

**Pension and OBEP Study Commission
September 23, 2013
Minutes of the Meeting**

A Study Commission meeting was held in Room 313 of the State House, 82 Smith Street, Providence, Rhode Island on Monday, September 23, 2013.

Rosemary Booth Gallogly, Director of Revenue and Chairperson of the Locally-Administered Pension Plans and OPEB Study Commission called the meeting to order at 10:11 AM.

Commission members present: Rosemary Booth Gallogly, Jean Bouchard, Allan Fung, Dennis Hoyle, Richard Licht, Antonio Pires, Joseph Polisena, Melissa Malone representing Gina Raimondo, John Simmons

Members absent: Paul Doughty, J. Michael Lenihan, Steven St. Pierre, Angel Taveras

Others present: Susanne Greschner, Chief of the Division of Municipal Finance, Daniel Sherman, Actuary for the Pension and OPEB Study Commission and members of the public

Agenda Item #1 – Approval of Minutes from September 9, 2013 meeting – *Attachment A*

For the first item on the agenda, Chairperson Booth Gallogly asked if the Commission members had any corrections, adjustments or additions to the draft minutes provided from the Study Commission meeting held on September 9, 2013. John Simmons, executive director for the Rhode Island Public Expenditure Council, made a motion to accept the minutes as written. The motion was seconded by Mayor Polisena from the Town of Johnston. The motion passed all in favor.

Agenda Item #2 – Status of request for update on Funding Improvement Plan progress for pension plans in critical status, *Attachment B*

For the second item on the agenda, Chairperson Gallogly directed attention to the letter sent to the Mayors, City/Town Managers, and Town Administrators requesting an update on their progress in implementing the Funding Improvement Plan (FIP), represented by attachment B. Of the 16 municipalities with locally administered pension plans in critical status (not including Central Falls), 12 municipalities responded with an update. The commission was still missing responses from Cumberland, Narragansett (Town Plan), Newport, Providence, and Scituate. Chairperson Gallogly reminded the commission of that fact that East Providence and North Providence are no longer in critical status due to receiving the Google funds. Furthermore, due to varied stages of negotiations between municipalities and unions, there is the understanding that this process will take some time.

Mayor Polisena expressed a concern shared with other mayors and town administrators about what happens if the State decides to lower the anticipated rate of return, forcing municipalities to make additional expenditures resulting in possible resubmission of FIP plans. He further questioned the fairness of forcing municipalities to take such responsibility for the MERS rate of return when the stock market has shown historic volatility, influenced by outside uncontrollable factors.

Director Richard Licht explained that it has been suggested by an independent auditor of the state's actuarial valuation that the State take a look at the rate of return, as there was only a 40% chance that the 7.5% return would be achieved. However, even upon adoption of the current 7.5% rate of return, the State's investment advisor still only set the chance of achievement at approximately 46%. With the percentage chance of achievement fairly similar, coupled with the recent positive performance of the market as the nation moves further from recession, the retirement board would have to think long and hard before making a change. Director Licht stated that in his opinion he would be surprised if the retirement board lowered the rate of return at this stage without seeing much more of experience based on using the 7.5%. In addressing the fickle nature of the stock market, Director Licht explained that although we should be aware of recent short-term trends, it's important to remember that these are long-term investments with the rate of return being a long-term goal. Even if the retirement board were to consider lowering the rate of return, they wouldn't do anything until after the completion of the experience study, which would be a lengthy process.

Melissa Malone echoed Director Licht's statements, emphasizing that the actuaries conducting the audit had merely suggested that the rate of return be reviewed, not that it be changed. Ms. Malone also assured the mayor that in terms of the stock market, State's investment commission has made strides in mitigating and reducing the amount of risk to the State's portfolio, benefiting the municipalities being part of MERS.

Mr. Sherman added that if the state ever did decide to drop a percentage point in its rate of return that would not necessarily mean that the self-administered plans outside of the MERS system should follow suit. They would first need to go through their own asset allocation and policy before making changes since their investments in all likelihood would not mimic the State's exactly.

Chairperson Gallogly noted that she thought it was a positive development that the rate of return was the focus of discussion because in years past there would not have been meaningful dialogue on pension assumptions. This shows that people now understand that investment return is one of the three key factors in the health of a pension plan.

Agenda Item #3 – OPEB – General overview by the Commission's actuary, Attachment C

Next on the agenda, Chairperson Gallogly introduced Dan Sherman, the Commission's actuary, to discuss the valuation of OPEB liabilities and the similarities and differences to pension valuations by giving an overview of Attachment C. Attachment C presents information regarding OPEB and the Government Accounting Standards Board (GASB), Statements 43 and 45.

Mr. Sherman began by saying that with OPEB there's always a focus on medical, but some plans also incorporate dental, life insurance, occasionally vision, and anything that is not in pension and is payable to retirees upon retirement that is in any way subsidized by the city or town. It is important for the actuary to understand all the OPEB benefits the municipality is offering. Mayor Allan Fung of the City of Cranston asked for clarification as to whether a municipality should provide data to actuaries for OPEB valuations even if it is funded solely by its retiree members. Mr. Sherman explained that such data is typically unnecessary as there is no impact, however, there are unique cases of self-insured medical plans with an implicit subsidy involved, where GASB says the town still has a liability. This can occur when actives and retirees are in one pool with one rate, but the retirees are really more costly so there is an inherent subsidy. Due to these exceptions, the actuary should be provided with all data, contracts, and pertinent documents to perform an accurate OPEB valuation.

Mr. Sherman stated that OPEB demographic assumptions would match those used for pension valuations, however, the discount rate would vary depending on whether the OPEB is operating using a “pre-funded,” “partially pre-funded,” or a “pay-as-you-go” system. Mayor Fung asked for clarification as how pre-funding is calculated, with Mr. Sherman explaining that it is based off of a municipality’s track record and projections of future contributions based off that track record.

Mr. Sherman explained that with healthcare costs not rising at the rate they were in the past, we are seeing a downward trend in healthcare cost trend rates, with most actuaries lowering this assumption. However, this has to be reviewed on a frequent basis, as this is more of a short-term examination, compared to an assumption such as the discount rate. It’s also important to factor in what portion of active employees will elect coverage. When the plans being offered become less generous, this can often result in a decrease of participants, many having the option of joining their spouses’ more beneficial plan.

While Mr. Sherman addressed Rhode Island municipalities that have already started pre-funding their OPEB obligation, Chairperson Gallogly made the clarification that while it is known that these cities and towns are engaged in some form of pre-funding, it is unknown whether they are doing so through the use of an officially established Section 115 Trust. Mr. Sherman added that there is also ambiguity within the auditor community as to what establishing a trust officially means. In this case, Mr. Sherman explains that an OPEB trust should only be used for OPEB purposes and if the money can be used for something else, it doesn’t qualify as a trust. The leniency of this is something which can vary based on the auditor.

Chairperson Gallogly raised the point that in the case of some critically under-funded municipalities, though they may be able to get their pension funded status to 60% within 20 years, this could result in a large bloating of their net OPEB obligation if they continue on a pay-as-you-go basis. This would mean adding many more years to achieve a properly funded OPEB plan. Mr. Sherman agreed, stating that this would vary based on the finances of the community.

There was then a discussion on both the opportunities and potential problems. Chairperson Gallogly referenced a RI General Law which passed which basically indicated that city and towns have the authority to require people to move into Medicare when eligible, as a condition to continue to receive their post-employment benefits. She referenced some of the RI municipalities who have moved in that direction, with Mayor Polisena touting Johnston as the first to do so. Mr. Sherman explained the tremendous savings this movement can mean to towns and cities, with a possible 10%-12% reduction in their ARC by adopting this rule. Mayor Fung expressed the importance of having the coordination on an annualized basis to ensure that there’s follow-up, due to the difficulties communities will have in tracking this information. Failure to follow proper coordination could result in municipalities facing unexpected additional costs. Mr. Sherman echoed Mayor Fung’s statement, expounding that is important to continue to monitor that the beneficiaries of these programs are indeed still properly eligible.

