

Agenda Item 4.d.

Recommendation to Approve Other Post- Employment Benefits (OPEB) Funding Policy



OPEB Trust Overview

- OPEB benefits are the non-pension related benefits provided to retirees, per labor agreements and the Personnel Admin Manual (PAM).
 - / Amounts vary depending on hire date, bargaining unit, years of service, etc.
 - / Summary of benefits provided can be found in Annual Comprehensive Financial Report on Park District website.
- Contributions to OPEB Trust are made via payroll and are managed by the California Employers' Retiree Benefit Trust (CERBT).
- These contributions, plus investment earnings, should be sufficient to fund long-term costs.

Overall Goals of OPEB Trust Policy

- Provide transparency for the Park District's employees, retirees and Board of Directors.
- Ensure that the current strong financial practices supporting the OPEB Trust are well documented.
- Clarify expectations for when the Trust reaches critical funded status thresholds.
- OPEB funding policy should demonstrate prudent financial management practices and encourage long-term planning.

Best Practices for an OPEB Policy

- Government Finance Officers Association (GFOA) recommends that the funding policy provides reasonable assurance that the cost of retiree benefits will be funded in an equitable and sustainable manner.
- Current assets plus future contributions and investment earnings should be sufficient to fund the long-term costs of benefits to retirees.

Proposed OPEB Funding Policy Highlights:

- Park District's actuary provides recommended Actuarially Determined Contributions (ADC) for funding based on biennial actuarial valuations
 - / policy is to fund 100% of recommended ADC into OPEB trust
- If OPEB Plan less than 100% funded, liabilities for past services will be amortized and added to future contributions
- If OPEB Plan greater than 100% funded, to consult with actuary on future ADC calculations.

OPEB Funded Status example

□ 111% funded as of latest valuation

	6/30/2023
A. Plan participant data¹	
1. Active employees	741
2. Covered retirees and beneficiaries	484
3. Total	1,225
B. Actuarial accrued liability	\$ 70,674,335
C. Value of plan assets	
1. Actuarial value of assets (AVA)	\$ 82,957,183
2. Market value of assets (MVA)	78,417,589
3. AVA as a percent of MVA (1. / 2.)	105.8%
D. Funded status	
1. Unfunded AAL, on AVA basis (B. - C.1.)	\$ (12,282,848)
2. Funded status, AVA basis (C.1. / B.)	117.4%
3. Funded status, MVA basis (C.2. / B.)	111.0%



OPEB Investment Strategy

- CERBT offers 3 investment strategies based on yield, risk and time horizon:
 - / Park District is invested in Strategy 1 – highest long-term expected rate of return & return volatility.
- Upon reaching 120% funded status, investments will be moved to next *lower risk strategy* to reduce funded status volatility:
 - / i.e. move from Strategy 1 to Strategy 2
- CFO to review policy and investment strategies at least biennially in conjunction with actuarial valuations.

Recommendation

Direct staff to submit the Other Post-Employment Benefits (OPEB) Funding Policy Report to the Board of Directors for Approval

