



# GASB 75 Actuarial Valuation Report

The State of Tennessee

Local Education Employee Group Plan

For the Fiscal Year Ending June 30, 2020

Measurement Date June 30, 2019

## Introduction

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

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

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

A valuation model was used to develop the liabilities for the June 30, 2019 valuation. The valuation model relies on ProVal software, which was developed by Winklevoss Technologies, LLC. Experts within Aon selected this software and determined it is appropriate for performing valuations. We coded and reviewed the software for the provisions, assumptions, methods, and data of The Local Education Employee Group Plan.

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

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

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

- Plan experience differing from that anticipated by the economic or demographic assumptions;
- Changes in actuarial methods or in economic or demographic assumptions;
- Increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period); and
- Changes in plan provisions or applicable law.

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

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

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

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

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

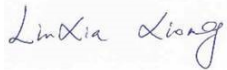
To our knowledge, no colleague of Aon providing services to the State of Tennessee or the Local Employers has any material direct or indirect financial interest in the State of Tennessee or the Local Employers. Thus, we believe there is no relationship existing that might affect our capacity to prepare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



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# **Accounting Requirements**

## Development of GASB 75 Net OPEB Expense

### Calculation Details

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

| <b>Collective</b>  | <b>Fiscal Year<br/>Ending<br/>June 30, 2020</b> |
|--|---|
| (1) Collective OPEB Liability  | \$ 820,373,772                                  |
| (2) Plan Fiduciary Net Position  | <u>0</u>  |
| (3) Net OPEB Liability   | \$ 820,373,772                                  |
| (4) Plan Fiduciary Net Position as a Percentage of the<br>Total OPEB Liability             | 0%  |
| (5) Deferred Outflow of Resources for Contributions Made<br>After Measurement Date         | 42,527,915                                      |
|  | <b>Fiscal Year<br/>Ending<br/>June 30, 2020</b> |
| <b>State Share</b>   |   |
| (1) State Share of OPEB Liability  | \$ 232,296,286                                  |
| (2) Plan Fiduciary Net Position  | <u>0</u>  |
| (3) Net OPEB Liability   | \$ 232,296,286                                  |
| (4) Plan Fiduciary Net Position as a Percentage of the<br>State Share of OPEB Liability    | 0%  |
| (5) Deferred Outflow of Resources for Contributions Made<br>After Measurement Date         | 13,144,364                                      |
|  | <b>Fiscal Year<br/>Ending<br/>June 30, 2020</b> |
| <b>Employer Share</b>  |   |
| (1) Employer Share of OPEB Liability   | \$ 588,077,486                                  |
| (2) Plan Fiduciary Net Position  | <u>0</u>  |
| (3) Net OPEB Liability   | \$ 588,077,486                                  |
| (4) Plan Fiduciary Net Position as a Percentage of the<br>Employer Share of OPEB Liability | 0%  |
| (5) Deferred Outflow of Resources for Contributions Made<br>After Measurement Date         | 29,383,551                                      |

## Expense

The following table illustrates the OPEB expense under GASB 75.

|                                   | <b>Fiscal Year<br/>Ending<br/>June 30, 2020</b> |
|-----------------------------------|---|
| (1) Service Cost                  | \$ 45,975,847                                   |
| (2) Interest Cost                 | 30,387,384                                      |
| (3) Expected Investment Return    | 0   |
| (4) Employee Contributions        | 0   |
| (5) Administrative Expense        | 0   |
| (6) Plan Changes                  | 820,611   |
| (7) Amortization of Unrecognized  |   |
| (a) Liability (Gain)/Loss         | (4,315,809)                                     |
| (b) Asset (Gain)/Loss             | 0   |
| (c) Assumption Change (Gain)/Loss | <u>(8,295,361)</u>                              |
| (8) Total Expense                 | \$ 64,572,672                                   |
| (a) State Share of Expense        | \$ 17,886,333                                   |
| (b) Employer Share of Expense     | \$ 46,686,339                                   |



## Collective Deferred Outflows/Inflows

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

|   | <b>Net Deferred<br/>Outflows/(Inflows)</b> |
|---|--|
| (1) Difference Between Actual and Expected Experience                               | \$ (35,845,184)                            |
| (2) Net Difference Between Expected and Actual Earnings<br>on OPEB Plan Investments | 0  |
| (3) Assumption Changes  | <u>(61,960,814)</u>                        |
| (4) Sub Total   | \$ (97,805,998)                            |
| (5) Contributions Made in Fiscal Year Ending June 30,2020<br>After Measurement Date | <u>42,527,915</u>                          |
| (6) Total   | \$ (55,278,083)                            |

## Amortization of Collective Deferred Inflows/Outflows

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

| Date<br>Established | Type of Base          | Period   |           | Balance         |                 | Annual<br>Payment |
|---------------------|-----------------------|----------|-----------|-----------------|-----------------|-------------------|
|                     |                       | Original | Remaining | Original        | Remaining       |                   |
| 6/30/2020           | Liability (Gain)/Loss | Varies   | Varies    | \$ 34,935,799   | \$ 31,381,068   | \$ 3,554,731      |
| 6/30/2020           | Assumptions           | Varies   | Varies    | \$ (61,820,956) | \$ (54,964,935) | \$ (6,856,021)    |
| 6/30/2019           | Liability (Gain)/Loss | Varies   | Varies    | \$ (83,464,670) | \$ (67,226,252) | \$ (7,870,540)    |
| 6/30/2019           | Assumptions           | Varies   | Varies    | \$ 27,097,373   | \$ 21,696,123   | \$ 2,700,427      |
| 6/30/2018           | Assumptions           | Varies   | Varies    | \$ (41,108,738) | \$ (28,692,002) | \$ (4,139,767)    |
|                     | Total Charges         |          |           |                 | \$ (97,805,998) | \$ (12,611,170)   |

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

### Year End June 30:

|                  |                |
|------------------|----------------|
| 2021             | \$(12,423,234) |
| 2022             | \$(12,423,234) |
| 2023             | \$(12,423,234) |
| 2024             | \$(12,423,156) |
| 2025             | \$(12,423,105) |
| Total Thereafter | \$(35,690,035) |

## State Deferred Outflows/Inflows

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

|   | <b>Net Deferred<br/>Outflows/(Inflows)</b> |
|---|--|
| (1) Difference Between Actual and Expected Experience                               | \$ (11,284,166)                            |
| (2) Net Difference Between Expected and Actual Earnings<br>on OPEB Plan Investments | 0  |
| (3) Proportion Changes  | 432,979                                    |
| (4) Assumption Changes  | <u>(17,899,056)</u>                        |
| (5) Sub Total   | \$ (28,750,243)                            |
| (6) Contributions Made in Fiscal Year Ending June 30,2020<br>After Measurement Date | <u>13,144,364</u>                          |
| (7) Total   | \$ (15,605,879)                            |

## Amortization of State Deferred Inflows/Outflows

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

| Date<br>Established | Type of<br>Base          | Period   |           | Balance         |                 | Annual<br>Payment |
|---------------------|--------------------------|----------|-----------|-----------------|-----------------|-------------------|
|                     |                          | Original | Remaining | Original        | Remaining       |                   |
| 6/30/2020           | Change in<br>Proportion  | Varies   | Varies    | \$ 14,760,600   | \$ 13,154,980   | \$ 1,605,620      |
| 6/30/2020           | Liability<br>(Gain)/Loss | Varies   | Varies    | \$ 11,401,039   | \$ 10,227,985   | \$ 1,173,054      |
| 6/30/2020           | Assumptions              | Varies   | Varies    | \$ (17,606,503) | \$ (15,666,989) | \$ (1,939,514)    |
| 6/30/2019           | Change in<br>Proportion  | Varies   | Varies    | \$ (16,218,320) | \$ (12,722,001) | \$ (1,642,896)    |
| 6/30/2019           | Liability<br>(Gain)/Loss | Varies   | Varies    | \$ (26,468,139) | \$ (21,512,151) | \$ (2,477,989)    |
| 6/30/2019           | Assumptions              | Varies   | Varies    | \$ 7,507,853    | \$ 6,021,860    | \$ 742,999        |
| 6/30/2018           | Assumptions              | Varies   | Varies    | \$ (11,787,183) | \$ (8,253,927)  | \$ (1,177,747)    |
|                     | Total Charges            |          |           |                 | \$ (28,750,243) | \$ (3,716,473)    |

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

### Year End June 30:

|                  |                |
|------------------|----------------|
| 2021             | \$(3,657,582)  |
| 2022             | \$(3,657,582)  |
| 2023             | \$(3,657,582)  |
| 2024             | \$(3,657,560)  |
| 2025             | \$(3,657,543)  |
| Total Thereafter | \$(10,462,394) |

## Employer Deferred Outflows/Inflows

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

|   | <b>Net Deferred<br/>Outflows/(Inflows)</b> |
|---|--|
| (1) Difference Between Actual and Expected Experience                               | \$ (24,561,018)                            |
| (2) Net Difference Between Expected and Actual Earnings<br>on OPEB Plan Investments | 0  |
| (3) Proportion Changes  | (432,979)                                  |
| (4) Assumption Changes  | <u>(44,061,758)</u>                        |
| (5) Sub Total   | \$ (69,055,755)                            |
| (6) Contributions Made in Fiscal Year Ending June 30,2020<br>After Measurement Date | <u>29,383,551</u>                          |
| (7) Total   | \$ (39,672,204)                            |

## Amortization of Employer Deferred Inflows/Outflows

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

| Date<br>Established | Type of<br>Base          | Period   |           | Balance         |                 | Annual<br>Payment |
|---------------------|--------------------------|----------|-----------|-----------------|-----------------|-------------------|
|                     |                          | Original | Remaining | Original        | Remaining       |                   |
| 6/30/2020           | Change in<br>Proportion  | Varies   | Varies    | \$ (14,760,600) | \$ (13,154,980) | \$ (1,605,620)    |
| 6/30/2020           | Liability<br>(Gain)/Loss | Varies   | Varies    | \$ 23,534,760   | \$ 21,153,083   | \$ 2,381,677      |
| 6/30/2020           | Assumptions              | Varies   | Varies    | \$ (44,214,453) | \$ (39,297,946) | \$ (4,916,507)    |
| 6/30/2019           | Change in<br>Proportion  | Varies   | Varies    | \$ 16,218,320   | \$ 12,722,001   | \$ 1,642,896      |
| 6/30/2019           | Liability<br>(Gain)/Loss | Varies   | Varies    | \$ (56,996,531) | \$ (45,714,101) | \$ (5,392,551)    |
| 6/30/2019           | Assumptions              | Varies   | Varies    | \$ 19,589,520   | \$ 15,674,263   | \$ 1,957,428      |
| 6/30/2018           | Assumptions              | Varies   | Varies    | \$ (29,321,555) | \$ (20,438,075) | \$ (2,962,020)    |
|                     | Total<br>Charges         |          |           |                 | \$ (69,055,755) | \$ (8,894,697)    |

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

### Year End June 30:

|                  |                |
|------------------|----------------|
| 2021             | \$(8,765,652)  |
| 2022             | \$(8,765,652)  |
| 2023             | \$(8,765,652)  |
| 2024             | \$(8,765,596)  |
| 2025             | \$(8,765,562)  |
| Total Thereafter | \$(25,227,641) |

### Interest Rate Sensitivity (Collective)

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

|                                  | <b>1% Decrease<br/>(2.51%)</b> | <b>Current Rate<br/>(3.51%)</b> | <b>1% Increase<br/>(4.51%)</b> |
|----------------------------------|--------------------------------|---------------------------------|--------------------------------|
| Employer Share of OPEB Liability | \$ 882,795,778                 | \$ 820,373,772                  | \$ 761,272,112                 |

### Healthcare Cost Trend Sensitivity (Collective)

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

|                                  | <b>1% Decrease</b> | <b>Trend Rate</b> | <b>1% Increase</b> |
|----------------------------------|--------------------|-------------------|--------------------|
| Employer Share of OPEB Liability | \$ 731,731,070     | \$ 820,373,772    | \$ 924,925,451     |

### Interest Rate Sensitivity (State Share)

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

|                                  | <b>1% Decrease<br/>(2.51%)</b> | <b>Current Rate<br/>(3.51%)</b> | <b>1% Increase<br/>(4.51%)</b> |
|----------------------------------|--------------------------------|---------------------------------|--------------------------------|
| Employer Share of OPEB Liability | \$ 250,085,321                 | \$ 232,296,286                  | \$ 215,461,319                 |

### Healthcare Cost Trend Sensitivity (State Share)

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

|                                  | <b>1% Decrease</b> | <b>Trend Rate</b> | <b>1% Increase</b> |
|----------------------------------|--------------------|-------------------|--------------------|
| Employer Share of OPEB Liability | \$ 207,055,572     | \$ 232,296,286    | \$ 262,087,294     |

### Interest Rate Sensitivity (Employer Share)

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

|                                  | <b>1% Decrease<br/>(2.51%)</b> | <b>Current Rate<br/>(3.51%)</b> | <b>1% Increase<br/>(4.51%)</b> |
|----------------------------------|--------------------------------|---------------------------------|--------------------------------|
| Employer Share of OPEB Liability | \$ 632,710,457                 | \$ 588,077,486                  | \$ 545,810,793                 |

### Healthcare Cost Trend Sensitivity (Employer Share)

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

|                                  | <b>1% Decrease</b> | <b>Trend Rate</b> | <b>1% Increase</b> |
|----------------------------------|--------------------|-------------------|--------------------|
| Employer Share of OPEB Liability | \$ 524,675,498     | \$ 588,077,486    | \$ 662,838,157     |

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

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

|  | June 30, 2018         | June 30, 2019          | June 30, 2020         |
|--|-----------------------|------------------------|-----------------------|
| <b>Total OPEB Liability</b>                            |                       |                        |                       |
| Service Cost   | \$ 52,675,939         | \$ 48,917,141          | \$ 45,975,847         |
| Interest Cost  | 27,223,649            | 32,741,406             | 30,387,384            |
| Changes of Benefit Terms                               | 0                     | (54,732,038)           | 820,611               |
| Differences Between Expected and Actual Experiences    | 0                     | (83,500,489)           | 34,935,799            |
| Changes of Assumptions                                 | (41,110,030)          | 27,097,373             | (61,820,956)          |
| Benefit Payments                                       | (45,518,325)          | (49,772,240)           | (46,347,190)          |
| <b>Net Change in Total OPEB Liability</b>              | <b>\$ (6,728,767)</b> | <b>\$ (79,248,847)</b> | <b>\$ 3,951,495</b>   |
| <b>Total OPEB Liability (Beginning)</b>                | <b>902,399,891</b>    | <b>895,671,124</b>     | <b>816,422,277</b>    |
| <b>Total OPEB Liability (Ending)</b>                   | <b>\$ 895,671,124</b> | <b>\$ 816,422,277</b>  | <b>\$ 820,373,772</b> |
| <b>Proportion Determination</b>                        |                       |                        |                       |
| Collective Actuarial Accrued Liability                 | \$ 895,671,124        | \$ 816,422,277         | \$ 820,373,772        |
| Employer Proportion                                    | 71.31%                | 73.51%                 | 71.68%                |
| Employer Actuarial Accrued Liability                   | \$ 638,746,894        | \$ 600,175,993         | \$ 588,077,486        |
| Employer Share of Total OPEB Liability (Beginning)     | \$ 643,359,313        | \$ 638,746,894         | \$ 600,175,993        |
| Employer Share of Total OPEB Liability (End)           | \$ 638,746,894        | \$ 600,175,993         | \$ 588,077,486        |
| State Proportion                                       | 28.66%                | 26.49%                 | 28.32%                |
| State Actuarial Accrued Liability                      | \$ 256,924,230        | \$ 216,246,284         | \$ 232,296,286        |
| State Share of Total OPEB Liability (Beginning)        | \$ 259,040,578        | \$ 256,924,230         | \$ 216,246,284        |
| State Share of Total OPEB Liability (End)              | \$ 256,924,230        | \$ 216,246,284         | \$ 232,296,286        |
| <b>Covered-Employee Payroll</b>                        | N/A                   | N/A                    | N/A                   |
| <b>Total OPEB Liability as a Percentage of Payroll</b> | N/A                   | N/A                    | N/A                   |

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

# Appendix

## Participant Data

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

|   | <b>July 1, 2019</b> |
|---|---------------------|
| <hr/>   |                     |
| Actives Participants  |                     |
| Number  | 51,104              |
| Average Age   | 48.3                |
| Average Service   | 15.0                |
| Inactives Participants (Retirees, Surviving Spouses, Disableds, and Deferred Vesteds) |                     |
| Number  | 4,344               |
| Average Age   | 61.0                |
| Total Participants  |                     |
| Number  | 55,448              |



## Health Care Claims Development

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

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

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

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

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

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

### Health Care Aging (Morbidity) Factors:

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

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

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

## Health Care Cost Trend Rates:

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

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

## Health Care Reform Excise Tax Adjustment:

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

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

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

On a blended basis, the excise tax threshold is estimated to be reached in fiscal year 2023, which means the first trend load is applied to the valuation trend from 2022 to 2023. The effect of the excise tax is estimated to result in a 0.16% increase in the liability.

The “Further Consolidated Appropriations Act, 2020” signed into law on December 20, 2019, included a permanent repeal of the excise tax on high-cost plans (a.k.a. “the Cadillac tax”) for all tax years beginning after December 31, 2019. The excise tax was originally imposed by the Affordable Care Act in 2010. GASB 75 requires that all calculations are based upon the measurement date, so the effect of the excise tax was included in this valuation. The increase in liabilities due to the excise tax is less than 0.2% as of the measurement date. In future years, there will be no impact. This change will be treated as an assumption change as of the June 30, 2020 measurement date

## Actuarial Assumptions and Methods

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

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

|   |   |
|---|---|
| Data Assumptions                        | In cases of a discrepancy between expected service and service reported for this valuation, imputed service was used.   |
| Salary Increases                        | Assumed salary increases are the same as used by TCRS: 8.72% at age 20 graded to 3.44% at age 70 (with 4.00% weighted average).   |
| Retirement Rates<br>Active Participants | See Tables 1-3.   |
| Withdrawal Rates                        | See Table 4-5.  |
| Disability Rates                        | See Table 6.  |
| Coverage Acceptance Rates               | See Table 7.  |
| Future participation                    | Active employees currently declining coverage are assumed to opt into the plan in the future and accept retiree coverage at a 10% rate. Covered employees are assumed to remain covered until retirement. |
| Initial Gross Premiums                  |   |
| Retiree                                 | <u>2019</u> <u>2020</u><br>\$607.00    \$603.00   |
| Spouse                                  | \$684.00    \$691.00  |
| Administrative Expenses                 | Administrative expenses are included in the Per Capita Costs.   |
| Per Capita Costs                        | Expected monthly Per Capita Costs were developed for year following the Actuarial Valuation Date.   |
| Decrement Timing                        | Decrements of all types are assumed to occur at the middle of the year.   |
| Eligibility Testing                     | Eligibility for benefits is determined based upon the age nearest birthday and service nearest whole year on the date the decrement is assumed to occur.  |
| Decrement Relativity                    | Decrement rates are treated as absolute rates of decrement.   |

## Method Changes

There have been no method changes since the prior year.

## Assumption Changes

The financial accounting valuation reflects the following assumption changes:

- The discount rate decreased from 3.62% to 3.51%. This increased the liability for Collective, State and Local Employer by 0.8%
- The medical and drug trend rate assumptions were updated to reflect more recent experience as of the Measurement Date. This increased the liability for Collective and Local Employer by 2.7% and 5.8% respectively, while it decreased the liability for State by 4.5%.
- A change in expected per capita health claims to reflect more recent information as of the Measurement Date. This decreased the liability for Collective and Local Employer by 8.4% and 11.6% respectively, while it increased the liability for State by 0.1%
- Coverage acceptance rates were updated to reflect more recent subsidy amounts. This decreased the liability for Collective, State and Local Employer by 0.7%, 0.2% and 0.8% respectively.