Director Licht explained that one of the problems in converting to Medicare is that there is a substantial penalty that’s imposed on those who did not elect Medicare, imposing a premium penalty on each year they were over the Medicare age. Mayor Polisena contributed that it was actually cheaper for Johnston to pay the penalties, with a result in better coverage and a potential savings of \$650,000 - \$750,000 a year. Director Licht urged the municipalities to look at what the State did this year which is having all the post-65 retirees participate in a national exchange that sells Medicare supplement plans. By switching to that method of coverage, the state saved approximately \$2.5 million, around

5% of the State's total cost. For the retiree, this allows more freedom in plan options, and is less geographically burdensome for those retirees currently outside of Rhode Island. For the State, it is a unique way to save money without taking away someone's benefits. Mayor Fung said that this may be problematic however for municipalities, who, unlike the state, are locked into contracts. He said the towns could most likely be liable for any type of difference between these new plans and what they were promised under their contract at the time that they retired. Mr. Sherman also covered the benefits of municipalities placing their Medicare Part D revenues, when available, into their OPEB trust.

Ms. Malone was curious as to where Rhode Island is in comparison to other in terms of its pre-funding. She also presented the idea of tying both pension and OPEB together, since they are both liabilities, to see what each municipality actually owes, even though for accounting purposes they still must be bifurcated. Mr. Sherman agreed with Ms. Malone's joining of liabilities as a visual of obligation, and said that a way to see where Rhode Island stands is by comparing pre-funding, discount rates, and other figures with those of other states.

Agenda Item #4 – OPEB Survey – Responses relating to eligibility, Attachment D

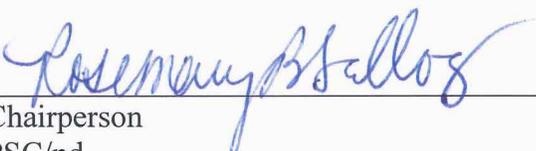
For the fourth item on the agenda, Chairperson Gallogly explained and gave an overview of the changes which occurred in 2008, when the state made significant changes to eligibility for OPEB obligations while at the same time included authorization to create an OPEB trust. She then introduced Susanne Greschner, Chief of Municipal Finance, to give an overview of Attachment D, having to do with the OPEB eligibility of different municipalities. This material will also be featured on the Municipal Finance Website, and in upcoming meetings there will be a focus on the benefit side of OPEB. The data for this attachment was gathered from the municipalities' most recent OPEB valuations, with the frequency of which varying based on membership size as determined by GASB. The membership of each municipality was categorized into Police, Fire, Municipal, School, and Other, with some groups falling into a gray area, particularly between the categories of Municipal and Other. Further clarification into which category some of these members fall will be necessary. Furthermore, in cases where the actuary stated the municipality was following MERS, it was not clear whether they were following the new or the old MERS. Chairperson Gallogly commented that in certain cases there seems to be a disconnect between the municipalities and the schools as to what guidelines each is following.

Agenda Item #5 – Public comments

There were no public comments.

Agenda Item #6 - Adjourn

Chairperson Gallogly wanted to remind everybody that there is no meeting on Columbus Day, and that the next meeting would take place on October 21, 2013. A motion to adjourn was made by Director Licht, which was seconded by Mayor Polisen. The motion passed all in favor. The meeting adjourned at 11:35 AM.



Chairperson
PSC/nd

10/21/13

Date

Addendum to the
September 23, 2013
Pension Study Commission
Meeting Minutes

GASB Statement No. 43&45 Other Post Employment Benefits

Dan Sherman, ASA, EA, MAAA
Sherman Actuarial Services, LLC
www.ShermanActuary.com

Background

- ▶ Other Post Employment Benefit (OPEB) refers to any post employment benefit other than pensions
- ▶ Medical
- ▶ Long-term Care
- ▶ Dental
- ▶ Vision
- ▶ Life Insurance and Disability (if not in pension plan)
- ▶ Post-employment benefits are part of the compensation for services rendered by employees; i.e., they are part of an exchange transaction
- ▶ Benefits are “earned,” and obligations accrue or accumulate, during employment

Background

- ▶ Payment is deferred until after employment
- ▶ Last deferred expense to be addressed by Government Accounting Standards Board (GASB)

Disclosures

- ▶ Annual Required Contribution (ARC) is the amount to be expensed for the year
 - Determined in a similar manner as the Pension Appropriation, except it is not required to be in the budget
 - Normal Cost plus amortization of unfunded accrued liability
- ▶ Accrued Liability
- ▶ Assets – Balance Sheet and Income/Expense
- ▶ Unfunded Accrued Liability
- ▶ 10 year history
- ▶ Accumulated differences between the ARC and actual contributions creates an additional liability or asset

Actuarial Valuation – Plans Offered

- ▶ The actuary needs to understand your benefits
 - Eligibility
 - Benefits
 - Cost Sharing
 - Grandfather provisions, if any
 - Carriers
 - Medicare coordination
 - Beneficiary continuation provisions
 - Deductibles and co-insurance
- ▶ Plan documents
- ▶ Summary Plan Description (material handed to employees)

Actuarial Valuation – Assumptions

- ▶ Same demographic assumptions as used for Pension Valuations
- ▶ Discount rate for “Pre-funded” basis would be about 8% (represents the expected long-term return on a new trust fund)
- ▶ Discount rate for current “Pay-as-you-go” basis would be about 4% (represents the expected long-term return on current cash and short-term investments)
- ▶ Healthcare cost trend rates, initially about 8%, ultimate of 4% to 5%
- ▶ Expected portion of active employees electing: e.g. 80%

Actuarial Valuation – Data

- ▶ Most municipalities do not have a capable system for maintaining retiree healthcare data
- ▶ Little coordination between schools and town
- ▶ Schools often rely on the State (GIC or TRS) for information
- ▶ Extra cost and lower accuracy when comprehensive data is not available

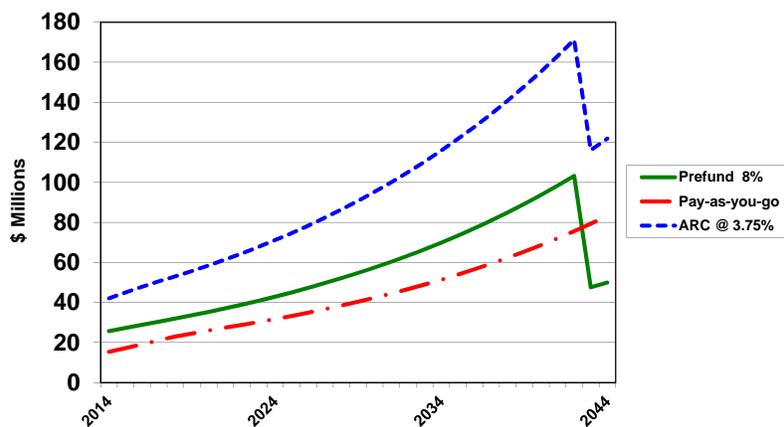
Disclosures – Prefunded Approach

- ▶ Footnote Disclosures use about an 8% discount rate assumption
 - Lower accrued liability and ARC
- ▶ If you fund less than the ARC then a Net OPEB Obligation (NOO) is created and placed on the balance sheet
 - This assumes you will increase the funding to be equal to the ARC over a short period of years
 - Contingent on the auditor agreeing with approach
- ▶ The following year, you would need to adjust the NOO with interest, amortization and for any differences between the new ARC and actual contributions

