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GEORGIA DEPARTMENT OF
COMMUNITY HEALTH

**GEORGIA STATE EMPLOYEES POST-EMPLOYMENT
HEALTH BENEFIT FUND
&
GEORGIA SCHOOL PERSONNEL POST-EMPLOYMENT
HEALTH BENEFIT FUND**

**REPORT OF THE ACTUARY ON THE
RETIREE MEDICAL VALUATIONS**

PREPARED AS OF JUNE 30, 2009





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September 2, 2010

Mr. Scott Frederking
Interim Chief Financial Officer
Georgia Department of Community Health
Division of Financial Management
2 Peachtree Street, NW
Atlanta, GA 30303

Dear Mr. Frederking

Enclosed are 20 bound copies and one unbound copy of the "Georgia State Employees Post-Employment Health Benefit Fund and the Georgia School Personnel Post-Employment Health Benefit Fund, Report of the Actuary on the Retiree Medical Valuations Prepared as of June 30, 2009".

Sincerely yours,

Alisa Bennett, FSA, EA, FCA, MAAA
Principal and Senior Actuary

Edward A. Macdonald, ASA, FCA, MAAA
President

AB/EAM:lb

Enclosures

\\termsrv1\shared\Georgia Department of Community Health\Valuations\2009\GA DCH 06-30-2009 Report - State and School Separated - FINAL 2.docx



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September 2, 2010

Georgia Department of Community Health
2 Peachtree Street, N.W., 34th Floor
Atlanta, GA 30303-3159

Members of the Board:

Governmental Accounting Standards Board Statements No. 43 and 45 require actuarial valuations of retiree medical and other post-employment benefits (OPEB). The State Health Benefit Plan (SHBP) is the health benefit plan administered by the Department of Community Health covering State Employees, Public School Teachers, Public School Employees, Retirees and their eligible Dependents, and other entities under The Acts for health insurance. Legislation was enacted in 2009 creating two separate OPEB funds, the Georgia State Employees Post-Employment Health Benefit Fund (the "State Employee OPEB Fund"), which provides for the payment of current and future retiree health benefits for State employees, and the Georgia School Personnel Post-Employment Health Benefit Fund (the "School Personnel OPEB Fund"), which provides for the payment of current and future retiree health benefits for teachers and non-certificated public school employees. The Georgia Department of Community Health (DCH) is the State agency responsible for obtaining the valuation of the two OPEB Funds. Enclosed are the results of the annual actuarial valuations of the State Employee OPEB Fund and the School Personnel OPEB Fund prepared as of June 30, 2009.

Data showing claims and enrollment experience, as well as retiree health plan and coverage elections were provided by DCH. Active census data was provided by the Employees' Retirement System (ERS), the Judicial Retirement System (JRS), and the Legislative Retirement System (LRS), for the valuation of the State Employee OPEB Fund. Active census data was provided by the Teachers' Retirement System (TRS), and the Public School Employees' Retirement System (PSERS), for the valuation of the School Personnel OPEB Fund. We did not audit the data, but did perform an analysis to conclude that the data is reasonable for purposes of valuing OPEB benefits for current and future retired State employees, current and future retired teachers, and current and future retired non-certificated public school employees.

As separate and distinct Cost Sharing Multiple-Employer Plans, both OPEB Funds separately value their own OPEB liabilities, report the results, and make the appropriate disclosures under GASB 43. Member employers within each Fund are not required to conduct an individual valuation, and are permitted under GASB 45 to disclose their Annual Required Contribution as the contractual contribution established by the respective OPEB Fund and reference the respective OPEB Fund's GASB 43 report and disclosures. Thus, results are shown separately for the State Employee OPEB Fund, which includes members of ERS, JRS, and LRS, and the School Personnel OPEB Fund, which includes members of TRS and PSERS.

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State Employee OPEB Fund

The State Employee OPEB Fund is financing benefits on a Pay As You Go (PAYG) basis. That is, annual costs of providing benefits are financed in the same year those costs are incurred, with no significant assets accumulating as would occur in an advance funding strategy. Therefore, the discount rate used to determine the present value of benefits needs to be reflective of the expected investment return on cash and other very short-term investments. For the June 30, 2009 valuation, a discount rate of 4.50% has been used for the State Employee OPEB Fund.

Schedule C shows the actuarial assumptions and methods used in this valuation. Recent retiree health benefit changes reflected in this valuation include an increase in the amount that retirees must pay by means of increased deductibles, co-pays, out-of-pocket maximums and increased coinsurance, as well as an increase in the amount retirees must pay when selecting the Premium Medicare Advantage option.

The valuation indicates that an annual required contribution in the amount of \$317,100,335 or 11.61% of active payroll, payable for the fiscal year ending June 30, 2012 is required to actuarially support the benefits of the State Employee OPEB Fund.

If the employer contributions are not increased to the required levels, the Fund will not be operating in an actuarially sound manner. If contributions are increased to the required levels then the Fund will be operating in an actuarially sound manner and the discount rate for valuing liabilities could be increased. Schedule A shows the impact of this change, using a 6.00% discount rate for illustrative purposes.

The promised medical and drug benefits of the Fund are included in the actuarially calculated contribution rate which is developed using the unit credit actuarial cost method with projected benefits. Although there are State dental and vision plans, they are employee-pay-all and, therefore, not included in GASB 43 and 45. As of June 30, 2009, the assets in trust solely to provide benefits to retirees and their beneficiaries is \$136,932,084. Gains and losses are reflected in the unfunded accrued liability that is assumed amortized by regular annual contributions as a level percentage of payroll within a 30-year period, on the assumption that payroll will increase by 3.75% annually. The assumptions are recommended by the actuary and are in the aggregate, reasonably related to the experience under the Fund and to reasonable expectations of anticipated experience under the Fund and meet the parameters for the disclosures under GASB 43 and 45.

School Personnel OPEB Fund

The School Personnel OPEB Fund is financing benefits on a Pay As You Go (PAYG) basis. That is, annual costs of providing benefits are financed in the same year those costs are incurred, with no significant assets accumulating as would occur in an advance funding strategy. Therefore, the discount rate used to determine the present value of benefits needs to be reflective of the expected investment return on cash and other very short-term investments. For the June 30, 2009 valuation, a discount rate of 4.50% has been used for the School Personnel OPEB Fund.

Schedule C shows the actuarial assumptions and methods used in this valuation. Recent retiree health benefit changes reflected in this valuation include an increase the amount that retirees must pay by means of increased deductibles, co-pays, out-of-pocket maximums and increased coinsurance, as well as an increase in the amount retirees must pay when selecting the Premium Medicare Advantage option.



Georgia Department of Community Health
September 2, 2010
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The valuation indicates that an annual required contribution in the amount of \$1,054,708,002 or 9.07% of active payroll, payable for the fiscal year ending June 30, 2012 is required to actuarially support the benefits of the School Personnel OPEB Fund.

If the employer contributions are not increased to the required levels, the Fund will not be operating in an actuarially sound manner. If contributions are increased to the required levels then the Fund will be operating in an actuarially sound manner and the discount rate for valuing liabilities could be increased. Schedule A shows the impact of this change, using a 6.00% discount rate for illustrative purposes.

The promised medical and drug benefits of the Fund are included in the actuarially calculated contribution rate which is developed using the unit credit actuarial cost method with projected benefits. As of June 30, 2009, the assets in trust solely to provide benefits to retirees and their beneficiaries is \$33,806,176. Gains and losses are reflected in the unfunded accrued liability that is assumed amortized by regular annual contributions as a level percentage of payroll within a 30-year period, on the assumption that payroll will increase by 3.75% annually. The assumptions are recommended by the actuary and are in the aggregate, reasonably related to the experience under the Fund and to reasonable expectations of anticipated experience under the Fund and meet the parameters for the disclosures under GASB 43 and 45.

Actuarial Certification

Future actuarial results may differ significantly from the current results presented in this report due to such factors as the following: experience differing from that anticipated by the economic or demographic assumptions; changes 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 or additional cost or contribution requirements based on the plan's funded status); and changes in benefit provisions or applicable law. Since the potential impact of such factors is outside the scope of a normal annual actuarial valuation, an analysis of the range of results is not presented herein.

This is to certify that the independent consulting actuary is a member of the American Academy of Actuaries and has experience in performing valuations for public retirement systems, that the valuations were prepared in accordance with principles of practice prescribed by the Actuarial Standards Board, and that the actuarial calculations were performed by qualified actuaries in accordance with accepted actuarial procedures, based on the current provisions of the medical plans and on actuarial assumptions that are internally consistent and reasonably based on the actual experience of each plan.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read 'Alisa Bennett'.

Alisa Bennett, FSA, EA, FCA, MAAA
Principal and Senior Actuary

A handwritten signature in blue ink, appearing to read 'Edward A. Macdonald'.

Edward A. Macdonald, ASA, FCA, MAAA
President

AB:EAM/lb



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STATE EMPLOYEE OPEB FUND



**GEORGIA DEPARTMENT OF COMMUNITY HEALTH
STATE EMPLOYEE OPEB FUND
REPORT OF ACTUARY ON THE RETIREE MEDICAL VALUATION
PREPARED AS OF JUNE 30, 2009**

SECTION I - SUMMARY OF PRINCIPAL RESULTS

1. For convenience of reference, the principal results of the valuation are summarized below. The following table summarizes the June 30, 2009 results for the State Employee OPEB Fund.