## Actuarial Assumptions and Methods

Table 1

### Retirement Rates – Early Retirement Eligible

| <b>Age</b> | <b>Male</b> | <b>Female</b> |
|------------|-------------|---------------|
| <b>55</b>  | 3.1393%     | 3.8475%       |
| <b>56</b>  | 3.3924%     | 4.4798%       |
| <b>57</b>  | 4.0562%     | 5.0000%       |
| <b>58</b>  | 4.5206%     | 5.0000%       |
| <b>59</b>  | 4.6014%     | 5.0000%       |

**Table 2**  
**Retirement Rates – 30 Years of Service Before Age 60**

| Years of Service | 1st Year Eligible |        | Year 2+ |        |
|------------------|-------------------|--------|---------|--------|
|                  | Male              | Female | Male    | Female |
| 30               | 19.0%             | 19.0%  | 7.0%    | 7.0%   |
| 31               | 19.0%             | 19.0%  | 7.0%    | 7.0%   |
| 32               | 19.0%             | 19.0%  | 7.0%    | 8.0%   |
| 33               | 19.0%             | 19.0%  | 8.5%    | 9.0%   |
| 34               | 19.0%             | 19.0%  | 9.0%    | 10.0%  |
| 35               | 19.0%             | 19.0%  | 10.0%   | 10.0%  |
| 36               | 19.0%             | 19.0%  | 12.0%   | 12.0%  |
| 37               | 19.0%             | 19.0%  | 12.0%   | 14.0%  |
| 38               | 19.0%             | 19.0%  | 13.0%   | 14.0%  |
| 39               | 19.0%             | 19.0%  | 14.0%   | 15.0%  |
| 40               | 19.0%             | 19.0%  | 15.0%   | 17.0%  |
| 41               | 19.0%             | 19.0%  | 16.0%   | 20.0%  |
| 42               | 19.0%             | 19.0%  | 22.0%   | 26.0%  |
| 43               | 19.0%             | 19.0%  | 16.0%   | 19.5%  |
| 44               | 19.0%             | 19.0%  | 18.0%   | 24.0%  |
| 45               | 19.0%             | 19.0%  | 35.0%   | 37.5%  |
| 46               | 19.0%             | 19.0%  | 16.0%   | 24.0%  |
| 47               | 19.0%             | 19.0%  | 16.0%   | 24.0%  |
| 48               | 19.0%             | 19.0%  | 16.0%   | 24.0%  |
| 49               | 19.0%             | 19.0%  | 16.0%   | 24.0%  |
| 50               | 19.0%             | 19.0%  | 16.0%   | 34.0%  |
| 51               | 19.0%             | 19.0%  | 17.0%   | 40.0%  |
| 52               | 19.0%             | 19.0%  | 17.0%   | 40.0%  |
| 53               | 19.0%             | 19.0%  | 17.0%   | 40.0%  |
| 54               | 19.0%             | 19.0%  | 17.0%   | 40.0%  |
| 55               | 19.0%             | 19.0%  | 100.0%  | 100.0% |



Table 3

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

| <b>Age</b> | <b>10-15 YOS</b> |               | <b>15+ YOS</b> |               |
|------------|------------------|---------------|----------------|---------------|
|            | <b>Male</b>      | <b>Female</b> | <b>Male</b>    | <b>Female</b> |
| <b>60</b>  | 15.0%            | 17.0%         | 23.0%          | 25.0%         |
| <b>61</b>  | 16.0%            | 20.0%         | 24.0%          | 28.0%         |
| <b>62</b>  | 22.0%            | 26.0%         | 30.0%          | 34.0%         |
| <b>63</b>  | 16.0%            | 19.5%         | 24.0%          | 27.5%         |
| <b>64</b>  | 18.0%            | 24.0%         | 26.0%          | 32.0%         |
| <b>65</b>  | 35.0%            | 37.5%         | 43.0%          | 45.5%         |
| <b>66</b>  | 16.0%            | 24.0%         | 24.0%          | 32.0%         |
| <b>67</b>  | 16.0%            | 24.0%         | 24.0%          | 32.0%         |
| <b>68</b>  | 16.0%            | 24.0%         | 24.0%          | 32.0%         |
| <b>69</b>  | 16.0%            | 24.0%         | 24.0%          | 32.0%         |
| <b>70</b>  | 16.0%            | 34.0%         | 24.0%          | 42.0%         |
| <b>71</b>  | 17.0%            | 40.0%         | 25.0%          | 48.0%         |
| <b>72</b>  | 17.0%            | 40.0%         | 25.0%          | 48.0%         |
| <b>73</b>  | 17.0%            | 40.0%         | 25.0%          | 48.0%         |
| <b>74</b>  | 17.0%            | 40.0%         | 25.0%          | 48.0%         |
| <b>75</b>  | 100.0%           | 100.0%        | 100.0%         | 100.0%        |

Table 4  
Termination Rates – Male

| Age | Years of Service |          |          |          |         |
|-----|------------------|----------|----------|----------|---------|
|     | 0                | 1        | 2-4      | 5-29     | 30+     |
| 15  | 18.0000%         | 13.5000% | 10.0000% | 10.0000% | 0.0000% |
| 16  | 18.0000%         | 13.5000% | 10.0000% | 10.0000% | 0.0000% |
| 17  | 18.0000%         | 13.5000% | 10.0000% | 10.0000% | 0.0000% |
| 18  | 18.0000%         | 13.5000% | 10.0000% | 10.0000% | 0.0000% |
| 19  | 18.0000%         | 13.5000% | 10.0660% | 10.0660% | 0.0000% |
| 20  | 18.0000%         | 13.5000% | 9.9922%  | 9.9922%  | 0.0000% |
| 21  | 18.0000%         | 13.5000% | 9.8260%  | 9.8260%  | 0.0000% |
| 22  | 18.0000%         | 13.5000% | 9.5798%  | 9.5798%  | 0.0000% |
| 23  | 18.0000%         | 13.5000% | 9.2650%  | 9.2650%  | 0.0000% |
| 24  | 18.0000%         | 13.5000% | 8.8930%  | 8.8930%  | 0.0000% |
| 25  | 18.0000%         | 13.5000% | 8.4741%  | 8.4741%  | 0.0000% |
| 26  | 18.0000%         | 13.5000% | 8.0184%  | 8.0184%  | 0.0000% |
| 27  | 18.0000%         | 13.5000% | 7.5353%  | 7.5353%  | 0.0000% |
| 28  | 18.0000%         | 13.5000% | 7.0336%  | 7.0336%  | 0.0000% |
| 29  | 18.0000%         | 13.5000% | 6.5216%  | 6.5216%  | 0.0000% |
| 30  | 18.0000%         | 13.5000% | 6.0070%  | 6.0070%  | 0.0000% |
| 31  | 18.0000%         | 13.5000% | 5.4968%  | 5.4968%  | 0.0000% |
| 32  | 18.0000%         | 13.5000% | 4.9977%  | 4.9977%  | 0.0000% |
| 33  | 18.0000%         | 13.5000% | 4.5157%  | 4.5157%  | 0.0000% |
| 34  | 18.0000%         | 13.5000% | 4.0561%  | 4.0561%  | 0.0000% |
| 35  | 18.0000%         | 13.5000% | 3.6238%  | 3.6238%  | 0.0000% |
| 36  | 18.0000%         | 13.5000% | 3.2231%  | 3.2231%  | 0.0000% |
| 37  | 18.0000%         | 13.5000% | 2.8577%  | 2.8577%  | 0.0000% |
| 38  | 18.0000%         | 13.5000% | 2.5307%  | 2.5307%  | 0.0000% |
| 39  | 18.0000%         | 13.5000% | 2.2448%  | 2.2448%  | 0.0000% |
| 40  | 18.0000%         | 13.5000% | 2.0019%  | 2.0019%  | 0.0000% |
| 41  | 18.0000%         | 13.5000% | 1.8034%  | 1.8034%  | 0.0000% |
| 42  | 18.0000%         | 13.5000% | 1.6502%  | 1.6502%  | 0.0000% |
| 43  | 18.0801%         | 13.5000% | 1.5426%  | 1.5426%  | 0.0000% |
| 44  | 18.2205%         | 13.5000% | 1.4804%  | 1.4804%  | 0.0000% |

Table 4 (Continued)

Termination Rates – Male

| Age | Years of Service |          |         |         |         |
|-----|------------------|----------|---------|---------|---------|
|     | 0                | 1        | 2-4     | 5-29    | 30+     |
| 45  | 18.3902%         | 13.5000% | 1.4627% | 1.4627% | 0.0000% |
| 46  | 18.5908%         | 13.5000% | 1.4880% | 1.4880% | 0.0000% |
| 47  | 18.8242%         | 13.5000% | 1.5544% | 1.5544% | 0.0000% |
| 48  | 19.0920%         | 13.6031% | 1.6594% | 1.6594% | 0.0000% |
| 49  | 19.3957%         | 13.8644% | 1.7997% | 1.7997% | 0.0000% |
| 50  | 19.7370%         | 14.1800% | 1.9718% | 1.9718% | 0.0000% |
| 51  | 20.1171%         | 14.5555% | 2.1714% | 2.1714% | 0.0000% |
| 52  | 20.5375%         | 14.9964% | 2.3936% | 2.3936% | 0.0000% |
| 53  | 20.9995%         | 15.5089% | 2.6331% | 2.6331% | 0.0000% |
| 54  | 21.5042%         | 16.0990% | 2.8838% | 2.8838% | 0.0000% |
| 55  | 22.0528%         | 16.7730% | 3.1393% | 3.1393% | 0.0000% |
| 56  | 22.6463%         | 17.5376% | 3.3924% | 3.3924% | 0.0000% |
| 57  | 23.2857%         | 18.3996% | 4.0562% | 4.0562% | 0.0000% |
| 58  | 23.9719%         | 19.3659% | 4.5206% | 4.5206% | 0.0000% |
| 59  | 24.7057%         | 20.4438% | 4.6014% | 4.6014% | 0.0000% |
| 60  | 25.4878%         | 21.6408% | 4.6639% | 0.0000% | 0.0000% |
| 61  | 26.3190%         | 22.9646% | 5.0000% | 0.0000% | 0.0000% |
| 62  | 27.1997%         | 23.5000% | 5.0000% | 0.0000% | 0.0000% |
| 63  | 28.0000%         | 23.5000% | 5.0000% | 0.0000% | 0.0000% |
| 64  | 28.0000%         | 23.5000% | 5.0000% | 0.0000% | 0.0000% |
| 65  | 28.0000%         | 23.5000% | 0.0000% | 0.0000% | 0.0000% |
| 66  | 28.0000%         | 23.5000% | 0.0000% | 0.0000% | 0.0000% |
| 67  | 28.0000%         | 23.5000% | 0.0000% | 0.0000% | 0.0000% |
| 68  | 28.0000%         | 23.5000% | 0.0000% | 0.0000% | 0.0000% |
| 69  | 28.0000%         | 23.5000% | 0.0000% | 0.0000% | 0.0000% |
| 70  | 28.0000%         | 23.5000% | 0.0000% | 0.0000% | 0.0000% |
| 71  | 28.0000%         | 23.5000% | 0.0000% | 0.0000% | 0.0000% |

Table 5  
Termination Rates – Female

| Age | Years of Service |          |          |          |         |
|-----|------------------|----------|----------|----------|---------|
|     | 0                | 1        | 2-4      | 5-29     | 30+     |
| 15  | 18.0000%         | 13.5000% | 10.5000% | 10.5000% | 0.0000% |
| 16  | 18.0000%         | 13.5000% | 10.5000% | 10.5000% | 0.0000% |
| 17  | 18.0000%         | 13.5000% | 10.5000% | 10.5000% | 0.0000% |
| 18  | 18.0000%         | 13.5000% | 10.5000% | 10.5000% | 0.0000% |
| 19  | 18.0000%         | 13.5000% | 10.5000% | 10.5000% | 0.0000% |
| 20  | 18.0000%         | 13.5000% | 10.5000% | 10.5000% | 0.0000% |
| 21  | 18.0000%         | 13.5000% | 10.5000% | 10.5000% | 0.0000% |
| 22  | 18.0000%         | 13.5000% | 10.5000% | 10.5000% | 0.0000% |
| 23  | 18.0000%         | 13.5000% | 10.5153% | 10.5153% | 0.0000% |
| 24  | 18.0000%         | 13.5000% | 10.2970% | 10.2970% | 0.0000% |
| 25  | 18.0000%         | 13.5000% | 9.9913%  | 9.9913%  | 0.0000% |
| 26  | 18.0000%         | 13.5000% | 9.6109%  | 9.6109%  | 0.0000% |
| 27  | 18.0000%         | 13.5000% | 9.1678%  | 9.1678%  | 0.0000% |
| 28  | 18.0000%         | 13.5000% | 8.6737%  | 8.6737%  | 0.0000% |
| 29  | 18.0000%         | 13.5000% | 8.1395%  | 8.1395%  | 0.0000% |
| 30  | 18.0000%         | 13.5000% | 7.5757%  | 7.5757%  | 0.0000% |
| 31  | 18.0000%         | 13.5000% | 6.9924%  | 6.9924%  | 0.0000% |
| 32  | 18.0000%         | 13.5000% | 6.3991%  | 6.3991%  | 0.0000% |
| 33  | 18.0000%         | 13.5000% | 5.8046%  | 5.8046%  | 0.0000% |
| 34  | 18.0000%         | 13.5000% | 5.2173%  | 5.2173%  | 0.0000% |
| 35  | 18.0000%         | 13.5000% | 4.6452%  | 4.6452%  | 0.0000% |
| 36  | 18.0000%         | 13.5000% | 4.0956%  | 4.0956%  | 0.0000% |
| 37  | 18.0000%         | 13.5000% | 3.5752%  | 3.5752%  | 0.0000% |
| 38  | 18.0000%         | 13.5000% | 3.0905%  | 3.0905%  | 0.0000% |
| 39  | 18.0000%         | 13.5000% | 2.6472%  | 2.6472%  | 0.0000% |
| 40  | 18.0000%         | 13.5000% | 2.2505%  | 2.2505%  | 0.0000% |
| 41  | 18.0000%         | 13.5000% | 1.9052%  | 1.9052%  | 0.0000% |
| 42  | 18.0000%         | 13.5000% | 1.6153%  | 1.6153%  | 0.0000% |
| 43  | 18.0801%         | 13.5000% | 1.3847%  | 1.3847%  | 0.0000% |
| 44  | 18.2205%         | 13.5000% | 1.2164%  | 1.2164%  | 0.0000% |

Table 5 (Continued)

Termination Rates – Female

| Age | Years of Service |          |         |         |         |
|-----|------------------|----------|---------|---------|---------|
|     | 0                | 1        | 2-4     | 5-29    | 30+     |
| 45  | 18.3902%         | 13.5000% | 1.1130% | 1.1130% | 0.0000% |
| 46  | 18.5908%         | 13.5000% | 1.0767% | 1.0767% | 0.0000% |
| 47  | 18.8242%         | 13.5000% | 1.1089% | 1.1089% | 0.0000% |
| 48  | 19.0920%         | 13.6031% | 1.2107% | 1.2107% | 0.0000% |
| 49  | 19.3957%         | 13.8644% | 1.3826% | 1.3826% | 0.0000% |
| 50  | 19.7370%         | 14.1800% | 1.6246% | 1.6246% | 0.0000% |
| 51  | 20.1171%         | 14.5555% | 1.9361% | 1.9361% | 0.0000% |
| 52  | 20.5375%         | 14.9964% | 2.3160% | 2.3160% | 0.0000% |
| 53  | 20.9995%         | 15.5089% | 2.7627% | 2.7627% | 0.0000% |
| 54  | 21.5042%         | 16.0990% | 3.2741% | 3.2741% | 0.0000% |
| 55  | 22.0528%         | 16.7730% | 3.8475% | 3.8475% | 0.0000% |
| 56  | 22.6463%         | 17.5376% | 4.4798% | 4.4798% | 0.0000% |
| 57  | 23.2857%         | 18.3996% | 5.0000% | 5.0000% | 0.0000% |
| 58  | 23.9719%         | 19.3659% | 5.0000% | 5.0000% | 0.0000% |
| 59  | 24.7057%         | 20.4438% | 5.0000% | 5.0000% | 0.0000% |
| 60  | 25.4878%         | 21.6408% | 5.0000% | 0.0000% | 0.0000% |
| 61  | 26.3190%         | 22.9646% | 5.0000% | 0.0000% | 0.0000% |
| 62  | 27.1997%         | 23.5000% | 5.0000% | 0.0000% | 0.0000% |
| 63  | 28.0000%         | 23.5000% | 5.0000% | 0.0000% | 0.0000% |
| 64  | 28.0000%         | 23.5000% | 5.0000% | 0.0000% | 0.0000% |
| 65  | 28.0000%         | 23.5000% | 0.0000% | 0.0000% | 0.0000% |
| 66  | 28.0000%         | 23.5000% | 0.0000% | 0.0000% | 0.0000% |
| 67  | 28.0000%         | 23.5000% | 0.0000% | 0.0000% | 0.0000% |
| 68  | 28.0000%         | 23.5000% | 0.0000% | 0.0000% | 0.0000% |
| 69  | 28.0000%         | 23.5000% | 0.0000% | 0.0000% | 0.0000% |
| 70  | 28.0000%         | 23.5000% | 0.0000% | 0.0000% | 0.0000% |
| 71  | 28.0000%         | 23.5000% | 0.0000% | 0.0000% | 0.0000% |

**Table 6**  
**Disability Rates**

| <b>Age</b> | <b>Male</b> | <b>Female</b> | <b>Age</b> | <b>Male</b> | <b>Female</b> |
|------------|-------------|---------------|------------|-------------|---------------|
| <b>28</b>  | 0.0080%     | 0.0080%       | <b>55</b>  | 0.1698%     | 0.1698%       |
| <b>29</b>  | 0.0080%     | 0.0080%       | <b>56</b>  | 0.1637%     | 0.1637%       |
| <b>30</b>  | 0.0090%     | 0.0090%       | <b>57</b>  | 0.1551%     | 0.1551%       |
| <b>31</b>  | 0.0100%     | 0.0100%       | <b>58</b>  | 0.1440%     | 0.1440%       |
| <b>32</b>  | 0.0110%     | 0.0110%       | <b>59</b>  | 0.1375%     | 0.1375%       |
| <b>33</b>  | 0.0120%     | 0.0120%       | <b>60</b>  | 0.0000%     | 0.0000%       |
| <b>34</b>  | 0.0159%     | 0.0159%       |            |             |               |
| <b>35</b>  | 0.0299%     | 0.0299%       |            |             |               |
| <b>36</b>  | 0.0412%     | 0.0412%       |            |             |               |
| <b>37</b>  | 0.0525%     | 0.0525%       |            |             |               |
| <b>38</b>  | 0.0636%     | 0.0636%       |            |             |               |
| <b>39</b>  | 0.0743%     | 0.0743%       |            |             |               |
| <b>40</b>  | 0.0846%     | 0.0846%       |            |             |               |
| <b>41</b>  | 0.0943%     | 0.0943%       |            |             |               |
| <b>42</b>  | 0.1033%     | 0.1033%       |            |             |               |
| <b>43</b>  | 0.1149%     | 0.1149%       |            |             |               |
| <b>44</b>  | 0.1253%     | 0.1253%       |            |             |               |
| <b>45</b>  | 0.1351%     | 0.1351%       |            |             |               |
| <b>46</b>  | 0.1441%     | 0.1441%       |            |             |               |
| <b>47</b>  | 0.1524%     | 0.1524%       |            |             |               |
| <b>48</b>  | 0.1596%     | 0.1596%       |            |             |               |
| <b>49</b>  | 0.1657%     | 0.1657%       |            |             |               |
| <b>50</b>  | 0.1705%     | 0.1705%       |            |             |               |
| <b>51</b>  | 0.1739%     | 0.1739%       |            |             |               |
| <b>52</b>  | 0.1756%     | 0.1756%       |            |             |               |
| <b>53</b>  | 0.1757%     | 0.1757%       |            |             |               |
| <b>54</b>  | 0.1738%     | 0.1738%       |            |             |               |

Table 7

## Participation Rates

| <b>Subsidy Level<br/>(State and Local<br/>Combined)</b> | <b>Total Acceptance<br/>Rate</b> | <b>Percentage of<br/>Retirees Electing<br/>Dual Coverage</b> |
|---|----------------------------------|--|
| 90% or more   | 100%                             | 47%  |
| 85%   | 91%                              | 45%  |
| 80%   | 88%                              | 44%  |
| 75%   | 85%                              | 42%  |
| 70%   | 82%                              | 40%  |
| 65%   | 79%                              | 38%  |
| 60%   | 75%                              | 36%  |
| 55%   | 71%                              | 34%  |
| 50%   | 67%                              | 32%  |
| 45%   | 63%                              | 29%  |
| 40%   | 59%                              | 27%  |
| 35%   | 54%                              | 24%  |
| 30%   | 49%                              | 20%  |
| 25%   | 43%                              | 20%  |
| 20%   | 36%                              | 20%  |
| 15%   | 27%                              | 20%  |
| 10% or less   | 25%                              | 20%  |

## Actuarial Assumptions and Methods

### Discussion of Actuarial Assumptions and Methods

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

### Calculation of Normal Costs and Liabilities

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

### Accounting Information under GASB 75

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

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

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



## Plan Provisions

### Eligibility to Participate

All full-time employees (hired before July 1, 2015), retirees and vested terminated participants of participating Local Education Agencies who satisfy the Disability, Vested Termination, Early or Normal Retirement provisions of the Tennessee Consolidated Retirement System (TCRS) may be eligible for certain post-employment benefits under the Local Education Employee Group Plan. Any employee becoming a member of TCRS on or after July 1, 1976 and through June 30, 2014 enters TCRS *Group I* regardless of employment classification.

