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WATERFORD RETIREMENT COMMISSION
SPECIAL MEETING AGENDA

Topic: Retirement Commission Special Meeting
Time: May 20, 2021 05:15 PM Eastern Time (US and Canada)

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Meeting ID: 857 4699 4455
Passcode: 970573
Find your local number: https://us02web.zoom.us/u/keyjqPs2G8

1. Establishment of a quorum and call to order.
2. Consideration and possible action on recommendation to the Board of Selectman for actuary firm to perform valuations on town's retirement accounts
3. Adjournment

Retirement Commission Agenda
5/21/2021

	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	TOTAL CONTRACT	NOTES
KEY	13,800	7,200	13,800	7,400	14,000	56,200	GASB disclosures not included in bid package. Additional Costs for Employee Pension Statements
SEGAL	12,800		13,450	18,600	14,150	59,000	
BOLTON	10,100	16,100	10,350	16,750	10,675	63,975	No local experience. All outside of CT listed as references.
HOOKER & HOLCOMBE	10,300	19,550	10,400	20,250	10,500	71,000	Director of Finance Recommendation
FOSTER & FOSTER	17,330	17,670	18,020	18,380	18,750	90,150	Only includes GASB 75 and not GASB 67/68 Disclosures)
MILLMAN	29,500	14,000	29,500	14,000	29,500	116,500	

Bid Tabulation Sheet
Bid#21-101 Pension ans Acturarial Services
March 25, 2021 @ 0:00 am

Vendor	NOTES
FOSTER AND FOSTER	
ACTUARIAL VALUATION	
2021 Actuarial Valuation $6000.00	WE PROPOSE CHARGING THE TOWN AN ANNUAL RETAINER FOR THE SERVICES. FEES WILL BE EFFECTIVE FOR FIVE (5) YEARS BEGINNING JULY1, AND ARE SUBJECT TO NEGOTIATIONS. THE CONTRACT ALSO CALLS FOR THREE (3) ONE YEAR OPTIONAL RENEWALS
2022 Actuarial Valuation $6000.00	
2023 Actuarial Valuation $6000.00	
2024 Actuarial Valuation $6000.00	
2025 Actuarial Valuation $6000.00	
TOTAL $30,000.00	
GASB 75 VALUATION	
FY 2022 GASB 75 Valuation $11,330.00	
FY 2023 GASB 75 Valuation $11,670.00	
FY 2024 GASB 75 Valuation $12,020.00	
FY 2025 GASB 75 Valuation $12,380.00	
FY 2026 GASB 75 Valuation $12,750.00	
TOTAL $60,150.00	
STAFF RATES (HOURLY)	
Senior Consultant $375.00	MEETINGS ARE BILLED BASED ON HOURLY RATES SET FORTH. WE WILL PROVIDE A FIRM FEE QUOTATION PRIOR TO COMMENCING ANY WORK AT THE TOWN'S REQUEST. ANY ADDITIONAL WORK PERFORMED FOR THE TOWN WILL BE INVOICED IN ACCORDANCE WITH OUR HOURLY RATES. NOT TO EXCEED QUOTES WILL BE PROVIDED AS REQUIRED BY RFP.
Senior Staff $325.00	
Junior Staff $290.00	
Administrative $175.00	

Vendor	NOTES
MILLIMAN ACTUARIAL SERVICES	
VALUATION 2021-2022 FEES	
Prepare Pension Valuations by September 15, July 1, 2021 $4,500.00	
Prepare OPEB Valuation biennially by September 15, july 1, 2021 $11,000.00	
Review Actuarial Accumptions; Included in Valuation Fee	
Assist in analysis of proposed plan changes; Based on hourly rates	
Assist in preparation of documents;Based on hourly rates	
Assist in implementation of audit recommendations: Based on hourly rates	
Determination of Benefits for individual employees; N/A- there are no active pension plan members	For the biennial pension and OPEB valuation cycles, the Actuarially Determined Contribution for the off fiscal years will be calculated as part of the full valuations and will be equal to the Actuarially Determined Contribution for the preceding fiscal year plus one year of interest.Alternatively, for an additional fee, we could reflect the actual investment performance during the year since the last full valuation in the circulation of the Actuatially Determined Contribution, and provide abbreviated valuation reports supporting the circulation thereof. Additional information regarding fees stated in actual bid submission.
Prepare annual financial statement reports; GASB 67/68 (pension) and GASB 74/75 (OPEB by September 15 Pension Plan $35,00.00, OPEB Plan $3,500.00	
Advise on compliance requirements: Based on hourly rates	
Provide factors, formulas and other administration assistance; Based on hourly rates.	
Prepare annual identification of emerging issues; Included in valuation fee.	
Coordinate liability estimates with investment consultant; Included in valuation fee.	
Prepare annual employee benefit statements N/A - there are no active pension plan members.	
Counsel the Town on other issues; Based on hourly rates.	
HOURLY RATES 2021-2022 PERIOD	
Lead Actuary $355.00	
Supporting Consultant $355.00	
Peer Review Actuary $475.00	
Healthcare Actuary $575.00	
Senior Analysts $285.	
Analysts $255.00	

Vendor				
THE SEGAL COMPANY				
VALUATIONS	FY2022	FY2024	FY2025	FY2026
Defined Benefit Pension Plan Valuations	$7,500.00	$7,950.00	N/A*	$8,450.00
Defined Benefit Pension Plan GASB 67/68 Disclosures	$2,650.00	$2,750.00	$2,800.00	$2,850.00
OPEB Plan Valuations	N/A	N/A	$13,000.00	N/A
OPEB Plan GASB 74/75 Disclosures	$2,650.00	$2,750.00	$2,800.00	$2,850.00
Benefit statements	Pricing varies based on quantity and type of information to be communicated.			
Total**	$12,800	$13,450	$18,600	$14,150

- Pensionis currently on a biennial schedule. If annual valuations are needed for FY2023 and FY2025 the amounts will be $7,700 and $8,100, respectively.