Fund	State Employee OPEB Fund
Discount Rate	4.50%
Annual salaries	\$2,730,018,000
Actuarial Accrued Liability	\$4,520,953,493
Assets:	
Market value	\$136,932,084
Unfunded Actuarial Accrued Liability	\$4,384,021,409
Amortization period (years)	30
Fiscal Year 2012	
Annual Required Contribution (ARC)	
Normal	\$155,193,042
Accrued Liability	<u>161,907,293</u>
Total	\$317,100,335
ARC (Percent of Pay)	
Normal	5.68%
Accrued Liability	<u>5.93%</u>
Total	11.61%

* Salary amounts shown were provided by the Employees' Retirement System, the Judicial Retirement System, and the Legislative Retirement System.



The following table summarizes the Unfunded Actuarial Accrued Liability and the Annual Required Contribution for the State Employee OPEB Fund for June 30, 2009 and June 30, 2008:

Valuation Date	June 30, 2009	June 30, 2008
State Employee OPEB Fund		
Unfunded Actuarial Accrued Liability	\$ 4,384,021,409	\$ 4,531,436,718
Annual Required Contribution (\$)	\$ 317,100,335	\$ 327,052,844
Annual Required Contribution (Percent of Pay)	11.61%	11.42%
Discount Rate	4.50%	4.50%

2. The valuation indicates that contributions of \$317,100,335, or 11.61% of active payroll, is sufficient to support current benefits of the State Employee OPEB Fund. Comments on the valuation results as of June 30, 2009 are given in Section IV and further discussion of the contribution levels is set out in Sections V and VI. If the contributions are not increased to the required levels, the Fund will not be operating in an actuarially sound manner. If contributions are made at the required levels then the discount rate for valuing liabilities could be increased. The impact of this change, using a discount rate of 6.00% for illustrative purposes, is shown on Schedule A.
3. Schedule C of this report outlines the full set of actuarial assumptions and methods employed in the current valuation. Recent retiree health benefit changes reflected in this valuation include an increase the amount that retirees must pay by means of increased deductibles, co-pays, out-of-pocket maximums and increased coinsurance, as well as an increase in the amount retirees must pay when selecting the Premium Medicare Advantage option.



4. The following table details the change in the Unfunded Accrued Liability (UAL). All dollar amounts are expressed in millions.

State Employee OPEB Fund	
June 30, 2008 Discount Rate	4.50%
June 30, 2009 Discount Rate	4.50%
June 30, 2008 UAL	\$4,531.4
Normal Cost	\$159.7
Required Contribution	\$327.1
FY09 Actual Contribution	\$170.8
Expected UAL based on June 30, 2008 Valuation	\$4,564.2
Increase in UAL due to Contribution Deficiency	\$159.8
(Gains) due to plan changes	(\$480.4)
Other*	\$140.4
June 30, 2009 UAL	\$4,384.0
Other as a % of June 30, 2008 UAL	3.10%

* Other category includes changes due to such sources as retirements/terminations/etc. differing from the assumed rates, new entrants entering the plan with a partial year of service credit at the valuation date, and actual investment income different from assumed.



SECTION II - MEMBERSHIP DATA

1. Data regarding the membership of the plans for use as a basis of the valuation were furnished by the Department of Community Health, the Employees' Retirement System, the Judicial Retirement System, and the Legislative Retirement System. The following table shows the number of retirees, active employees and their annual salaries as of June 30, 2009 on the basis of which the valuation was prepared.

State Employee OPEB Fund	Total
Number of Retirees	29,976
Number of Spouses of Retirees	11,078
Number of Actives	71,992
Annual Salaries	\$2,730,018,000



2. Detailed membership summaries are shown in the following tables:

STATE EMPLOYEE OPEB FUND

Active Employees by Age and Service

Age	Service							Total
	Under 5	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 and Up	
Under 25	2,586	38	0	0	0	0	0	2,624
25 to 29	5,650	1039	23	0	0	0	0	6,712
30 to 34	4,467	2495	708	7	0	0	0	7,677
35 to 39	3,868	2412	1973	630	30	0	0	8,913
40 to 44	3,353	1966	1668	1678	953	42	0	9,660
45 to 49	2,989	1943	1496	1633	1997	785	77	10,920
50 to 54	2,420	1829	1481	1509	1661	1452	682	11,034
55 to 59	1,851	1505	1218	1289	1361	969	696	8,889
60 to 64	915	918	628	638	578	358	257	4,292
65 to 69	180	263	190	123	94	68	50	968
70 & up	50	54	61	55	39	22	22	303
Total	28,329	14,462	9,446	7,562	6,713	3,696	1,784	71,992

Enrolled Retirees and Covered Spouses

	Retirees	Spouses	Total
Under 65	12,795	6,110	18,905
65 and Older	17,181	4,968	22,149
Total	29,976	11,078	41,054



SECTION III - ASSETS

Schedule B shows information regarding assets for valuation purposes. As of June 30, 2009, assets held in trust solely to provide benefits to retirees and their beneficiaries in accordance with the terms of the Fund equal \$136,932,084.

The State Employee OPEB Fund has been financing benefits on a Pay As You Go (PAYG) basis. That is, annual costs of providing benefits will be financed in the same year those costs are incurred, with no significant assets accumulating as would occur in an advance funding strategy. Therefore, the discount rate used to determine the present value of benefits needs to be reflective of the expected investment return on cash and other very short-term investments. For this valuation, a discount rate of 4.50% has been used for the Fund.



SECTION IV - COMMENTS ON VALUATION

1. Schedule A of this report outlines the results of the actuarial valuation. The valuation was prepared in accordance with the actuarial assumptions and the actuarial cost method, which are described in Schedule C. Recent retiree health benefit changes reflected in this valuation include an increase the amount that retirees must pay by means of increased deductibles, co-pays, out-of-pocket maximums and increased coinsurance, as well as an increase in the amount retirees must pay when selecting the Premium Medicare Advantage option.
2. The valuation shows that the State Employee OPEB Fund has an actuarial accrued liability of \$2,161,660,437 for benefits expected to be paid on account of the present active membership, based on service to the valuation date.
3. The State Employee OPEB Fund's liability on account of benefits payable to retirees and covered spouses amounts to \$2,359,293,056.
4. The total State Employee OPEB Fund actuarial accrued liability amounts to \$4,520,953,493.
5. Against these liabilities, the Fund has present assets for valuation purposes in the amount of \$136,932,084. Therefore, the total unfunded actuarial accrued liability for the State Employee OPEB Fund is \$4,384,021,409.
6. The normal contribution is equal to the actuarial present value of benefits accruing during the current year. The normal contribution for the State Employee OPEB Fund is determined to be \$155,193,042.



SECTION V - CONTRIBUTIONS PAYABLE UNDER THE PLAN

ANNUAL REQUIRED CONTRIBUTION

For Fiscal Year Ending June 30, 2012

Annual Required Contribution (ARC):		
State Employee OPEB Fund		
Normal	\$ 155,193,042	5.68%
Accrued Liability	<u>161,907,293</u>	<u>5.93%</u>
Total	\$ 317,100,335	11.61%

1. The valuation indicates that the normal contribution for the State Employee OPEB Fund is determined to be \$155,193,042, or 5.68% of active payroll.
2. The actuarial accrued liability amounts to \$4,520,953,493 and is for employees, retirees and covered spouses that will receive benefits paid from the State Employee OPEB Fund.
3. An accrued liability contribution for the State Employee OPEB Fund of \$161,907,293, or 5.93% of active payroll, is sufficient to amortize the unfunded actuarial accrued liability over a 30-year period, based on the assumption that the payroll will increase by 3.75% annually.
4. The total Annual Required Contribution for the State Employee OPEB Fund is, therefore, \$317,100,335, or 11.61% of active payroll.



SECTION VI - COMMENTS ON LEVEL OF FUNDING

1. The monthly contribution for retirees to opt into the medical plan is based on plan election, Medicare eligibility and election, and dependent coverage election. GASB 43 and 45 stipulate that claims, premiums and associated costs paid by the employer, on behalf of the retiree, as well as contributions placed in trust will be considered as contributions towards the ARC. All employer contributions shown in this report are net of retiree monthly contributions, which are shown in Schedule D as Retiree Premiums.
2. The valuation indicates that an increase in the recommended employer contribution rate for the State Employee OPEB Fund from last year's recommended rate of 11.42% of payroll to 11.61% is required to fund the State Employee OPEB Fund in an actuarially sound manner.
3. This corresponds to a contribution of \$317,100,335 required to meet the cost of benefits currently accruing and provide for the amortization of the unfunded actuarial accrued liability over a period of 30 years.
4. The increase in the recommended contribution rate is largely due to the State Employee OPEB Fund experiencing a decrease in active employees and thus a decrease in active payroll during the last year. While the recommended contribution rate (as a percent of pay) has increased from the previous year, the dollar amount of the liability and the dollar amount of the annual required contribution has decreased from last year due to changes in the retiree health provisions. The changes in retiree health provisions include an increase the amount that retirees must pay by means of increased deductibles, co-pays, out-of-pocket maximums and increased coinsurance, as well as an increase in the amount retirees must pay when selecting the Premium Medicare Advantage option.
5. The recommended employer rate according to the June 30, 2009 valuation of the State Employees' Assurance Department for post-employment benefits is 0.61% of payroll. Therefore, the total recommended State contribution, when OPEB and Life Insurance are taken into consideration is 12.22%.