Individuals eligible to combine creditable state service with creditable local education service will be classified as a retiree under the plan from which employment was terminated immediately preceding retirement. For example, if an individual worked for a participating local education agency as a teacher for 8 years, then worked for a state agency for agency for 12 years and then retires, that individual will be considered a state retiree with 20 years of service for insurance purposes.

Members whose first employment with a participating local education or state agency began prior to July 1, 2015 and who meet the eligibility rules described on page 45 may continue health insurance at retirement until becoming age-eligible for Medicare. Employees whose first employment with a participating local education agency (and state agency, if applicable) began on or after July 1, 2015, will not be eligible to continue insurance coverage at retirement except for COBRA benefits described below.

### Employer Subsidy

The tables on the following pages summarize the current total monthly subsidy amounts provided by the Local Education employers. Local education employers not listed below are presumed not to offer any direct premium subsidies, however, eligible teachers retired from unlisted employers receive State subsidy only. These subsidy amounts are based on premium rates that became effective on January 1, 2019 and are generally increasing (or decreasing) as the rates established by the plan change. Coverage for children of retirees is available (until their limiting age). However, for measuring the long term costs, the relatively few children covered by retirees coupled with the short duration of their coverage remaining results in costs that are not material in the long term. Consequently, only spouses are included in the valuation.

|                         | Service Requirement   | PPO Premier BCBS & Cigna Local Plus Carrier |                  | PPO Premier Cigna Open Access Carrier |                  | PPO Standard BCBS & Cigna Local Plus Carrier |                  | PPO Standard Cigna Open Access Carrier |                  | HealthSavings CDHP BCBS & Cigna Local Plus Carrier |                  | HealthSavings CDHP Cigna Open Access Carrier |                  | PPO Limited BCBS & Cigna Local Plus Carrier |                  | PPO Limited Cigna Open Access Carrier |                  |
|-------------------------|---|---|------------------|---------------------------------------|------------------|--|------------------|--|------------------|--|------------------|--|------------------|---|------------------|---------------------------------------|------------------|
|                         |   | Retiree Only                                | Retiree + Spouse | Retiree Only                          | Retiree + Spouse | Retiree Only                                 | Retiree + Spouse | Retiree Only                           | Retiree + Spouse | Retiree Only                                       | Retiree + Spouse | Retiree Only                                 | Retiree + Spouse | Retiree Only                                | Retiree + Spouse | Retiree Only                          | Retiree + Spouse |
| Alcoa City Schools      | Instructional Staff - 30+ Yrs   | \$ 344.85                                   | \$ 344.85        | \$ 384.85                             | \$ 384.85        | \$ 323.40                                    | \$ 323.40        | \$ 363.40                              | \$ 363.40        | \$ 250.80  | \$ 250.80        | \$ 290.80                                    | \$ 290.80        | \$ 295.35                                   | \$ 295.35        | \$ 335.35                             | \$ 335.35        |
|                         | Instructional Staff - 20-29 Yrs   | \$ 407.55                                   | \$ 407.55        | \$ 447.55                             | \$ 447.55        | \$ 382.20                                    | \$ 382.20        | \$ 422.20                              | \$ 422.20        | \$ 296.40  | \$ 296.40        | \$ 336.40                                    | \$ 336.40        | \$ 349.05                                   | \$ 349.05        | \$ 389.05                             | \$ 389.05        |
|                         | Instructional Staff - Less Than 20 Yrs  | \$ 470.25                                   | \$ 470.25        | \$ 510.25                             | \$ 510.25        | \$ 441.00                                    | \$ 441.00        | \$ 481.00                              | \$ 481.00        | \$ 342.00  | \$ 342.00        | \$ 382.00                                    | \$ 382.00        | \$ 402.75                                   | \$ 402.75        | \$ 442.75                             | \$ 442.75        |
|                         | Support Staff - 10 Yrs  | \$ 627.00                                   | \$ 627.00        | \$ 667.00                             | \$ 667.00        | \$ 587.00                                    | \$ 587.00        | \$ 627.00                              | \$ 627.00        | \$ 456.00  | \$ 456.00        | \$ 496.00                                    | \$ 496.00        | \$ 537.00                                   | \$ 537.00        | \$ 577.00                             | \$ 577.00        |
| Athens City Schools     | Instructional Staff - 25 Yrs total, 5 Yrs w ACS, 1000 a Yr, Subsidy Limited to 5 Years                    | \$ 83.34                                    | \$ 83.34         | \$ 83.34                              | \$ 83.34         | \$ 83.34                                     | \$ 83.34         | \$ 83.34                               | \$ 83.34         | \$ 83.34   | \$ 83.34         | \$ 83.34                                     | \$ 83.34         | \$ 83.34                                    | \$ 83.34         | \$ 83.34                              | \$ 83.34         |
|                         | Instructional Staff - 30 Yrs total, 5 Yrs w ACS, 2000 a Yr, Subsidy Limited to 5 Years                    | \$ 166.67                                   | \$ 166.67        | \$ 166.67                             | \$ 166.67        | \$ 166.67                                    | \$ 166.67        | \$ 166.67                              | \$ 166.67        | \$ 166.67  | \$ 166.67        | \$ 166.67                                    | \$ 166.67        | \$ 166.67                                   | \$ 166.67        | \$ 166.67                             | \$ 166.67        |
|                         | Support Staff - 25 Yrs w ACS, 1000 a Yr, Subsidy Limited to 5 Years                                       | \$ 83.34                                    | \$ 83.34         | \$ 83.34                              | \$ 83.34         | \$ 83.34                                     | \$ 83.34         | \$ 83.34                               | \$ 83.34         | \$ 83.34   | \$ 83.34         | \$ 83.34                                     | \$ 83.34         | \$ 83.34                                    | \$ 83.34         | \$ 83.34                              | \$ 83.34         |
|                         | Support Staff - 30 Yrs total, 2000 a Yr, Subsidy Limited to 5 Years                                       | \$ 166.67                                   | \$ 166.67        | \$ 166.67                             | \$ 166.67        | \$ 166.67                                    | \$ 166.67        | \$ 166.67                              | \$ 166.67        | \$ 166.67  | \$ 166.67        | \$ 166.67                                    | \$ 166.67        | \$ 166.67                                   | \$ 166.67        | \$ 166.67                             | \$ 166.67        |
| Bradley County BOE      | Instructional Staff - 15-30 Yrs   | \$ 344.85                                   | \$ 344.85        | \$ 344.85                             | \$ 344.85        | \$ 322.85                                    | \$ 322.85        | \$ 322.85                              | \$ 322.85        | \$ 250.80  | \$ 250.80        | \$ 250.80                                    | \$ 250.80        | \$ 295.35                                   | \$ 295.35        | \$ 295.35                             | \$ 295.35        |
|                         | Support Staff - 15-19.99 Yrs  | \$ 501.60                                   | \$ 501.60        | \$ 501.60                             | \$ 501.60        | \$ 469.60                                    | \$ 469.60        | \$ 469.60                              | \$ 469.60        | \$ 346.80  | \$ 346.80        | \$ 346.80                                    | \$ 346.80        | \$ 429.60                                   | \$ 429.60        | \$ 429.60                             | \$ 429.60        |
|                         | Support Staff - 20-29.99 Yrs  | \$ 564.30                                   | \$ 564.30        | \$ 564.30                             | \$ 564.30        | \$ 528.30                                    | \$ 528.30        | \$ 528.30                              | \$ 528.30        | \$ 410.40  | \$ 410.40        | \$ 410.40                                    | \$ 410.40        | \$ 483.30                                   | \$ 483.30        | \$ 483.30                             | \$ 483.30        |
|                         | Support Staff - 30 Yrs  | \$ 627.00                                   | \$ 627.00        | \$ 627.00                             | \$ 627.00        | \$ 587.00                                    | \$ 587.00        | \$ 587.00                              | \$ 587.00        | \$ 456.00  | \$ 456.00        | \$ 456.00                                    | \$ 456.00        | \$ 537.00                                   | \$ 537.00        | \$ 537.00                             | \$ 537.00        |
| Bristol TN City Schools | Instructional Staff - Full Service Retirement or Disability, 8 Yrs with BTCS, Subsidy Limited to 15 Years | \$ 150.00                                   | \$ 150.00        | \$ 150.00                             | \$ 150.00        | \$ 150.00                                    | \$ 150.00        | \$ 150.00                              | \$ 150.00        | \$ 150.00  | \$ 150.00        | \$ 150.00                                    | \$ 150.00        | \$ 150.00                                   | \$ 150.00        | \$ 150.00                             | \$ 150.00        |
|                         | Support Staff - Full Service Retirement or Disability, 8 Yrs with BTCS, Subsidy Limited to 15 Years       | \$ 150.00                                   | \$ 150.00        | \$ 150.00                             | \$ 150.00        | \$ 150.00                                    | \$ 150.00        | \$ 150.00                              | \$ 150.00        | \$ 150.00  | \$ 150.00        | \$ 150.00                                    | \$ 150.00        | \$ 150.00                                   | \$ 150.00        | \$ 150.00                             | \$ 150.00        |

|   | Service Requirement   | PPO Premier BCBS & Cigna Local Plus Carrier |                  | PPO Premier Cigna Open Access Carrier |                  | PPO Standard BCBS & Cigna Local Plus Carrier |                  | PPO Standard Cigna Open Access Carrier |                  | HealthSavings CDHP BCBS & Cigna Local Plus Carrier |                  | HealthSavings CDHP Cigna Open Access Carrier |                  | PPO Limited BCBS & Cigna Local Plus Carrier |                  | PPO Limited Cigna Open Access Carrier |                  |
|---|---|---|------------------|---------------------------------------|------------------|--|------------------|--|------------------|--|------------------|--|------------------|---|------------------|---------------------------------------|------------------|
|   |   | Retiree Only                                | Retiree + Spouse | Retiree Only                          | Retiree + Spouse | Retiree Only                                 | Retiree + Spouse | Retiree Only                           | Retiree + Spouse | Retiree Only                                       | Retiree + Spouse | Retiree Only                                 | Retiree + Spouse | Retiree Only                                | Retiree + Spouse | Retiree Only                          | Retiree + Spouse |
| Campbell County Schools                     | Instructional Staff - 30 Plus Yrs, Age 55 to 60, Age 55 = 10 yrs Age 60 = 5 yrs             | \$ 344.85                                   | \$ 470.25        | \$ 384.85                             | \$ 500.25        | \$ 323.40                                    | \$ 440.25        | \$ 363.40                              | \$ 470.25        | \$ 250.80  | \$ 342.00        | \$ 290.80                                    | \$ 372.00        | \$ 295.35                                   | \$ 402.75        | \$ 335.35                             | \$ 432.75        |
|   | Instructional Staff - 20 - 29 YRS, Age 55 to 60, Age 55 = 10 yrs Age 60 = 5 yrs             | \$ 407.55                                   | \$ 470.25        | \$ 447.55                             | \$ 500.25        | \$ 382.20                                    | \$ 440.25        | \$ 422.20                              | \$ 470.25        | \$ 296.40  | \$ 342.00        | \$ 336.40                                    | \$ 372.00        | \$ 349.05                                   | \$ 402.75        | \$ 389.05                             | \$ 432.75        |
| Carter County Schools (Hired Before 7/1/13) | Instructional Staff - 30 Yrs  | \$ 307.35                                   | \$ 307.35        | \$ 307.35                             | \$ 307.35        | \$ 264.67                                    | \$ 264.67        | \$ 264.67                              | \$ 264.67        | \$ 250.80  | \$ 250.80        | \$ 250.80                                    | \$ 250.80        | \$ 295.35                                   | \$ 295.35        | \$ 295.35                             | \$ 295.35        |
|   | Instructional Staff - 20-29 Yrs, Age 55   | \$ 370.05                                   | \$ 370.05        | \$ 370.05                             | \$ 370.05        | \$ 323.47                                    | \$ 323.47        | \$ 323.47                              | \$ 323.47        | \$ 296.40  | \$ 296.40        | \$ 296.40                                    | \$ 296.40        | \$ 349.05                                   | \$ 349.05        | \$ 349.05                             | \$ 349.05        |
|   | Instructional Staff - Less than 20 Yrs, Age 55  | \$ 432.75                                   | \$ 432.75        | \$ 432.75                             | \$ 432.75        | \$ 382.27                                    | \$ 382.27        | \$ 382.27                              | \$ 382.27        | \$ 342.00  | \$ 342.00        | \$ 342.00                                    | \$ 342.00        | \$ 402.75                                   | \$ 402.75        | \$ 402.75                             | \$ 402.75        |
|   | Support Staff - 25 Yrs, Age 55, w/ CCS least 15 yrs/10 preceding                            | \$ 589.50                                   | \$ 589.50        | \$ 589.50                             | \$ 589.50        | \$ 528.27                                    | \$ 528.27        | \$ 528.27                              | \$ 528.27        | \$ 456.00  | \$ 456.00        | \$ 456.00                                    | \$ 456.00        | \$ 537.00                                   | \$ 537.00        | \$ 537.00                             | \$ 537.00        |
| Cheatham County Schools                     | Instructional Staff - 30 Yrs w/ TCRS or Age 55 yrs old with 20 yrs service in the CCSD      | \$ 344.85                                   | \$ 672.65        | \$ 384.85                             | \$ 752.65        | \$ 323.40                                    | \$ 630.30        | \$ 363.40                              | \$ 710.30        | \$ 250.80  | \$ 488.40        | \$ 290.80                                    | \$ 568.40        | \$ 295.35                                   | \$ 575.85        | \$ 335.35                             | \$ 655.85        |
|   | Instructional Staff - 20 - 29 Yrs w/ TCRS or Age 55 yrs old with 20 yrs service in the CCSD | \$ 407.55                                   | \$ 794.95        | \$ 447.55                             | \$ 874.95        | \$ 382.20                                    | \$ 744.90        | \$ 422.20                              | \$ 824.90        | \$ 296.40  | \$ 577.20        | \$ 336.40                                    | \$ 657.20        | \$ 349.05                                   | \$ 680.55        | \$ 389.05                             | \$ 760.55        |
| Cleveland City Schools                      | Instructional Staff - 30 Yrs, Age 55-65   | \$ 282.15                                   | \$ 282.15        | \$ 282.15                             | \$ 282.15        | \$ 264.70                                    | \$ 264.70        | \$ 264.70                              | \$ 264.70        | \$ 205.20  | \$ 205.20        | \$ 205.20                                    | \$ 205.20        | \$ 241.65                                   | \$ 241.65        | \$ 241.65                             | \$ 241.65        |
|   | Instructional Staff - 20 Yrs, Age 55-65   | \$ 344.85                                   | \$ 344.85        | \$ 344.85                             | \$ 344.85        | \$ 323.50                                    | \$ 323.50        | \$ 323.50                              | \$ 323.50        | \$ 250.80  | \$ 250.80        | \$ 250.80                                    | \$ 250.80        | \$ 295.35                                   | \$ 295.35        | \$ 295.35                             | \$ 295.35        |
|   | Instructional Staff - 15 Yrs, Age 55-65   | \$ 407.55                                   | \$ 407.55        | \$ 407.55                             | \$ 407.55        | \$ 382.30                                    | \$ 382.30        | \$ 382.30                              | \$ 382.30        | \$ 296.40  | \$ 296.40        | \$ 296.40                                    | \$ 296.40        | \$ 349.05                                   | \$ 349.05        | \$ 349.05                             | \$ 349.05        |
|   | Support Staff - 15, Age 55-65   | \$ 564.30                                   | \$ 564.30        | \$ 564.30                             | \$ 564.30        | \$ 528.30                                    | \$ 528.30        | \$ 528.30                              | \$ 528.30        | \$ 410.40  | \$ 410.40        | \$ 410.40                                    | \$ 410.40        | \$ 483.30                                   | \$ 483.30        | \$ 483.30                             | \$ 483.30        |
| Cocke County Schools                        | Instructional Staff - 30 Yrs w/ TCRS or age 60  | \$ 314.05                                   | \$ 314.05        | \$ 314.05                             | \$ 314.05        | \$ 314.05                                    | \$ 314.05        | \$ 314.05                              | \$ 314.05        | \$ 250.80  | \$ 250.80        | \$ 290.80                                    | \$ 290.80        | \$ 314.05                                   | \$ 314.05        | \$ 314.05                             | \$ 314.05        |
|   | Support Staff - 10 Yrs, Age 60  | \$ 571.00                                   | \$ 571.00        | \$ 571.00                             | \$ 571.00        | \$ 571.00                                    | \$ 571.00        | \$ 571.00                              | \$ 571.00        | \$ 456.00  | \$ 456.00        | \$ 456.00                                    | \$ 456.00        | \$ 537.00                                   | \$ 537.00        | \$ 537.00                             | \$ 537.00        |

