and expected plan investments and over the time period from when an employee is hired to when all benefits to the employee have been paid.

**Market Value of Assets** – The market value of all assets in the fund including any accrued contribution for the previous plan year, which was not paid by the end of the year.

**Measurement Date** – The date the Total OPEB Liability, Fiduciary Net Position, and Net OPEB Liability are determined.

**Net OPEB Liability (NOL)** – The Total OPEB Liability less the Plan Fiduciary Net Position.

**Normal Cost** – For GASB 74/75 purposes, normal cost is the equivalent of service cost (see definition of service cost).

**Other Post-Employment Benefits (OPEB)** – Benefits (such as death benefits, life insurance, disability, and long-term care) that are paid in the period after employment and that are provided separately from a pension plan, as well as healthcare benefits paid in the period after employment, regardless of the manner in which they are provided. OPEB does not include termination benefits or termination payments for sick leave.

**OPEB Expense (OE)** – The change in the Net OPEB Liability (NOL) recognized in the current measurement period. Changes to the NOL not fully recognized in a given year's OPEB expense will be maintained as deferred inflows and deferred outflows. These will be recognized incrementally in the OPEB expense over time.

## GLOSSARY

**Plan assets** – Stocks, bonds and other investments that have been segregated and restricted (usually in a trust) to provide for post-retirement benefits. Assets not segregated in a trust, or otherwise effectively restricted so that they cannot be used by the employer for other purposes, are not plan assets, even though it may be intended that those assets be used to provide post-retirement benefits.

**Plan Fiduciary Net Position** – The market value of plan assets as of the measurement date.

**Present Value** – The present value of a future payment or a series of payments is the amount of each payment, discounted to recognize the time value of money, and further reduced for the probability that the payment might not be made because of death, disability or termination of employment.

**Projected Benefit Payments** – All benefits projected to be payable to current active and inactive participants as a result of their past service and their expected future service.

**Real Rate of Return** – The rate of return on an investment after the adjustment to eliminate inflation.

**Reporting Date** – The date that represents the fiscal year end for the plan or employer.

**Service Cost** – The value of portion of Total OPEB Liability earned during the current year computed in accordance with GAAP accounting rules.

**Single Equivalent Discount Rate** – The single rate that gives the same total present value as discounting the Projected Benefit Payments with the long-term expected rate of return until the Depletion Date and discounting any remaining Projected Benefit Payments with the yield on a 20-year AA/Aa tax-exempt municipal bond index.

**Total OPEB Liability (TOL)** – The actuarial present value of the accrued benefit determined under the Entry Age actuarial cost method calculated using the blended Single Equivalent Discount Rate.

**Valuation Date** – The date as of which an actuarial valuation is performed.