6. The corresponding recommended contribution for the State Employees' Assurance Department is \$16,173,950. Therefore, the total recommended State contribution, when OPEB and Life Insurance are taken into consideration is \$333,274,285.
7. It is our understanding that the State Employee OPEB Fund meets the parameters stipulated in GASB 43 and 45 to operate as Cost Sharing Multiple Employer Plan. As such, it is not necessary for participating employers to conduct their own individual valuations under GASB 45. Instead, the participating employers may disclose the contract rate(s) charged by the State Employee OPEB Fund and reference this report for any needed disclosures.



SECTION VII - ACCOUNTING INFORMATION

1. Governmental Accounting Standards Board Statements 43 and 45 set forth certain items of required supplementary information to be disclosed in the financial statements of the Fund and the employer.

SCHEDULE OF FUNDING PROGRESS

State Employee OPEB Fund

Actuarial Valuation Date	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) Projected Unit Credit (b)	Unfunded AAL (UAAL) (b - a)	Funded Ratio (a / b)	Covered Payroll (c)	UAAL as a Percentage of Covered Payroll ((b - a) / c)
6/30/2004	0	5,788,167,338	5,788,167,338	0.0%	2,489,929,000	232.5%
6/30/2005*	0	4,904,256,314	4,904,256,314	0.0%	2,560,932,000	191.5%
6/30/2006**	0	5,087,257,440	5,087,257,440	0.0%	2,679,076,957	189.9%
6/30/2007***	0	4,669,715,807	4,669,715,807	0.0%	2,733,281,000	170.8%
6/30/2008	141,362,050	4,672,798,768	4,531,436,718	3.0%	2,864,040,000	158.2%
6/30/2009	136,932,084	4,520,953,493	4,384,021,409	3.0%	2,730,018,000	160.6%

State Employees' Assurance Department

Actuarial Valuation Date	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) Projected Unit Credit (b)	Unfunded AAL (UAAL) (b - a)	Funded Ratio (a / b)	Covered Payroll (c)	UAAL as a Percentage of Covered Payroll ((b - a) / c)
6/30/2006	\$ 0	\$ 568,475,523	\$568,475,523	0.0%	\$ 2,667,158,543	21.3%
6/30/2007	778,048,000	642,530,433	(135,517,567)	121.1%	2,720,771,905	(5.0%)
6/30/2008	737,114,000	699,884,034	(37,229,966)	105.3%	2,850,849,928	(1.3%)
6/30/2009	628,199,000	733,670,705	105,471,705	85.6%	2,653,527,165	4.0%

State Employee OPEB Fund and State Employees' Assurance Department in Total

Actuarial Valuation Date	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) Projected Unit Credit (b)	Unfunded AAL (UAAL) (b - a)	Funded Ratio (a / b)	Covered Payroll ⁺ (c)	UAAL as a Percentage of Covered Payroll ((b - a) / c)
6/30/2006	\$ 0	\$ 5,655,732,963	\$ 5,655,732,963	0.0%	\$ 2,679,076,957	211.1%
6/30/2007	778,048,000	5,312,246,240	4,534,198,240	14.6%	2,733,281,000	165.9%
6/30/2008	878,476,050	5,372,682,802	4,494,206,752	16.4%	2,864,040,000	156.9%
6/30/2009	765,131,084	5,254,624,198	4,489,493,114	14.6%	2,730,018,000	164.4%

* Assumptions were changed due to experience study.

** Discount rate changed to reflect established financing and funding policies. Actual retiree plan elections were incorporated and future participation and coverage assumptions updated accordingly. Retiree premiums future increases assumed.

*** Discount rate lowered to 4.50%.

+ The State Employee OPEB Fund and the State Employees' Assurance Department cover slightly different active employee groups. The total salary shown is based on the State Employee OPEB Fund salary.



SCHEDULE OF EMPLOYER CONTRIBUTIONS

State Employee OPEB Fund

Fiscal Year Ending Date	Annual Required Contribution (ARC) (a)	Actual Employer Contribution (b)	Percentage of ARC Contributed (b) / (a)
6/30/2008	\$ 367,508,478	\$ 274,771,419	74.8%
6/30/2009	\$ 387,790,092	\$ 170,789,710	44.0%

2. The information presented in the required supplementary schedules was determined as part of the actuarial valuation at June 30, 2009. Additional information as of the latest actuarial valuation follows.

Valuation date	6/30/2009
Actuarial cost method	Projected unit credit
Amortization method	Level percent of pay, open
Remaining amortization period	30 years
Asset valuation method	Market Value of Assets
Actuarial assumptions:	
Investment Rate of Return*	4.50%
Healthcare cost trend rate*	9.25%
Ultimate trend rate	5.00%
Year of Ultimate trend rate	2015
*Includes inflation at	3.75%



SCHEDULE A

SUMMARY OF EMPLOYER RESULTS

State Employee OPEB Fund and Life Insurance Combined

Discount Rate	State OPEB 4.50%	State Life 7.50%	State Total
Annual salaries*	\$ 2,730,018,000	\$ 2,653,527,165	\$ 2,730,018,000
Assets:			
Market value	\$ 136,932,084	\$ 628,199,000	\$ 765,131,084
Unfunded Actuarial Accrued Liability	\$ 4,384,021,409	\$ 105,471,705	\$ 4,489,493,114
Amortization period (years)	30	30	30
Annual Required Contribution (ARC):			
Normal	\$ 155,193,042	\$ 7,243,530	\$ 162,436,572
Accrued Liability	<u>161,907,293</u>	<u>8,930,420</u>	<u>170,837,713</u>
Total	\$ 317,100,335	\$ 16,173,950	\$ 333,274,285
ARC (Percent of Pay)			
Normal	5.68%	0.27%	5.95%
Accrued Liability	<u>5.93%</u>	<u>0.34%</u>	<u>6.27%</u>
Total	11.61%	0.61%	12.22%

* The State Employee OPEB Fund and the State Employees' Assurance Department cover slightly different active employee groups. The total salary shown is based on the State Employee OPEB Fund salary.



**Benefit of Prefunding
Annual Required Contributions**

**STATE EMPLOYEE OPEB FUND
(\$ shown in thousands)**

State Employee OPEB Fund	Benefit of Prefunding	
	Discount Rate 4.50%	Discount Rate 6.00%
PAYROLL	\$ 2,730,018	\$ 2,730,018
ACTUARIAL ACCRUED LIABILITY		
Present value of prospective benefits payable in respect of:		
(a) Present active members:	\$ 2,161,660	\$ 1,666,918
(b) Present retired members and covered spouses:	<u>2,359,293</u>	<u>2,021,418</u>
(c) Total actuarial accrued liability	\$ 4,520,953	\$ 3,688,336
PRESENT ASSETS FOR VALUATION PURPOSES	\$ 136,932	\$ 136,932
UNFUNDED ACTUARIAL ACCRUED LIABILITY	\$ 4,384,021	\$ 3,551,404
CONTRIBUTIONS FOR FISCAL YEAR ENDING JUNE 30, 2012:		
Normal	5.68%	4.20%
Accrued Liability	<u>5.93%</u>	<u>5.82%</u>
Total	11.61%	10.02%



SCHEDULE B

PLAN ASSETS

GASB 43 and 45 define plan assets as resources, usually in the form of stocks, bonds, and other classes of investments, that have been segregated and restricted in a trust, or equivalent arrangement, in which (a) employer contributions to the plan are irrevocable, (b) assets are dedicated to providing benefits to retirees and their beneficiaries, and (c) assets are legally protected from creditors of the employers or plan administrator, for the payment of benefits in accordance with the terms of the plan. Assets in the trust may be used to pay health benefits to current retirees and their beneficiaries.

As of June 30, 2009, assets held in trust solely to provide benefits to retirees and their beneficiaries in accordance with the terms of the State Employee OPEB Fund equal \$136,932,084.

The State Employee OPEB Fund has been financing benefits on a Pay As You Go (PAYG) basis. That is, annual costs of providing benefits will be financed in the same year those costs are incurred, with no significant assets accumulating as would occur in an advance funding strategy. Therefore, the discount rate used to determine the present value of benefits needs to be reflective of the expected investment return on cash and other very short-term investments. For this valuation, a discount rate of 4.50% has been used for the State Employee OPEB Fund.



SCHEDULE C

OUTLINE OF ACTUARIAL ASSUMPTIONS AND METHODS

VALUATION DATE: June 30, 2009

DISCOUNT RATE: 4.50% per annum, compounded annually

ANNUAL EXPECTED MEDICAL/RX CLAIMS (AGE ADJUSTED TO AGE 65): Following is a chart detailing expected claims normalized to age 65 for pre-65 retirees for the year following the valuation date.

Pre-65	\$10,465

Effective January 1, 2010, the Medicare Advantage Plans are mandatory for Medicare-eligible retirees to receive the State subsidy. The Medicare Advantage Plan rates and retiree premiums as of January 1, 2010 are as follows:

Medicare Advantage Plan	Full Monthly Rate	Retiree Premium
Standard MA-PFFS	\$185.00	\$19.30
UHC Premium MA-PFFS	\$209.00	\$59.30
CIGNA Premium MA-PFFS	\$215.00	\$59.30

Over 65 retirees who are not eligible for free Medicare Part A are assumed to cost an additional \$338.62 per month.

Medicare eligibilities are determined by the census data for over 65 retirees while 5% of pre-65 retirees and actives hired before 4/1/1986 are assumed to be ineligible for free Medicare part A.

HEALTH CARE COST TREND RATES: Following is a chart detailing trend assumptions. We have assumed reduced trends for future claims costs to reflect migration to the CDH and MA Options. For the Medicare Advantage plans, we assumed that retiree premiums would increase at the same rate as full rates.