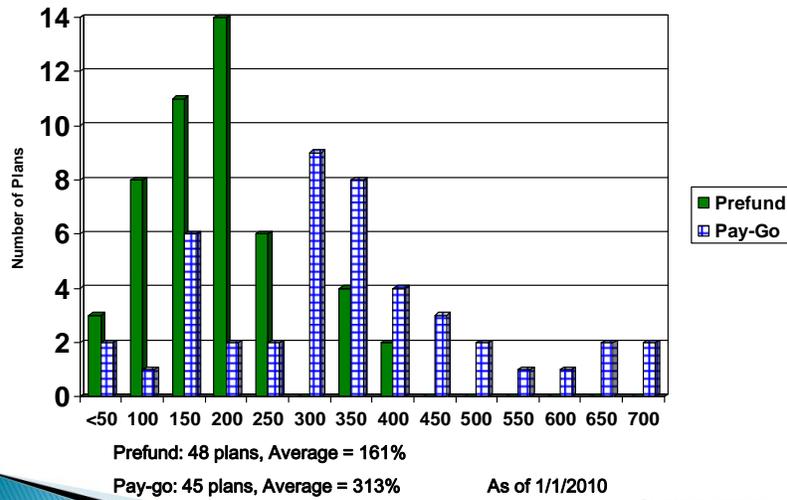
Disclosures - Pay-as-you-go Approach

- ▶ Footnote Disclosures at about 4% discount rate assumption
- ▶ Much larger Unfunded accrued liability and ARC
- ▶ If you fund the Pay-as-you-go cost then a large Net OPEB Obligation (NOO) is created and placed on the balance sheet
- ▶ The following year, you would need to adjust the NOO with interest and for any differences between the new ARC and actual contributions

Sample ARC and Pay-as-you-go Forecast



Unfunded Liability as a % of Payroll



11

Prefunding

- ▶ Advantages
 - More economical over time – investment returns will supplement employer and employee contributions
 - Increased security for employees and retirees
 - Helps maintain bond rating
 - Assists in budgeting – available assets act like a reserve to smooth large increases in medical costs
 - Keeps a new book liability under control
- ▶ Disadvantages
 - Higher short term cash outlay
 - Higher administrative costs
 - More complex



12

Pay-as-you-go

- ▶ Advantages
 - Lower current cash outlay
 - No administrative costs associated with a new separate Trust Fund
 - Easier to understand
- ▶ Disadvantages
 - No investment earnings to offset costs
 - Potential reduction in credit rating
 - Large Net OPEB Obligation on balance sheet
 - Maintains cost shifting to the next generation of tax payers

Expense and Balance Sheet Entries

- ▶ ARC is entered on the Financials (not necessarily the budget) as an expense on the P&L
- ▶ Actual cash contribution is a credit against the ARC
- ▶ Net OPEB Obligation (NOO) is a Balance Sheet entry

Fiscal Year Ending	Annual Required Contribution	Interest on NOO	Amortization of NOO	OPEB Cost (1)+(2)-(3)	Actual Contribution	Change in NOO (4)-(5)	NOO Balance
2009	6,820	-	-	6,820	1,431	5,389	5,389
2010	7,150	189	293	7,046	1,605	5,441	10,830
2011	7,497	379	589	7,287	1,761	5,526	16,356
2012	7,860	572	889	7,543	1,955	5,588	21,944
2013	8,241	768	1,193	7,816	2,162	5,654	27,598
2014	8,640	966	1,501	8,105	2,293	5,812	33,410
2015	9,058	1,169	1,817	8,411	2,469	5,942	39,352

Challenges of Prefunding

- ▶ A trust is required with provisions that the assets are used for the exclusive use of OPEB, and related expenses
- ▶ IRS rules include 3 mechanisms for establishing trusts on a tax advantaged basis
 - Voluntary Employee Benefit Association (VEBA)
 - Medical Accounts for Retirees
 - Government Trust under IRC Section 115
- ▶ Increases in appropriations sufficient to justify using the higher discount rate
- ▶ If you can not raise appropriations to the ARC, a discount rate between 8% and 4% would be required

Challenges of Pre-funding – Section 115

- ▶ Governmental Trust is a trust that qualifies for exemption from Federal income tax under Section 115.
 - Established only for an essential government function and the income earned on the trust's investments have to accrue to the state or local government's benefit
 - A disadvantage to a governmental trust is that there is no explicit legal authority that addresses the use of the fund for the retiree health care obligation
 - However, Treasury Regulation 301.7701-1(a)(3) and several IRS Private Letter Rulings are favorable to using a Section 115 master trust to pre-fund OPEB obligations. The States of Minnesota and Vermont have established a trust for OPEB purposes.
 - Arlington, Needham, Bedford, and Wellesley

Prefunding – Needham’s Approach

- ▶ First OPEB Study completed over 10 years ago
- ▶ Full Prefunding would have required an increase of over \$2 million in the budget, more than double current costs
- ▶ Homerule petition created a trust
- ▶ Town meeting approved an additional \$300,000 to prefund, increasing annually thereafter
- ▶ Plan provisions were adjusted
- ▶ As of July 1, 2009
 - \$5 million in Trust
 - 10.2% Funded
 - Gap was gone for FYE09

Prefunding – Massachusetts

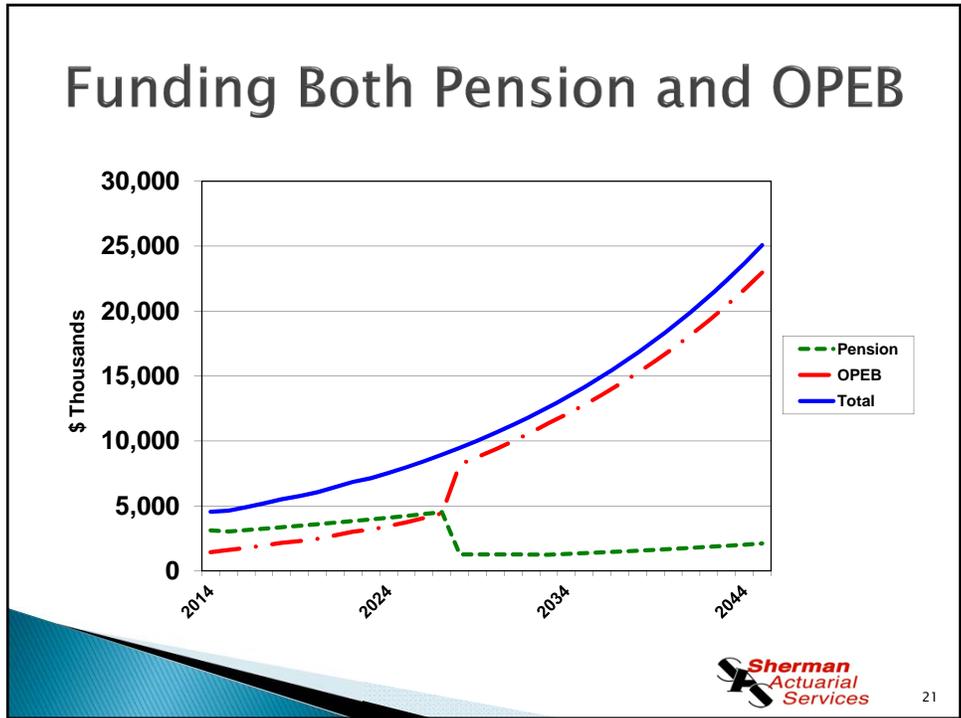
- ▶ The State enabled all municipalities and municipal power and light departments to prefund the obligation
- ▶ Investments are handled by your Treasurer under the Prudent Man rule. PRIM has opened the State Pension Investment Trust to OPEB assets
- ▶ Over 50% of communities are starting to prefund
 - Hingham
 - Wellesley
 - Arlington
 - Dedham
 - Wakefield
 - Bedford
 - Needham