|                           | Service Requirement   | PPO Premier BCBS & Cigna Local Plus Carrier |                  | PPO Premier Cigna Open Access Carrier |                  | PPO Standard BCBS & Cigna Local Plus Carrier |                  | PPO Standard Cigna Open Access Carrier |                  | HealthSavings CDHP BCBS & Cigna Local Plus Carrier |                  | HealthSavings CDHP Cigna Open Access Carrier |                  | PPO Limited BCBS & Cigna Local Plus Carrier |                  | PPO Limited Cigna Open Access Carrier |                  |
|---------------------------|---|---|------------------|---------------------------------------|------------------|--|------------------|--|------------------|--|------------------|--|------------------|---|------------------|---------------------------------------|------------------|
|                           |   | Retiree Only                                | Retiree + Spouse | Retiree Only                          | Retiree + Spouse | Retiree Only                                 | Retiree + Spouse | Retiree Only                           | Retiree + Spouse | Retiree Only                                       | Retiree + Spouse | Retiree Only                                 | Retiree + Spouse | Retiree Only                                | Retiree + Spouse | Retiree Only                          | Retiree + Spouse |
| Coffee County Schools     | Instructional Staff - 30 Yrs, Age 60, or 25 Yrs w/ TCRS and 15 Yrs w/ CCSS  | \$ 344.85                                   | \$ 344.85        | \$ 344.85                             | \$ 344.85        | \$ 322.85                                    | \$ 322.85        | \$ 322.85                              | \$ 322.85        | \$ 250.80  | \$ 250.80        | \$ 250.80                                    | \$ 250.80        | \$ 295.35                                   | \$ 295.35        | \$ 295.35                             | \$ 295.35        |
|                           | Instructional Staff - 20-29 Yrs, Age 60, or 25 Yrs w/ TCRS and 15 Yrs w/ CCSS   | \$ 344.85                                   | \$ 344.85        | \$ 344.85                             | \$ 344.85        | \$ 322.85                                    | \$ 322.85        | \$ 322.85                              | \$ 322.85        | \$ 250.80  | \$ 250.80        | \$ 250.80                                    | \$ 250.80        | \$ 295.35                                   | \$ 295.35        | \$ 295.35                             | \$ 295.35        |
|                           | Instructional Staff - Less than 20 Yrs, Age 60, 25 Yrs w/ TCRS and 15 Yrs w/ CCSS   | \$ 344.85                                   | \$ 344.85        | \$ 344.85                             | \$ 344.85        | \$ 322.85                                    | \$ 322.85        | \$ 322.85                              | \$ 322.85        | \$ 250.80  | \$ 250.80        | \$ 250.80                                    | \$ 250.80        | \$ 295.35                                   | \$ 295.35        | \$ 295.35                             | \$ 295.35        |
|                           | Support Staff - 30 Yrs, Age 60, or 25 Yrs w/ TCRS and 15 Yrs w/ CCSS  | \$ 344.85                                   | \$ 344.85        | \$ 344.85                             | \$ 344.85        | \$ 322.85                                    | \$ 322.85        | \$ 322.85                              | \$ 322.85        | \$ 250.80  | \$ 250.80        | \$ 250.80                                    | \$ 250.80        | \$ 295.35                                   | \$ 295.35        | \$ 295.35                             | \$ 295.35        |
|                           | Support Staff - 20-29 Yrs, Age 60, or 25 Yrs w/ TCRS and 15 Yrs w/ CCSS   | \$ 344.85                                   | \$ 344.85        | \$ 344.85                             | \$ 344.85        | \$ 322.85                                    | \$ 322.85        | \$ 322.85                              | \$ 322.85        | \$ 250.80  | \$ 250.80        | \$ 250.80                                    | \$ 250.80        | \$ 295.35                                   | \$ 295.35        | \$ 295.35                             | \$ 295.35        |
|                           | Support Staff - Less than 20 Yrs, Age 60, or 25 Yrs w/ TCRS and 15 Yrs w/ CCSS  | \$ 344.85                                   | \$ 344.85        | \$ 344.85                             | \$ 344.85        | \$ 322.85                                    | \$ 322.85        | \$ 322.85                              | \$ 322.85        | \$ 250.80  | \$ 250.80        | \$ 250.80                                    | \$ 250.80        | \$ 295.35                                   | \$ 295.35        | \$ 295.35                             | \$ 295.35        |
|                           | Instructional Staff - 30+ Yrs, w/ at least 20 Yrs continually served in Cumberland County and until the retiree becomes eligible for Medicare | \$ 344.85                                   | \$ 627.00        | \$ 384.85                             | \$ 667.00        | \$ 323.40                                    | \$ 587.00        | \$ 363.40                              | \$ 627.00        | \$ 250.80  | \$ 456.00        | \$ 290.80                                    | \$ 496.00        | \$ 295.35                                   | \$ 537.00        | \$ 335.35                             | \$ 577.00        |
| Cumberland County Schools | Instructional Staff - 20-29 Yrs, Age 55, w/ at least 20 continually in Cumberland County School District                                      | \$ 282.15                                   | \$ 550.35        | \$ 300.15                             | \$ 586.35        | \$ 264.15                                    | \$ 515.70        | \$ 282.15                              | \$ 551.70        | \$ 205.20  | \$ 400.05        | \$ 223.20                                    | \$ 436.05        | \$ 241.65                                   | \$ 471.15        | \$ 259.65                             | \$ 507.15        |
|                           | Support Staff - 30 Yrs of creditable service w/ Cumberland County Schools   | \$ 627.00                                   | \$ 627.00        | \$ 667.00                             | \$ 667.00        | \$ 587.00                                    | \$ 587.00        | \$ 627.00                              | \$ 627.00        | \$ 456.00  | \$ 456.00        | \$ 496.00                                    | \$ 496.00        | \$ 537.00                                   | \$ 537.00        | \$ 577.00                             | \$ 577.00        |
|                           |   |   |                  |                                       |                  |  |                  |  |                  |  |                  |  |                  |   |                  |                                       |                  |

|   | Service Requirement  | PPO Premier BCBS & Cigna Local Plus Carrier |                  | PPO Premier Cigna Open Access Carrier |                  | PPO Standard BCBS & Cigna Local Plus Carrier |                  | PPO Standard Cigna Open Access Carrier |                  | HealthSavings CDHP BCBS & Cigna Local Plus Carrier |                  | HealthSavings CDHP Cigna Open Access Carrier |                  | PPO Limited BCBS & Cigna Local Plus Carrier |                  | PPO Limited Cigna Open Access Carrier |                  |
|---|--|---|------------------|---------------------------------------|------------------|--|------------------|--|------------------|--|------------------|--|------------------|---|------------------|---------------------------------------|------------------|
|   |  | Retiree Only                                | Retiree + Spouse | Retiree Only                          | Retiree + Spouse | Retiree Only                                 | Retiree + Spouse | Retiree Only                           | Retiree + Spouse | Retiree Only                                       | Retiree + Spouse | Retiree Only                                 | Retiree + Spouse | Retiree Only                                | Retiree + Spouse | Retiree Only                          | Retiree + Spouse |
| Dyer County BOE                                 | Instructional Staff - 30+ Yrs  | \$ 344.85                                   | \$ 344.85        | \$ 384.85                             | \$ 384.85        | \$ 323.40                                    | \$ 323.40        | \$ 363.40                              | \$ 363.40        | \$ 250.80  | \$ 250.80        | \$ 290.80                                    | \$ 290.80        | \$ 295.35                                   | \$ 295.35        | \$ 335.35                             | \$ 335.35        |
|   | Instructional Staff - 20-29 Yrs  | \$ 407.55                                   | \$ 407.55        | \$ 447.55                             | \$ 447.55        | \$ 382.20                                    | \$ 382.20        | \$ 422.20                              | \$ 422.20        | \$ 296.40  | \$ 296.40        | \$ 336.40                                    | \$ 336.40        | \$ 349.05                                   | \$ 349.05        | \$ 389.05                             | \$ 389.05        |
|   | Support Staff - 20+ Yrs  | \$ 422.72                                   | \$ 422.72        | \$ 449.69                             | \$ 449.69        | \$ 395.76                                    | \$ 395.76        | \$ 422.72                              | \$ 422.72        | \$ 307.44  | \$ 307.44        | \$ 334.40                                    | \$ 334.40        | \$ 362.05                                   | \$ 362.05        | \$ 389.01                             | \$ 389.01        |
| Dyersburg City Schools                          | Instructional Staff - 30 Yrs w/TCRS & 20 Yrs w/DCS, Age 55                             | \$ 344.85                                   | \$ 344.85        | \$ 384.85                             | \$ 384.85        | \$ 323.40                                    | \$ 323.40        | \$ 363.40                              | \$ 363.40        | \$ 250.80  | \$ 250.80        | \$ 290.80                                    | \$ 290.80        | \$ 295.35                                   | \$ 295.35        | \$ 335.35                             | \$ 335.35        |
|   | Support Staff - 30 Yrs, Age 60, all w/DCS  | \$ 627.00                                   | \$ 627.00        | \$ 667.00                             | \$ 667.00        | \$ 587.00                                    | \$ 587.00        | \$ 627.00                              | \$ 627.00        | \$ 456.00  | \$ 456.00        | \$ 496.00                                    | \$ 496.00        | \$ 537.00                                   | \$ 537.00        | \$ 577.00                             | \$ 577.00        |
| Elizabethton City Schools                       | Instructional Staff - 30 + Yrs & 10 yrs FT w/ our system                               | \$ 344.85                                   | \$ 344.85        | \$ 384.85                             | \$ 344.85        | \$ 323.40                                    | \$ 323.40        | \$ 363.40                              | \$ 363.40        | \$ 250.80  | \$ 250.80        | \$ 290.80                                    | \$ 290.80        | \$ 295.35                                   | \$ 295.35        | \$ 335.35                             | \$ 335.35        |
|   | Instructional Staff - 20-29 Yrs, Age 55, 10 yrs FT with our system                     | \$ 407.55                                   | \$ 407.55        | \$ 447.55                             | \$ 447.55        | \$ 382.20                                    | \$ 382.20        | \$ 422.20                              | \$ 422.20        | \$ 296.40  | \$ 296.40        | \$ 336.40                                    | \$ 336.40        | \$ 349.05                                   | \$ 349.05        | \$ 389.05                             | \$ 389.05        |
|   | Instructional Staff - less than 20 Yrs, Age 55, 10 yrs FT with our system              | \$ 470.25                                   | \$ 470.25        | \$ 510.25                             | \$ 510.25        | \$ 441.00                                    | \$ 441.00        | \$ 481.00                              | \$ 481.00        | \$ 342.00  | \$ 342.00        | \$ 382.00                                    | \$ 382.00        | \$ 402.75                                   | \$ 402.75        | \$ 442.75                             | \$ 442.75        |
|   | Support Staff - 10 Yrs, Age 55, all yrs must be FT service w/ ECS                      | \$ 615.00                                   | \$ 615.00        | \$ 615.00                             | \$ 615.00        | \$ 587.00                                    | \$ 587.00        | \$ 587.00                              | \$ 587.00        | \$ 456.00  | \$ 456.00        | \$ 456.00                                    | \$ 456.00        | \$ 537.00                                   | \$ 537.00        | \$ 537.00                             | \$ 537.00        |
| Fentress County Schools                         | Instructional Staff - 30 Yrs   | \$ 190.77                                   | \$ 190.77        | \$ 190.77                             | \$ 190.77        | \$ 190.77                                    | \$ 190.77        | \$ 190.77                              | \$ 190.77        | \$ 190.77  | \$ 190.77        | \$ 190.77                                    | \$ 190.77        | \$ 190.77                                   | \$ 190.77        | \$ 190.77                             | \$ 190.77        |
| Franklin County Schools (Hired before 7/1/2014) | Instructional Staff - 30 Yrs, Retired after 7/1/2014                                   | \$ 282.15                                   | \$ 282.15        | \$ 282.15                             | \$ 282.15        | \$ 282.15                                    | \$ 282.15        | \$ 282.15                              | \$ 282.15        | \$ 250.80  | \$ 250.80        | \$ 250.80                                    | \$ 250.80        | \$ 282.15                                   | \$ 282.15        | \$ 282.15                             | \$ 282.15        |
|   | Instructional Staff - 25 Yrs, Age 60, hired prior to 07/01/14 & RETIRED AFTER 07.01.14 | \$ 282.15                                   | \$ 282.15        | \$ 282.15                             | \$ 282.15        | \$ 282.15                                    | \$ 282.15        | \$ 282.15                              | \$ 282.15        | \$ 250.80  | \$ 250.80        | \$ 250.80                                    | \$ 250.80        | \$ 282.15                                   | \$ 282.15        | \$ 282.15                             | \$ 282.15        |
|   | Instructional Staff - 25 Yrs, Age 60, Retired Before 7/1/2014                          | \$ 344.85                                   | \$ 344.85        | \$ 344.85                             | \$ 344.85        | \$ 282.15                                    | \$ 304.85        | \$ 304.85                              | \$ 304.85        | \$ 250.80  | \$ 250.80        | \$ 250.80                                    | \$ 250.80        | \$ 295.35                                   | \$ 295.35        | \$ 295.35                             | \$ 295.35        |
|   | Instructional Staff - 30 Yrs, Retired Before 7/1/2014                                  | \$ 344.85                                   | \$ 344.85        | \$ 344.85                             | \$ 344.85        | \$ 282.15                                    | \$ 304.85        | \$ 304.85                              | \$ 304.85        | \$ 250.80  | \$ 250.80        | \$ 250.80                                    | \$ 250.80        | \$ 295.35                                   | \$ 295.35        | \$ 295.35                             | \$ 295.35        |
|   | Support Staff - 20 Yrs, Age 60, been a 12 month employee for the past 5 yrs            | \$ 564.30                                   | \$ 564.30        | \$ 564.30                             | \$ 564.30        | \$ 564.30                                    | \$ 564.30        | \$ 564.30                              | \$ 564.30        | \$ 456.00  | \$ 456.00        | \$ 456.00                                    | \$ 456.00        | \$ 537.00                                   | \$ 537.00        | \$ 537.00                             | \$ 537.00        |
|   | Support Staff - 25 Yrs, Age 62   | \$ 564.30                                   | \$ 564.30        | \$ 564.30                             | \$ 564.30        | \$ 564.30                                    | \$ 564.30        | \$ 564.30                              | \$ 564.30        | \$ 456.00  | \$ 456.00        | \$ 456.00                                    | \$ 456.00        | \$ 537.00                                   | \$ 537.00        | \$ 537.00                             | \$ 537.00        |

|   | Service Requirement   | PPO Premier BCBS & Cigna Local Plus Carrier |                  | PPO Premier Cigna Open Access Carrier |                  | PPO Standard BCBS & Cigna Local Plus Carrier |                  | PPO Standard Cigna Open Access Carrier |                  | HealthSavings CDHP BCBS & Cigna Local Plus Carrier |                  | HealthSavings CDHP Cigna Open Access Carrier |                  | PPO Limited BCBS & Cigna Local Plus Carrier |                  | PPO Limited Cigna Open Access Carrier |                  |
|---|---|---|------------------|---------------------------------------|------------------|--|------------------|--|------------------|--|------------------|--|------------------|---|------------------|---------------------------------------|------------------|
|   |   | Retiree Only                                | Retiree + Spouse | Retiree Only                          | Retiree + Spouse | Retiree Only                                 | Retiree + Spouse | Retiree Only                           | Retiree + Spouse | Retiree Only                                       | Retiree + Spouse | Retiree Only                                 | Retiree + Spouse | Retiree Only                                | Retiree + Spouse | Retiree Only                          | Retiree + Spouse |
| Franklin Special School District (DOH Prior to 2009-2010 school year) | Instructional Staff - 30 Yrs, Must have at least 10 years service credit with district/TCRS           | \$ 344.85                                   | \$ 344.85        | \$ 384.85                             | \$ 384.85        | \$ 323.40                                    | \$ 323.40        | \$ 363.40                              | \$ 363.40        | \$ 250.80  | \$ 250.80        | \$ 290.80                                    | \$ 290.80        | \$ 295.35                                   | \$ 295.35        | \$ 335.35                             | \$ 335.35        |
|   | Instructional Staff - 20-29 Yrs, Must have at least 10 years service credit with district/TCRS        | \$ 407.55                                   | \$ 407.55        | \$ 447.55                             | \$ 447.55        | \$ 382.20                                    | \$ 382.20        | \$ 422.20                              | \$ 422.20        | \$ 296.40  | \$ 296.40        | \$ 336.40                                    | \$ 336.40        | \$ 349.05                                   | \$ 349.05        | \$ 389.05                             | \$ 389.05        |
|   | Instructional Staff - less than 20 Yrs, Must have at least 10 years service credit with district/TCRS | \$ 470.25                                   | \$ 470.25        | \$ 510.25                             | \$ 510.25        | \$ 441.00                                    | \$ 441.00        | \$ 481.00                              | \$ 481.00        | \$ 342.00  | \$ 342.00        | \$ 382.00                                    | \$ 382.00        | \$ 402.75                                   | \$ 402.75        | \$ 442.75                             | \$ 442.75        |
|   | Support Staff - 10 Yrs, all with district/TCRS  | \$ 627.00                                   | \$ 627.00        | \$ 667.00                             | \$ 667.00        | \$ 587.00                                    | \$ 587.00        | \$ 627.00                              | \$ 627.00        | \$ 456.00  | \$ 456.00        | \$ 496.00                                    | \$ 496.00        | \$ 537.00                                   | \$ 537.00        | \$ 577.00                             | \$ 577.00        |
| Giles County Schools  | Instructional Staff - 25 Yrs, Age 55, 15 Yrs in Giles County preceding retirement                     | \$ 297.39                                   | \$ 297.39        | \$ 297.39                             | \$ 297.39        | \$ 297.39                                    | \$ 297.39        | \$ 297.39                              | \$ 297.39        | \$ 296.40  | \$ 296.40        | \$ 296.40                                    | \$ 296.40        | \$ 297.39                                   | \$ 297.39        | \$ 297.39                             | \$ 297.39        |
|   | Support Staff - 30 Yrs, 30 years in Giles County  | \$ 540.71                                   | \$ 540.71        | \$ 540.71                             | \$ 540.71        | \$ 540.71                                    | \$ 540.71        | \$ 540.71                              | \$ 540.71        | \$ 456.00  | \$ 456.00        | \$ 456.00                                    | \$ 456.00        | \$ 537.00                                   | \$ 537.00        | \$ 537.00                             | \$ 537.00        |
| Grainger County Schools   | Instructional Staff - 30 Yrs, 15 Yrs with GCS, Last 7 Yrs continuous                                  | \$ 345.00                                   | \$ 345.00        | \$ 345.00                             | \$ 345.00        | \$ 345.00                                    | \$ 345.00        | \$ 345.00                              | \$ 345.00        | \$ 345.00  | \$ 345.00        | \$ 345.00                                    | \$ 345.00        | \$ 345.00                                   | \$ 345.00        | \$ 345.00                             | \$ 345.00        |
|   | Instructional Staff - Age 60, 15 Yrs with GCS, Last 7 Yrs continuous                                  | \$ 345.00                                   | \$ 345.00        | \$ 345.00                             | \$ 345.00        | \$ 345.00                                    | \$ 345.00        | \$ 345.00                              | \$ 345.00        | \$ 345.00  | \$ 345.00        | \$ 345.00                                    | \$ 345.00        | \$ 345.00                                   | \$ 345.00        | \$ 345.00                             | \$ 345.00        |
|   | Support Staff - 30 Yrs, 15 Yrs with GCS, Last 7 Yrs continuous  | \$ 345.00                                   | \$ 345.00        | \$ 345.00                             | \$ 345.00        | \$ 345.00                                    | \$ 345.00        | \$ 345.00                              | \$ 345.00        | \$ 345.00  | \$ 345.00        | \$ 345.00                                    | \$ 345.00        | \$ 345.00                                   | \$ 345.00        | \$ 345.00                             | \$ 345.00        |
|   | Support Staff - Age 60, 15 Yrs with GCS, Last 7 Yrs continuous  | \$ 345.00                                   | \$ 345.00        | \$ 345.00                             | \$ 345.00        | \$ 345.00                                    | \$ 345.00        | \$ 345.00                              | \$ 345.00        | \$ 345.00  | \$ 345.00        | \$ 345.00                                    | \$ 345.00        | \$ 345.00                                   | \$ 345.00        | \$ 345.00                             | \$ 345.00        |
| Greene County Schools   | Instructional Staff - 20 Yrs, Age 60  | \$ 407.55                                   | \$ 407.55        | \$ 407.55                             | \$ 407.55        | \$ 382.20                                    | \$ 382.20        | \$ 382.20                              | \$ 382.20        | \$ 296.40  | \$ 296.40        | \$ 296.40                                    | \$ 296.40        | \$ 349.05                                   | \$ 349.05        | \$ 349.05                             | \$ 349.05        |
|   | Instructional Staff - 30 Yrs  | \$ 344.85                                   | \$ 344.85        | \$ 344.85                             | \$ 344.85        | \$ 323.40                                    | \$ 323.40        | \$ 323.40                              | \$ 323.40        | \$ 250.80  | \$ 250.80        | \$ 250.80                                    | \$ 250.80        | \$ 295.35                                   | \$ 295.35        | \$ 295.35                             | \$ 295.35        |
|   | Support Staff - 20 Yrs, Age 60  | \$ 627.00                                   | \$ 627.00        | \$ 627.00                             | \$ 627.00        | \$ 587.00                                    | \$ 587.00        | \$ 587.00                              | \$ 587.00        | \$ 456.00  | \$ 456.00        | \$ 456.00                                    | \$ 456.00        | \$ 537.00                                   | \$ 537.00        | \$ 537.00                             | \$ 537.00        |
|   | Support Staff - 30 Yrs  | \$ 627.00                                   | \$ 627.00        | \$ 627.00                             | \$ 627.00        | \$ 587.00                                    | \$ 587.00        | \$ 587.00                              | \$ 587.00        | \$ 456.00  | \$ 456.00        | \$ 456.00                                    | \$ 456.00        | \$ 537.00                                   | \$ 537.00        | \$ 537.00                             | \$ 537.00        |