Year	Claims Trend and over 65 Retiree Premium Trend	Pre-65 Retiree Premium Trend
2009	9.25%	7.00%
2010	8.25%	5.75%
2011	7.25%	4.75%
2012	6.50%	4.00%
2013	5.75%	3.25%
2014	5.25%	2.75%
2015 and beyond	5.00%	2.50%



AGE RELATED MORBIDITY: Per capita costs are adjusted to reflect expected cost changes related to age. The increase to the net incurred claims was assumed to be:

Participant Age	Annual Increase
Under 20	0.00%
20 – 24	0.65%
25 – 29	0.65%
30 – 34	1.25%
35 – 39	1.90%
40 – 44	2.50%
45 – 49	3.25%
50 – 54	4.15%
55 – 59	4.50%
60 – 64	5.25%
65 – 69	3.75%
70 – 74	3.15%
75 – 79	2.50%
80 – 84	1.25%
85 – 89	0.65%
90 and over	0.00%

ANTICIPATED PARTICIPATION: Representative values of the assumed annual rates of member participation and spouse coverage are as follows:

	State
Participation	90%
Spouse Coverage	40%

ACTUARIAL METHOD: Costs were determined using the Projected Unit Credit Actuarial Cost Method. The annual service cost is the present value of the portion of the projected benefit attributable to participation service during the upcoming year, and the actuarial accrued liability (AAL) is equal to the present value of the portion of the projected benefit attributable to service before the valuation date. Service from hire date through the date of full retirement eligibility was used in allocating costs.



State Employee OPEB Fund Members Participating in the Employees Retirement System of Georgia

SEPARATIONS BEFORE RETIREMENT: Representative values of the assumed annual rates of separation other than retirement for non-law enforcement officers are as follows. Special rates of separation apply to law enforcement officers.

Age	Annual Rate of				
	Death	Disability	Withdrawal		
			Years of Service		
			0-4	5-9	10+
MALES					
20	.06%	.05%	30.00%		
25	.07	.05	24.00	11.00%	
30	.08	.05	22.00	9.00	6.00%
35	.09	.10	22.00	8.00	5.00
40	.13	.35	20.00	8.00	4.00
45	.19	.77	17.00	7.00	3.00
50	.32	1.30	14.00	6.00	3.50
55	.56	2.00	13.00	5.00	4.00
60	1.02	--	13.00	5.00	4.50
65	1.80	--	16.00	10.00	4.50
69	2.60	--			
FEMALES					
20	.03%	.05%	28.00%		
25	.03	.05	24.00	11.00%	
30	.04	.05	22.00	11.00	8.00%
35	.06	.05	20.00	9.00	6.00
40	.08	.14	17.00	8.00	4.00
45	.11	.40	16.00	7.00	3.50
50	.17	.70	16.00	6.00	3.50
55	.29	1.20	15.00	6.00	5.00
60	.58	--	15.00	6.00	5.00
65	1.08	--	20.00	11.00	5.00
69	1.50	--			



State Employee OPEB Fund Members Participating in the Employees Retirement System of Georgia

RETIREMENT: Representative values of the assumed annual rates of service retirement for non-law enforcement officers are as follows. Special retirement rates apply to law enforcement officers.

Age	Old Plan ¹				New Plan and GSEPS ²	
	Age 65 or more than 34 years		Age 60 or 30 years		Males	Females
	Males	Females	Males	Females		
50	50%	50%	9.0%	7.5%	10%	10%
55	50	50	11.0	11.5	10	10
60	50	50	22.0	24.0	15	20
62	50	50	43.0	44.0	38	36
64	50	50	27.0	30.0	29	30
65	44	45			43	38
67	26	28			27	34
70	100	100			100	100

¹ It is also assumed that 95% of active Old Plan members will retire during the year in which they attain 34 years of service. In addition, it is assumed that 3.5% of male members under age 55, 7.5% of male members ages 55 and over, 3.0% of female members under age 55 and 8.0% of female members ages 55 and over will retire under early reduced retirement.

² An additional 10% of active New Plan and GSEPS members less than age 65 are expected to retire in the year in which they attain 30 years of service. In addition, it is assumed that 6.0% of male members under age 55, 6.5% of male members ages 55 and over, 5.0% of female members under age 55 and 10.0% of female members ages 55 and over will retire under early reduced retirement.

DEATHS AFTER RETIREMENT: The 1994 Group Annuity Table rated forward two years is used for the period after service retirement and for dependent beneficiaries. The RP-2000 Disabled Mortality Table set forward three years is used for the period after disability retirement.

Representative values of the assumed annual rates of mortality after service retirement are as follows:

Age	Males	Females	Age	Males	Females
40	.125%	.082%	65	1.803%	1.076%
45	.190	.111	70	2.848	1.651
50	.321	.173	75	4.517	2.837
55	.558	.292	80	7.553	4.915
60	1.015	.583	85	11.567	8.402



State Employee OPEB Fund Members Participating in the Georgia Judicial Retirement System

SEPARATIONS BEFORE SERVICE RETIREMENT: Representative values of the assumed annual rates of separation before service retirement are as follows:

Age	Annual Rates of			
	Death		Disability	Withdrawal
	Males	Females		
20	.056%	.029%	.1%	13.0%
25	.073	.030	.1	13.0
30	.084	.040	.2	13.0
35	.089	.055	.3	13.0
40	.125	.082	.4	13.0
45	.190	.111	.7	4.5
50	.321	.173	1.0	3.0
55	.558	.292	1.8	3.0
60	1.015	.583	2.9	3.0
65	1.803	1.076	4.7	3.0

RETIREMENT: The assumed annual rates of retirement are shown below.

Age	Annual Rates of Retirement*
60	25%
61-64	10
65-69	12
70	50
71-74	20
75	100

* In addition, 40% are assumed to retire each year after attaining 24 years of service before age 70.

DEATHS AFTER RETIREMENT: The 1994 Group Annuity Mortality Table rated forward two years is used for the period after retirement or disability and for dependent beneficiaries. Representative values of the assumed annual rates of mortality are as follows:

Age	Males	Females	Age	Males	Females
40	.125%	.082%	65	1.803%	1.076%
45	.190	.111	70	2.848	1.651
50	.321	.173	75	4.517	2.837
55	.558	.292	80	7.553	4.915
60	1.015	.583	85	11.567	8.402

The RP-2000 Disability Mortality Table set forward three years is used for periods after disability.



State Employee OPEB Fund Members Participating in the Georgia Legislative Retirement System

SEPARATIONS BEFORE SERVICE RETIREMENT: Representative values of the assumed annual rates of separation before service retirement are as follows:

Age	Annual Rates of			
	Death		Disability	Withdrawal
	Males	Females		
20	.056%	.029%	.1%	10.0%
25	.073	.030	.1	10.0
30	.084	.040	.2	10.0
35	.089	.055	.3	10.0
40	.125	.082	.4	10.0
45	.190	.111	.7	10.0
50	.321	.173	1.0	10.0
55	.558	.292	1.8	10.0
60	1.015	.583	2.9	10.0
65	1.803	1.076		10.0

SERVICE RETIREMENT: The assumed annual rates of retirement are shown below:

Age	Annual Rate	Age	Annual Rate
60-69	10%	73	25%
70	35	74	40
71	15	75	100
72	15		

DEATHS AFTER RETIREMENT: The 1994 Group Annuity Mortality Table rated forward two years is used for the period after retirement and for dependent beneficiaries. The RP-2000 Disabled Mortality Table set forward three years is used for the period after disability retirement. Representative values of the assumed annual rates of mortality after service retirement are as follows:

Age	Males	Females	Age	Males	Females
40	.125%	.082%	65	1.803%	1.076%
45	.190	.111	70	2.848	1.651
50	.321	.173	75	4.517	2.837
55	.558	.292	80	7.553	4.915
60	1.015	.583	85	11.567	8.402



SCHEDULE D

SUMMARY OF MAIN PLAN PROVISIONS AS INTERPRETED FOR VALUATION PURPOSES

State Employee OPEB Fund Eligibility

Retiree medical eligibility is attained when an employee retires, and is immediately eligible to draw a retirement annuity from any of these retirement systems:

- Employees' Retirement System
 - Service Retirement: 25 years of service or age 60 with 10 years of service
 - Disability Retirement: 13 years and 4 months of service
- Judicial Retirement System
 - Service Retirement: age 60 with 10 years of service
 - Disability Retirement: 4 years of service
- Legislative Retirement System
 - Service Retirement: age 60 with 8 years of service
 - Disability Retirement: 8 years of service

Retirees from other systems who may be eligible for post-employment benefits other than pensions were not included in the valuation because census data was not provided:

Coverage starts immediately at retirement, provided the retiree makes proper premium payments or has the premiums deducted from the annuity check. If elected, dependent coverage starts on the same day as retiree coverage. A change from single to family coverage as a retiree is allowed only with a qualified change in status.



Plan Design Changes

Effective January 1, 2010, retirees must pay higher deductibles, co-pays, out-of-pocket maximums and increased coinsurance. The amount retirees must pay when selecting the Premium Medicare Advantage option has also been increased.

