

## Summary of School District Responses to LFA OPEB Questionnaire

District	Termination/ OPEB/Pension Benefit Liability	Amount Unfunded	Are the Benefits Terminated?	Comments
Alpine	156,539,000	70,318,000	yes	OPEB plan closed on 3/1/2006. The total OPEB liability is for post-retirement medical insurance for eligible retirees. The District created an irrevocable trust in 2007 for the purpose of systematically setting aside assets to fund it's OPEB liability. As of 6/30/2019, the date of the latest actuarial study, the Trust has assets in the amount of \$86,221,089 and the District's total OPEB liability is 55.1% funded.
Beaver	-	-	Yes	Termination benefits for payout of accrued sick leave and vacation; these benefits are fully accrued and funded each year through budget + fund balance and liability designations. Periodically a fully funded retirement incentive bonus is offered in a given year with no long-term commitment. No OPEB.
Box Elder	4,529,000	529,000	No	After retirement through state retirement, employees qualify for sick leave buy-out and a termination bonus. Benefits funded and expensed on a current year basis.
Cache	450,000	450,000	No	Termination Benefits- Lump sum payment at retirement and sick leave payout. Prior Liability closed and paid out. Fund on current year basis.
Carbon	6,631,000	3,500,000	Yes	Carbon School District no longer offers any OPEB or TB benefits for employees hired after Jan 1, 2007. Employees hired before that time can qualify for a grandfathered benefit which has been greatly reduced from the original benefit offered. Our reported liability is based on a valuation performed in 2012, but there have been reductions made to the benefits since that time. We are currently having an updated valuation performed. We believe our actual liability to be much less than the 2012 report.
Daggett	-	-	Yes	Funded on current basis
Davis	10,671,000	4,500,000	No	The district offers 3 years of Health Insurance and Retirement Stipend as a termination benefit for eligible retirees. Funded from retirement savings.
Duchesne	382,000	-	No	The district offers an early retirement termination benefit for four years or until Medicare eligible. Funded on a current year basis.
Emery	-	-	Yes	OPEB terminated. Sick leave payout at retirement - Funded on a current year basis.
Garfield				
Grand				

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Granite	38,838,000	-	No	Early retirement stipend and insurance programs. District has committed fund balance to fund actuarial liability. Furthermore the district has set aside an additional \$11.6M for unforeseen increases.
Iron	2,509,000	1,375,000	No	An early retirement incentive where we pay a stipend amount based on years of service and health insurance for a period of five years or until Medicaid eligible.
Jordan	17,259,000	-	Yes	Plan closed in 2006. Only current benefit is vacation payout. Liability is fully funded.
Juab	365,000	-	No	The District offers an Early Retirement Incentive. Currently funded.
Kane	36,000	-	No	The District offers an Early Retirement Incentive. Currently funded.
Millard	-	-	Yes	No post employment benefits offered.
Morgan	455,000	-	No	Early retirement program provides individual health insurance for 4 years or until they become eligible for social security and a stipend through age 62. Sick leave is paid out at retirement up to 55 days.
Nebo	60,001,000	-	No	The liability is fully accrued and shown as a liability in the Statement of Net Position in the District's audited comprehensive annual financial report for the fiscal year ended June 30, 2019. The District funds the liability on a pay-as-you-go basis and has budgeted \$5M of annual ongoing funds to this effort. The District has also assigned \$10M of its General Fund balance for this purpose. The fund balance may be utilized if the number of eligible employees who elect to retire results in a particular year's liability payments exceeding \$5M. Since assigning the fund balance in FY2012 the District has not had to reduce it and current estimation of cash flows under the program indicates that \$5M will be sufficient to pay the annual liability through the runout of the program.
North Sanpete				
North Summit	1,609,000	1,609,000	No	OPEB benefits include 5 years of partial insurance coverage as an early retirement incentive. The employee is also offered a % of their final salary for 5 years, or until full social security benefits are reached. Funded from General Fund.
Park City	-	-	Yes	Termination benefits for payout of accrued sick leave and vacation; these benefits are fully accrued and funded each year through budget + fund balance and liability designations. No OPEB.

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Piute	282,000	-	No	Employees hired after July 1, 2015 qualify only for leave payout at \$60/day or less. Almost 80% of the current liability is employees hired prior to policy changes. 1/3 of this liability is for 2 employees hired 30+ years ago that qualify for more post retirement benefits.
Rich	728,000	-	No	An early retirement stipend and insurance (health & dental) for employees for 5 years or until the age of 65.
San Juan			Yes	Final payments to terminated plan made in 2012
Sevier	-	-	Yes	Plan closed in 2006
South Sanpete	122,000	-	No	No liability
South Summit	1,738,000	-	No	The district offers an early retirement stipend and insurance for employees for 5 years or until they turn 65. It also pays out sick leave into a retirement account.
Tintic			Yes	Plan closed. Funded in FY 14 from fund balance.
Tooele	10,065,000	-	No	OPEB closed in 2000. Retirement termination stipend funded on an annual basis. The Board has committed a portion of the District's fund balance to fund these benefits.
Uintah				
Wasatch	529,000	529,000	No	The district has no OPEB liabilities. There is an early retirement incentive policy that pays a stipend for up to 3 years or until eligible for social security retirement benefits and an individual health insurance policy for up to 5 years or until eligible for medicare.
Washington	-	-	Yes	We currently have not OPEB liabilities.
Wayne	-	-	No	No post employment benefits offered.
Weber	9,509,000	-	No	After retirement with URS, and those who meet district criteria, the following are available: limited insurance coverage of minimal duration, modest unused sick leave payout, and early retirement incentive.
Salt Lake	-	-	Yes	No OPEB offered.
Ogden	3,401,000	-	No	The District provides health insurance coverage for qualifying employees though medicare eligibility date; or HRA contribution in lieu of insurance; or URS contribution in lieu of insurance.
Provo	28,556,000	14,361,000	Yes	Life-time medigap insurance is provided for employees who by 2005 had 20 or more years with the district, 30 or more years with URS and were 55. Plan Closed in 2005. The district is funding the ARC in its annual budget.

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Logan	1,612,000	12,000	No	Longevity benefits are offered to all qualifying employees based on availability of funds. Termination benefits are funded on a current year basis. The district is working to set aside funds to set aside fund balance to fund the fully fund the liability.
Murray	3,787,000	-	No	The district pays an amount to those who had qualified for lifetime insurance but had not yet retired. Additionally, the district pays for a lifetime Medicare supplement plan for qualified retirees and a stipend to pay for the cost of other medical expenses.
Canyons	12,871,000	-	Yes	Employees hired after 2006 are not eligible for post retirement benefits. Those hired before 2006 qualify for sick leave payout, a year's service payout, a retirement incentive and a cash-in-lieu of insurance payment. The Board has committed a portion of the District's fund balance to fund these benefits.
	373,474,000	97,183,000		