|                                       | Service Requirement   | PPO Premier BCBS & Cigna Local Plus Carrier |                  | PPO Premier Cigna Open Access Carrier |                  | PPO Standard BCBS & Cigna Local Plus Carrier |                  | PPO Standard Cigna Open Access Carrier |                  | HealthSavings CDHP BCBS & Cigna Local Plus Carrier |                  | HealthSavings CDHP Cigna Open Access Carrier |                  | PPO Limited BCBS & Cigna Local Plus Carrier |                  | PPO Limited Cigna Open Access Carrier |                  |
|---------------------------------------|---|---|------------------|---------------------------------------|------------------|--|------------------|--|------------------|--|------------------|--|------------------|---|------------------|---------------------------------------|------------------|
|                                       |   | Retiree Only                                | Retiree + Spouse | Retiree Only                          | Retiree + Spouse | Retiree Only                                 | Retiree + Spouse | Retiree Only                           | Retiree + Spouse | Retiree Only                                       | Retiree + Spouse | Retiree Only                                 | Retiree + Spouse | Retiree Only                                | Retiree + Spouse | Retiree Only                          | Retiree + Spouse |
| Greenville City Schools               | Instructional Staff - 30+ Yrs   | \$ 344.85                                   | \$ 344.85        | \$ 344.85                             | \$ 344.85        | \$ 323.40                                    | \$ 323.40        | \$ 323.40                              | \$ 323.40        | \$ 250.80  | \$ 250.80        | \$ 250.80                                    | \$ 250.80        | \$ 295.35                                   | \$ 295.35        | \$ 295.35                             | \$ 295.35        |
|                                       | Instructional Staff - 20-29 Yrs   | \$ 407.55                                   | \$ 407.55        | \$ 407.55                             | \$ 407.55        | \$ 382.20                                    | \$ 382.20        | \$ 382.20                              | \$ 382.20        | \$ 296.40  | \$ 296.40        | \$ 296.40                                    | \$ 296.40        | \$ 349.05                                   | \$ 349.05        | \$ 349.05                             | \$ 349.05        |
|                                       | Instructional Staff - less than 20 Yrs  | \$ 470.25                                   | \$ 470.25        | \$ 470.25                             | \$ 470.25        | \$ 441.00                                    | \$ 441.00        | \$ 441.00                              | \$ 441.00        | \$ 342.00  | \$ 342.00        | \$ 342.00                                    | \$ 342.00        | \$ 402.75                                   | \$ 402.75        | \$ 402.75                             | \$ 402.75        |
|                                       | Support Staff - 15 Yrs, or age 60   | \$ 627.00                                   | \$ 627.00        | \$ 627.00                             | \$ 627.00        | \$ 587.00                                    | \$ 587.00        | \$ 587.00                              | \$ 587.00        | \$ 456.00  | \$ 456.00        | \$ 456.00                                    | \$ 456.00        | \$ 537.00                                   | \$ 537.00        | \$ 537.00                             | \$ 537.00        |
| Hamblen County Schools                | Instructional Staff - 30 Yrs, Age 60  | \$ 344.85                                   | \$ 344.85        | \$ 384.85                             | \$ 384.85        | \$ 323.40                                    | \$ 323.40        | \$ 363.40                              | \$ 363.40        | \$ 250.80  | \$ 250.80        | \$ 290.80                                    | \$ 290.80        | \$ 295.35                                   | \$ 295.35        | \$ 335.35                             | \$ 335.35        |
|                                       | Instructional Staff - 20-29 Yrs, Age 60                                       | \$ 407.55                                   | \$ 407.55        | \$ 447.55                             | \$ 447.55        | \$ 382.20                                    | \$ 382.20        | \$ 422.20                              | \$ 422.20        | \$ 296.40  | \$ 296.40        | \$ 336.40                                    | \$ 336.40        | \$ 349.05                                   | \$ 349.05        | \$ 389.05                             | \$ 389.05        |
|                                       | Instructional Staff - Less than 20 Yrs, Age 60                                | \$ 470.25                                   | \$ 470.25        | \$ 510.25                             | \$ 510.25        | \$ 441.00                                    | \$ 441.00        | \$ 481.00                              | \$ 481.00        | \$ 342.00  | \$ 342.00        | \$ 382.00                                    | \$ 382.00        | \$ 402.75                                   | \$ 402.75        | \$ 442.75                             | \$ 442.75        |
|                                       | Support Staff - 30 Yrs, Age 60  | \$ 627.00                                   | \$ 627.00        | \$ 667.00                             | \$ 667.00        | \$ 587.00                                    | \$ 587.00        | \$ 627.00                              | \$ 627.00        | \$ 456.00  | \$ 456.00        | \$ 496.00                                    | \$ 496.00        | \$ 537.00                                   | \$ 537.00        | \$ 577.00                             | \$ 577.00        |
|                                       | Support Staff - 15 yrs, Age 60  | \$ 627.00                                   | \$ 627.00        | \$ 667.00                             | \$ 667.00        | \$ 587.00                                    | \$ 587.00        | \$ 627.00                              | \$ 627.00        | \$ 456.00  | \$ 456.00        | \$ 496.00                                    | \$ 496.00        | \$ 537.00                                   | \$ 537.00        | \$ 577.00                             | \$ 577.00        |
| Hardin County Schools                 | Instructional Staff - 30 Yrs, 20 Yrs with HCS                                 | \$ 344.85                                   | \$ 344.85        | \$ 344.85                             | \$ 344.85        | \$ 323.40                                    | \$ 323.40        | \$ 323.40                              | \$ 323.40        | \$ 250.80  | \$ 250.80        | \$ 250.80                                    | \$ 250.80        | \$ 295.35                                   | \$ 295.35        | \$ 295.35                             | \$ 295.35        |
|                                       | Support Staff - 30 Yrs, 20 Yrs with HCS                                       | \$ 627.00                                   | \$ 627.00        | \$ 627.00                             | \$ 627.00        | \$ 587.00                                    | \$ 587.00        | \$ 587.00                              | \$ 587.00        | \$ 456.00  | \$ 456.00        | \$ 456.00                                    | \$ 456.00        | \$ 537.00                                   | \$ 537.00        | \$ 537.00                             | \$ 537.00        |
| Hawkins County Schools                | Instructional Staff - 10-19 Yrs, Age 60                                       | \$ 319.17                                   | \$ 632.73        | \$ 319.17                             | \$ 632.73        | \$ 300.12                                    | \$ 584.46        | \$ 300.12                              | \$ 584.46        | \$ 242.25  | \$ 452.64        | \$ 232.56                                    | \$ 452.64        | \$ 273.87                                   | \$ 533.97        | \$ 273.87                             | \$ 533.97        |
|                                       | Instructional Staff - 20-29 Yrs, Age 60                                       | \$ 257.07                                   | \$ 501.43        | \$ 257.07                             | \$ 501.43        | \$ 241.32                                    | \$ 469.86        | \$ 241.32                              | \$ 469.86        | \$ 196.65  | \$ 363.84        | \$ 196.65                                    | \$ 363.84        | \$ 220.17                                   | \$ 429.27        | \$ 220.17                             | \$ 429.27        |
|                                       | Instructional Staff - 30 Yrs  | \$ 194.37                                   | \$ 379.13        | \$ 194.37                             | \$ 379.13        | \$ 182.52                                    | \$ 355.26        | \$ 182.52                              | \$ 355.26        | \$ 151.05  | \$ 275.59        | \$ 141.36                                    | \$ 275.59        | \$ 166.47                                   | \$ 324.57        | \$ 166.47                             | \$ 324.57        |
|                                       | Support Staff - 30 Yrs  | \$ 476.52                                   | \$ 929.48        | \$ 476.52                             | \$ 929.48        | \$ 446.12                                    | \$ 870.96        | \$ 446.12                              | \$ 870.96        | \$ 356.25  | \$ 675.64        | \$ 346.56                                    | \$ 675.64        | \$ 408.12                                   | \$ 795.72        | \$ 408.12                             | \$ 795.72        |
|                                       | Support Staff - 10-19 Yrs, Age 60   | \$ 476.52                                   | \$ 929.48        | \$ 476.52                             | \$ 929.48        | \$ 446.12                                    | \$ 870.96        | \$ 446.12                              | \$ 870.96        | \$ 356.25  | \$ 675.64        | \$ 346.56                                    | \$ 675.64        | \$ 408.12                                   | \$ 795.72        | \$ 408.12                             | \$ 795.72        |
|                                       | Support Staff - 20-29 Yrs, Age 60   | \$ 476.52                                   | \$ 929.48        | \$ 476.52                             | \$ 929.48        | \$ 446.12                                    | \$ 870.96        | \$ 446.12                              | \$ 870.96        | \$ 356.25  | \$ 675.64        | \$ 346.56                                    | \$ 676.19        | \$ 408.12                                   | \$ 795.72        | \$ 408.12                             | \$ 795.72        |
| Henry County BOE (Retired by 6/30/13) | Instructional Staff - 30 Yrs, 10 Yrs with HCBOE, Subsidy Limited to 10 yrs    | \$ 344.85                                   | \$ 344.85        | \$ 384.85                             | \$ 384.85        | \$ 323.40                                    | \$ 323.40        | \$ 363.40                              | \$ 363.40        | \$ 250.80  | \$ 250.80        | \$ 290.80                                    | \$ 290.80        | \$ 295.35                                   | \$ 295.35        | \$ 335.35                             | \$ 335.35        |
|                                       | Instructional Staff - 25-29 Yrs, 10 Yrs with HCBOE, Subsidy Limited to 10 Yrs | \$ 407.55                                   | \$ 407.55        | \$ 447.55                             | \$ 447.55        | \$ 382.20                                    | \$ 382.20        | \$ 422.20                              | \$ 422.20        | \$ 296.40  | \$ 296.40        | \$ 336.40                                    | \$ 336.40        | \$ 349.05                                   | \$ 349.05        | \$ 389.05                             | \$ 389.05        |

|                            | Service Requirement  | PPO Premier BCBS & Cigna Local Plus Carrier |                  | PPO Premier Cigna Open Access Carrier |                  | PPO Standard BCBS & Cigna Local Plus Carrier |                  | PPO Standard Cigna Open Access Carrier |                  | HealthSavings CDHP BCBS & Cigna Local Plus Carrier |                  | HealthSavings CDHP Cigna Open Access Carrier |                  | PPO Limited BCBS & Cigna Local Plus Carrier |                  | PPO Limited Cigna Open Access Carrier |                  |
|----------------------------|--|---|------------------|---------------------------------------|------------------|--|------------------|--|------------------|--|------------------|--|------------------|---|------------------|---------------------------------------|------------------|
|                            |  | Retiree Only                                | Retiree + Spouse | Retiree Only                          | Retiree + Spouse | Retiree Only                                 | Retiree + Spouse | Retiree Only                           | Retiree + Spouse | Retiree Only                                       | Retiree + Spouse | Retiree Only                                 | Retiree + Spouse | Retiree Only                                | Retiree + Spouse | Retiree Only                          | Retiree + Spouse |
| Hickman County Schools     | Instructional Staff - 10-19 Yrs, Subsidy Limited to 6 Yrs      | \$ 219.45                                   | \$ 183.45        | \$ 233.45                             | \$ 195.45        | \$ 205.45                                    | \$ 171.90        | \$ 219.45                              | \$ 183.90        | \$ 159.60  | \$ 133.35        | \$ 173.60                                    | \$ 145.35        | \$ 187.95                                   | \$ 157.05        | \$ 201.95                             | \$ 169.05        |
|                            | Instructional Staff - 20-29 Yrs, Subsidy Limited to 6 Yrs      | \$ 282.15                                   | \$ 305.75        | \$ 300.15                             | \$ 325.75        | \$ 264.15                                    | \$ 286.50        | \$ 282.15                              | \$ 306.50        | \$ 205.20  | \$ 222.25        | \$ 223.20                                    | \$ 242.25        | \$ 241.65                                   | \$ 261.75        | \$ 259.65                             | \$ 281.75        |
|                            | Instructional Staff - 30 Yrs, Subsidy Limited to 6 Yrs         | \$ 344.85                                   | \$ 366.90        | \$ 366.85                             | \$ 390.90        | \$ 322.85                                    | \$ 343.80        | \$ 344.85                              | \$ 367.80        | \$ 250.80  | \$ 266.70        | \$ 272.80                                    | \$ 290.70        | \$ 295.35                                   | \$ 314.10        | \$ 317.35                             | \$ 338.10        |
|                            | Instructional Staff - 35 Yrs Age 56, Subsidy Limited to 10 Yrs | \$ 344.85                                   | \$ 366.90        | \$ 366.85                             | \$ 390.90        | \$ 322.85                                    | \$ 343.80        | \$ 344.85                              | \$ 367.80        | \$ 250.80  | \$ 266.70        | \$ 272.80                                    | \$ 290.70        | \$ 295.35                                   | \$ 314.10        | \$ 317.35                             | \$ 338.10        |
| Humboldt City Schools      | Instructional Staff - 20 Yrs                                   | \$ 344.85                                   | \$ 344.85        | \$ 344.85                             | \$ 344.85        | \$ 323.40                                    | \$ 344.85        | \$ 344.85                              | \$ 344.85        | \$ 250.80  | \$ 344.85        | \$ 290.80                                    | \$ 344.85        | \$ 295.35                                   | \$ 344.85        | \$ 335.35                             | \$ 344.85        |
|                            | Instructional Staff - 10-19 Yrs                                | \$ 313.50                                   | \$ 313.50        | \$ 313.50                             | \$ 313.50        | \$ 313.50                                    | \$ 313.50        | \$ 313.50                              | \$ 313.50        | \$ 250.80  | \$ 313.50        | \$ 290.80                                    | \$ 313.50        | \$ 295.35                                   | \$ 313.50        | \$ 313.50                             | \$ 313.50        |
|                            | Instructional Staff - 5-9 Yrs                                  | \$ 156.75                                   | \$ 156.75        | \$ 156.75                             | \$ 156.75        | \$ 156.75                                    | \$ 156.75        | \$ 156.75                              | \$ 156.75        | \$ 156.75  | \$ 156.75        | \$ 156.75                                    | \$ 156.75        | \$ 156.75                                   | \$ 156.75        | \$ 156.75                             | \$ 156.75        |
|                            | Support Staff - 20 Yrs   | \$ 627.00                                   | \$ 627.00        | \$ 627.00                             | \$ 627.00        | \$ 587.00                                    | \$ 627.00        | \$ 627.00                              | \$ 627.00        | \$ 456.00  | \$ 456.00        | \$ 496.00                                    | \$ 456.00        | \$ 537.00                                   | \$ 627.00        | \$ 577.00                             | \$ 627.00        |
|                            | Support Staff - 10-19 Yrs                                      | \$ 313.50                                   | \$ 313.50        | \$ 313.50                             | \$ 313.50        | \$ 313.50                                    | \$ 313.50        | \$ 313.50                              | \$ 313.50        | \$ 313.50  | \$ 313.50        | \$ 313.50                                    | \$ 313.50        | \$ 313.50                                   | \$ 313.50        | \$ 313.50                             | \$ 313.50        |
|                            | Support Staff - 5-9 Yrs  | \$ 156.75                                   | \$ 156.75        | \$ 156.75                             | \$ 156.75        | \$ 156.75                                    | \$ 156.75        | \$ 156.75                              | \$ 156.75        | \$ 156.75  | \$ 156.75        | \$ 156.75                                    | \$ 156.75        | \$ 156.75                                   | \$ 156.75        | \$ 156.75                             | \$ 156.75        |
| Humphreys County Schools   | Instructional Staff - 20-29 Yrs                                | \$ 407.55                                   | \$ 794.95        | \$ 447.55                             | \$ 874.95        | \$ 382.20                                    | \$ 744.90        | \$ 422.20                              | \$ 824.90        | \$ 296.40  | \$ 577.20        | \$ 336.40                                    | \$ 657.20        | \$ 349.05                                   | \$ 680.55        | \$ 389.05                             | \$ 760.55        |
|                            | Instructional Staff - 30 Yrs                                   | \$ 344.85                                   | \$ 672.65        | \$ 384.85                             | \$ 752.65        | \$ 323.40                                    | \$ 630.30        | \$ 363.40                              | \$ 710.30        | \$ 250.80  | \$ 488.40        | \$ 290.80                                    | \$ 568.40        | \$ 295.35                                   | \$ 575.85        | \$ 335.35                             | \$ 655.85        |
| Jackson-Madison County BOE | Instructional Staff - 30+ Yrs                                  | \$ 125.85                                   | \$ 61.65         | \$ 125.85                             | \$ 61.65         | \$ 147.40                                    | \$ 114.30        | \$ 147.40                              | \$ 114.30        | \$ 159.80  | \$ 177.40        | \$ 159.80                                    | \$ 177.40        | \$ 161.35                                   | \$ 156.85        | \$ 161.35                             | \$ 156.85        |
|                            | Instructional Staff - 20-29 Yrs                                | \$ 188.55                                   | \$ 183.95        | \$ 188.55                             | \$ 183.95        | \$ 206.20                                    | \$ 228.90        | \$ 206.20                              | \$ 228.90        | \$ 205.40  | \$ 266.20        | \$ 205.40                                    | \$ 266.20        | \$ 215.05                                   | \$ 261.55        | \$ 215.05                             | \$ 261.55        |
|                            | Instructional Staff - Less than 20 Yrs                         | \$ 251.25                                   | \$ 306.25        | \$ 251.25                             | \$ 306.25        | \$ 265.00                                    | \$ 343.50        | \$ 265.00                              | \$ 343.50        | \$ 251.00  | \$ 355.00        | \$ 251.00                                    | \$ 355.00        | \$ 268.75                                   | \$ 366.25        | \$ 268.75                             | \$ 366.25        |
|                            | Support Staff - 10 Yrs, Age 55                                 | \$ 408.00                                   | \$ 612.00        | \$ 408.00                             | \$ 612.00        | \$ 411.00                                    | \$ 630.00        | \$ 411.00                              | \$ 630.00        | \$ 365.00  | \$ 578.00        | \$ 365.00                                    | \$ 578.00        | \$ 403.00                                   | \$ 628.00        | \$ 403.00                             | \$ 628.00        |
| Jefferson County Schools   | Instructional Staff - 30 Yrs, 10 Yrs with JCS                  | \$ 344.85                                   | \$ 344.85        | \$ 344.85                             | \$ 344.85        | \$ 323.40                                    | \$ 323.40        | \$ 323.40                              | \$ 323.40        | \$ 250.80  | \$ 250.80        | \$ 250.80                                    | \$ 250.80        | \$ 295.35                                   | \$ 295.35        | \$ 295.35                             | \$ 295.35        |
|                            | Instructional Staff - 20-29 Yrs, Age 60, 10 Yrs with JCS       | \$ 407.55                                   | \$ 407.55        | \$ 407.55                             | \$ 407.55        | \$ 382.20                                    | \$ 382.20        | \$ 382.20                              | \$ 382.20        | \$ 296.40  | \$ 296.40        | \$ 296.40                                    | \$ 296.40        | \$ 349.05                                   | \$ 349.05        | \$ 349.05                             | \$ 349.05        |
|                            | Instructional Staff - 10-19 Yrs, Age 60, 10 Yrs with JCS       | \$ 470.25                                   | \$ 470.25        | \$ 470.25                             | \$ 470.25        | \$ 441.00                                    | \$ 441.00        | \$ 441.00                              | \$ 441.00        | \$ 342.00  | \$ 342.00        | \$ 342.00                                    | \$ 342.00        | \$ 402.75                                   | \$ 402.75        | \$ 402.75                             | \$ 402.75        |
|                            | Support Staff - 30 Yrs, Age 60, 10 Yrs with JCS                | \$ 627.00                                   | \$ 627.00        | \$ 627.00                             | \$ 627.00        | \$ 587.00                                    | \$ 587.00        | \$ 587.00                              | \$ 587.00        | \$ 456.00  | \$ 456.00        | \$ 456.00                                    | \$ 456.00        | \$ 537.00                                   | \$ 537.00        | \$ 537.00                             | \$ 537.00        |