The plan design changes are detailed in the following tables:

HMO Plan Benefits		
Deductible	January 1, 2009	January 1, 2010
Retiree	\$400	\$600
Family	\$800	\$1,200
Out-of-Pocket Maximum		
Retiree	\$1,500	\$2,000
Family	\$3,000	\$4,000
Co-Insurance	10%	20%
Office Visit Co-Pay	\$30	\$35
ER Co-Pay	\$100	\$150
Rx Co-Pay	\$10/30/75 2 co-pays for 90 day supply	\$15/40/75 3 co-pays for 90 day supply

Open Access Plus Plan Benefits (Replacing PPO)		
Deductible	January 1, 2009	January 1, 2010
Retiree	\$500/\$1,000	\$600/\$1,200
Family	\$1,500/\$3,000	\$1,800/\$3,600
Out-of-Pocket Maximum		
Retiree	\$1,500/\$3,000	\$2,000/\$4,000
Family	\$3,000/\$6,000	\$4,000/\$8,000
Co-Insurance	10%/40%	20%/40%
Office Visit Co-Pay	\$30	\$35
ER Co-Pay	\$100	\$150
Rx Co-Pay	\$10/30/100	\$15/40/100

HRA Plan Benefits		
Deductible	January 1, 2009	January 1, 2010
Retiree	\$1,000	\$1,100
Family	\$2,500	\$2,750
Out-of-Pocket Maximum		
Retiree	\$2,000	\$2,500
Family	\$4,500	\$5,700
Co-Insurance	10%/40%	15%/40%
Rx Co-Pay	10%	15% generic/25% brand



HDHP Plan Benefits		
Deductible	January 1, 2009	January 1, 2010
Retiree	\$1,150/\$2,300	\$1,200/\$2,400
Family	\$2,300/\$4,600	\$2,400/\$4,800
Out-of-Pocket Maximum		
Retiree	\$1,700/\$3,800	\$1,800/\$4,000
Family	\$2,900/\$7,000	\$3,100/\$7,400

The contribution changes are as follows:

- Change Medicare Advantage Premium Contribution Buy-Up from \$30 to \$40



Premiums

Retiree premiums vary based on plan election, dependent coverage, Medicare eligibility and election. Premiums shown are monthly and are effective January 1, 2010.

STATE HEALTH BENEFIT PLAN RETIREE RATES - January 1, 2010 Enrollment in one of the Medicare Advantage Plans or Split Eligibility

All enrolled in Medicare Advantage Option	CIGNA & UHC MA Premium		CIGNA & UHC MA Standard
Single Coverage	59.30		19.30

Family Coverage (all in Medicare Advantage)	118.80		38.60
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Family Coverage (at least 1 person in MA and at least 1 family member not in MA)	CIGNA & UHC HMO/MA Premium		CIGNA & UHC HMO/MA Standard		CIGNA & UHC HDHP/MA Premium		CIGNA & UHC HDHP/MA Standard		CIGNA & UHC HRA/MA Premium		CIGNA & UHC HRA/MA Standard		CIGNA & UHC OAP/MA Premium		CIGNA & UHC OAP/MA Standard
At least 1 not elig for Medicare & at least 1 with MA	159.50		119.50		113.70		73.70		121.80		81.80		154.00		114.00
All eligible for Medicare-at least 1 with MA & at least 1 without Medicare	1,094.40		1,054.40		1,089.40		1,049.40		1,104.00		1,064.00		1,113.40		1,073.40
All eligible for Medicare-at least 1 with MA & at least 1 with Medicare A	755.80		715.80		750.80		710.80		765.40		725.40		774.80		734.80
All eligible for Medicare-at least 1 with MA & at least 1 with Medicare A&D	640.50		600.50		635.50		595.50		650.10		610.10		659.50		619.50

UHC = United Health Care
 CIGNA = CIGNA Healthcare
 MA = Medicare Advantage
 HMO = Health Management Organization
 HDHP = High Deductible Health Plan

HRA = Health Reimbursement Arrangement
 OAP = Open Access Plan

State Health Benefit Plan 2010 Monthly Premium Rates Retirees Pre-65 (Non-Medicare Eligible)		
	Retiree	Family
United Health Care OAP	\$94.70	\$282.60
United Health Care HMO	\$100.20	\$240.00
United Health Care HRA	\$62.50	\$191.10
United Health Care HDHP	\$54.40	\$176.70
CIGNA OAP	\$94.70	\$282.60
CIGNA HMO	\$100.20	\$240.00
CIGNA HRA	\$62.50	\$191.10
CIGNA HDHP	\$54.40	\$176.70



SCHOOL PERSONNEL OPEB FUND



**GEORGIA DEPARTMENT OF COMMUNITY HEALTH
SCHOOL PERSONNEL OPEB FUND
REPORT OF ACTUARY ON THE RETIREE MEDICAL VALUATION
PREPARED AS OF JUNE 30, 2009**

SECTION I - SUMMARY OF PRINCIPAL RESULTS

1. For convenience of reference, the principal results of the valuation are summarized below. The following table summarizes the June 30, 2009 results for the School Personnel OPEB Fund. Please note that the salary amount shown is total salaries and is not the state salary amount upon which regular employer contributions to the SHBP are based.

Valuation Group	TRS	PSERS	School Personnel Total
Discount Rate	4.50%	4.50%	4.50%
Annual Total Salaries*	\$10,641,543,000	\$987,417,000	\$11,628,960,000
Actuarial Accrued Liability	\$10,948,530,937	\$951,974,317	\$11,900,505,254
Assets:			
Market value			\$33,806,176
Unfunded Actuarial Accrued Liability			\$11,866,699,078
Amortization period (years)			30
Fiscal Year 2012			
Annual Required Contribution (ARC))			
Normal	\$560,492,413	\$55,963,824	\$616,456,237
Accrued Liability			438,251,765
Total			\$1,054,708,002
ARC (Percent of Total Pay)			
Normal			5.30%
Accrued Liability			3.77%
Total			9.07%

* Salary amount shown was provided by the Teachers' Retirement System. Please note that the salary amount shown is total salaries and is not the state salary amount upon which regular employer contributions to the SHBP are based. Salary data is not available for the Public School Employees' Retirement System, so an average salary of \$24,332 has been assumed.



The following table summarizes the Unfunded Actuarial Accrued Liability and the Annual Required Contribution for the School Personnel OPEB Fund for June 30, 2009 and June 30, 2008:

Valuation Date	June 30, 2009	June 30, 2008
School Personnel OPEB Fund		
Unfunded Actuarial Accrued Liability	\$ 11,866,699,078	\$ 11,917,150,079
Annual Required Contribution (\$)	\$ 1,054,708,002	\$ 1,050,850,962
Annual Required Contribution (Percent of Total* Pay)	9.07%	9.41%
Discount Rate	4.50%	4.50%

* Please note that the salary amount used is total salaries and is not the state salary amount upon which regular employer contributions to the SHBP are based.

2. The valuation indicates that total contributions of \$1,054,708,002 or 9.07% of active total payroll, is sufficient to support current benefits of the School Personnel OPEB Fund. Please note that the salary amount used is total salaries and is not the state salary amount upon which regular employer contributions to the SHBP are based. Comments on the valuation results as of June 30, 2009 are given in Section IV and further discussion of the contribution levels is set out in Sections V and VI. If the contributions are not increased to the required levels, the Fund will not be operating in an actuarially sound manner. If contributions are made at the required levels then the discount rates for valuing liabilities could be increased. The impact of this change, using a discount rate of 6.00% for illustrative purposes, is shown on Schedule A.
3. Schedule C of this report outlines the full set of actuarial assumptions and methods employed in the current valuation. Recent retiree health benefit changes reflected in this valuation include an increase the amount that retirees must pay by means of increased deductibles, co-pays, out-of-pocket maximums and increased coinsurance, as well as an increase in the amount retirees must pay when selecting the Premium Medicare Advantage option.



4. The following table details the change in the Unfunded Accrued Liability (UAL). All dollar amounts are expressed in millions.

School Personnel OPEB Fund	
June 30, 2008 Discount Rate	4.50%
June 30, 2009 Discount Rate	4.50%
June 30, 2008 UAL	\$11,917.2
Normal Cost	\$610.7
Required Contribution	\$1,050.9
FY09 Actual Contribution	\$303.3
Expected UAL based on June 30, 2008 Valuation	\$12,003.5
Increase in UAL due to Contribution Deficiency	\$764.3
(Gains) due to plan changes	(\$1,306.0)
Other*	\$404.9
June 30, 2009 UAL	\$11,866.7
Other as a % of June 30, 2008 UAL	3.40%

* Other category includes changes due to such sources as retirements/terminations/etc. differing from the assumed rates, new entrants entering the plan with a partial year of service credit at the valuation date, and actual investment income different from assumed.



SECTION II - MEMBERSHIP DATA

1. Data regarding the membership of the plans for use as a basis of the valuation were furnished by the Department of Community Health, the Teachers' Retirement System, and the Public School Employees' Retirement System. The following table shows the number of retirees, active employees and their total annual salaries as of June 30, 2009 on the basis of which the valuation was prepared.