•• Pricing doesn't includeBenefit statements, when applicable.

HOURLY RATES OF SERVICE		NOTES
Consulting Actuary	$450.00 - $520.00	No additional fees for travel expenses
Consultant	$350.00 - $380.00	Our fees are all inclusive and there are no additional administration, start-up or implementation fees associated with the engagement. We do not bill separately for services performed by our clerical staff, or other miscellaneous charges associated with fulfilling our services such as printing, postage, etc. In situations where additional projects can have a project scope outlined in advance, we will devise an agreed-upon fee quote prior to beginning work.
Analyst	$260.00 - $290.00	

Vendor	

KEY BENEFIT CONCEPTS

VALUATION

Fiscal Year		Discounted Fees for Payment by Check or ACH		
Begin	End	OPEB	Pension	Total CostNear
2021	2022	$7,200.00	$6,600.00	$13,800.00
2022	2023	$7,200.00	$6,600.00	$13,800.00
2023	2024	$7,200.00	$6,600.00	$13,800.00
2024	2025	$7,400.00	$6,800.00	$14,200.00
2025	2026	$7,400.00	$6,800.00	$14,200.00
5-Yr Subtotal		$36,400.00	$33,400.00	$69,800.00
2026	2027	$7,400.00	$6,800.00	$14,200.00
2027	2028	$7,400.00	$7,000.00	$14,400.00
2028	2029	$7,600.00	$7,000.00	$14,600.00
Add'l 3- Yr Subtotal		$22,400.00	$20,800.00	$43,200.00
8 - YR TOTAL		$58,800.00	$54,200.00	$113,000.00

Fiscal Year		Fees if Paid by Debit/Credit Card		
Begin	End	OPEB	Pension	Total CostNear
2021	2022	$7,416.00	$6,798.00	$14,214.00
2022	2023	$7,416.00	$6,798.00	$14,214.00
2023	2024	$7,416.00	$6,798.00	$14,214.00
2024	2025	$7,622.00	$7,004.00	$14,626.00
2025	2026	$7,622.00	$7,004.00	$14,626.00
5-Yr Subtotal		$37,492.00	$34,402.00	$71,894.00
2026	2027	$7,622.00	$7,004.00	$14,626.00
2027	2028	$7,622.00	$7,210.00	$14,832.00
2028	2029	$7,828.00	$7,210.00	$15,038.00
Add'l 3- Yr Subtotal		$23,072.00	$21,424.00	$44,496.00
8 - YR TOTAL		$60,564.00	$55,826.00	$116,390.00

Vendor	NOTES
BOLTON PARTNERS INC.	

VALUATION

FISCAL YEAR		RATES		
Begin	End	PENSION	OPEB	TOTAL
2021	2022	$6,100.00	4000.00 (ROLL FORWARD)	$10,100.00
2022	2023	$6,200.00	$9,900.00	$16,100.00
2023	2024	$6,350.00	$4,000.00	$10,350.00
2024	2025	$6,450.00	$10,300.00	$16,750.00
2025	2026	$6,575.00	$4,100.00	$10,675.00
5-Yr Subtotal		$31,675.00	$32,300.00	$63,975.00
2026	2027(OPTIONAL)	$6,700.00	$10,700.00	$17,400.00
2027	2028(OPTIONAL)	$6,900.00	$4,300.00	$11,200.00
2028	2029(OPTIONAL)	$6,900.00	$11,200.00	$18,100.00
Add'l 3- Yr Subtotal		$20,500.00	$26,200.00	$46,700.00
8 - YR TOTAL		$52,175.00	$58,500.00	$110,675.00

HOURLY RATES OF SERVICE

Senior Actuary	$515.00
Consultant/Actuaries	$340.00
Senior Analyst	$235.00
Analysts/Technicians	$185.00

For services out of the scope of the regular valuation, a fee would be determined based on hourly rates.we typically would agree to a fixed fee before the starting of any project in order to provide cost certainty to the Town. Hourly rates are provided for July 1, 2021 - June 30, 2022 with an annual increase of 2% each year afterwards.

Travel Costs are included in above fees. No additional costs of expenses for in-scope services as defined in RFP

Vendor	NOTES
HOOKER AND HOLCOMBE	

VALUATION

FISCAL YEAR		RATES			
Begin	End	PENSION	OPEB Plan Valuation	GASB 67/65	GASB 75 Disclosure Report 1
2021	2022	$4,500.00		$2,900.00	$2,900.00
2022	2023	4500.00^	$13,700.00	$2,925.00	$2,925.00
2023	2024	$4,500.00		$2,950.00	$2,950.00
2024	2025	4500.00^	$14,300.00	$2,975.00	$2,975.00
2025	2026	$4,500.00		$3,000.00	$3,000.00
5-Yr Subtotal		$21,500.00	$32,000.00	$14,750.00	$14,750.00

HOURLY RATES OF SERVICE

Consultant/Actuaries	$300.00 - $490.00
Analysts/Technicians	$165.00 - $300.00
Administrative/Support	$100.00 - $165.00

2021 rates are subject to change annually. No other costs will be incurred for travel.

Other fees that may be incurred from time to time include analysis for plan and/ or assumption changes. I f a deletion date circulation is needed due to funding less than the full ADEC, these service fees would be agreed upon prior to work being completed.