|                                   | Service Requirement                                      | PPO Premier BCBS & Cigna Local Plus Carrier |                  | PPO Premier Cigna Open Access Carrier |                  | PPO Standard BCBS & Cigna Local Plus Carrier |                  | PPO Standard Cigna Open Access Carrier |                  | HealthSavings CDHP BCBS & Cigna Local Plus Carrier |                  | HealthSavings CDHP Cigna Open Access Carrier |                  | PPO Limited BCBS & Cigna Local Plus Carrier |                  | PPO Limited Cigna Open Access Carrier |                  |
|-----------------------------------|--|---|------------------|---------------------------------------|------------------|--|------------------|--|------------------|--|------------------|--|------------------|---|------------------|---------------------------------------|------------------|
|                                   |  | Retiree Only                                | Retiree + Spouse | Retiree Only                          | Retiree + Spouse | Retiree Only                                 | Retiree + Spouse | Retiree Only                           | Retiree + Spouse | Retiree Only                                       | Retiree + Spouse | Retiree Only                                 | Retiree + Spouse | Retiree Only                                | Retiree + Spouse | Retiree Only                          | Retiree + Spouse |
| Johnson County Board of Education | Instructional Staff - 30+ Yrs                            | \$ 344.85                                   | \$ 344.85        | \$ 0.00                               | \$ 0.00          | \$ 323.40                                    | \$ 323.40        | \$ 0.00                                | \$ 0.00          | \$ 250.80  | \$ 250.80        | \$ 0.00                                      | \$ 0.00          | \$ 323.40                                   | \$ 323.40        | \$ 0.00                               | \$ 0.00          |
|                                   | Instructional Staff - 25-29 Yrs                          | \$ 407.55                                   | \$ 407.55        | \$ 0.00                               | \$ 0.00          | \$ 382.20                                    | \$ 382.20        | \$ 0.00                                | \$ 0.00          | \$ 296.40  | \$ 296.40        | \$ 0.00                                      | \$ 0.00          | \$ 349.05                                   | \$ 349.05        | \$ 0.00                               | \$ 0.00          |
|                                   | Instructional Staff - 20-24 Yrs                          | \$ 301.00                                   | \$ 301.00        | \$ 0.00                               | \$ 0.00          | \$ 301.00                                    | \$ 301.00        | \$ 0.00                                | \$ 0.00          | \$ 301.00  | \$ 301.00        | \$ 0.00                                      | \$ 0.00          | \$ 301.00                                   | \$ 301.00        | \$ 0.00                               | \$ 0.00          |
|                                   | Support Staff - 30 Yrs                                   | \$ 602.00                                   | \$ 602.00        | \$ 0.00                               | \$ 0.00          | \$ 587.00                                    | \$ 587.00        | \$ 0.00                                | \$ 0.00          | \$ 456.00  | \$ 456.00        | \$ 0.00                                      | \$ 0.00          | \$ 537.00                                   | \$ 537.00        | \$ 0.00                               | \$ 0.00          |
|                                   | Support Staff - 25-29 Yrs                                | \$ 451.50                                   | \$ 451.50        | \$ 0.00                               | \$ 0.00          | \$ 451.50                                    | \$ 451.50        | \$ 0.00                                | \$ 0.00          | \$ 451.50  | \$ 451.50        | \$ 0.00                                      | \$ 0.00          | \$ 451.50                                   | \$ 451.50        | \$ 0.00                               | \$ 0.00          |
|                                   | Support Staff - 20-24 Yrs                                | \$ 301.00                                   | \$ 301.00        | \$ 0.00                               | \$ 0.00          | \$ 301.00                                    | \$ 301.00        | \$ 0.00                                | \$ 0.00          | \$ 301.00  | \$ 301.00        | \$ 0.00                                      | \$ 0.00          | \$ 301.00                                   | \$ 301.00        | \$ 0.00                               | \$ 0.00          |
| Kingsport City Schools            | Instructional Staff - 10-19 Yrs                          | \$ 329.18                                   | \$ 642.08        | \$ 329.18                             | \$ 642.08        | \$ 299.78                                    | \$ 584.33        | \$ 299.78                              | \$ 584.33        | \$ 239.40  | \$ 466.20        | \$ 239.40                                    | \$ 466.20        | \$ 281.93                                   | \$ 549.68        | \$ 281.93                             | \$ 549.68        |
|                                   | Instructional Staff - 20-29 Yrs                          | \$ 285.29                                   | \$ 556.47        | \$ 285.29                             | \$ 556.47        | \$ 259.81                                    | \$ 506.42        | \$ 259.81                              | \$ 506.42        | \$ 207.48  | \$ 404.04        | \$ 207.48                                    | \$ 404.04        | \$ 244.34                                   | \$ 476.39        | \$ 244.34                             | \$ 476.39        |
|                                   | Instructional Staff - 30 Yrs                             | \$ 241.40                                   | \$ 470.86        | \$ 241.40                             | \$ 470.86        | \$ 219.84                                    | \$ 428.51        | \$ 219.84                              | \$ 428.51        | \$ 175.56  | \$ 341.88        | \$ 175.56                                    | \$ 341.88        | \$ 206.75                                   | \$ 403.10        | \$ 206.75                             | \$ 403.10        |
|                                   | Support Staff - 10 yrs                                   | \$ 438.90                                   | \$ 856.10        | \$ 438.90                             | \$ 856.10        | \$ 410.90                                    | \$ 802.20        | \$ 410.90                              | \$ 802.20        | \$ 319.20  | \$ 622.30        | \$ 319.20                                    | \$ 622.30        | \$ 375.90                                   | \$ 732.90        | \$ 375.90                             | \$ 732.90        |
| Lake County Schools               | Instructional Staff - 25 Yrs, Age 55                     | \$ 225.00                                   | \$ 225.00        | \$ 225.00                             | \$ 225.00        | \$ 225.00                                    | \$ 225.00        | \$ 225.00                              | \$ 225.00        | \$ 225.00  | \$ 225.00        | \$ 225.00                                    | \$ 225.00        | \$ 225.00                                   | \$ 225.00        | \$ 225.00                             | \$ 225.00        |
| Lauderdale County Schools         | Instructional Staff - 25 yrs                             | \$ 100.00                                   | \$ 100.00        | \$ 100.00                             | \$ 100.00        | \$ 100.00                                    | \$ 100.00        | \$ 100.00                              | \$ 100.00        | \$ 100.00  | \$ 100.00        | \$ 100.00                                    | \$ 100.00        | \$ 100.00                                   | \$ 100.00        | \$ 100.00                             | \$ 100.00        |
| Lawrence County Schools           | Instructional Staff - 30 Yrs, 10 Yrs with LCS            | \$ 344.85                                   | \$ 344.85        | \$ 344.85                             | \$ 344.85        | \$ 323.40                                    | \$ 323.40        | \$ 323.40                              | \$ 323.40        | \$ 250.80  | \$ 250.80        | \$ 250.80                                    | \$ 250.80        | \$ 295.35                                   | \$ 295.35        | \$ 295.35                             | \$ 295.35        |
|                                   | Instructional Staff - 20-29 Yrs, Age 55, 10 Yrs with LCS | \$ 407.55                                   | \$ 407.55        | \$ 407.55                             | \$ 407.55        | \$ 382.20                                    | \$ 382.20        | \$ 382.20                              | \$ 382.20        | \$ 296.40  | \$ 296.40        | \$ 296.40                                    | \$ 296.40        | \$ 349.05                                   | \$ 349.05        | \$ 349.05                             | \$ 349.05        |
|                                   | Instructional Staff - 17-19 Yrs, Age 55, 10 Yrs with LCS | \$ 470.25                                   | \$ 470.25        | \$ 470.25                             | \$ 470.25        | \$ 441.00                                    | \$ 441.00        | \$ 441.00                              | \$ 441.00        | \$ 342.00  | \$ 342.00        | \$ 342.00                                    | \$ 342.00        | \$ 402.75                                   | \$ 402.75        | \$ 402.75                             | \$ 402.75        |
|                                   | Support Staff - 30 Yrs                                   | \$ 537.00                                   | \$ 537.00        | \$ 537.00                             | \$ 537.00        | \$ 537.00                                    | \$ 537.00        | \$ 537.00                              | \$ 537.00        | \$ 456.00  | \$ 456.00        | \$ 456.00                                    | \$ 456.00        | \$ 537.00                                   | \$ 537.00        | \$ 537.00                             | \$ 537.00        |
| Lebanon Special School District   | Instructional Staff - 30 Yrs, Age 53, 25 Yrs with LSSD   | \$ 344.85                                   | \$ 344.85        | \$ 344.85                             | \$ 344.85        | \$ 323.40                                    | \$ 323.40        | \$ 323.40                              | \$ 323.40        | \$ 250.80  | \$ 250.80        | \$ 250.80                                    | \$ 250.80        | \$ 295.35                                   | \$ 295.35        | \$ 295.35                             | \$ 295.35        |
|                                   | Support Staff - 25 Yrs with LSSD, Age 53                 | \$ 532.95                                   | \$ 532.95        | \$ 532.95                             | \$ 532.95        | \$ 498.95                                    | \$ 498.95        | \$ 498.95                              | \$ 498.95        | \$ 387.60  | \$ 387.60        | \$ 387.60                                    | \$ 387.60        | \$ 456.45                                   | \$ 456.45        | \$ 456.45                             | \$ 456.45        |

|                         | Service Requirement                                   | PPO Premier BCBS & Cigna Local Plus Carrier |                  | PPO Premier Cigna Open Access Carrier |                  | PPO Standard BCBS & Cigna Local Plus Carrier |                  | PPO Standard Cigna Open Access Carrier |                  | HealthSavings CDHP BCBS & Cigna Local Plus Carrier |                  | HealthSavings CDHP Cigna Open Access Carrier |                  | PPO Limited BCBS & Cigna Local Plus Carrier |                  | PPO Limited Cigna Open Access Carrier |                  |
|-------------------------|---|---|------------------|---------------------------------------|------------------|--|------------------|--|------------------|--|------------------|--|------------------|---|------------------|---------------------------------------|------------------|
|                         |   | Retiree Only                                | Retiree + Spouse | Retiree Only                          | Retiree + Spouse | Retiree Only                                 | Retiree + Spouse | Retiree Only                           | Retiree + Spouse | Retiree Only                                       | Retiree + Spouse | Retiree Only                                 | Retiree + Spouse | Retiree Only                                | Retiree + Spouse | Retiree Only                          | Retiree + Spouse |
| Lenoir City Schools     | Instructional Staff - 30 Yrs, Age 55                  | \$ 125.00                                   | \$ 125.00        | \$ 125.00                             | \$ 125.00        | \$ 125.00                                    | \$ 125.00        | \$ 125.00                              | \$ 125.00        | \$ 125.00  | \$ 125.00        | \$ 125.00                                    | \$ 125.00        | \$ 125.00                                   | \$ 125.00        | \$ 125.00                             | \$ 125.00        |
| Loudon County Schools   | Instructional Staff - 30 Yrs, 20 Yrs with LCS         | \$ 150.00                                   | \$ 150.00        | \$ 150.00                             | \$ 150.00        | \$ 150.00                                    | \$ 150.00        | \$ 150.00                              | \$ 150.00        | \$ 150.00  | \$ 150.00        | \$ 150.00                                    | \$ 150.00        | \$ 150.00                                   | \$ 150.00        | \$ 150.00                             | \$ 150.00        |
| Macon County Schools    | Instructional Staff - 30 Yrs, 20 Yrs with MCS         | \$ 120.00                                   | \$ 120.00        | \$ 120.00                             | \$ 120.00        | \$ 120.00                                    | \$ 120.00        | \$ 120.00                              | \$ 120.00        | \$ 120.00  | \$ 120.00        | \$ 120.00                                    | \$ 120.00        | \$ 120.00                                   | \$ 120.00        | \$ 120.00                             | \$ 120.00        |
| Manchester City Schools | Instructional Staff - 30 Yrs, 10 Yrs with MCS         | \$ 344.85                                   | \$ 344.85        | \$ 366.85                             | \$ 366.85        | \$ 322.85                                    | \$ 322.85        | \$ 344.85                              | \$ 344.85        | \$ 250.80  | \$ 250.80        | \$ 272.80                                    | \$ 272.80        | \$ 295.35                                   | \$ 295.35        | \$ 317.35                             | \$ 317.35        |
|                         | Instructional Staff - 10 Yrs, Age 60, 10 Yrs with MCS | \$ 344.85                                   | \$ 344.85        | \$ 366.85                             | \$ 366.85        | \$ 322.85                                    | \$ 322.85        | \$ 344.85                              | \$ 344.85        | \$ 250.80  | \$ 250.80        | \$ 272.80                                    | \$ 272.80        | \$ 295.35                                   | \$ 295.35        | \$ 317.35                             | \$ 317.35        |
|                         | Support Staff - 25 Yrs, Age 62                        | \$ 627.00                                   | \$ 627.00        | \$ 667.00                             | \$ 667.00        | \$ 587.00                                    | \$ 587.00        | \$ 627.00                              | \$ 627.00        | \$ 456.00  | \$ 456.00        | \$ 496.00                                    | \$ 496.00        | \$ 537.00                                   | \$ 537.00        | \$ 577.00                             | \$ 577.00        |
| Marshall County Schools | Instructional Staff - 30 Yrs                          | \$ 238.26                                   | \$ 238.26        | \$ 265.90                             | \$ 265.90        | \$ 223.44                                    | \$ 223.44        | \$ 251.08                              | \$ 251.08        | \$ 173.28  | \$ 173.28        | \$ 200.92                                    | \$ 200.92        | \$ 204.06                                   | \$ 204.06        | \$ 200.92                             | \$ 200.92        |
|                         | Instructional Staff - 20-29 Yrs                       | \$ 281.58                                   | \$ 281.58        | \$ 309.22                             | \$ 309.22        | \$ 264.07                                    | \$ 264.07        | \$ 291.70                              | \$ 291.70        | \$ 204.79  | \$ 204.79        | \$ 232.42                                    | \$ 232.42        | \$ 241.16                                   | \$ 241.16        | \$ 268.80                             | \$ 268.80        |
|                         | Instructional Staff - Less than 20 Yrs                | \$ 324.90                                   | \$ 324.90        | \$ 352.54                             | \$ 352.54        | \$ 304.69                                    | \$ 304.69        | \$ 332.33                              | \$ 332.33        | \$ 236.29  | \$ 236.29        | \$ 263.93                                    | \$ 263.93        | \$ 278.26                                   | \$ 278.26        | \$ 305.90                             | \$ 305.90        |
|                         | Instructional Staff - 30 Yrs                          | \$ 520.41                                   | \$ 520.41        | \$ 553.61                             | \$ 553.61        | \$ 487.21                                    | \$ 487.21        | \$ 520.41                              | \$ 520.41        | \$ 378.48  | \$ 378.48        | \$ 411.68                                    | \$ 411.68        | \$ 445.71                                   | \$ 445.71        | \$ 478.91                             | \$ 478.91        |
| Maury County Schools    | Instructional Staff - Less than 20 Yrs                | \$ 470.25                                   | \$ 470.25        | \$ 510.25                             | \$ 510.25        | \$ 441.00                                    | \$ 441.00        | \$ 481.00                              | \$ 481.00        | \$ 342.00  | \$ 342.00        | \$ 382.00                                    | \$ 382.00        | \$ 402.75                                   | \$ 402.75        | \$ 442.75                             | \$ 442.75        |
|                         | Instructional Staff - 20-29 Yrs                       | \$ 407.55                                   | \$ 407.55        | \$ 447.55                             | \$ 447.55        | \$ 382.20                                    | \$ 382.20        | \$ 422.20                              | \$ 422.20        | \$ 296.40  | \$ 296.40        | \$ 336.40                                    | \$ 336.40        | \$ 349.05                                   | \$ 349.05        | \$ 389.05                             | \$ 389.05        |
|                         | Instructional Staff - 30 Yrs                          | \$ 344.85                                   | \$ 344.85        | \$ 384.85                             | \$ 384.85        | \$ 323.40                                    | \$ 323.40        | \$ 363.40                              | \$ 363.40        | \$ 250.80  | \$ 250.80        | \$ 290.80                                    | \$ 290.80        | \$ 295.35                                   | \$ 295.35        | \$ 335.35                             | \$ 335.35        |
|                         | Support Staff - 10 Yrs                                | \$ 627.00                                   | \$ 627.00        | \$ 667.00                             | \$ 667.00        | \$ 587.00                                    | \$ 587.00        | \$ 627.00                              | \$ 627.00        | \$ 456.00  | \$ 456.00        | \$ 496.00                                    | \$ 496.00        | \$ 537.00                                   | \$ 537.00        | \$ 577.00                             | \$ 577.00        |
| McNairy County Schools  | Instructional Staff - 30 Yrs                          | \$ 92.93                                    | \$ 0.00          | \$ 100.05                             | \$ 0.00          | \$ 87.00                                     | \$ 0.00          | \$ 88.05                               | \$ 0.00          | \$ 68.40   | \$ 0.00          | \$ 74.40                                     | \$ 0.00          | \$ 80.55                                    | \$ 0.00          | \$ 86.55                              | \$ 0.00          |
|                         | Instructional Staff - 20-29 Yrs                       | \$ 81.51                                    | \$ 0.00          | \$ 86.71                              | \$ 0.00          | \$ 76.31                                     | \$ 0.00          | \$ 81.51                               | \$ 0.00          | \$ 59.28   | \$ 0.00          | \$ 64.48                                     | \$ 0.00          | \$ 69.81                                    | \$ 0.00          | \$ 75.01                              | \$ 0.00          |
|                         | Instructional Staff - 10-19 Yrs                       | \$ 68.97                                    | \$ 0.00          | \$ 73.37                              | \$ 0.00          | \$ 64.87                                     | \$ 0.00          | \$ 68.97                               | \$ 0.00          | \$ 50.15   | \$ 0.00          | \$ 54.56                                     | \$ 0.00          | \$ 59.07                                    | \$ 0.00          | \$ 63.47                              | \$ 0.00          |