Prefunding – Rhode Island

- ▶ Some cities started prefunding years ago:
 - Barrington
 - Bristol
 - Charleston
 - Cranston
 - Foster
 - Lincoln
 - Middletown
 - Narragansett
 - Newport (active employees and City)
 - Portsmouth
 - Providence
 - Smithfield
 - South Kingstown
 - Warren
 - Westerly

Reactions across the Country

- ▶ Many States have already established trusts and are prefunding.
- ▶ State of Massachusetts set aside an additional \$300 million in FYE08, \$0 since.
- ▶ City of Gainesville issued OPEB bonds
- ▶ Benefit studies seeking to reduce the obligation, or at least keep it from rising as rapidly as in the past via multi-tiered plans



- ## Recent Plan Changes
- ▶ Increases in retiree co-share
 - ▶ Increases in deductibles and co-pays
 - ▶ Restricted availability
 - Must retire from the town with at least X years of service
 - If less than Y years of service with town, then a higher co-share by the retiree
 - No or reduced spousal coverage
 - Some plans no longer treat the retiree in the exact same manner as the employee
 - ▶ Measuring the change in promise under GASB 43&45 provides insight to the value of the modifications
-  22

Medicare: Section 18

- ▶ Adopting Section 18 of MGL Chapter 32B requires all that are eligible to join Medicare, must at age 65
- ▶ Available medical plans are restricted to supplemental plans
- ▶ Results in substantial savings
 - ARC reductions of 5% – 6% immediately, 9% – 10% long term as unfunded liability is reduced and more employees are eligible for Medicare coverage
 - Medicare supplemental plans have a history of lower annual cost increases

Questions?

Summary of Eligibility for OPEB (health insurance program)

As of September 23, 2013

DRAFT - Reports are still being compiled and reviewed by DMF. Information is from most recent valuation reports submitted by municipalities.

Municipality	Police	Fire	Municipal	School	Other
Barrington	Eligible for coverage at retirement from MERS. Age 55 with 10 years of service or any time after attaining 20 years of service.	Eligible for coverage at retirement from MERS. Age 55 with 10 years of service or any time after attaining 20 years of service.	Eligible for coverage at retirement from MERS. Age 58 with 10 years of service or any time after attaining 30 years of service.		DPW: Eligible for coverage at retirement from MERS. Age 58 with 10 years of service or any time after attaining 30 years of service. Dispatchers: Eligible for coverage at retirement from MERS. Age 58 with 10 years of service or any time after attaining 30 years of service.
Bristol	Police & Civilian Police: If retired under MERS for Police, eligible to receive medical and dental benefits for self and spouse. For all members eligible to retire prior to July 1, 2012, eligibility for retirement is completion of 20 years of service regardless of age. For all members eligible to retire on or after July 1, 2012, eligibility for retirement is age 55 with 25 years of service.	Fire Management: For all members eligible to retire prior to July 1, 2012, eligibility for retirement is the earlier of completion of 30 years of service regardless of age, or age 58 with 10 years of service. For all new hires or members with less than five years of service on June 30, 2012, the new retirement age will match their Social Security Retirement Age. Members with five or more years of service on June 30, 2012, will be eligible to retire at their social security retirement age but will receive a proportional downward adjustment based on years of service prior to July 1, 2012, with a minimum retirement age of 59.	Town (Town Hall, Senior Center, Recreation, Fire Management, Library): For all members eligible to retire prior to July 1, 2012, eligibility for retirement is the earlier of completion of 30 years of service regardless of age, or age 58 with 10 years of service. For all new hires or members with less than five years of service on June 30, 2012, the new retirement age will match their Social Security Retirement Age. Members with five or more years of service on June 30, 2012, will be eligible to retire at their social security retirement age but will receive a proportional downward adjustment based on years of service prior to July 1, 2012, with a minimum retirement age of 59.	Only the following groups of participants are eligible for retiree health care coverage: 1. Bristol and Warren Teachers hired prior to July 1, 1993 2. Bristol and Warren Certified Administrators hired prior to July 1, 1993 3. Bristol and Warren Non-Certified Administrators hired prior to July 1, 1994 4. Classified employees hired prior July 1, 1994 5. Current retirees with grandfathered coverage Participants in the eligible groups are entitled to retiree health care coverage after meeting Rhode Island Employees Retirement System retirement eligibility. Note that Rhode Island Employees Retirement System has different eligible requirements for Schedule B members (those with less than 10 years of service as of July 1, 2005). All eligible District participants are Schedule A members.	Sewer and Public Works: For all members eligible to retire prior to July 1, 2012, eligibility for retirement is the earlier of completion of 30 years of service regardless of age, or age 58 with 10 years of service. For all new hires or members with less than five years of service on June 30, 2012, the new retirement age will match their Social Security Retirement Age. Members with five or more years of service on June 30, 2012, will be eligible to retire at their social security retirement age but will receive a proportional downward adjustment based on years of service prior to July 1, 2012, with a minimum retirement age of 59.
Burrillville	20 years of service at any age	n/a	Council 94: age 58 and 10 years of service, or 30 years of service at any age.	Certified: age 60 and 10 years of service, or 28 years of service at any age. Non-Certified: age 58 and 10 years of service, or 30 years of service at any age.	Waste Water & Municipal Non-Union (including Library): age 58 and 10 years of service, or 30 years of service at any age.

Summary of Eligibility for OPEB (health insurance program)

As of September 23, 2013

DRAFT - Reports are still being compiled and reviewed by DMF. Information is from most recent valuation reports submitted by municipalities.

Municipality	Police	Fire	Municipal	School	Other
Central Falls	no response				
Charlestown	For police officer who is at least 60 years old, or who has completed at least 20 years of service regardless of age (25 years of service if hired on or after July 1, 2011) and eligible for pension benefits under the State or RI Optional retirement for Members of Police Force and Firefighters, shall be eligible to continue health insurance coverage for self and spouse.	n/a	CPMA (Charlestown Professional Management Association): Eligible for retirement at an individually determined age. This age is based on the members' social security retirement age with a proportional downward adjustment based on years of service as of June 30, 2012. The minimum retirement age is 59.	Charlho Regional SD: Certified teachers and staff are eligible for retiree health care benefits until Medicare eligibility once they meet the retirement eligibility requirements under Rhode Island State Employee Retirement Systems (ERS).	
Coventry	Members who have retired under the Town of Coventry Police Officers Retirement Plan shall be eligible to receive medical and dental benefits for self and spouse. Normal Retirement is 20 years of service for Officers hired prior to January 1, 1994; 23 years of service for Officers hired on or after January 1, 1994.		Members who have retired under the Coventry Municipal Employees Retirement Plan shall be eligible to receive medical and dental benefits for self and spouse. Normal Retirement is age 62. Early Retirement is age 55 with 10 years of service.	School Teachers and Administrators who have retired under the Employees' Retirement System of Rhode Island (ERSRI) with a minimum of 15 years of service the Coventry School District, shall be eligible to receive medical and dental benefits for self and spouse.	

Summary of Eligibility for OPEB (health insurance program)

As of September 23, 2013

DRAFT - Reports are still being compiled and reviewed by DMF. Information is from most recent valuation reports submitted by municipalities.