School Personnel OPEB Fund	Valuation Group		Total
	TRS	PSERS	
Number of Retirees	50,683	8,895	59,578
Number of Spouses of Retirees	17,689	2,441	20,130
Number of Actives	226,537	40,581	267,118
Annual Total Salaries*	\$10,641,543,000	\$987,417,000	\$11,628,960,000

** Please note that the salary amount used is total salaries and is not the state salary amount upon which regular employer contributions to the SHBP are based. Salary data is not available for the Public School Employees' Retirement System, so an average salary of \$24,332 has been assumed.*



2. Detailed membership summaries are shown in the following tables:

SCHOOL PERSONNEL OPEB FUND

Active Employees by Age and Service

Age	Service							Total
	Under 5	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 and Up	
Under 25	4,492	29	0	0	0	0	0	4,521
25 to 29	18,860	4379	19	0	0	0	0	23,258
30 to 34	13,139	12785	2871	21	0	0	0	28,816
35 to 39	13,304	10134	9887	2630	42	0	0	35,997
40 to 44	12,247	9229	6794	6259	2105	38	0	36,672
45 to 49	10,673	9366	6927	4695	5514	1837	57	39,069
50 to 54	8,213	7742	6749	5356	4634	4122	1619	38,435
55 to 59	5,873	5747	5374	5054	4971	3226	2738	32,983
60 to 64	3,670	3782	2957	2587	2728	1631	1670	19,025
65 to 69	1,451	1427	973	578	597	364	535	5,925
70 & up	589	736	420	226	156	85	205	2,417
Total	92,511	65,356	42,971	27,406	20,747	11,303	6,824	267,118

Enrolled Retirees and Covered Spouses

	Retirees	Spouses	Total
Under 65	23,472	9,324	32,796
65 and Older	36,106	10,806	46,912
Total	59,578	20,130	79,708



TRS VALUATION GROUP

Active Employees by Age and Service

Age	Service							Total
	Under 5	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 and Up	
Under 25	3,997	21	0	0	0	0	0	4,018
25 to 29	17,988	4216	16	0	0	0	0	22,220
30 to 34	11,762	12399	2780	14	0	0	0	26,955
35 to 39	11,147	9150	9583	2546	39	0	0	32,465
40 to 44	9,643	7747	6051	6028	2010	29	0	31,508
45 to 49	7,940	7495	5794	4210	5239	1752	54	32,484
50 to 54	5,718	6200	5721	4755	4204	3938	1541	32,077
55 to 59	3,812	4372	4483	4480	4451	2955	2554	27,107
60 to 64	1,855	2446	2228	2131	2375	1405	1434	13,874
65 to 69	395	598	568	407	450	272	393	3,083
70 & up	113	137	132	102	77	56	129	746
Total	74,370	54,781	37,356	24,673	18,845	10,407	6,105	226,537

Enrolled Retirees and Covered Spouses

	Retirees	Spouses	Total
Under 65	22,114	8,775	30,889
65 and Older	28,569	8,914	37,483
Total	50,683	17,689	68,372



PSERS VALUATION GROUP

Active Employees by Age and Service

Age	Service							Total
	Under 5	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 and Up	
Under 25	495	8	0	0	0	0	0	503
25 to 29	872	163	3	0	0	0	0	1,038
30 to 34	1,377	386	91	7	0	0	0	1,861
35 to 39	2,157	984	304	84	3	0	0	3,532
40 to 44	2,604	1482	743	231	95	9	0	5,164
45 to 49	2,733	1871	1133	485	275	85	3	6,585
50 to 54	2,495	1542	1028	601	430	184	78	6,358
55 to 59	2,061	1375	891	574	520	271	184	5,876
60 to 64	1,815	1336	729	456	353	226	236	5,151
65 to 69	1,056	829	405	171	147	92	142	2,842
70 & up	476	599	288	124	79	29	76	1,671
Total	18,141	10,575	5,615	2,733	1,902	896	719	40,581

Enrolled Retirees and Covered Spouses

	Retirees	Spouses	Total
Under 65	1,358	549	1,907
65 and Older	7,537	1,892	9,429
Total	8,895	2,441	11,336



SECTION III - ASSETS

Schedule B shows information regarding assets for valuation purposes. As of June 30, 2009, assets held in trust solely to provide benefits to retirees and their beneficiaries in accordance with the terms of the Fund equal \$33,806,176.

The School Personnel OPEB Fund has been financing benefits on a Pay As You Go (PAYG) basis. That is, annual costs of providing benefits will be financed in the same year those costs are incurred, with no significant assets accumulating as would occur in an advance funding strategy. Therefore, the discount rate used to determine the present value of benefits needs to be reflective of the expected investment return on cash and other very short-term investments. For this valuation, a discount rate of 4.50% has been used for the Fund.



SECTION IV - COMMENTS ON VALUATION

1. Schedule A of this report outlines the results of the actuarial valuation. The valuation was prepared in accordance with the actuarial assumptions and the actuarial cost method, which are described in Schedule C. Recent retiree health benefit changes reflected in this valuation include an increase the amount that retirees must pay by means of increased deductibles, co-pays, out-of-pocket maximums and increased coinsurance, as well as an increase in the amount retirees must pay when selecting the Premium Medicare Advantage option.
2. The valuation shows that the School Personnel OPEB Fund has an actuarial accrued liability of \$7,297,987,330 for benefits expected to be paid on account of the present active membership, based on service to the valuation date.
3. The School Personnel OPEB Fund's liability on account of benefits payable to retirees and covered spouses amounts to \$4,602,517,924.
4. The total School Personnel OPEB Fund actuarial accrued liability amounts to \$11,900,505,254.
5. Against these liabilities, the Fund has present assets for valuation purposes in the amount of \$33,806,176. Therefore, the total unfunded actuarial accrued liability for the School Personnel OPEB Fund is \$11,866,699,078.
6. The normal contribution is equal to the actuarial present value of benefits accruing during the current year. The normal contribution for the School Personnel OPEB Fund is determined to be \$616,456,237.



SECTION V - CONTRIBUTIONS PAYABLE UNDER THE PLAN

ANNUAL REQUIRED CONTRIBUTION

For Fiscal Year Ending June 30, 2012

Annual Required Contribution (ARC):	\$	% of Total* Payroll
School Personnel OPEB Fund		
Normal	\$ 616,456,237	5.30%
Accrued Liability	<u>438,251,765</u>	<u>3.77%</u>
Total	\$ 1,054,708,002	9.07%

* Salary amount shown was provided by the Teachers' Retirement System. Please note that the salary amount shown is total salaries and is not the state salary amount upon which regular employer contributions to the SHBP are based. Salary data is not available for the Public School Employees' Retirement System, so an average salary of \$24,332 has been assumed.

1. The valuation indicates that the normal contribution for the School Personnel OPEB Fund is determined to be \$616,456,237 or 5.30% of active total payroll. Please note that the salary amount used is total salaries and is not the state salary amount upon which regular employer contributions to the SHBP are based.
2. The actuarial accrued liability amounts to \$11,900,505,254 and is for employees, retirees and covered spouses that will receive benefits paid from the School Personnel OPEB Fund.
3. An accrued liability contribution for the School Personnel OPEB Fund of \$438,251,765, or 3.77% of active total payroll, is sufficient to amortize the unfunded actuarial accrued liability over a 30-year period, based on the assumption that the payroll will increase by 3.75% annually. Please note that the salary amount used is total salaries and is not the state salary amount upon which regular employer contributions to the SHBP are based.
4. The total Annual Required Contribution for the School Personnel OPEB Fund is, therefore, \$1,054,708,002, or 9.07% of active total payroll. Please note that the salary amount used is total salaries and is not the state salary amount upon which regular employer contributions to the SHBP are based.



SECTION VI - COMMENTS ON LEVEL OF FUNDING

1. The monthly contribution for retirees to opt into the medical plan is based on plan election, Medicare eligibility and election, and dependent coverage election. GASB 43 and 45 stipulate that claims, premiums and associated costs paid by the employer, on behalf of the retiree, as well as contributions placed in trust will be considered as contributions towards the ARC. All employer contributions shown in this report are net of retiree monthly contributions, which are shown in Schedule D as Retiree Premiums.
2. The valuation indicates that a decrease in the recommended employer contribution rate for the School Personnel OPEB Fund from last year's recommended rate of 9.41% of payroll to 9.07% is required to fund the School Personnel OPEB Fund in an actuarially sound manner. Please note that the salary amount used is total salaries and is not the state salary amount upon which regular employer contributions to the SHBP are based.
3. This corresponds to a contribution of \$1,054,708,002 required to meet the cost of benefits currently accruing and provide for the amortization of the unfunded actuarial accrued liability over a period of 30 years.
4. The recommended contribution rate has decreased from last year due to changes in the retiree health provisions. The changes in retiree health provisions include an increase the amount that retirees must pay by means of increased deductibles, co-pays, out-of-pocket maximums and increased coinsurance, as well as an increase in the amount retirees must pay when selecting the Premium Medicare Advantage option.
5. It is our understanding that the School Personnel OPEB Fund meets the parameters stipulated in GASB 43 and 45 to operate as Cost Sharing Multiple Employer Plan. As such, it is not necessary for participating employers to conduct their own individual valuations under GASB 45. Instead, the participating employers may disclose the contract rate(s) charged by the School Personnel OPEB Fund and reference this report for any needed disclosures.



SECTION VII - ACCOUNTING INFORMATION

1. Governmental Accounting Standards Board Statements 43 and 45 set forth certain items of required supplementary information to be disclosed in the financial statements of the Fund and the employer.