|                               | Service Requirement  | PPO Premier BCBS & Cigna Local Plus Carrier |                  | PPO Premier Cigna Open Access Carrier |                  | PPO Standard BCBS & Cigna Local Plus Carrier |                  | PPO Standard Cigna Open Access Carrier |                  | HealthSavings CDHP BCBS & Cigna Local Plus Carrier |                  | HealthSavings CDHP Cigna Open Access Carrier |                  | PPO Limited BCBS & Cigna Local Plus Carrier |                  | PPO Limited Cigna Open Access Carrier |                  |
|-------------------------------|--|---|------------------|---------------------------------------|------------------|--|------------------|--|------------------|--|------------------|--|------------------|---|------------------|---------------------------------------|------------------|
|                               |  | Retiree Only                                | Retiree + Spouse | Retiree Only                          | Retiree + Spouse | Retiree Only                                 | Retiree + Spouse | Retiree Only                           | Retiree + Spouse | Retiree Only                                       | Retiree + Spouse | Retiree Only                                 | Retiree + Spouse | Retiree Only                                | Retiree + Spouse | Retiree Only                          | Retiree + Spouse |
| Milan Special School District | Instructional Staff - All (Entity pays proportion of retiree's only premium. This portion is 100% for employees with 30+. The percentage is reduced 3% for each year of service with Milan SSD less 30+) | Formula Based                               | Formula Based    | Formula Based                         | Formula Based    | Formula Based                                | Formula Based    | Formula Based                          | Formula Based    | Formula Based                                      | Formula Based    | Formula Based                                | Formula Based    | Formula Based                               | Formula Based    | Formula Based                         | Formula Based    |
|                               | Support Staff - 10 Yrs (Entity pays proportion of retiree's premium. This portion is 100% for employees with 30+. The percentage is reduced 3% for each year of service with Milan SSD less 30+)         | Formula Based                               | Formula Based    | Formula Based                         | Formula Based    | Formula Based                                | Formula Based    | Formula Based                          | Formula Based    | Formula Based                                      | Formula Based    | Formula Based                                | Formula Based    | Formula Based                               | Formula Based    | Formula Based                         | Formula Based    |
| Millington Municipal Schools  | Instructional Staff - 30+ Yrs  | \$ 344.85                                   | \$ 672.65        | \$ 384.85                             | \$ 752.65        | \$ 323.40                                    | \$ 630.30        | \$ 363.40                              | \$ 710.30        | \$ 250.80  | \$ 488.40        | \$ 290.80                                    | \$ 568.40        | \$ 295.35                                   | \$ 575.85        | \$ 335.35                             | \$ 655.85        |
|                               | Instructional Staff - 20+ Yrs, Age 60  | \$ 407.55                                   | \$ 794.95        | \$ 447.55                             | \$ 874.95        | \$ 382.20                                    | \$ 744.90        | \$ 422.20                              | \$ 824.90        | \$ 296.40  | \$ 577.20        | \$ 336.40                                    | \$ 657.20        | \$ 349.05                                   | \$ 680.55        | \$ 389.05                             | \$ 760.55        |
|                               | Instructional Staff - 20 Yrs, Age 60   | \$ 470.25                                   | \$ 917.25        | \$ 510.25                             | \$ 997.25        | \$ 441.00                                    | \$ 859.50        | \$ 481.00                              | \$ 939.50        | \$ 342.00  | \$ 666.00        | \$ 382.00                                    | \$ 746.00        | \$ 402.75                                   | \$ 785.25        | \$ 442.75                             | \$ 865.25        |
|                               | Support Staff - 30 Yrs or Age 60 with 5 Yrs  | \$ 627.00                                   | \$ 1,223.00      | \$ 667.00                             | \$ 1,303.00      | \$ 587.00                                    | \$ 1,146.00      | \$ 627.00                              | \$ 1,226.00      | \$ 456.00  | \$ 889.00        | \$ 496.00                                    | \$ 969.00        | \$ 537.00                                   | \$ 1,047.00      | \$ 577.00                             | \$ 1,127.00      |
| Monroe County BOE             | Instructional Staff - 20 Yrs   | \$ 344.85                                   | \$ 344.85        | \$ 344.85                             | \$ 344.85        | \$ 323.40                                    | \$ 323.40        | \$ 323.40                              | \$ 323.40        | \$ 250.80  | \$ 250.80        | \$ 250.80                                    | \$ 250.80        | \$ 295.35                                   | \$ 295.35        | \$ 295.35                             | \$ 295.35        |
| Moore County Schools          | Instructional Staff - 30 Yrs   | \$ 344.85                                   | \$ 344.85        | \$ 384.85                             | \$ 384.85        | \$ 323.40                                    | \$ 323.40        | \$ 363.40                              | \$ 363.40        | \$ 250.80  | \$ 250.80        | \$ 290.80                                    | \$ 290.80        | \$ 295.35                                   | \$ 295.35        | \$ 335.35                             | \$ 335.35        |
|                               | Support Staff - 30 Yrs   | \$ 344.85                                   | \$ 344.85        | \$ 366.85                             | \$ 366.85        | \$ 322.85                                    | \$ 322.85        | \$ 344.85                              | \$ 344.85        | \$ 250.80  | \$ 250.80        | \$ 272.80                                    | \$ 272.80        | \$ 295.35                                   | \$ 295.35        | \$ 317.35                             | \$ 317.35        |
|                               | Instructional Staff - 5 Yrs, \$2,000 Annual Lump Sum for 5 yrs or until they reach age 65  | \$ 166.67                                   | \$ 166.67        | \$ 166.67                             | \$ 166.67        | \$ 166.67                                    | \$ 166.67        | \$ 166.67                              | \$ 166.67        | \$ 166.67  | \$ 166.67        | \$ 166.67                                    | \$ 166.67        | \$ 166.67                                   | \$ 166.67        | \$ 166.67                             | \$ 166.67        |
|                               | Instructional Staff - 30 + Yrs, Age 60   | \$ 293.12                                   | \$ 0.00          | \$ 327.12                             | \$ 0.00          | \$ 274.89                                    | \$ 0.00          | \$ 308.89                              | \$ 0.00          | \$ 213.18  | \$ 0.00          | \$ 247.18                                    | \$ 0.00          | \$ 251.05                                   | \$ 0.00          | \$ 285.05                             | \$ 0.00          |
| Oak Ridge Schools             | Instructional Staff - 20-29 Yrs, Age 60  | \$ 346.42                                   | \$ 0.00          | \$ 380.42                             | \$ 0.00          | \$ 324.87                                    | \$ 0.00          | \$ 358.87                              | \$ 0.00          | \$ 251.94  | \$ 0.00          | \$ 285.94                                    | \$ 0.00          | \$ 296.69                                   | \$ 0.00          | \$ 330.69                             | \$ 0.00          |
|                               | Instructional Staff - Less Than 20 Yrs, Age 60   | \$ 399.71                                   | \$ 0.00          | \$ 433.71                             | \$ 0.00          | \$ 374.85                                    | \$ 0.00          | \$ 408.85                              | \$ 0.00          | \$ 290.70  | \$ 0.00          | \$ 324.70                                    | \$ 0.00          | \$ 342.34                                   | \$ 0.00          | \$ 376.34                             | \$ 0.00          |
|                               |  |   |                  |                                       |                  |  |                  |  |                  |  |                  |  |                  |   |                  |                                       |                  |

|                          | Service Requirement   | PPO Premier BCBS & Cigna Local Plus Carrier |                  | PPO Premier Cigna Open Access Carrier |                  | PPO Standard BCBS & Cigna Local Plus Carrier |                  | PPO Standard Cigna Open Access Carrier |                  | HealthSavings CDHP BCBS & Cigna Local Plus Carrier |                  | HealthSavings CDHP Cigna Open Access Carrier |                  | PPO Limited BCBS & Cigna Local Plus Carrier |                  | PPO Limited Cigna Open Access Carrier |                  |
|--------------------------|---|---|------------------|---------------------------------------|------------------|--|------------------|--|------------------|--|------------------|--|------------------|---|------------------|---------------------------------------|------------------|
|                          |   | Retiree Only                                | Retiree + Spouse | Retiree Only                          | Retiree + Spouse | Retiree Only                                 | Retiree + Spouse | Retiree Only                           | Retiree + Spouse | Retiree Only                                       | Retiree + Spouse | Retiree Only                                 | Retiree + Spouse | Retiree Only                                | Retiree + Spouse | Retiree Only                          | Retiree + Spouse |
| Overton County Schools   | Instructional Staff - 30 Yrs, Age 55, Employed for a minimum of 15 yrs w/last 5 yrs of continuous service | \$ 200.00                                   | \$ 200.00        | \$ 200.00                             | \$ 200.00        | \$ 200.00                                    | \$ 200.00        | \$ 200.00                              | \$ 200.00        | \$ 200.00  | \$ 200.00        | \$ 200.00                                    | \$ 200.00        | \$ 200.00                                   | \$ 200.00        | \$ 200.00                             | \$ 200.00        |
| Polk Co BOE              | Instructional Staff - 30 Yrs, all yrs with PCBOE  | \$ 344.85                                   | \$ 344.85        | \$ 384.85                             | \$ 384.85        | \$ 323.40                                    | \$ 323.40        | \$ 363.40                              | \$ 363.40        | \$ 250.80  | \$ 250.80        | \$ 290.80                                    | \$ 290.80        | \$ 295.35                                   | \$ 295.35        | \$ 335.35                             | \$ 335.35        |
|                          | Instructional Staff - 25-29 Yrs, all yrs with PCBOE   | \$ 407.55                                   | \$ 407.55        | \$ 447.55                             | \$ 447.55        | \$ 382.20                                    | \$ 382.20        | \$ 422.20                              | \$ 422.20        | \$ 296.40  | \$ 296.40        | \$ 336.40                                    | \$ 336.40        | \$ 349.05                                   | \$ 349.05        | \$ 389.05                             | \$ 389.05        |
| Roane County Schools     | Instructional Staff - 30 Yrs, Age 55, 5 Yrs with RCS  | \$ 219.45                                   | \$ 428.05        | \$ 233.45                             | \$ 456.05        | \$ 205.45                                    | \$ 401.10        | \$ 219.45                              | \$ 429.10        | \$ 159.60  | \$ 311.15        | \$ 173.60                                    | \$ 339.15        | \$ 187.95                                   | \$ 366.45        | \$ 201.95                             | \$ 394.45        |
|                          | Support Staff - 30 Yrs, Age 55, 5 Yrs with RCS  | \$ 501.60                                   | \$ 978.40        | \$ 533.60                             | \$ 1,042.40      | \$ 469.60                                    | \$ 916.80        | \$ 501.60                              | \$ 980.80        | \$ 364.80  | \$ 711.20        | \$ 396.80                                    | \$ 775.20        | \$ 429.60                                   | \$ 837.60        | \$ 461.60                             | \$ 901.60        |
| Robertson County Schools | Instructional Staff - 15-19 Yrs, Age 55   | \$ 156.75                                   | \$ 305.75        | \$ 166.75                             | \$ 325.75        | \$ 146.75                                    | \$ 286.50        | \$ 156.75                              | \$ 306.50        | \$ 114.00  | \$ 222.25        | \$ 124.00                                    | \$ 242.25        | \$ 134.25                                   | \$ 261.75        | \$ 144.25                             | \$ 281.75        |
|                          | Instructional Staff - 20-24 Yrs, Age 55   | \$ 219.45                                   | \$ 428.05        | \$ 233.45                             | \$ 456.05        | \$ 205.45                                    | \$ 401.10        | \$ 219.45                              | \$ 429.10        | \$ 159.60  | \$ 311.15        | \$ 173.60                                    | \$ 339.15        | \$ 187.95                                   | \$ 366.45        | \$ 201.95                             | \$ 394.45        |
|                          | Instructional Staff - 25 Yrs, Age 55  | \$ 282.15                                   | \$ 550.35        | \$ 300.15                             | \$ 586.35        | \$ 264.15                                    | \$ 515.70        | \$ 282.15                              | \$ 551.70        | \$ 205.20  | \$ 400.05        | \$ 223.20                                    | \$ 436.05        | \$ 241.65                                   | \$ 471.15        | \$ 259.65                             | \$ 507.15        |
| Rogersville City Schools | Instructional Staff - 10-15 Yrs, 5 Yrs with RCS   | \$ 300.00                                   | \$ 300.00        | \$ 300.00                             | \$ 300.00        | \$ 300.00                                    | \$ 300.00        | \$ 300.00                              | \$ 300.00        | \$ 300.00  | \$ 300.00        | \$ 300.00                                    | \$ 300.00        | \$ 300.00                                   | \$ 300.00        | \$ 300.00                             | \$ 300.00        |
|                          | Instructional Staff - 16-24 Yrs, 5 Yrs with RCS   | \$ 300.00                                   | \$ 300.00        | \$ 300.00                             | \$ 300.00        | \$ 300.00                                    | \$ 300.00        | \$ 300.00                              | \$ 300.00        | \$ 296.40  | \$ 300.00        | \$ 300.00                                    | \$ 300.00        | \$ 300.00                                   | \$ 300.00        | \$ 300.00                             | \$ 300.00        |
|                          | Instructional Staff - 25 Yrs, 5 Yrs with RCS  | \$ 300.00                                   | \$ 300.00        | \$ 300.00                             | \$ 300.00        | \$ 300.00                                    | \$ 300.00        | \$ 300.00                              | \$ 300.00        | \$ 250.80  | \$ 300.00        | \$ 290.80                                    | \$ 300.00        | \$ 295.35                                   | \$ 300.00        | \$ 300.00                             | \$ 300.00        |
|                          | Support Staff - 10-15 Yrs, 5 Yrs with RCS   | \$ 300.00                                   | \$ 300.00        | \$ 300.00                             | \$ 300.00        | \$ 300.00                                    | \$ 300.00        | \$ 300.00                              | \$ 300.00        | \$ 300.00  | \$ 300.00        | \$ 300.00                                    | \$ 300.00        | \$ 300.00                                   | \$ 300.00        | \$ 300.00                             | \$ 300.00        |
|                          | Support Staff - 16-24 Yrs, 5 Yrs with RCS   | \$ 300.00                                   | \$ 300.00        | \$ 300.00                             | \$ 300.00        | \$ 300.00                                    | \$ 300.00        | \$ 300.00                              | \$ 300.00        | \$ 300.00  | \$ 300.00        | \$ 300.00                                    | \$ 300.00        | \$ 300.00                                   | \$ 300.00        | \$ 300.00                             | \$ 300.00        |
|                          | Support Staff - 25 Yrs, 5 Yrs with RCS  | \$ 300.00                                   | \$ 300.00        | \$ 300.00                             | \$ 300.00        | \$ 300.00                                    | \$ 300.00        | \$ 300.00                              | \$ 300.00        | \$ 30.00   | \$ 300.00        | \$ 300.00                                    | \$ 300.00        | \$ 300.00                                   | \$ 300.00        | \$ 300.00                             | \$ 300.00        |
| Scott County Schools     | Instructional Staff - 30 yrs, Age 60, 10 Yrs with SCS   | \$ 283.00                                   | \$ 283.00        | \$ 283.00                             | \$ 283.00        | \$ 283.00                                    | \$ 283.00        | \$ 283.00                              | \$ 283.00        | \$ 283.00  | \$ 283.00        | \$ 283.00                                    | \$ 283.00        | \$ 283.00                                   | \$ 283.00        | \$ 283.00                             | \$ 283.00        |