Municipality	Police	Fire	Municipal	School	Other
Cranston	20 years of service for healthy police retirees. Disabled Police are eligible to participate with no service requirement.	20 years of service for healthy fire retirees. Firefighters who become disabled in the line of duty are eligible to receive individual coverage after 5 years of service and family coverage after 10 years of service.		All members with more than 10 years of service as of June 30, 2005 are eligible for retirement on or after age 60 with 10 years of service or age any age with 28 years of service, or after becoming disabled. All members with less than 10 years of service as of June 30, 2005 are eligible for retirement on or after age 65 with 10 years of service, or on or after age 59 with 29 years of service, or early retirement at age 55 with 20 years of service, or after becoming disabled. All members must also have completed at least 10 years of service with the City of Cranston, with the exception of disability retirement benefits. To be eligible for disability retirement, the participant must have 5 years of vested service for ordinary disabilities (accidental disability has no service requirement).	

Summary of Eligibility for OPEB (health insurance program)

As of September 23, 2013

DRAFT - Reports are still being compiled and reviewed by DMF. Information is from most recent valuation reports submitted by municipalities.

Municipality	Police	Fire	Municipal	School	Other
Cumberland	no response				
East Greenwich	Police Officers are participants in the Municipal Employee Retirement System (MERS) and are eligible for retirement at age 55 with 10 years of service or any time after attaining 20 years of service.	Retired employees at age sixty five (65) receive a retiree 65 plan which is applicable to the health plan offered to full-time employees provided such employee has a minimum often (10) years of service credits. Employees who retire with twenty (20) or more years of service credits at any up to age 65, shall receive their choice of the same medical and dental coverage, which is offered to active employees subject to the provisions of section 30 of the collective bargaining agreement entitled "medical and dental".	NEARI and Other divisions: Employees who retire after age 65 and after earning 10 or more years of credited service are eligible for full coverage under the Group Plan 65 (single coverage only). If an employee retires prior to age 65, the retiree is partially covered under the Blue Cross Blue Shield Plan (single coverage only) with the Town contributing 3.3 % of the premium, per year of service, at retirement. Retirees contribute the remaining amount of the required premium which is not funded by the Town. Employees under this group are participants in the MERS and are eligible for retirement at age 58 with 10 years of service.	Members of the East Greenwich School Department are eligible for postretirement health and life insurance coverage after attaining twenty (20) years of service with the School Department. Certain administrative members require only five (5) years of service with the School Department to become eligible. Current paraprofessionals and custodians are excluded from the program. There is one grandfathered retiree currently receiving medical and dental benefits.	DPW & Other divisions: Employees who retire after age 65 and after earning 10 or more years of credited service are eligible for full coverage under the Group Plan 65 (single coverage only). If an employee retires prior to age 65, the retiree is partially covered under the Blue Cross Blue Shield Plan (single coverage only) with the Town contributing 3.3 % of the premium, per year of service, at retirement. Retirees contribute the remaining amount of the required premium which is not funded by the Town. Employees under this group are participants in the MERS and are eligible for retirement at age 58 with 10 years of service.
East Providence* * Information based on most recent valuation received by DMF. It does not reflect recently approved CBAs with school and municipal employees. Police and Fire are under negotiation.	Employees are eligible for retiree health benefits once they meet the City of East Providence Police and Fire Retirement System pension eligibility requirements 1. Age 60 with 10 years of service 2. 20 years of service (no age requirement)	Employees are eligible for retiree health benefits once they meet the City of East Providence Police and Fire Retirement System pension eligibility requirements 1. Age 60 with 10 years of service 2. 20 years of service (no age requirement)	Eligible for retiree health benefits once they meet Municipal Employees Retirement System (MERS) pension eligibility requirements: 1. Age 58 with 10 years of service 2. Age 50 with 20 years of service (reduced pension) 3. 30 years of service (no age requirement)	The following employee groups follow Teachers eligibility requirements: Teachers and Principals. All other employee groups follow non-Teachers eligibility requirements. Non-teachers are eligible for retiree health benefits until Medicare eligibility once they meet Municipal Employees Retirement System (MERS) pension eligibility requirements.	
Exeter	n/a				
Foster	Any age with 20 years of service. Coverage until Medicare eligible. Employees hired after 7 /1 /2006 will not be eligible for this benefit.			School certified can retire early with 10 years of service. School non certified can retire early with 58 years of age and 10 years of service. However non-certified retirees must then pay 100% of medical and dental premiums.	Labor Union: Any age with 20 years of service. Dispatch: Any age with 20 years of service.

Summary of Eligibility for OPEB (health insurance program)

As of September 23, 2013

DRAFT - Reports are still being compiled and reviewed by DMF. Information is from most recent valuation reports submitted by municipalities.

Municipality	Police	Fire	Municipal	School	Other
Glocester	Members hired before July 1, 2001 must have at least 20 years of service. Members that are hired on or after July 1, 2001 must have at least 25 years of service. Benefits cease at age 65 or when the retiree is Medicare eligible, whichever occurs first. If the spouse becomes eligible for Medicare or reaches age 65 before the retiree, the retiree shall continue to be eligible for coverage.		Clerks: 10 years of service and age 62. Benefits cease at age 65 or when retiree is Medicare eligible, whichever occurs first. Town Non-Contract: 10 years of service and age 62. Benefits cease at age 65 or when retiree is Medicare eligible, whichever occurs first.	Teachers: If vested prior to July 2, 2005, 28 years of service or at age 60 with 10 years of contributing service. If vested after July 1, 2005, age 59 with 29 years of service or age 62 with 10 years of service. Benefits cease at age 65 or when retiree is Medicare eligible, whichever occurs first. Educational Support: 10 years of service and age 60. Benefits cease at age 65 or when retiree is Medicare eligible, whichever occurs first.	
Hopkinton	n/a				
Jamestown	Police officers of the International Brotherhood of Police Officers Local 305 bargaining unit that retire from the Jamestown Police Department upon reaching their normal retirement date.			Retiring union employees from the Jamestown, RI School Department after attaining age 50 and 15 years of service. Administrative employees are eligible at age 50 with 10 years of service and non-exempt employees are not eligible. Teaching assistants and support staff are not eligible for postretirement benefits.	
Johnston	Lifetime retiree health benefits upon attainment of 18 years of service. Officers who retire after 18 years of service (early retirement) will receive health coverage benefits that were in existence on July 1, 2012. Those who retire after 20 years of service will receive health coverage benefits in existence on July 1, 2010.	Lifetime retiree health benefits upon attainment of 20 years of service	Town general employees are eligible for lifetime retiree health benefits upon attainment of age 58 with 10 years of service or 26 years of service with no age requirement.	School Certified employees are eligible for retiree health benefits upon meeting Rhode Island Employees Retirement System eligibility requirements AND 20 years of service with Johnston School Corporation. Spousal coverage is available once the retiree reaches Medicare eligibility. School Non-Certified employees are eligible for retiree health benefits according to the requirements: •Hired prior to September 1, 1999: age 58 with 15 years of service or 25 years of service •Hired on/after September 1, 1999: Age 60 with 20 years of service or age 55 with 25 years of service, no spousal coverage at retirement.	For Laborers' Local 808, only employees hired prior to April 19, 2012 are eligible for retiree health benefits.

Summary of Eligibility for OPEB (health insurance program)

As of September 23, 2013

DRAFT - Reports are still being compiled and reviewed by DMF. Information is from most recent valuation reports submitted by municipalities.