SCHEDULE OF FUNDING PROGRESS

School Personnel OPEB Fund

Actuarial Valuation Date	Actuarial Value of Assets (a)	Actuarial Liability (AAL) Projected Unit Credit (b)	Unfunded AAL (UAAL) (b - a)	Funded Ratio (a / b)	Covered Payroll* (c)	UAAL as a Percentage of Covered Payroll ((b - a) / c)
6/30/2004	0	12,185,977,826	12,185,977,826	0.0%	8,837,921,000	137.9%
6/30/2005**	0	10,130,970,393	10,130,970,393	0.0%	9,052,305,000	111.9%
6/30/2006***	0	14,097,098,469	14,097,098,469	0.0%	10,199,907,553	138.2%
6/30/2007****	0	11,802,724,960	11,802,724,960	0.0%	10,408,675,000	113.4%
6/30/2008	34,899,858	11,952,049,937	11,917,150,079	0.3%	11,172,154,000	106.7%
6/30/2009	33,806,176	11,900,505,254	11,866,699,078	0.3%	11,628,960,000	102.0%

* Salary amount shown was provided by the Teachers' Retirement System. Please note that the salary amount shown is total salaries and is not the state salary amount upon which regular employer contributions to the SHBP are based. Since individual PSERS salary is not available, assumes annual salary for PSERS members of \$21,000 for 2004, \$21,788 for 2005 and \$22,605 for 2006, \$23,453 for 2007, \$24,332 for 2008, and \$24,332 for 2009.

** Assumptions were changed due to experience study.

*** Discount rate changed to reflect established financing and funding policies. Actual retiree plan elections were incorporated and future participation and coverage assumptions updated accordingly. Retiree premiums future increases assumed.

**** Discount rate lowered to 4.50%.

SCHEDULE OF EMPLOYER CONTRIBUTIONS

School Personnel OPEB Fund

Fiscal Year Ending Date	Annual Required Contribution (ARC) (a)	Actual Employer Contribution (b)	Percentage of ARC Contributed (b) / (a)
6/30/2008	\$ 894,861,072	\$ 275,518,572	30.8%
6/30/2009	\$ 1,290,050,224	\$ 303,348,168	23.5%



2. The information presented in the required supplementary schedules was determined as part of the actuarial valuation at June 30, 2009. Additional information as of the latest actuarial valuation follows.

Valuation date	6/30/2009
Actuarial cost method	Projected unit credit
Amortization method	Level percent of pay, open
Remaining amortization period	30 years
Asset valuation method	Market Value of Assets
Actuarial assumptions:	
Investment Rate of Return*	4.50%
Healthcare cost trend rate*	9.25%
Ultimate trend rate	5.00%
Year of Ultimate trend rate	2015
*Includes inflation at	3.75%



SCHEDULE A

**Benefit of Prefunding
Annual Required Contributions**

**SCHOOL PERSONNEL OPEB FUND
(\$ shown in thousands)**

	Benefit of Prefunding	
	Discount Rate	Discount Rate
	4.50%	6.00%
TOTAL PAYROLL*	\$ 11,628,960	\$ 11,628,960
ACTUARIAL ACCRUED LIABILITY		
Present value of prospective benefits payable in respect of:		
(a) Present active members	\$ 7,297,987	\$ 5,459,304
(b) Present retired members and covered spouses	<u>4,602,518</u>	<u>3,909,046</u>
(c) Total actuarial accrued liability	\$ 11,900,505	\$ 9,368,350
PRESENT ASSETS FOR VALUATION PURPOSES	\$ 33,806	\$ 33,806
UNFUNDED ACTUARIAL ACCRUED LIABILITY	\$ 11,866,699	\$ 9,334,544
CONTRIBUTIONS FOR FISCAL YEAR ENDING JUNE 30, 2012:		
Normal	5.30%	3.79%
Accrued Liability	<u>3.77%</u>	<u>3.59%</u>
Total	9.07%	7.38%

* Salary amount shown was provided by the Teachers' Retirement System. Please note that the salary amount shown is total salaries and is not the state salary amount upon which regular employer contributions to the SHBP are based. Salary data is not available for the Public School Employees' Retirement System, so an average salary of \$24,332 has been assumed.



SCHEDULE B

PLAN ASSETS

GASB 43 and 45 define plan assets as resources, usually in the form of stocks, bonds, and other classes of investments, that have been segregated and restricted in a trust, or equivalent arrangement, in which (a) employer contributions to the plan are irrevocable, (b) assets are dedicated to providing benefits to retirees and their beneficiaries, and (c) assets are legally protected from creditors of the employers or plan administrator, for the payment of benefits in accordance with the terms of the plan. Assets in the trust may be used to pay health benefits to current retirees and their beneficiaries.

As of June 30, 2009, assets held in trust solely to provide benefits to retirees and their beneficiaries in accordance with the terms of the State Personnel OPEB Fund equal \$33,806,176.

The School Personnel OPEB Fund has been financing benefits on a Pay As You Go (PAYG) basis. That is, annual costs of providing benefits will be financed in the same year those costs are incurred, with no significant assets accumulating as would occur in an advance funding strategy. Therefore, the discount rate used to determine the present value of benefits needs to be reflective of the expected investment return on cash and other very short-term investments. For this valuation, a discount rate of 4.50% has been used for the School Personnel OPEB Fund.



SCHEDULE C

OUTLINE OF ACTUARIAL ASSUMPTIONS AND METHODS

VALUATION DATE: June 30, 2009

DISCOUNT RATE: 4.50% per annum, compounded annually

ANNUAL EXPECTED MEDICAL/RX CLAIMS (AGE ADJUSTED TO AGE 65): Following is a chart detailing expected claims normalized to age 65 for pre-65 retirees for the year following the valuation date.

Pre-65	\$10,465

Effective January 1, 2010, the Medicare Advantage Plans are mandatory for Medicare-eligible retirees to receive the State subsidy. The Medicare Advantage Plan rates and retiree premiums as of January 1, 2010 are as follows:

Medicare Advantage Plan	Full Monthly Rate	Retiree Premium
Standard MA-PFFS	\$185.00	\$19.30
UHC Premium MA-PFFS	\$209.00	\$59.30
CIGNA Premium MA-PFFS	\$215.00	\$59.30

Over 65 retirees who are not eligible for free Medicare Part A are assumed to cost an additional \$338.62 per month.

Medicare eligibilities are determined by the census data for over 65 retirees while 5% of pre-65 retirees and actives hired before 4/1/1986 are assumed to be ineligible for free Medicare part A.

HEALTH CARE COST TREND RATES: Following is a chart detailing trend assumptions. We have assumed reduced trends for future claims costs to reflect migration to the CDH and MA Options. For the Medicare Advantage plans, we assumed that retiree premiums would increase at the same rate as full rates.

Year	Claims Trend and over 65 Retiree Premium Trend	Pre-65 Retiree Premium Trend
2009	9.25%	7.00%
2010	8.25%	5.75%
2011	7.25%	4.75%
2012	6.50%	4.00%
2013	5.75%	3.25%
2014	5.25%	2.75%
2015 and beyond	5.00%	2.50%



AGE RELATED MORBIDITY: Per capita costs are adjusted to reflect expected cost changes related to age. The increase to the net incurred claims was assumed to be:

Participant Age	Annual Increase
Under 20	0.00%
20 – 24	0.65%
25 – 29	0.65%
30 – 34	1.25%
35 – 39	1.90%
40 – 44	2.50%
45 – 49	3.25%
50 – 54	4.15%
55 – 59	4.50%
60 – 64	5.25%
65 – 69	3.75%
70 – 74	3.15%
75 – 79	2.50%
80 – 84	1.25%
85 – 89	0.65%
90 and over	0.00%

ANTICIPATED PLAN PARTICIPATION: Representative values of the assumed annual rates of member participation and spouse coverage are as follows:

	TRS	PSERS
Participation	75%	90%
Spouse Coverage	40%	40%

ACTUARIAL METHOD: Costs were determined using the Projected Unit Credit Actuarial Cost Method. The annual service cost is the present value of the portion of the projected benefit attributable to participation service during the upcoming year, and the actuarial accrued liability (AAL) is equal to the present value of the portion of the projected benefit attributable to service before the valuation date. Service from hire date through the date of full retirement eligibility was used in allocating costs.



School Personnel OPEB Fund Members Participating in the Teachers Retirement System of Georgia

SEPARATIONS BEFORE SERVICE RETIREMENT: Representative values of the assumed annual rates of separation before service retirement are as follows:

Age	Annual Rate of				
	Death	Disability	Withdrawal		
			Years of Service		
			0-4	5-9	10+
MALES					
20	0.05%	0.05%	39.00%	-	-
25	0.06	0.05	18.00	11.00%	-
30	0.08	0.07	16.00	6.00	7.00%
35	0.09	0.07	15.00	6.00	3.00
40	0.10	0.09	15.00	6.00	2.00
45	0.15	0.11	13.00	6.00	2.00
50	0.23	0.25	11.00	4.50	2.00
55	0.40	0.53	12.00	4.50	2.00
60	0.71	-	-	-	-
64	1.15	-	-	-	-
FEMALES					
20	0.03%	0.03%	30.00%	-	-
25	0.03	0.03	15.00	13.00%	-
30	0.03	0.04	16.00	8.00	5.00%
35	0.05	0.05	15.00	8.00	4.00
40	0.07	0.07	12.00	6.00	3.00
45	0.09	0.11	11.00	5.00	2.00
50	0.13	0.20	11.00	4.50	2.00
55	0.21	0.63	12.00	4.50	3.00
60	0.39	-	-	-	-
64	0.67	-	-	-	-



School Personnel OPEB Fund Members Participating in the Teachers Retirement System of Georgia

SERVICE RETIREMENT: Representative values of the assumed annual rates of service retirement are as follows:

Age	Annual Rate*		Age	Annual Rate*	
	Males	Females		Males	Females
50	28.00%	23.00%	65	32.00%	30.00%
55	29.00	28.00	66	25.00	30.00
60	23.00	30.00	67	30.00	26.00
61	23.00	25.00	68	28.00	26.00
62	29.00	31.00	69	28.00	26.00
63	23.00	27.00	70	100.00	100.00
64	25.00	26.00			

* It is also assumed that 10% of eligible active members will retire each year with a reduced early retirement benefit and that an additional 5% of active members will retire in their first year of eligibility for unreduced retirement with 30 years of service.