|                                 | Service Requirement  | PPO Premier BCBS & Cigna Local Plus Carrier |                  | PPO Premier Cigna Open Access Carrier |                  | PPO Standard BCBS & Cigna Local Plus Carrier |                  | PPO Standard Cigna Open Access Carrier |                  | HealthSavings CDHP BCBS & Cigna Local Plus Carrier |                  | HealthSavings CDHP Cigna Open Access Carrier |                  | PPO Limited BCBS & Cigna Local Plus Carrier |                  | PPO Limited Cigna Open Access Carrier |                  |           |
|---------------------------------|--|---|------------------|---------------------------------------|------------------|--|------------------|--|------------------|--|------------------|--|------------------|---|------------------|---------------------------------------|------------------|-----------|
|                                 |  | Retiree Only                                | Retiree + Spouse | Retiree Only                          | Retiree + Spouse | Retiree Only                                 | Retiree + Spouse | Retiree Only                           | Retiree + Spouse | Retiree Only                                       | Retiree + Spouse | Retiree Only                                 | Retiree + Spouse | Retiree Only                                | Retiree + Spouse | Retiree Only                          | Retiree + Spouse |           |
| Sevier County Schools           | Instructional Staff - Less Than 20 Yrs, 10 Yrs with SCS  | \$ 470.25                                   | \$ 532.92        | \$ 510.25                             | \$ 532.92        | \$ 441.00                                    | \$ 498.95        | \$ 481.00                              | \$ 498.95        | \$ 342.00  | \$ 387.60        | \$ 382.00                                    | \$ 387.60        | \$ 402.75                                   | \$ 456.45        | \$ 442.75                             | \$ 456.45        |           |
|                                 | Instructional Staff - 20-29 Yrs, 10 Yrs with SCS   | \$ 407.55                                   | \$ 532.95        | \$ 447.55                             | \$ 532.95        | \$ 382.20                                    | \$ 498.95        | \$ 422.20                              | \$ 498.95        | \$ 296.40  | \$ 387.60        | \$ 336.40                                    | \$ 387.60        | \$ 349.05                                   | \$ 456.45        | \$ 389.05                             | \$ 456.45        |           |
|                                 | Instructional Staff - 30 Yrs, 10 Yrs with SCS  | \$ 344.85                                   | \$ 532.95        | \$ 384.85                             | \$ 532.95        | \$ 323.40                                    | \$ 498.95        | \$ 363.40                              | \$ 498.95        | \$ 250.80  | \$ 387.60        | \$ 290.80                                    | \$ 387.60        | \$ 295.35                                   | \$ 456.45        | \$ 335.35                             | \$ 456.45        |           |
|                                 | Support Staff - 10 Yrs with SCS  | \$ 532.95                                   | \$ 532.95        | \$ 532.95                             | \$ 532.95        | \$ 498.95                                    | \$ 498.95        | \$ 498.95                              | \$ 498.95        | \$ 387.60  | \$ 387.60        | \$ 387.60                                    | \$ 387.60        | \$ 456.45                                   | \$ 456.45        | \$ 456.45                             | \$ 456.45        |           |
| Sullivan County BOE             | Instructional Staff - 15 Yrs, Age 60, 15 yrs w/ SCBE   | \$ 323.40                                   | \$ 323.40        | \$ 323.40                             | \$ 323.40        | \$ 323.40                                    | \$ 323.40        | \$ 323.40                              | \$ 323.40        | \$ 250.80  | \$ 250.80        | \$ 250.80                                    | \$ 250.80        | \$ 295.35                                   | \$ 295.35        | \$ 295.35                             | \$ 295.35        |           |
|                                 | Instructional Staff - 25 Yrs, Age 55, 15 yrs w/ SCBE   | \$ 323.40                                   | \$ 323.40        | \$ 323.40                             | \$ 323.40        | \$ 323.40                                    | \$ 323.40        | \$ 323.40                              | \$ 323.40        | \$ 250.80  | \$ 250.80        | \$ 250.80                                    | \$ 250.80        | \$ 295.35                                   | \$ 295.35        | \$ 295.35                             | \$ 295.35        |           |
|                                 | Instructional Staff - 30 Yrs, 15 yrs w/ SCBE   | \$ 323.40                                   | \$ 323.40        | \$ 323.40                             | \$ 323.40        | \$ 323.40                                    | \$ 323.40        | \$ 323.40                              | \$ 323.40        | \$ 250.80  | \$ 250.80        | \$ 250.80                                    | \$ 250.80        | \$ 295.35                                   | \$ 295.35        | \$ 295.35                             | \$ 295.35        |           |
|                                 | Support Staff - 30 Yrs, 15 yrs w/ SCDE   | \$ 587.00                                   | \$ 587.00        | \$ 587.00                             | \$ 587.00        | \$ 587.00                                    | \$ 587.00        | \$ 587.00                              | \$ 587.00        | \$ 587.00  | \$ 456.00        | \$ 456.00                                    | \$ 456.00        | \$ 456.00                                   | \$ 537.00        | \$ 537.00                             | \$ 537.00        | \$ 537.00 |
|                                 | Support Staff - 25 Yrs, Age 55, 15 yrs w/ SCDE   | \$ 587.00                                   | \$ 587.00        | \$ 587.00                             | \$ 587.00        | \$ 587.00                                    | \$ 587.00        | \$ 587.00                              | \$ 587.00        | \$ 587.00  | \$ 456.00        | \$ 456.00                                    | \$ 456.00        | \$ 456.00                                   | \$ 537.00        | \$ 537.00                             | \$ 537.00        | \$ 537.00 |
|                                 | Support Staff - 15 Yrs, Age 60   | \$ 587.00                                   | \$ 587.00        | \$ 587.00                             | \$ 587.00        | \$ 587.00                                    | \$ 587.00        | \$ 587.00                              | \$ 587.00        | \$ 587.00  | \$ 456.00        | \$ 456.00                                    | \$ 456.00        | \$ 456.00                                   | \$ 537.00        | \$ 537.00                             | \$ 537.00        | \$ 537.00 |
| Tipton County Schools           | Instructional Staff - 20 Yrs with TCS  | \$ 78.00                                    | \$ 130.00        | \$ 78.00                              | \$ 130.00        | \$ 78.00                                     | \$ 130.00        | \$ 78.00                               | \$ 130.00        | \$ 78.00   | \$ 130.00        | \$ 78.00                                     | \$ 130.00        | \$ 78.00                                    | \$ 130.00        | \$ 78.00                              | \$ 130.00        |           |
| Trenton Special School District | Instructional Staff- <30 Yrs, and Age 52, Pays % of Retiree's Premium Based on Formula - Years of Service TSSD Divided by 30 Times Individual Premium Minus Maximum State Portion Equals Amount Paid by TSSD | Formula Based                               | Formula Based    | Formula Based                         | Formula Based    | Formula Based                                | Formula Based    | Formula Based                          | Formula Based    | Formula Based                                      | Formula Based    | Formula Based                                | Formula Based    | Formula Based                               | Formula Based    | Formula Based                         | Formula Based    |           |

|                                 | Service Requirement  | PPO Premier BCBS & Cigna Local Plus Carrier |                  | PPO Premier Cigna Open Access Carrier |                  | PPO Standard BCBS & Cigna Local Plus Carrier |                  | PPO Standard Cigna Open Access Carrier |                  | HealthSavings CDHP BCBS & Cigna Local Plus Carrier |                  | HealthSavings CDHP Cigna Open Access Carrier |                  | PPO Limited BCBS & Cigna Local Plus Carrier |                  | PPO Limited Cigna Open Access Carrier |                  |
|---------------------------------|--|---|------------------|---------------------------------------|------------------|--|------------------|--|------------------|--|------------------|--|------------------|---|------------------|---------------------------------------|------------------|
|                                 |  | Retiree Only                                | Retiree + Spouse | Retiree Only                          | Retiree + Spouse | Retiree Only                                 | Retiree + Spouse | Retiree Only                           | Retiree + Spouse | Retiree Only                                       | Retiree + Spouse | Retiree Only                                 | Retiree + Spouse | Retiree Only                                | Retiree + Spouse | Retiree Only                          | Retiree + Spouse |
| Trenton Special School District | Support Staff - <30 Yrs, and Age 52, Pays % of Retiree's Premium Based on Formula (Years of Service TSSD Divided by 30 Times Individual Premium Minus Maximum State Portion Equals Amount Paid by TSSD | Formula Based                               | Formula Based    | Formula Based                         | Formula Based    | Formula Based                                | Formula Based    | Formula Based                          | Formula Based    | Formula Based                                      | Formula Based    | Formula Based                                | Formula Based    | Formula Based                               | Formula Based    | Formula Based                         | Formula Based    |
| Tullahoma City Schools          | Instructional Staff - 30 Yrs, Age 60   | \$ 344.85                                   | \$ 672.65        | \$ 384.85                             | \$ 752.65        | \$ 323.40                                    | \$ 630.30        | \$ 363.40                              | \$ 710.30        | \$ 250.80  | \$ 488.40        | \$ 290.80                                    | \$ 568.40        | \$ 295.35                                   | \$ 575.85        | \$ 335.35                             | \$ 655.85        |
|                                 | Instructional Staff - 20-29 Yrs, Age 60  | \$ 407.55                                   | \$ 794.95        | \$ 447.55                             | \$ 816.00        | \$ 382.20                                    | \$ 744.90        | \$ 422.20                              | \$ 816.00        | \$ 296.40  | \$ 577.20        | \$ 336.40                                    | \$ 657.20        | \$ 349.05                                   | \$ 680.55        | \$ 389.05                             | \$ 760.55        |
|                                 | Instructional Staff - 10-20 Yrs, Age 60  | \$ 470.25                                   | \$ 816.00        | \$ 510.25                             | \$ 816.00        | \$ 441.00                                    | \$ 816.00        | \$ 481.00                              | \$ 816.00        | \$ 342.00  | \$ 666.00        | \$ 382.00                                    | \$ 746.00        | \$ 402.75                                   | \$ 785.25        | \$ 442.75                             | \$ 816.00        |
|                                 | Support Staff - 25 Yrs, Age 60   | \$ 537.00                                   | \$ 816.00        | \$ 537.00                             | \$ 816.00        | \$ 537.00                                    | \$ 816.00        | \$ 537.00                              | \$ 816.00        | \$ 456.00  | \$ 816.00        | \$ 496.00                                    | \$ 816.00        | \$ 537.00                                   | \$ 816.00        | \$ 537.00                             | \$ 816.00        |
| Unicoi County Schools           | Instructional Staff - 30 Yrs   | \$ 100.00                                   | \$ 100.00        | \$ 100.00                             | \$ 100.00        | \$ 100.00                                    | \$ 100.00        | \$ 100.00                              | \$ 100.00        | \$ 100.00  | \$ 100.00        | \$ 100.00                                    | \$ 100.00        | \$ 100.00                                   | \$ 100.00        | \$ 100.00                             | \$ 100.00        |
|                                 | Instructional Staff - 25 Yrs, up to 7 years  | \$ 83.33                                    | \$ 104.17        | \$ 83.33                              | \$ 104.17        | \$ 83.33                                     | \$ 104.17        | \$ 83.33                               | \$ 104.17        | \$ 83.33   | \$ 104.17        | \$ 83.33                                     | \$ 104.17        | \$ 83.33                                    | \$ 104.17        | \$ 83.33                              | \$ 104.17        |
| Van Buren County Schools        | Instructional Staff - 30+ Yrs  | \$ 336.60                                   | \$ 656.15        | \$ 376.60                             | \$ 736.15        | \$ 315.15                                    | \$ 614.90        | \$ 355.15                              | \$ 694.90        | \$ 244.75  | \$ 476.85        | \$ 284.75                                    | \$ 556.85        | \$ 288.20                                   | \$ 656.15        | \$ 328.20                             | \$ 736.15        |
|                                 | Instructional Staff - 20-29 Yrs  | \$ 358.02                                   | \$ 697.91        | \$ 394.02                             | \$ 769.91        | \$ 335.21                                    | \$ 654.03        | \$ 371.21                              | \$ 726.03        | \$ 260.33  | \$ 507.20        | \$ 296.33                                    | \$ 579.20        | \$ 306.54                                   | \$ 597.29        | \$ 342.54                             | \$ 669.29        |
|                                 | Instructional Staff - Less than 20 Yrs   | \$ 367.20                                   | \$ 715.80        | \$ 399.20                             | \$ 779.80        | \$ 343.80                                    | \$ 670.80        | \$ 375.80                              | \$ 734.80        | \$ 267.00  | \$ 520.20        | \$ 299.00                                    | \$ 584.20        | \$ 314.40                                   | \$ 612.60        | \$ 346.40                             | \$ 676.60        |
| Washington County Schools       | Instructional Staff - 10 Yrs, Age 60, 10 Yrs with MCS  | \$ 160.92                                   | \$ 251.92        | \$ 160.92                             | \$ 251.92        | \$ 160.92                                    | \$ 251.92        | \$ 160.92                              | \$ 251.92        | \$ 160.92  | \$ 251.92        | \$ 160.92                                    | \$ 251.92        | \$ 160.92                                   | \$ 251.92        | \$ 160.92                             | \$ 251.92        |
| Wayne County Schools            | Instructional Staff - 25+ Yrs  | \$ 344.85                                   | \$ 672.65        | \$ 384.85                             | \$ 752.65        | \$ 323.40                                    | \$ 630.30        | \$ 363.40                              | \$ 710.30        | \$ 250.80  | \$ 488.40        | \$ 290.80                                    | \$ 568.40        | \$ 295.35                                   | \$ 575.85        | \$ 335.35                             | \$ 655.85        |
|                                 | Instructional Staff - 30+ Yrs  | \$ 344.85                                   | \$ 672.65        | \$ 384.85                             | \$ 752.65        | \$ 323.40                                    | \$ 630.30        | \$ 363.40                              | \$ 710.30        | \$ 250.80  | \$ 488.40        | \$ 290.80                                    | \$ 568.40        | \$ 295.35                                   | \$ 575.85        | \$ 335.35                             | \$ 655.85        |

## Retiree Contributions

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

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

| <b>ALL REGIONS</b>            |   |                          |
|-------------------------------|---|--------------------------|
|                               | <b>BCBST &amp; CIGNA<br/>LOCAL PLUS</b> | <b>CIGNA OPEN ACCESS</b> |
| <b>PREMIER PPO</b>            |   |                          |
| Retiree Only                  | \$627.00                                | \$667.00                 |
| Retiree + Child(ren)          | \$1,034.00                              | \$1,074.00               |
| Retiree + Spouse              | \$1,223.00                              | \$1,303.00               |
| Retiree + Spouse + Child(ren) | \$1,630.00                              | \$1,710.00               |
| Spouse Only                   | \$596.00                                | \$636.00                 |
| Child(ren) Only               | \$407.00                                | \$447.00                 |
| Spouse + Child(ren)           | \$1002.00                               | \$1,042.00               |
| <b>STANDARD PPO</b>           |   |                          |
| Retiree Only                  | \$587.00                                | \$627.00                 |
| Retiree + Child(ren)          | \$969.00                                | \$1009.00                |
| Retiree + Spouse              | \$1,146.00                              | \$1,226.00               |
| Retiree + Spouse + Child(ren) | \$1,526.00                              | \$1,606.00               |
| Spouse Only                   | \$559.00                                | \$599.00                 |
| Child(ren) Only               | \$381.00                                | \$421.00                 |
| Spouse + Child(ren)           | \$939.00                                | \$979.00                 |
| <b>LOCAL CDHP/HSA</b>         |   |                          |
| Retiree Only                  | \$456.00                                | \$496.00                 |
| Retiree + Child(ren)          | \$751.00                                | \$791.00                 |
| Retiree + Spouse              | \$889.00                                | \$969.00                 |
| Retiree + Spouse + Child(ren) | \$1,184.00                              | \$1,264.00               |
| Spouse Only                   | \$433.00                                | \$473.00                 |
| Child(ren) Only               | \$295.00                                | \$335.00                 |
| Spouse + Child(ren)           | \$728.00                                | \$768.00                 |
| <b>LIMITED PPO</b>            |   |                          |
| Retiree Only                  | \$537.00                                | \$577.00                 |
| Retiree + Child(ren)          | \$885.00                                | \$925.00                 |
| Retiree + Spouse              | \$1,047.00                              | \$1,127.00               |
| Retiree + Spouse + Child(ren) | \$1,395.00                              | \$1,475.00               |
| Spouse Only                   | \$509.00                                | \$549.00                 |
| Child(ren) Only               | \$347.00                                | \$387.00                 |
| Spouse + Child(ren)           | \$858.00                                | \$898.00                 |



State-provided Subsidy

For Instructional Staff (teachers), the premiums are reduced according to time of creditable service accrued prior to retirement. This subsidy is paid by the State of Tennessee and is calculated based on premiums applicable to the coverage level elected by retiree.

| Teachers Monthly Premium Contribution |      |
|---------------------------------------|------|
| 30+ years of service                  | 55%  |
| 20-29 years of service                | 65%  |
| 15-19 years of service                | 75%  |
| Support Staff                         | 100% |

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

Eligibility for Retirement  
Vested Termination

Group I eligibility retirements under TCRS

- Full vesting starts after 5 years of creditable service
- However, no other postemployment benefits are available under the Local Education Plan to employees not meeting criteria described

25-Year Retirement

Group I eligibility retirements under TCRS

- Reduced pension benefit upon completion of 25 years of service at any age

Early Retirement

Group I eligibility retirements under TCRS:

- Age 55 and vested

Normal Retirement

Group I eligibility retirements under TCRS

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

## Eligibility for Retiree Medical Insurance

### TCRS Participants

- 10 years of employment with the employer and 3 continuous years of insurance coverage in the plan immediately prior to final termination for retirement. The date retirement pension benefits start (effective date of retirement with TCRS) must be on or before the date your active coverage ends. This requirement for immediate commencement of benefits will be waived if you become insured by the state or a participating local government agency with no lapse in coverage, or
- 20 or more years of employment with the employer and 1 year insurance coverage in the plan immediately prior to final termination for retirement. The date retirement pension benefits start (effective date of retirement with TCRS) may be up to five years. The five-year requirement will be waived if you become insured by the state or a participating local government agency with no lapse in coverage.
- If the individual is retiring through TCRS, they must be receiving a monthly retirement benefit to continue coverage as a retiree. TCRS participants who choose a lump-sum retirement benefit are not eligible to continue insurance at retirement.

### Other Participants

For employees who elected to participate in a retirement program sponsored by a participating local education agency (other than TCRS), the following rules apply:

- Age 55 or older with at least 10 but less than 20 total years of employment with the employer and 3 continuous years of insurance coverage in the plan immediately prior to final termination for retirement, or
- Age 55 or older and 20 or more years of employment with the employer and 1 year of insurance coverage in the plan immediately prior to final termination for retirement, or
- 25 years of employment with the employer and 1 year of insurance coverage in the plan immediately prior to final termination for retirement
- Eligible school board members must be enrolled in the plan for at least one full year immediately prior to retirement, AND must be age 55 or older with at least 20 years of service as a member of the same school board from which they retire or 30 years of service as a member of the same school board from which they retire at any age

## Disability Retirement

Retirees who have a date of hire prior to 7/1/2015, who were insured through a participating local education agency at the time of an injury or illness which resulted in their disability may continue coverage provided that no lapse in medical coverage has occurred by meeting either the requirements for TCRS participants or for non-TCRS participants outlined above, or by having at least five years employment with the employer immediately prior to final termination due to disability

## Plan Benefits

Eligible retirees may choose among the same Medical Plan options available for similarly situated active employees of the employer. Dependents of retirees who continue to meet eligibility requirements may be covered at the retiree's option the same as dependents of active employees, provided those dependents were already enrolled in the Plan when the retiree's active coverage was terminated or they became eligible based on a special enrollment provision. Prescription Drug coverage is automatically extended to retirees and their dependents who continue coverage under any one of the Medical Plan options. Covered retirees and their dependents are subject to the same Medical and Prescription benefits as are active employees. Totally and permanently disabled pre-65 retirees may continue medical coverage. Disabled retirees under age 65 who are eligible for Medicare must maintain at least Part B coverage.

Certain Other Post-Employment Benefits (OPEB) are available to current retirees and all employees (hired before July 1, 2015) retiring from the Local Education Agencies under the provisions of Disability, Early or Normal Retirement, as described above. With exception of a small group of grandfathered individuals, retirees are required to discontinue coverage under the plan upon attaining age 65. In addition to subsidies that may be provided by the local education employers for retiree premiums the OPEB benefits include access to coverage for the retiree and dependents under the Medical, Prescription, Dental and Vision as described below.

- Dental and vision benefits for retirees and their dependents are fully paid by the retirees, as they are by employees and their dependents. Consequently, these benefits are not considered as other post-employment benefits for the purposes of GASB Statement No. 75.

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

#### Duration of Benefits

Retirees and their dependents that are age-eligible for Medicare benefits are not eligible to remain in the Local Education Employee Group Insurance Plan, but may apply for the Medicare Supplement plan (The Tennessee Plan) if they are receiving a monthly TCRS pension benefit. A Medicare eligible spouse may only be covered on the Tennessee Plan if the retiree is also covered. Retirees not eligible for Medicare benefits are allowed to remain on the core Local Education Plan, with the plan as a primary payor. If the retiree later becomes eligible for Medicare Part A by virtue of a spouse's eligibility, the coverage will be terminated.

## Plan Changes Since the Prior Year

- The following employers had a change in age or service requirements or subsidy amounts:
  - Alcoa Schools
  - Athens City Schools
  - Bristol TN City Schools
  - Campbell County Schools
  - Carter County Schools
  - Cheatham County Schools
  - Cleveland City Schools
  - Cocke County Schools
  - Cumberland County Schools
  - Dyersburg City Schools
  - Elizabethton City Schools
  - Franklin County Schools
  - Franklin Special School District
  - Giles County Schools
  - Greene County Schools
  - Greenville City Schools
  - Hawkins County Schools
  - Humphreys County Schools
  - Johnson County BOE
  - Kingsport City Schools
  - Lake County Schools
  - 
  - Lawrence County Schools
  - Lenoir City Schools
  - Loudon County Schools
  - Marshall County BOE
  - McNairy County School System
  - Millington Municipal Schools
  - Monroe County BOE
  - Oak Ridge Schools
  - Overton County Schools
  - Roane County Schools
  - Robertson County Schools
  - Scott County Schools
  - Sullivan County BOE
  - Tipton County Schools
  - Trenton Special School District
  - Tullahoma City Schools
  - Union County Schools
  - Van Buren County Schools
  - Washington County Schools
  - Wayne County Schools