Municipality	Police	Fire	Municipal	School	Other
Lincoln	Eligible for lifetime retiree health benefits at 20 years of service with mandatory retirement at 25 years of service. There is no age requirement to get retiree health benefits.		Town general employees do not have access to retiree health benefits other than for temporary COBRA coverage.	School teachers and administrators are eligible for retiree health benefits temporary to Medicare eligibility once they meet the eligibility for an immediate benefit with the Employees' Retirement System of Rhode Island Support staff employees are eligible for retiree health benefits temporary to Medicare eligibility at the earlier of: Age 58 with 10 years of service or 30 years of service (no age requirement)	
Little Compton	Police Department: Full time retiring members are eligible for medical insurance coverage until the member becomes eligible for benefits from Medicare or covered under another employer's health insurance. Police Officers hired after July 1, 1994 are not eligible for postretirement benefits under this Plan.	Fire Department: Full time retiring members are eligible for medical insurance coverage until the member becomes eligible for benefits from Medicare or covered under another employer's health insurance. Members do not make contributions.	Town (Municipal) Employees Members of this group are not eligible for postretirement health insurance benefits.	Certified Teachers: Certified teachers that retire after 20 years of service with the Town of Little Compton may continue medical and dental insurance coverage until the earlier of (a) age 70, (b) 5 years of postretirement coverage, and (c) Medicare eligibility. Certified teachers must contribute 75% of the premium towards their coverage. Member with fewer than 20 years of service are eligible for benefits under the same provisions except that they must contribute 100% of the premiums. Non-Certified Education Support Members that retire after 15 years of service with the Town of Little Compton may continue medical insurance coverage until the earlier of (a) age 65 and (b) 3 years of postretirement coverage. The Town will contribute up to \$750 towards medical premiums.	

Summary of Eligibility for OPEB (health insurance program)

As of September 23, 2013

DRAFT - Reports are still being compiled and reviewed by DMF. Information is from most recent valuation reports submitted by municipalities.

Municipality	Police	Fire	Municipal	School	Other
Middletown	20 years of service	20 years of service	Age 58 and must have 20 years of continuous service.	Teachers and Administrators: - In order to qualify for a pension, age 60 with 10 years of service, or 28 years of service. In order to qualify for medical, must either terminate with a pension or after age 55, with 15 years of service. Other School employees - 15 years of service.	Public Works employees in order to qualify for a pension: Hired before July 1, 1999 - age 60 with 10 years of service or 30 years of service Hired on or after July 1, 1999 - age 58 with 10 years of service or 30 years of service In addition, in order to qualify for health coverage, must have 10 years of continuous service and be age 60. Library employees – No retiree medical coverage other than COBRA.
Narragansett	Police officers who have attained age 58 with 10 years of service or 20 years of service (whichever is earlier) are eligible for lifetime medical, dental, and life insurance benefits.	Firefighters who have 20 years of service are eligible for lifetime medical, dental, and life insurance benefits.	Employees who have attained age 58 with 10 years of service or 20 years of service (whichever is earlier) are eligible for lifetime medical, dental, and life insurance benefits. Current and future retirees who waive coverage from the Town due to equivalent coverage elsewhere shall be reimbursed 50% of the Town's medical and dental cost depending on their coverage level (individual or family) payable at the end of each contract year.	Certified teachers are eligible for retiree health care benefits until Medicare eligibility once they meet the retirement eligibility requirements under Rhode Island State Employee Retirement System (RI ERS). (See footnote for details) Narragansett School System employees are eligible for retiree health care benefits until Medicare eligible once they meet the following eligibility requirements: 1. Age 58 with 10 years of service or 2. 20 years of service	
New Shoreham					

Summary of Eligibility for OPEB (health insurance program)

As of September 23, 2013

DRAFT - Reports are still being compiled and reviewed by DMF. Information is from most recent valuation reports submitted by municipalities.

Municipality	Police	Fire	Municipal	School	Other
Newport	<p>Police Retirement Eligibility 20 years from hire date.</p>	<p>Fire Eligibility</p> <ul style="list-style-type: none"> • 25 years from hire date for those with 10 or more years of vesting service • Age 58 and 30 years of service for employees hired after July 1, 2011. 		<p>a. As of July 1, 2012, retirement eligibility dates will be as follows: (i) Members with < 5 years of contributory service as of June 30, 2012 and members hired on or after that date are eligible for retirement on or after their Social Security normal retirement age. (ii) Members who had at least 5 years of contributory service as of June 30, 2012 will be eligible for retirement at an individually determined age. See valuation for details. The minimum retirement age is 59. (iii) Members with 10 or more years of contributory service on June 30, 2012 may choose to retire at their Article 7 Retirement Date if they continue to work and contribute to ERSRI until that date. (iv) A member who is within five years of reaching their retirement eligibility date, described in this section, and has 20 or more years of service, may elect to retire at any time.</p> <p>b. Article 7 Retirement Date (member's retirement date as of September 30, 2009): (i) Grandfathered Schedule A members-members with at least 10 years of contributory service at June 30, 2005 and eligible for retirement at September 30, 2009 are eligible to retire on or after age 60 if they have credit for 10 years of service, or at any age if they have credit for 28 years of service. (ii) Schedule B members-members with less than 10 years of contributory service as of June 30, 2005 and members hired on or after that date-are eligible for retirement on or after age 65 if they have credit for 10 years of service, or on or after age 62 if they have credit for 29 years of service. In addition, a member who attains age 62 with at least 20 years of service credit may retire with an actuarially reduced retirement benefit. The reduction is based on the difference between 65 and the member's age at retirement.</p> <p>(iii) Schedule A members who are not grandfathered, i.e., members who had at least 10 years of creditable service at June 30, 2005 but who were not eligible to retire on September 30, 2009, will be eligible for retirement at an individually determined age. See valuation for details.</p>	<p>General Employees a. Members with less than five years of contributory service as of June 30, 2012 and members hired on or after that date are eligible for retirement on or after their Social Security normal retirement age. b. Members who had at least five years of contributory service as of June 30, 2012 will be eligible for retirement at an individually determined age. See valuation for details. The minimum retirement age is 59.</p> <p>c. Members with 10 or more years of contributory service on June 30, 2012 may choose to retire at their prior Retirement Date if they continue to work and contribute to MERS until that date. d. A member who is within five years of reaching their retirement eligibility date, described in this section, and has 20 or more years of service, may elect to retire at any time.</p>

Summary of Eligibility for OPEB (health insurance program)

As of September 23, 2013

DRAFT - Reports are still being compiled and reviewed by DMF. Information is from most recent valuation reports submitted by municipalities.