DEATHS AFTER RETIREMENT: The 1994 Group Annuity Mortality Table (set forward one year for males and females) is used for death after service retirement. The RP-2000 Disability Mortality Table (set forward five years for males) is used for death after disability retirement. Representative values of the assumed annual rates of death after service retirement and after disability retirement are shown below:

Age	Annual Rate of Death After			
	Service Retirement		Disability Retirement	
	Males	Females	Males	Females
40	.10%	.07%	2.26%	0.75%
45	.15	.09	2.26	0.75
50	.23	.13	2.26	1.15
55	.40	.21	2.90	1.65
60	.71	.39	3.54	2.18
65	1.29	.76	4.20	2.80
70	2.17	1.27	5.02	3.76
75	3.41	2.04	6.26	5.22
80	5.59	3.54	8.21	7.23
85	8.96	6.10	10.94	10.02
90	13.95	10.46	14.16	14.00
95	21.57	17.07	18.34	19.45



School Personnel OPEB Fund Members Participating in the Georgia Public School Employees Retirement System

SEPARATIONS BEFORE SERVICE RETIREMENT: Representative values of the assumed annual rates of separation before service retirement are as follows:

Age	Annual Rate of				
	Death	Disability	Withdrawal		
			Years of Service		
			0-4	5-9	10+
MALES					
20	0.06%	0.00%	36.0%	-	-
25	0.08	0.00	31.0	19.0%	-
30	0.08	0.00	28.0	16.0	13.0%
35	0.10	0.01	27.0	15.0	9.0
40	0.15	0.02	24.0	14.0	8.0
45	0.23	0.07	21.0	12.5	7.0
50	0.40	0.17	19.5	11.0	6.5
55	0.71	0.45	16.0	9.0	6.0
60	1.29	0.70	-	-	-
65	2.17	0.00	-	-	-
FEMALES					
20	0.03%	0.00%	36.0%	-	-
25	0.03	0.00	28.0	18.0%	-
30	0.04	0.00	24.0	16.0	11.0%
35	0.06	0.01	20.0	14.0	10.0
40	0.08	0.02	19.0	12.5	9.0
45	0.11	0.07	17.5	11.0	8.0
50	0.17	0.17	16.0	9.5	7.0
55	0.29	0.45	13.0	8.0	6.0
60	0.58	0.70	-	-	-
65	1.08	0.00	-	-	-



School Personnel OPEB Fund Members Participating in the Georgia Public School Employees Retirement System

SERVICE RETIREMENT: Representative values of the assumed annual rates of service retirement are as follows:

Age	Annual Rate	Age	Annual Rate
60	17%	68	25%
61	17	69	25
62	26	70	28
63	18	71	28
64	21	72	28
65	32	73	28
66	25	74	28
67	25	75 & over	100

DEATHS AFTER RETIREMENT: The 1994 Group Annuity Table set forward four years for males and set forward two years for females is used for the period after service retirement and for beneficiaries of deceased members. The RP-2000 Disability Mortality Table set forward 5 years for males is used for the period after disability retirement. Representative values of the assumed annual rates of mortality for service retirements and beneficiaries are as follows:

Age	Males	Females	Age	Males	Females
40	0.146%	0.083%	65	2.173%	1.076%
45	0.233	0.111	70	3.405	1.651
50	0.398	0.173	75	5.586	2.837
55	0.709	0.292	80	8.961	4.915
60	1.294	0.583	85	13.945	8.402



SCHEDULE D

SUMMARY OF MAIN PLAN PROVISIONS AS INTERPRETED FOR VALUATION PURPOSES

School Personnel OPEB Fund Eligibility

Retiree medical eligibility is attained when an employee retires, and is immediately eligible to draw a retirement annuity from any of these systems:

- Teachers Retirement System
 - Service Retirement: 25 years of service or age 60 with 10 years of service
 - Disability Retirement: 10 years of service
- Public School Employees Retirement System
 - Service Retirement: age 60 with 10 years of service
 - Disability Retirement: 15 years of service

Retirees from other systems who may be eligible for post-employment benefits other than pensions were not included in the valuation because census data was not provided:

Coverage starts immediately at retirement, provided the retiree makes proper premium payments or has the premiums deducted from the annuity check. If elected, dependent coverage starts on the same day as retiree coverage. A change from single to family coverage as a retiree is allowed only with a qualified change in status.



Plan Design Changes

Effective January 1, 2010, retirees must pay higher deductibles, co-pays, out-of-pocket maximums and increased coinsurance. The amount retirees must pay when selecting the Premium Medicare Advantage option has also been increased.

The plan design changes are detailed in the following tables:

HMO Plan Benefits		
Deductible	January 1, 2009	January 1, 2010
Retiree	\$400	\$600
Family	\$800	\$1,200
Out-of-Pocket Maximum		
Retiree	\$1,500	\$2,000
Family	\$3,000	\$4,000
Co-Insurance	10%	20%
Office Visit Co-Pay	\$30	\$35
ER Co-Pay	\$100	\$150
Rx Co-Pay	\$10/30/75 2 co-pays for 90 day supply	\$15/40/75 3 co-pays for 90 day supply

Open Access Plus Plan Benefits (Replacing PPO)		
Deductible	January 1, 2009	January 1, 2010
Retiree	\$500/\$1,000	\$600/\$1,200
Family	\$1,500/\$3,000	\$1,800/\$3,600
Out-of-Pocket Maximum		
Retiree	\$1,500/\$3,000	\$2,000/\$4,000
Family	\$3,000/\$6,000	\$4,000/\$8,000
Co-Insurance	10%/40%	20%/40%
Office Visit Co-Pay	\$30	\$35
ER Co-Pay	\$100	\$150
Rx Co-Pay	\$10/30/100	\$15/40/100

HRA Plan Benefits		
Deductible	January 1, 2009	January 1, 2010
Retiree	\$1,000	\$1,100
Family	\$2,500	\$2,750
Out-of-Pocket Maximum		
Retiree	\$2,000	\$2,500
Family	\$4,500	\$5,700
Co-Insurance	10%/40%	15%/40%
Rx Co-Pay	10%	15% generic/25% brand



HDHP Plan Benefits		
Deductible	January 1, 2009	January 1, 2010
Retiree	\$1,150/\$2,300	\$1,200/\$2,400
Family	\$2,300/\$4,600	\$2,400/\$4,800
Out-of-Pocket Maximum		
Retiree	\$1,700/\$3,800	\$1,800/\$4,000
Family	\$2,900/\$7,000	\$3,100/\$7,400

The contribution changes are as follows:

- Change Medicare Advantage Premium Contribution Buy-Up from \$30 to \$40



Premiums

Retiree premiums vary based on plan election, dependent coverage, Medicare eligibility and election. Premiums shown are monthly and are effective January 1, 2010.

STATE HEALTH BENEFIT PLAN RETIREE RATES - January 1, 2010 Enrollment in one of the Medicare Advantage Plans or Split Eligibility

All enrolled in Medicare Advantage Option	CIGNA & UHC MA Premium		CIGNA & UHC MA Standard
Single Coverage	59.30		19.30

Family Coverage (all in Medicare Advantage)	118.80		38.60
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Family Coverage (at least 1 person in MA and at least 1 family member not in MA)	CIGNA & UHC HMO/MA Premium		CIGNA & UHC HMO/MA Standard		CIGNA & UHC HDHP/MA Premium		CIGNA & UHC HDHP/MA Standard		CIGNA & UHC HRA/MA Premium		CIGNA & UHC HRA/MA Standard		CIGNA & UHC OAP/MA Premium		CIGNA & UHC OAP/MA Standard
At least 1 not elig for Medicare & at least 1 with MA	159.50		119.50		113.70		73.70		121.80		81.80		154.00		114.00
All eligible for Medicare-at least 1 with MA & at least 1 without Medicare	1,094.40		1,054.40		1,089.40		1,049.40		1,104.00		1,064.00		1,113.40		1,073.40
All eligible for Medicare-at least 1 with MA & at least 1 with Medicare A	755.80		715.80		750.80		710.80		765.40		725.40		774.80		734.80
All eligible for Medicare-at least 1 with MA & at least 1 with Medicare A&D	640.50		600.50		635.50		595.50		650.10		610.10		659.50		619.50

UHC = United Health Care
 CIGNA = CIGNA Healthcare
 MA = Medicare Advantage
 HMO = Health Management Organization
 HDHP = High Deductible Health Plan

HRA = Health Reimbursement Arrangement
 OAP = Open Access Plan

State Health Benefit Plan 2010 Monthly Premium Rates Retirees Pre-65 (Non-Medicare Eligible)		
	Retiree	Family
United Health Care OAP	\$94.70	\$282.60
United Health Care HMO	\$100.20	\$240.00
United Health Care HRA	\$62.50	\$191.10
United Health Care HDHP	\$54.40	\$176.70
CIGNA OAP	\$94.70	\$282.60
CIGNA HMO	\$100.20	\$240.00
CIGNA HRA	\$62.50	\$191.10
CIGNA HDHP	\$54.40	\$176.70