Municipality	Police	Fire	Municipal	School	Other
North Kingstown	Age 55 and 10 years of service or 20 years of service.	Age 55 and 10 years of service or 20 years of service.	Municipal Employees (Local 1033): Age 58 and 20 years of service or 30 years of service.	School: Age 55 and 10 years of service or age 50 and 20 years of service.	Non-Union: Age 58 and 10 years of service or 30 years of service.
North Providence	Members who have retired under the Town of North Providence Police Retirement Plan with at least 20 years of service, shall be eligible to receive medical and dental benefits for self and spouse.	<p>Members who have retired under the Municipal Employees Retirement System (MERS) for Firefighters, shall be eligible to receive medical and dental benefits for self and spouse. For all members eligible to retire prior to July 1, 2012, eligibility for retirement is completion of 20 years of service regardless of age.</p> <p>For all members eligible to retire on or after July 1, 2012, eligibility for retirement is age 55 with 25 years of service.</p> <p>General Employees</p> <p>For all members eligible to retire prior to July 1, 2012, eligibility for retirement is the earlier of completion of 30 years of service regardless of age, or age 58 with 10 years of service. For all new hires or members with less than five years of service on June 30, 2012, the new retirement age will match their Social Security Retirement Age.</p> <p>Members with five or more years of service on June 30, 2012, will be eligible to retire at their social security retirement age but will receive a proportional downward adjustment based on years of service prior to July 1, 2012, with a minimum retirement age of 59.</p> <p>Town Council 94: Members who have retired under the Municipal Employees Retirement System (MERS) with at least 20 years of service, shall be eligible to receive medical and dental benefits for self and spouse.</p> <p>Town Local 1033, Town Non-Union, School Teacher Assistants, Clerks, and Secretaries: Members who have retired under the Municipal Employees Retirement System (MERS) with at least 20 years of service, shall be eligible to receive medical and dental benefits for self and spouse.</p> <p>Town Council 94: Members who have retired under the Municipal Employees Retirement System (MERS) with at least 20 years of service, shall be eligible to receive medical and dental benefits for self and spouse.</p>	<p>General Employees</p> <p>For all members eligible to retire prior to July 1, 2012, eligibility for retirement is the earlier of completion of 30 years of service regardless of age, or age 58 with 10 years of service. For all new hires or members with less than five years of service on June 30, 2012, the new retirement age will match their Social Security Retirement Age. Members with five or more years of service on June 30, 2012, will be eligible to retire at their social security retirement age but will receive a proportional downward adjustment based on years of service prior to July 1, 2012, with a minimum retirement age of 59.</p> <p>Town Council 94: Members who have retired under the Municipal Employees Retirement System (MERS) with at least 18 years of service, shall be eligible to receive medical and dental benefits for self and spouse.</p> <p>Town Local 1033, Town Non-Union, School Teacher Assistants, Clerks, and Secretaries: Members who have retired under the Municipal Employees Retirement System (MERS) with at least 20 years of service, shall be eligible to receive medical and dental benefits for self and spouse.</p> <p>School Local 2435: Members hired after 7/1/12</p>	<p>School Teachers and Administrators Employees' Retirement System of Rhode Island (ERSRI) retirees, with a minimum of 15 years of service (20 years of service for Schedule B members) with the North Providence School System, shall be eligible to receive medical and dental benefits for self and spouse. (See footnote for ERSRI requirements) Members eligible for retirement after July 1, 2012, with at least five years of service as of June 30, 2012: Eligible for Normal Retirement at an individually determined age. This age is based on the members' social security retirement age with a proportional downward adjustment based on years of service prior to July 1, 2012. The minimum retirement age is 59 with 5 years of service. Members eligible for retirement on or after July 1, 2012 but with less than five years of service as of June 30, 2012 and members hired on or after that date: Normal Retirement is on or after their Social Security normal retirement age with 5 years of service. Transition Rules for Retirement Age: Members with ten or more years of service by June 30, 2012 may retire at</p>	

Summary of Eligibility for OPEB (health insurance program)

As of September 23, 2013

DRAFT - Reports are still being compiled and reviewed by DMF. Information is from most recent valuation reports submitted by municipalities.

Municipality	Police	Fire	Municipal	School	Other
North Smithfield	Any age with 20 years of service. Coverage until Medicare eligible.	Any age with 20 years of service. Coverage until Medicare eligible.	Any age with 20 years of service, minimum age varies between age 55 and social security retirement age less five years. Coverage until Medicare eligible.	School: Any age with 20 years of service, minimum age varies between age 55 and social security retirement age less five years. Coverage until Medicare eligible. One participant has an individual contract that extends coverage through June 30, 2014.	
Pawtucket	Current retirees, beneficiaries and spouses of Pawtucket are eligible for medical benefits. Current employees who retire with a benefit from the Pawtucket Retirement Board. Current spouses are only covered fro police, fire, and teachers. Survivors of Pawtucket employees adn retirees are also eligible for medical benefits.				
Portsmouth	Police employees are eligible for retiree health care benefits until Medicare eligibility upon attainment of 20 years of service with the Town.	Fire employees are eligible for retiree health care benefits until Medicare eligibility upon attainment of 20 years of service with the Town.			General employees (PMEA, Public Works union groups and Non-Union g health care benefits until Medicare eligibility at the earlier of: 1. Age 60 with 20 years of service (normal retirement) 2. Age 55 with 25 years of service and within 5 years of normal retirement
Providence	Class B – Police Hired before 7/1/1992, age 55 or 20 YOS Hired on or after 7/1/1992 & before 7/1/1998, age 55 with 10 YOS or 20 YOS Hired on or after 7/1/1998, age 55 with 10 YOS or 20 YOS	Class B - Hired before 7/1/1992, age 55 or 20 YOS Hired on or after 7/1/1992 & before 7/1/1996, age 55 with 10 YOS or 20 YOS Hired on or after 7/1/1996, age 55 with 10 YOS or 20 YOS	Class A – General Employees: Hired before 7/1/1992, age 55 or 25 YOS Hired on or after 7/1/1992 & before 7/1/1995, age 55 with 10 YOS or 25 YOS Hired on or after 7/1/1995, age 55 with 10 YOS or 30 YOS	Class A – State School Employees At least 10 YOS as of 7/1/2005, age 60 with 10 YOS or 28 YOS, age 65 with 10 YOS or age 59 and 29 YOS Less than 10 YOS as of 7/1/2005 or age 55 and 20 YOS Class A – General & City School Employees: Hired before 7/1/1992, age 55 or 25 YOS Hired on or after 7/1/1992 & before 7/1/1995, age 55 with 10 YOS or 25 YOS Hired on or after 7/1/1995, age 55 with 10 YOS or 30 YOS	
Richmond	n/a				
Scituate	Police officers are eligible at age 55 with 10 years of service or at any age with 25 years of service (20 years of service if hired before July 1, 2000).		Eligible for retirement at age 58 with 10 years of service or at any age with 30 years of service.	Eligible for retirement at age 58 with 10 years of service or at any age with 30 years of service.	

Summary of Eligibility for OPEB (health insurance program)

As of September 23, 2013

DRAFT - Reports are still being compiled and reviewed by DMF. Information is from most recent valuation reports submitted by municipalities.

Municipality	Police	Fire	Municipal	School	Other
Smithfield	<p>Retiree Medical only to age 65. Town: • 20 years of service (or any years of service for accidental disability retirement)</p>	<p>Retiree Medical only to age 65. Town: • 20 years of service (or any years of service for accidental disability retirement)</p>	<p>Retiree Medical only to age 65. Town: • 20 years of service (or any years of service for accidental disability retirement)</p>	<p>Retiree Medical only to age 65. School: • If hired before 6/20/1989: Age 60 with 15 years of service. • If hired after 6/19/1989: Either 1) age 60 with 20 years of service, or 2) 28 years of service with at least 15 years with Smithfield.</p>	<p>Retiree Medical only to age 65. Town: • 20 years of service (or any years of service for accidental disability retirement)</p>
South Kingstown	<p>Members who have retired under the Municipal Employees Retirement System (MERS) for Police & Firefighters shall be eligible to receive medical and dental for self and spouse. Eligibility for retirement is 20 years of service regardless of age. A police department member may retire, provided he or she has earned a retirement allowance of at least 50%.</p>		<p>Members who have retired under the Municipal Employees Retirement System (MERS), shall be eligible to receive medical benefits for self and spouse. Eligibility for retirement is the earlier of completion of 30 years of service regardless of age, or age 58 with 10 years of service.</p>	<p>School Teachers and Administrators Members who have retired under the Employees' Retirement System of Rhode Island (ERSRI), with a minimum of 10 years of service with the South Kingstown School Department, shall be eligible to receive medical and dental benefits for self and spouse.</p>	
Tiverton	<p>Police personnel shall be eligible upon attainment of the earlier of age 55 or 20 years of service (25 if hired after July 1, 2012).</p>	<p>Fire personnel shall be eligible upon attainment of 25 years of service.</p>	<p>. Town personnel (hired on or before July 1, 1993) shall be eligible to retire upon attainment of age 58 with 10 years of service.</p>	<p>Certified personnel of the Schools shall be eligible to retire with 20 years of service and eligibility to retire under the State Retirement System or where their age plus service is at least eighty (80). Non-certified personnel of the Schools shall be eligible either upon attainment of age 58 with age plus service of at least eighty or age 60 with 10 years of service.</p>	<p>Teamsters personnel (hired on or before July 1, 1994) shall be eligible to retire upon attainment of age 58 with 25 years of service.</p>

Summary of Eligibility for OPEB (health insurance program)

As of September 23, 2013

DRAFT - Reports are still being compiled and reviewed by DMF. Information is from most recent valuation reports submitted by municipalities.

Municipality	Police	Fire	Municipal	School	Other
Warren	Public Safety employees, earlier of: a. Age 50 with 20 years of service (reduced pension) b. Age 55 with 10 years of service (unreduced pension) c. 25 years of service (unreduced pension)	Public Safety employees, earlier of: a. Age 50 with 20 years of service (reduced pension) b. Age 55 with 10 years of service (unreduced pension) c. 25 years of service (unreduced pension)	General employees, earlier of: a. Age 50 with 20 years of service (reduced pension) b. Age 58 with 10 years of service (unreduced pension) c. 30 years of service (unreduced pension)	Only the following groups of participants are eligible for retiree health care coverage: 1. Bristol and Warren Teachers hired prior to July 1, 1993 2. Bristol and Warren Certified Administrators hired prior to July 1, 1993 3. Bristol and Warren Non-Certified Administrators hired prior to July 1, 1994 4. Classified employees hired prior July 1, 1994 5. Current retirees with grandfathered coverage Participants in the eligible groups are entitled to retiree health care coverage after meeting Rhode Island Employees Retirement System retirement eligibility as shown in footnote 1. Note that Rhode Island Employees Retirement System has different eligible requirements for Schedule B members (those with less than 10 years of service as of July 1, 2005). All eligible District participants are Schedule A members.	General employees, earlier of: a. Age 50 with 20 years of service (reduced pension) b. Age 58 with 10 years of service (unreduced pension) c. 30 years of service (unreduced pension)
Warwick	Uniformed Employees. This classification includes the uniformed members of the police and fire departments. Employees in this classification hired before 7/1/2012 are required to work for the city for 20 years to be eligible for benefits. Employees hired after 7/1/2012 are required to work for 25 years to be eligible. There is no required contribution for individual or dependent coverage.	Uniformed Employees. This classification includes the uniformed members of the police and fire departments. Employees in this classification hired before 7/1/2012 are required to work for the city for 20 years to be eligible for benefits. Employees hired after 7/1/2012 are required to work for 25 years to be eligible. There is no required contribution for individual or dependent coverage.	General Employees. This classification includes all other full-time employee groups not mentioned above. Employees hired before 7/1/2012 are required to reach age 55 and serve the city for 10 years to be eligible for benefits. Employees hired after 7/1/2/12 are required to reach age 59 and work for the city for 10 years to be eligible. There is no required contribution for individual or dependent coverage.	Teaching Employees are eligible for GASB 45 benefits after serving the district for 20 to 30 years. Other district employees are required to reach age 62 and have 25 years of service.	
West Greenwich	n/a				

Summary of Eligibility for OPEB (health insurance program)

As of September 23, 2013

DRAFT - Reports are still being compiled and reviewed by DMF. Information is from most recent valuation reports submitted by municipalities.

Municipality	Police	Fire	Municipal	School	Other
West Warwick	Police officers and Firefighters are eligible for lifetime retiree health benefits once they have 20 years of service (with no age requirements).	Police officers and Firefighters are eligible for lifetime retiree health benefits once they have 20 years of service (with no age requirements).	Municipal employees are eligible for retiree health benefits at the earlier of: 1. Any age with 25 years of service 2. Age 60 with 10 years of service Municipal employees' medical benefits are available until Medicare eligibility while the dental benefits are lifetime.	School Non-Certified employees are eligible for retiree health benefits at the earlier of: 1. Any age with 25 years of service 2. Age 60 with 20 years of service School Non-Certified employees medical and dental benefits are available for five years after retirement (regardless of Medicare eligibility). School Certified employees are eligible for retiree health benefits until Medicare eligibility at 15 years of service or 25 years of service or 28 years of service (with no age requirements). The cost sharing requirement differs at each eligibility requirement.	
Westerly	All regular police officers are eligible to participate.				

Summary of Eligibility for OPEB (health insurance program)

As of September 23, 2013

DRAFT - Reports are still being compiled and reviewed by DMF. Information is from most recent valuation reports submitted by municipalities.

Municipality	Police	Fire	Municipal	School	Other
Woonsocket	<p>Retirement after July 1, 1981:</p> <ul style="list-style-type: none"> •Appointed prior to 7/1/80 - 20 years of service •Appointed after 7/1/80 - Police/Fire MERS (20 years OR age 55 & 10 years) <p><i>In negotiations</i></p>	<p>Retirement after July 1, 1982:</p> <ul style="list-style-type: none"> •Hired before 7/1/85 - 20 years of service •Hired after 7/1/85 - Police/Fire MERS (20 years OR age 55 & 10 years) <p><i>In negotiations</i></p>	<p>Professional/Technical and Non-Union Employees:</p> <ul style="list-style-type: none"> •Hired prior to 7/1/96: retirement from City and eligible for SSI or State System Retirement Benefit •Hired after 7/1/96: retirement after 10 consecutive years of service in City, or disability retirement •Medicare plan for retiree and spouse •Effective 7/1/13: Professional/Technical Employees - Retirement after 25 years of continuous service and eligible for normal retirement under ERSRI or eligible to receive Social Security Retirement income; maximum of 6 years of pre-Medicare coverage. Individual Medicare plan. Non-Union Employees - Retirement (MERS) with 25 years of service to City; maximum of 6 years of pre-Medicare coverage. Medicare plan(s) at 65. <p>Municipal Employees: MERS (30 years or age 58 & 10 years). Medicare plan for retiree and spouse.</p> <ul style="list-style-type: none"> •Effective 7/1/13: Retirement after 25 years of continuous service and eligible for normal retirement under ERSRI or eligible to receive Social Security Retirement income; maximum of 6 years of pre-Medicare coverage. Individual Medicare plan. 	<p>Paraprofessionals: Retirement after 9/1/94 - 25 years of service in City (Individual Plan). Retirement after 7/1/00 - age 55 and 20 years of service in City (Individual Plan). Retirement after 7/1/06: 28 years of service with ERSRI, 20 years in City - 2 Individual Plans; 32 years of service with ERSRI, 20 years in City - Family Plan. Individual Medicare plan for retirees after June 2004 with 35 years of service with ERSRI & 25 years in City</p> <ul style="list-style-type: none"> •Effective 7/1/13: retirement with 25 years of continuous service to City. 2 individual plans before 7/1/18; 1 individual plan after 7/1/18. Maximum of 6 years of pre-Medicare coverage. <p>Teachers: Retirement after 6/30/97 - 28 years of service with ERSRI, 20 years in City (Individual Plan). Retirement after 6/30/00: 32 years of service with ERSRI, 20 years in City (2 Individual Plans); 35 years of service with ERSRI, 20 years in City - Family Plan. Individual Medicare plan for retirees after June 2004 with 35 years of service with ERSRI & 25 years in City</p> <ul style="list-style-type: none"> •Effective 7/1/13: retirement with 25 years of continuous service to City. 2 individual plans before 7/1/18; 1 individual plan after 7/1/18. Maximum of 6 years of pre-Medicare coverage. <p>School Clerical & Support Employees: Retirement with 25 years of service in City. Individual Medicare plan for retirees with 35 years of service with ERSRI & 25 years in bargaining unit. Effective 7/1/13: maximum of 6 years of pre-Medicare coverage</p>	